

CORAL GABLES®

THE CITY BEAUTIFUL



PUBLIC
SAFETY

PUBLIC SAFETY



- FIRE
- POLICE
- INFORMATION TECHNOLOGY—CCTV/LPRs
- HUMAN RESOURCES

FIRE

- FACILITIES & EQUIPMENT
 - Public Safety Building – Fire Station 1
 - Fire Station 2
 - Fire Station 3
 - Fire Station 4
- RESPONSE TIMES
- FALSE ALARMS

PUBLIC SAFETY BUILDING

FIRE STATION 1



PUBLIC SAFETY BUILDING

FIRE STATION 1



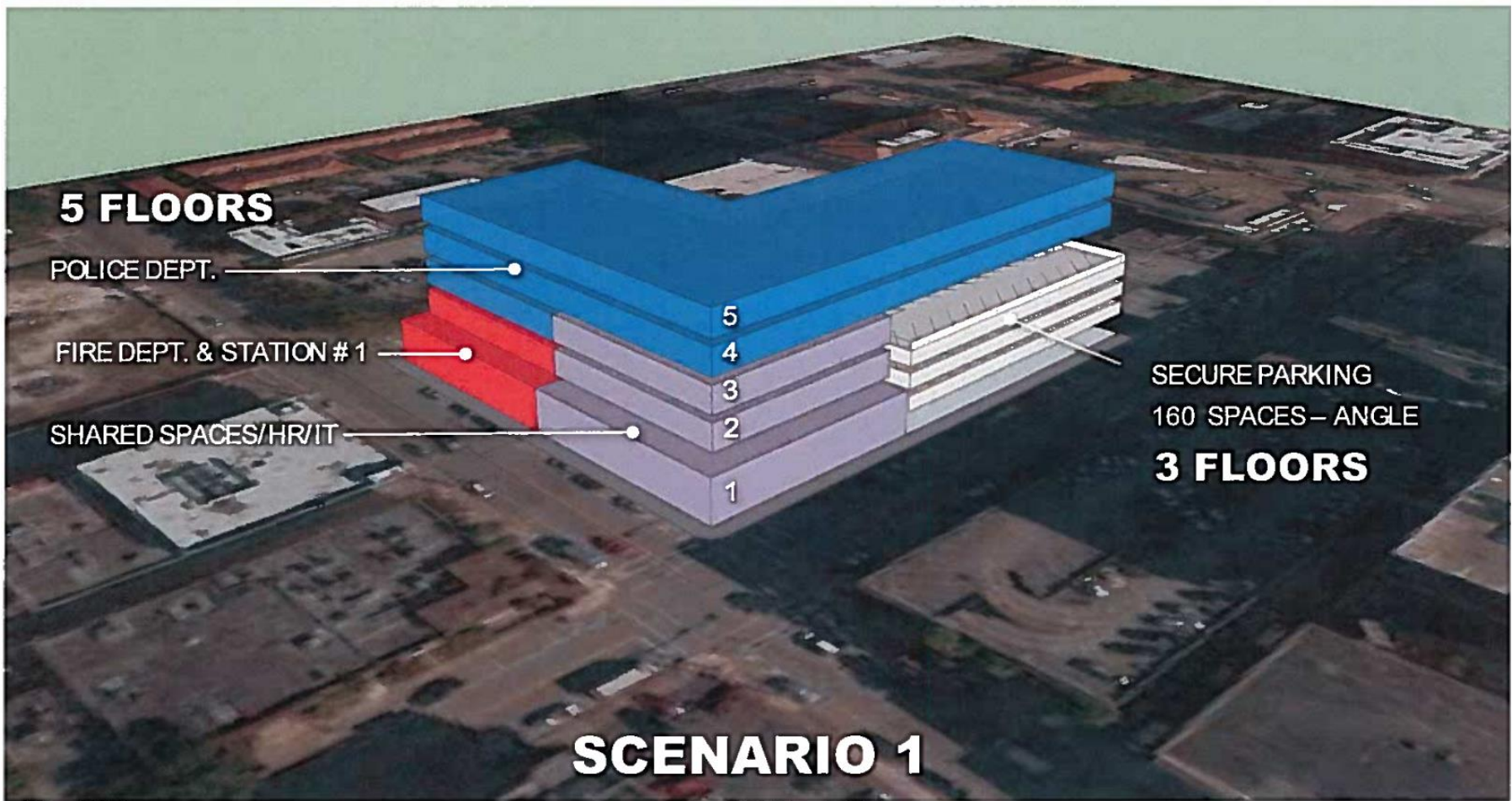
PUBLIC SAFETY BUILDING FIRE STATION 1



LOT 6 - SALZEDO & ALCAZAR

AECOM

11



*Fire Station 2
Existing*



*Fire Station 2
Planned*



*Fire Station 3
Before*

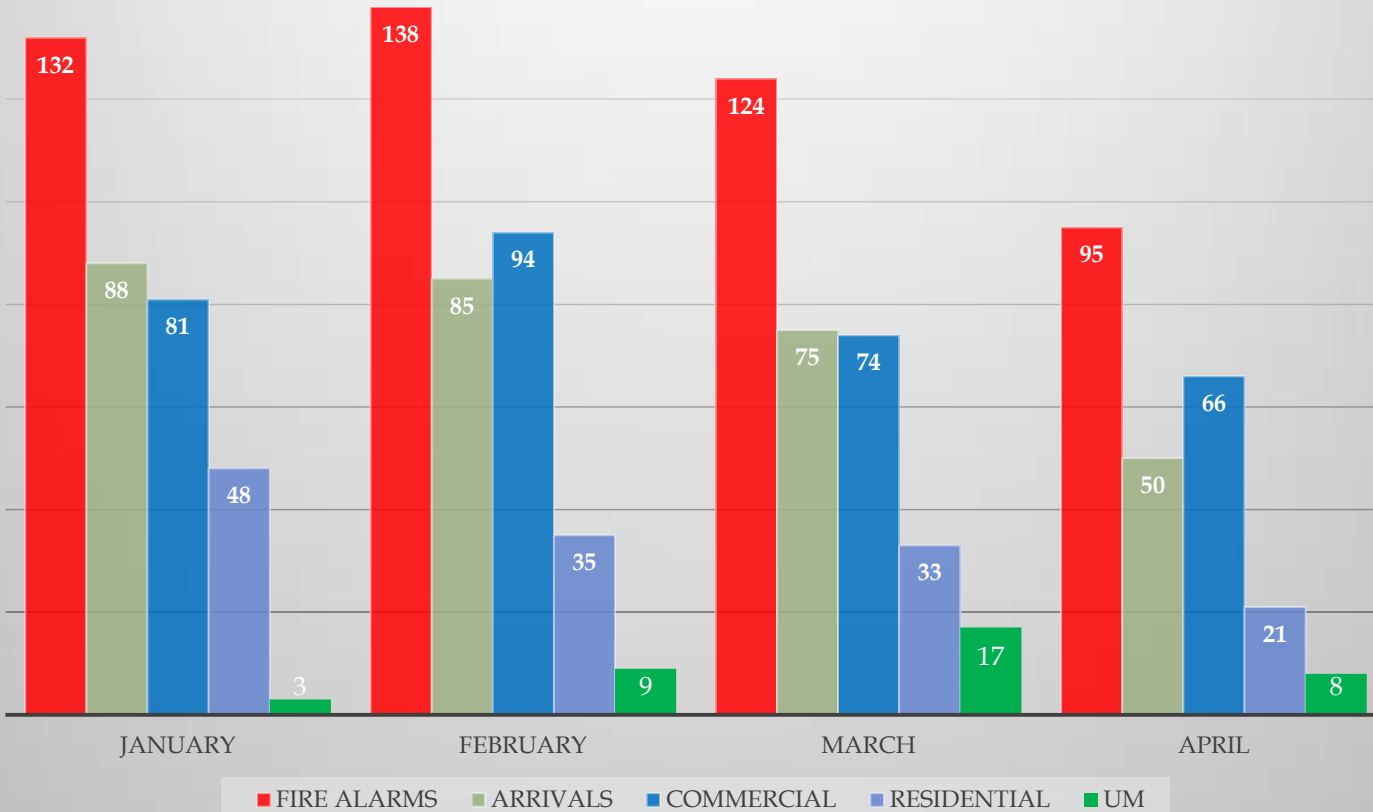


*Fire Station 3
After*



FIRE FALSE ALARMS

FIRE ALARM RESPONSES 2016



EMERGENCY MANAGEMENT

- EOC Redesign & Upgrade
- Active Shooter Presentations for City Staff
- Active Shooter Presentation for Community Groups
- Fire Alarm Training for all City Staff & Facilities

POLICE

- PROCESS IMPROVEMENT
- NEW INITIATIVES
 - Anti-Crime Committee - reinstated
 - Crime Analysis
 - Neighborhood Policing Team
 - Neighborhood Service Aides
 - Problem Solving Initiative Meetings
 - Force Multipliers

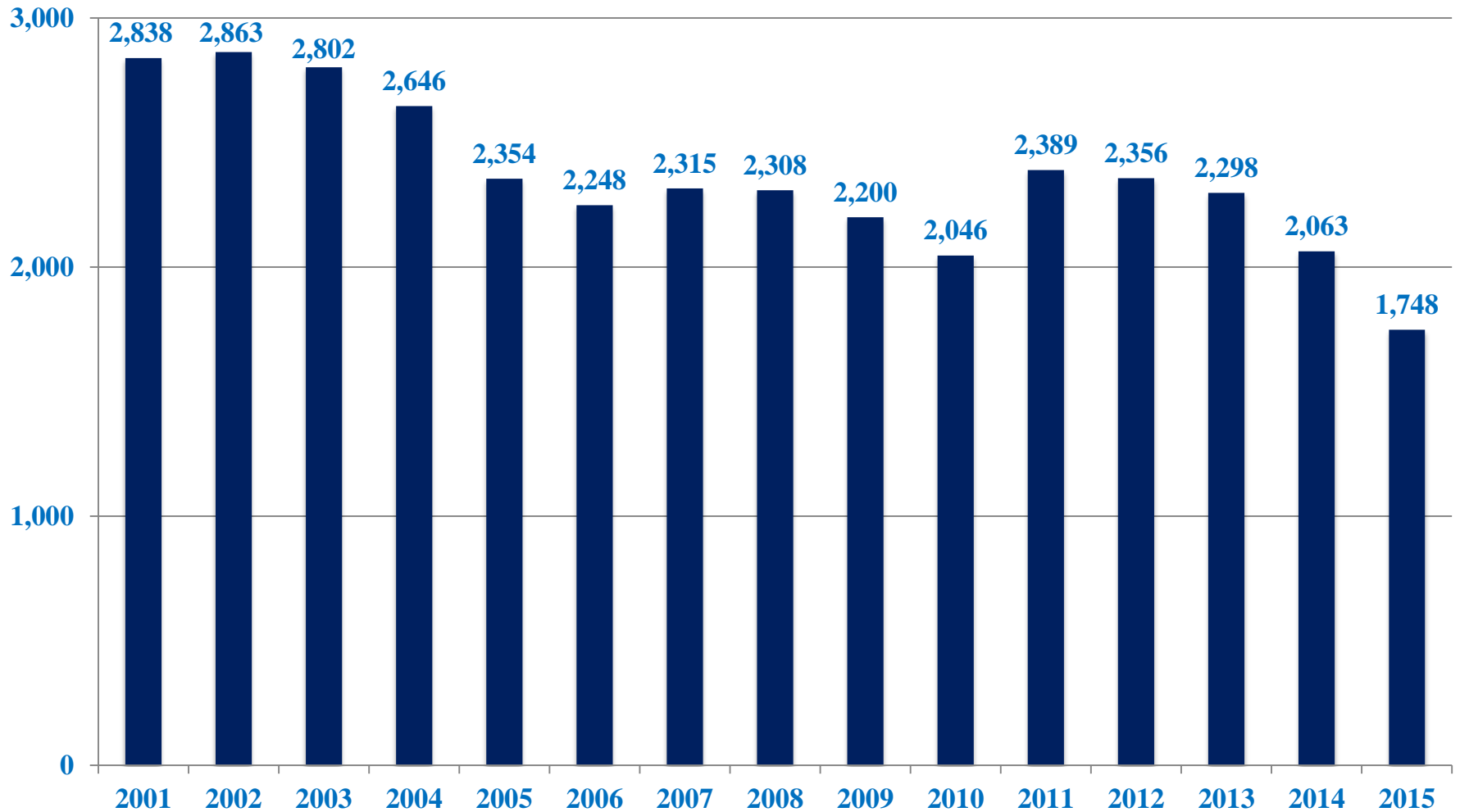
CORAL GABLES POLICE DEPARTMENT

2001-2015 UNIFORM CRIME REPORT (UCR) ANNUAL COMPARISONS

CLASSIFICATION OF OFFENSES	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
TOTAL OFFENSES	2,838	2,863	2,802	2,646	2,354	2,248	2,315	2,308	2,200	2,046	2,389	2,356	2,298	2,063	1,748
TOTAL NON-VIOLENT	2,587	2,679	2,644	2,485	2,207	2,130	2,184	2,192	2,100	1,953	2,297	2,277	2,214	1,987	1,673
TOTAL VIOLENT (EXCLUDING MANSLAUGHTER)	251	184	158	161	147	118	131	116	100	93	92	79	84	76	75
VIOLENT CRIMES															
CRIMINAL HOMICIDE	1	1	3	2	0	0	1	0	1	2	1	3	0	0	1
MANSLAUGHTER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FORCIBLE RAPE / COMMITTED	4	11	2	8	2	4	8	2	3	3	5	4	3	5	11
FORCIBLE RAPE / ATTEMPTED	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
FORCIBLE SODOMY	2	1	2	2	1	2	1	0	1	0	2	0	0	0	0
FORCIBLE FONDLING	8	4	2	2	2	1	2	3	0	5	4	3	4	5	0
ROBBERY	85	55	68	58	38	35	53	55	37	35	30	22	39	27	22
AGGRAVATED ASSAULT	134	112	74	86	98	72	63	52	52	45	45	47	37	37	41
AGGRAVATED STALKING	16	0	6	3	6	4	3	4	6	3	5	0	1	2	0
NON-VIOLENT CRIMES															
BURGLARY / COMMITTED	399	427	379	426	384	313	343	324	374	301	310	327	278	250	185
BURGLARY / ATTEMPTED	92	58	61	62	86	52	61	55	88	75	78	82	113	62	34
LARCENY, POCKET-PICKING	21	27	14	27	14	12	10	6	13	16	18	7	13	14	13
PURSE SNATCHING	0	4	2	8	9	5	15	7	8	4	4	12	8	3	9
SHOPLIFTING	88	120	135	132	110	143	105	131	146	113	140	158	186	176	162
THEFT FROM MOTOR VEHICLE (BURGLARY)	510	618	679	577	548	547	741	775	655	575	800	706	636	658	599
THEFT / MOTOR VEHICLE PARTS	349	253	234	374	299	205	157	164	171	182	178	215	227	164	112
BICYCLES	70	129	112	111	57	40	52	58	86	91	136	148	137	151	101
THEFT FROM BUILDING	178	150	89	278	242	277	276	280	235	300	302	280	282	200	191
THEFT FROM COIN OPERATED DEVICE	26	15	4	7	35	23	9	8	14	13	6	2	21	13	2
ALL OTHER LARCENY	633	662	706	317	299	396	302	264	210	218	238	229	230	210	182
* (TOTAL LARCENCIES COMBINED)	1,875	1,978	1,975	1,831	1,613	1,648	1,667	1,693	1,538	1,512	1,822	1,757	1,740	1,589	1,371
* (TOTAL BURGLARIES COMBINED)	491	485	440	488	470	365	404	379	462	376	388	409	391	312	219
MOTOR VEHICLE THEFT, AUTO	155	145	148	86	79	65	64	64	54	37	42	50	38	39	33
TRUCKS & BUSES	59	49	43	50	38	39	35	38	34	20	27	40	28	36	33
MOTORCYCLES	3	6	20	28	7	10	13	12	11	7	16	19	12	11	14
OTHER VEHICLES	4	16	18	2	0	3	1	6	1	1	2	2	5	0	3

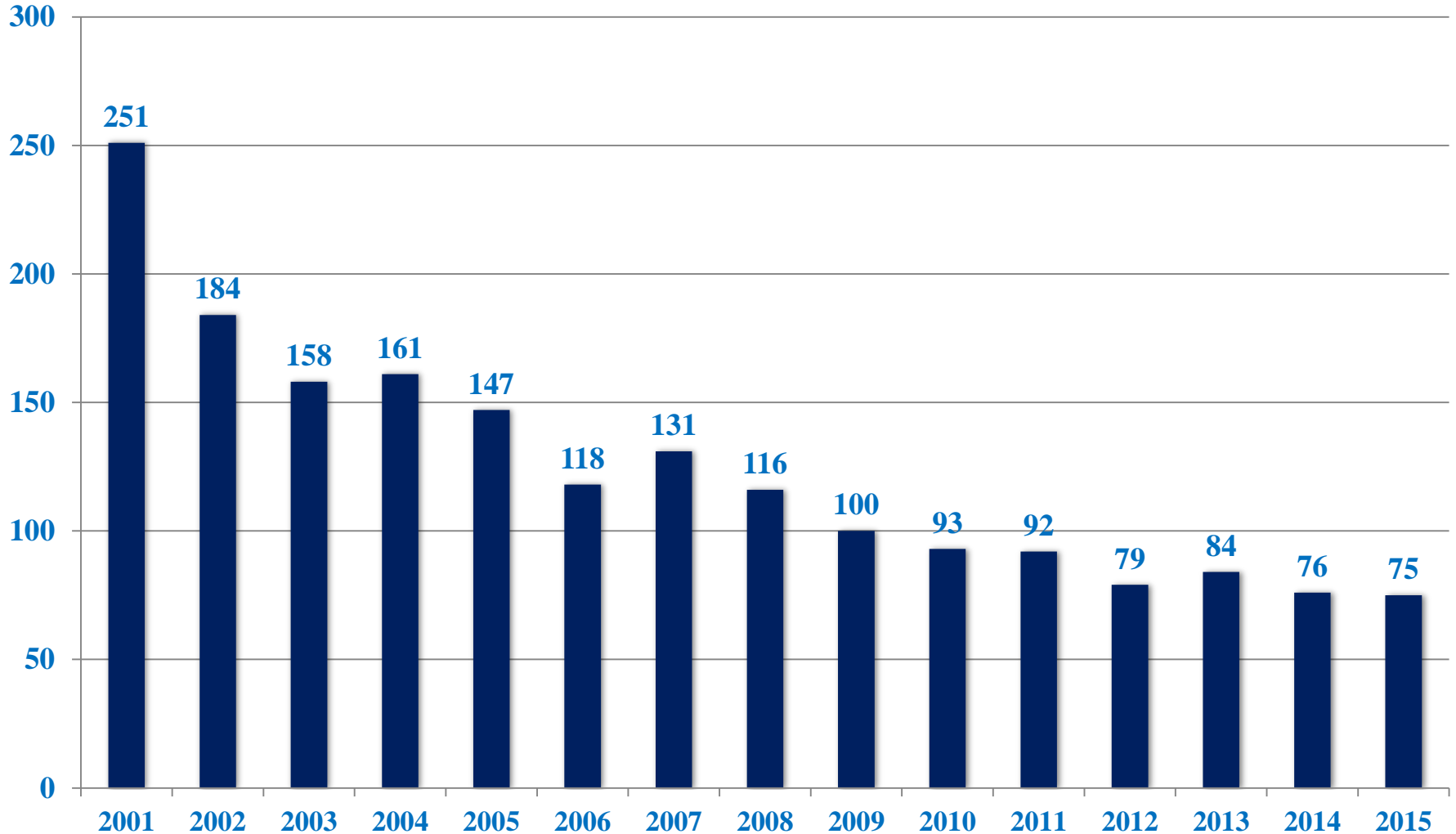
CORAL GABLES POLICE DEPARTMENT 2001-2015 UNIFORM CRIME REPORT ANNUAL COMPARISONS

TOTAL UCR OFFENSES



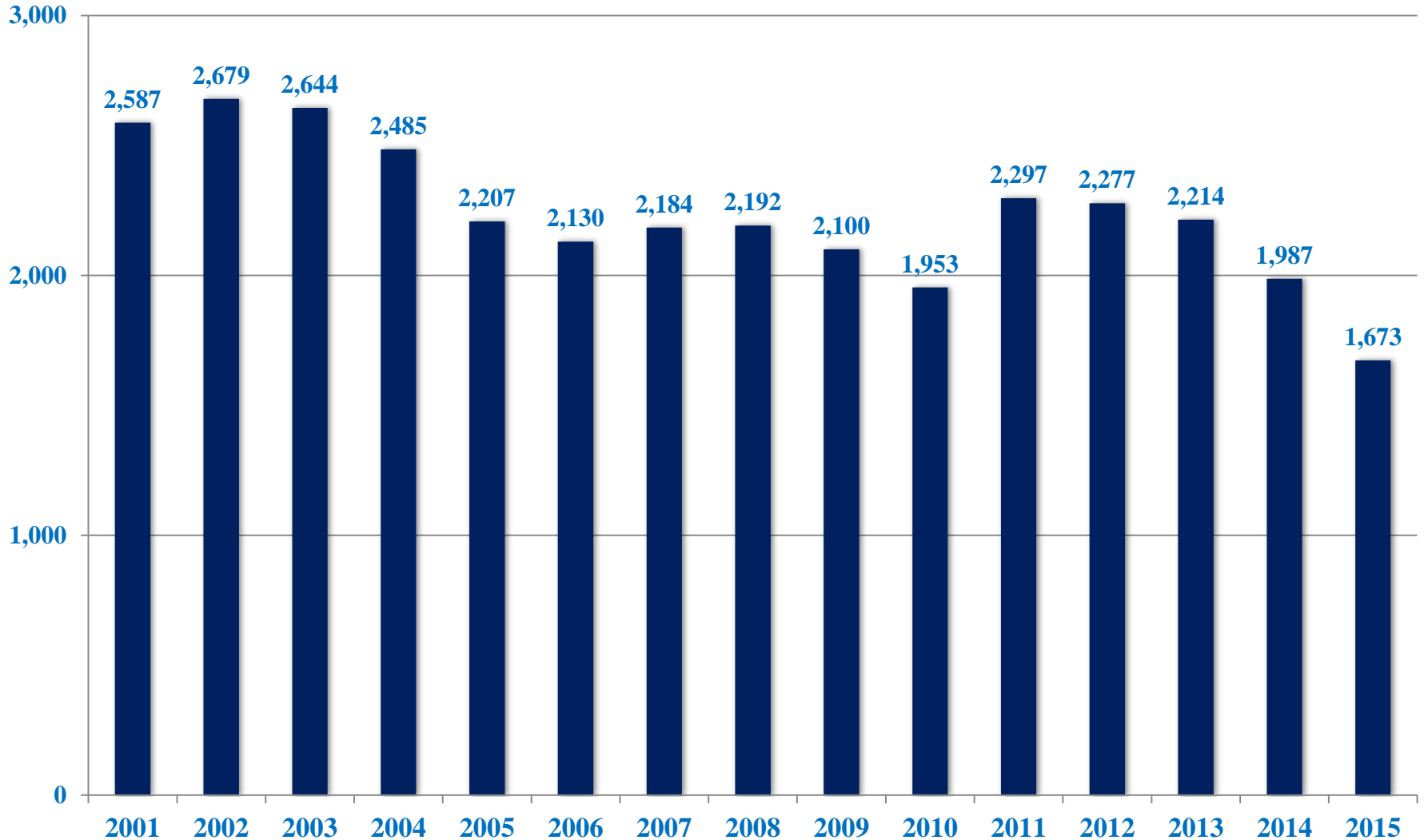
CORAL GABLES POLICE DEPARTMENT
2001-2015 UNIFORM CRIME REPORT ANNUAL COMPARISONS

TOTAL VIOLENT UCR OFFENSES
(EXCLUDING MANSLAUGHTER)

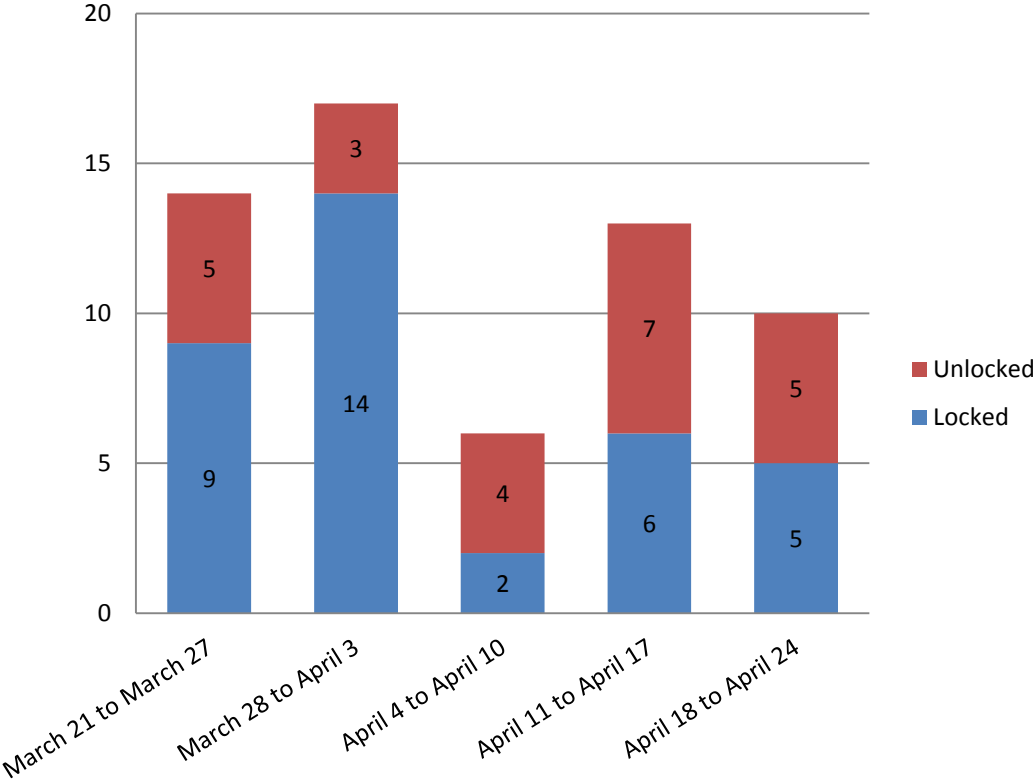


CORAL GABLES POLICE DEPARTMENT
2001-2015 UNIFORM CRIME REPORT ANNUAL COMPARISONS

TOTAL NON-VIOLENT UCR OFFENSES



VEHICLE BURGLARIES



ANTI-CRIME COMMITTEE



PROMOTING COMMUNITY INVOLVEMENT IN PUBLIC SAFETY

BOARD COMPOSITION

- The Committee consists of thirteen members appointed by the City Commission, the City Manger, and the Chief of Police.
- The members represent, reside and/or work in one of the 12 zones represented in the Police Patrol Zone Map.

ANTI-CRIME COMMITTEE

AREAS OF INTEREST



- The City-Wide Anti-Crime Committee was reinstated with the purpose of facilitating community involvement in public safety.
- Current Areas of Interest
 - Waterway Security and Patrol
 - Neighborhood lighting as crime deterrent
 - Visible Traffic Enforcement efforts
 - Public Safety Recruitment and Hiring



NEIGHBORHOOD POLICING TEAM

Coral Gables
Police
Department



CORAL
GABLES®
THE CITY BEAUTIFUL

NEIGHBORHOOD TEAM POLICING

Partnering with the community to:

Reduce crime • Alleviate traffic • Improve quality of life

Neighborhood Team Leaders

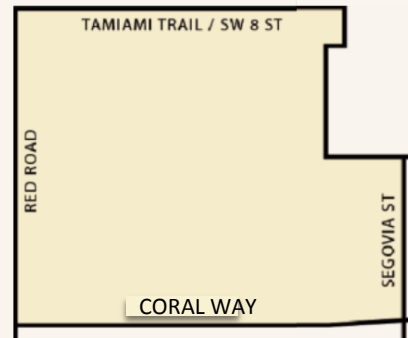
They are specially trained Police Officers assigned to specific neighborhoods focused on delivering customized police services and working closely with their assigned neighborhoods to identify and address issues related to crime, traffic and quality of life.

Neighborhood Safety Aides

They support the efforts of the Neighborhood Team Leader and provide increased visibility, enhance resident relations, and serve as the "eyes and ears" in the neighborhood. They are trained in community service, public safety and CPR/First Aid, and will patrol the neighborhood in eco-friendly vehicles.

Team Policing Unit

A squad of Team Police Officers led by a Team Policing Sergeant, they provide highly visible and strategically-planned efforts on vehicles, bicycles as well as foot patrols.



It's all About
Team Work...

Meet Your
Neighborhood
Team Leader



Officer **Joe Fleres**

Phone: 305-442-1600

Cell: 305-733-0165

Fax: 305-460-5455

ntfleres@coralgables.com

NEIGHBORHOOD POLICING TEAM

Coral Gables
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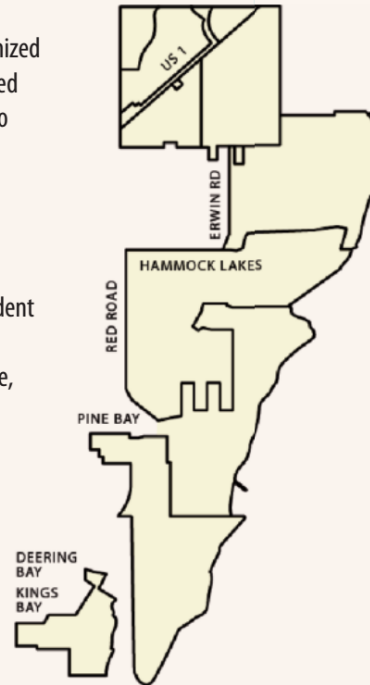
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Officer **Rhonda Jenkins**

Phone: 305-442-1600

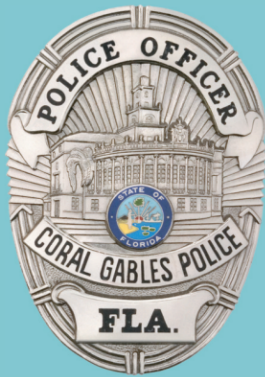
Cell: 786-562-1481

Fax: 305-460-5455

ntljenkins@coralgables.com

NEIGHBORHOOD POLICING TEAM

Coral Gables
Police
Department



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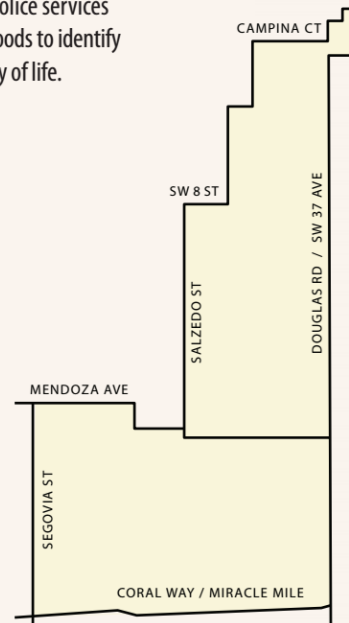
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It's all About
Team Work...

Meet Your
Neighborhood
Team Leader



Officer **Bo Williams**

Phone: 305-442-1600

Cell: 786-562-6944

Fax: 305-460-5455

ntlwilliams@coralgables.com

NEIGHBORHOOD SAFETY AIDES

2

2



INTELLIGENCE LED POLICING



A CORAL GABLES POLICE DEPARTMENT CRIME FIGHTING PHILOSOPHY

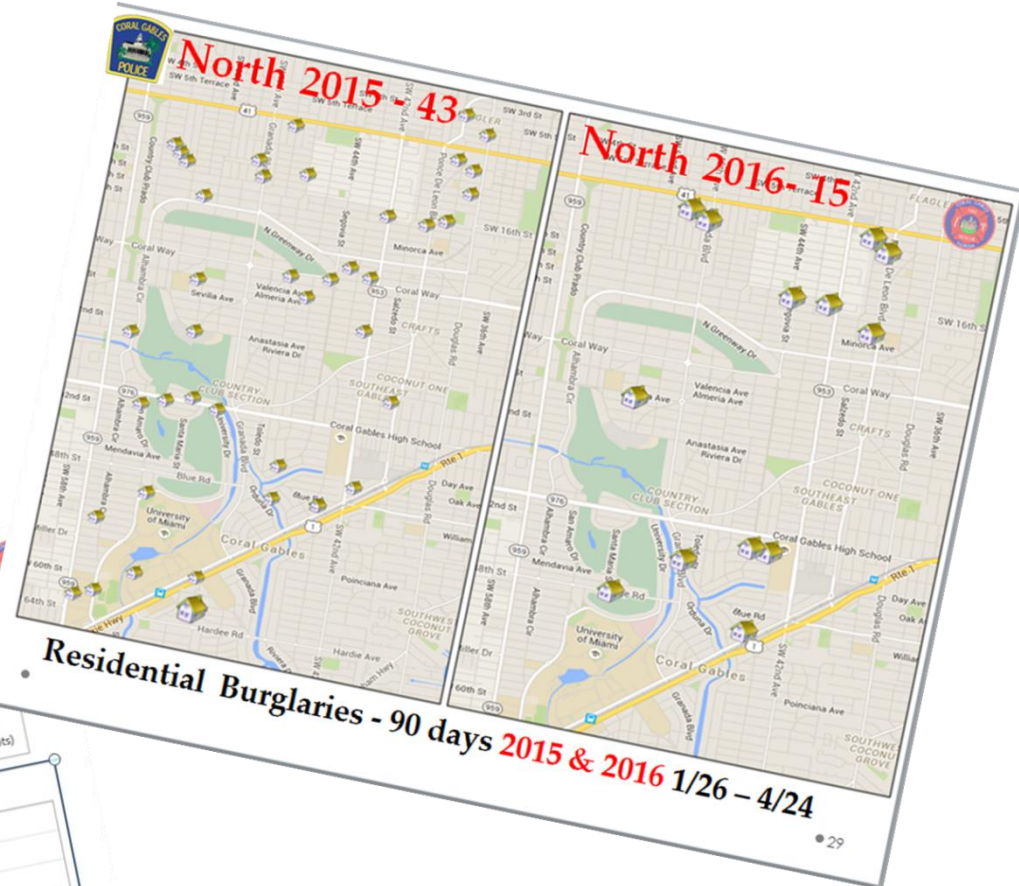


Intelligence is Critical for Decision Making, Planning, and Crime Prevention.

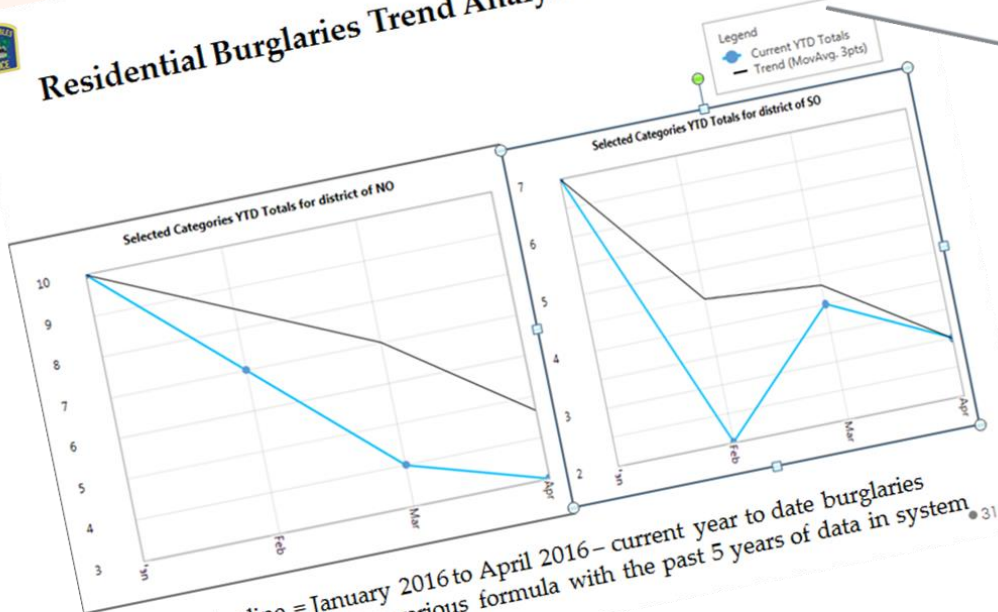
CRIME ANALYSIS

- Information/Data collection and management
- Data mining (identifying patterns)
- Information/Data + Analysis = actionable information
- Forecasting (way points)
- Information dissemination - active collaboration (PSI, buffer zones)

Weekly Analysis Conducted



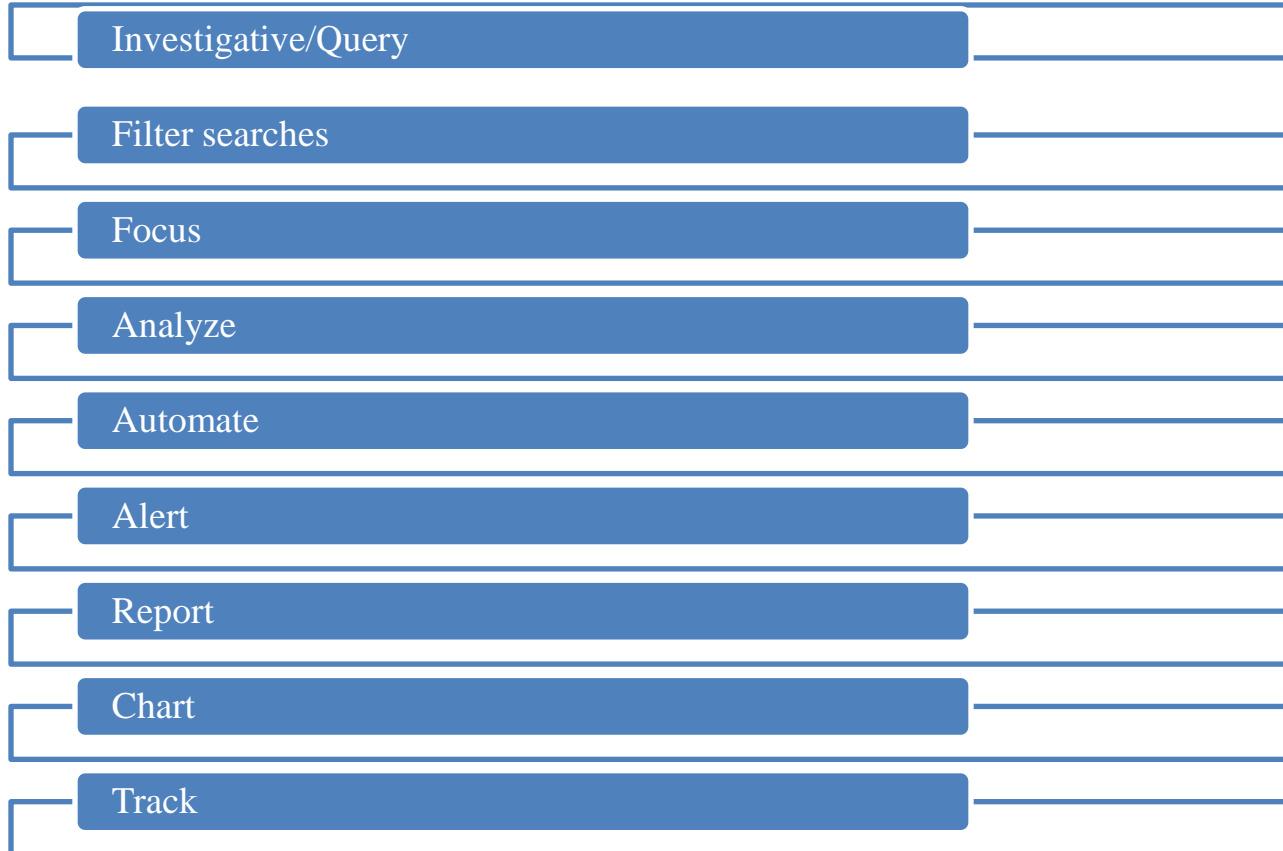
Residential Burglaries Trend Analysis



Blue line = January 2016 to April 2016 - current year to date burglaries
 Black line = Using various formula with the past 5 years of data in system

CRIME VIEW

Software Technology to Enhance Situational Awareness
and Crime Analysis Capabilities of the Agency



PROBLEM SOLVING INITIATIVE MEETINGS

- PROBLEM SOLVING INITIATIVE MEETINGS
 - Holistic approach to problem solving
 - Monthly meeting with Department Directors Citywide
 - Provide situational awareness of safety concerns and perception of safety throughout the City.
 - “See Something, Say Something” encourage staff to report potential safety concerns
 - Intelligence Briefing – Lt. Barta
 - Intended Outcomes from Meetings
 - Partner with departments and staff creating “force multipliers”
 - Coordinate interdepartmentally to address concerns
 - Engage staff to encourage new ideas and approaches to problem solving

PROBLEM SOLVING INITIATIVE MEETINGS

- PSI Results
 - Internal Partners
 - Public Works Department
 - Parks Department
 - Citywide Staff in Field Keeping Vehicle Lights On
 - Cross Departmental Coordination to Identify:
 - Inoperable Lights
 - Missing Traffic Signs
 - Missing Street Stones

INTERNAL RESOURCES

- AMBER LIGHTS ON CITY VEHICLES



WAY POINTS

REQUESTED INTERDEPARTMENTAL WAYPOINT CHECKS



The listed areas have been identified as having an increase in criminal activity. The Police Department is requesting that you drive by these areas whenever possible to help increase the visibility of City services. An increase in visibility will help deter criminal activity. If you observe anything suspicious as you pass by these locations please notify Dispatch. Take no enforcement actions.



Fire Station 1

Date of request: 05/02/16

Address	Purpose	Supporting Information
Majorca Av/Salzedo St	Report suspicious activity	Circle the block reference criminal activity in recent weeks
Navarre Av/Ponce de Leon		

Fire Station 2

Address	Purpose	Supporting Information
Bird Rd/Segovia St	Report suspicious activity	Offenders breaking into vehicles last 90 days
San Antonio Av/Riviera Dr		Circle the block and report suspicious activity

Fire Station 3

Address	Purpose	Supporting Information
10901 Old Cutler Rd	Report suspicious activity	Enter the parking lot
Fairchild		Subjects have been breaking into vehicles

Other Departments:

Address	Purpose	Supporting Information

STAFFING



- NEIGHBORHOOD SAFETY AIDES
- NEIGHBORHOOD POLICING TEAM - PILOT
- FORCE MULTIPLIERS
 - Internal Resources
 - External Resources
 - Waste Management
 - Crime Watch

INFORMATION TECHNOLOGY

Español

City of
Coral Gables

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HOME GOVERNMENT ABOUT CORAL GABLES ATTRACTIONS DOING BUSINESS CITY SERVICES I WANT TO...

E-GOV CITY SERVICES

Font Size Share & Bookmark Print Feedback



Open Data Sources



City Online Services



Sustainability



Mobile App



Social Media



Information Technology

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CCTV CAMERAS / LICENSE PLATE READERS(LPR)

2Megapixel Full HD 32x Network IR PTZ Dome Camera



Key Features

- Max. 2M (1920 x 1080) resolution
- 16 : 9 Full HD (1080p) resolution support
- 4.4 ~ 140.8mm (32x) IR corrected optical zoom, 16x digital zoom
- H.264, MJPEG dual codec, Multiple streaming
- Day & Night (ICR), WDR (120dB)
- Auto tracking, Intelligent video analytics
- SD/SDHC/SDXC memory slot, Bi-directional audio support
- IP66, IK10, IR LED (2ea)

CCTV

Product Images



LPR



CCTV Cameras / LPRs

- 11 Locations Strategically Selected throughout the City
- 18 License Plate Readers (LPRs) Located at Key Intersections
- 6 Pan/Tilt/Zoom Cameras Located in High Pedestrian Areas



CRIME INTELLIGENCE CENTER



PROGRESS SINCE DECEMBER & NEXT STEPS



- Completed the Crime Intelligence Center build-out
- Received final reports from 2 independent consultants who reviewed the proposal
- Final contract signed the week of April 25, 2016
- Kick-off meeting held on April 27, 2016
- Next Steps:
 - Permitting process
 - Executing agreements for locations in private properties
 - After permits are issued, start installation in order of priority
- Timeline:
 - Start Permit process May 2016
 - First site expected to be completed 2 months after permits are issued

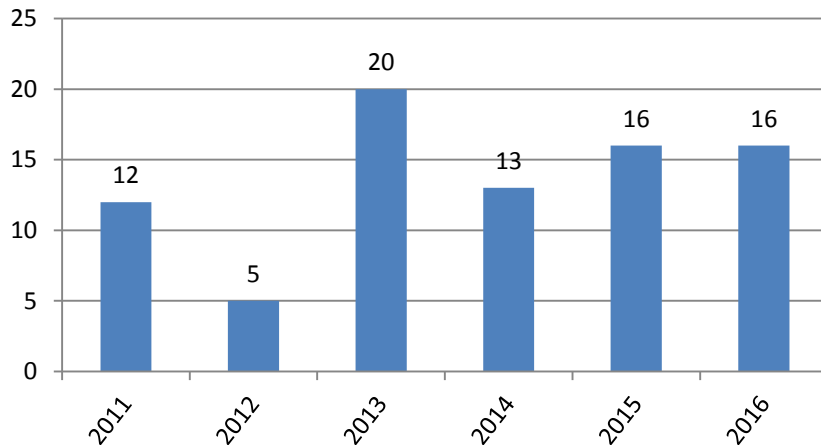
HUMAN RESOURCES

OVERVIEW OF RECRUITMENT EFFORTS FOR PUBLIC SAFETY

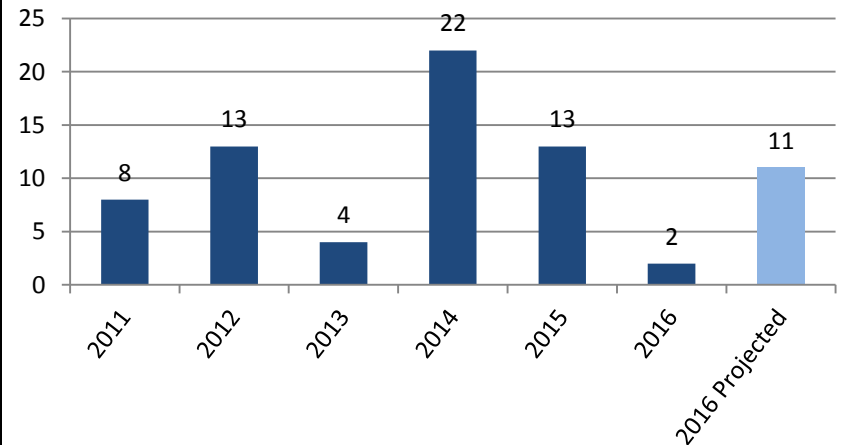
POLICE OFFICER RECRUITMENT

Budget Year	Sworn Police Officer	Calendar Year	Officers Hired	Officers Separated from Employment	Officers Vacancies
2010-2011	135	2011	8	10	12
2011-2012	135	2012	13	5	5
2012-2013	136	2013	4	10	20
2013-2014	143	2014	22	15	13
2014-2015	143	2015	13	15	16
2015-2016	143	2016	2	3	16

**Police Officer
Vacancies by Calendar Year**



**Police Officers
Hired by Calendar Year**



RECRUITMENT EFFORT

ATTENDING EVENTS

Recruitment takes place in the following events:

- Miami Police Academy Recruiting Events
- Florida International University (FIU) Career Day
- FIU “Veterans Only” Career Day
- University of Central Florida Criminal Justice Career Day
- Keiser University
- Graduating Ceremonies at the Miami-Dade College Police Academy
- Miami-Dade College Career Days (North and Kendall Campus)
- The Miami Veterans Affairs Center
- John Jay College of Criminal Justice (New York))
- May 12, 2016 - Statewide Job Fairs in Orlando

RECRUITMENT EFFORT

LOCAL UNIVERSITIES

- Miami Dade College
- Florida International University
- University of Miami

CORAL GABLES OPEN HOUSE / JOB FAIR


- In March 2015, the City held an open house/job fair on a Saturday. (Advertised in the Miami Herald 3 weekends prior)
- Scheduling another open house/job fair at the end of May 2016 and every 2 months thereafter.

ADDITIONAL EFFORTS


- A dedicated Human Resources Analyst/Public Safety Recruiter to handle Public Safety.

PROFESSIONAL RECRUITMENT BROCHURE

CORAL GABLES
THE CITY BEAUTIFUL



A CAREER IN
PUBLIC
SAFETY



CORAL GABLES
POLICE DEPARTMENT



CORAL GABLES
FIRE DEPARTMENT



PROFESSIONAL RECRUITMENT BROCHURE

IF YOU'RE CONSIDERING A CAREER IN PUBLIC SAFETY, YOU SHOULD CONSIDER CORAL GABLES

WHAT SETS CORAL GABLES APART FROM OTHER CITIES?



Coral Gables is a full-service, affluent, and culturally diverse city with a population of 50,000 and a 90-year reputation for excellence. The City is well known for its quiet streets, stunning residential architecture, and historic landmarks. Coral Gables is also home to the University of Miami. The downtown business district is an active, thriving international community headquartering 175 multinational corporations as well as many excellent hotels, restaurants, art galleries, corporate offices, and retail stores. The daytime population is approximately 90,000 people consisting of workers, shoppers, and visitors. Our police and fire departments are rated among the highest in the nation. We are seeking professionally-minded, highly-qualified, and motivated candidates to join our team of dedicated public safety professionals. We offer professional career opportunities, excellent training, competitive salaries, excellent benefits, and recognition and honor for a job well done.



CALEA Gold Standard City
Less than 1% of the Police Departments in North America are accredited CALEA Gold



ISO Class 1 Fire and Accredited Fire Department
Only 10 Fire-Rescue Departments in the nation have this combined status



ARE YOU QUALIFIED?
We're looking for professionally-minded individuals with high integrity and a passion for public service. Find out more by visiting our website at CoralGables.com or scanning the QR code on the back of this brochure.

JOIN THE TEAM THAT SETS THE STANDARD FOR EXCELLENCE!

Coral Gables is currently recruiting for the following select full time positions:

- Police Officer (certified and non-certified)
- Crime Scene Technician
- Crime Analyst
- Neighborhood Safety Aide
- Communications Supervisor
- Communications Operator Trainee
- Police Records Clerk 1



**STANDARD
& POOR'S**

*Coral Gables is an Aaa rated city by Moody's and AAA rated by Standard and Poor's
The only city in Miami-Dade County with top dual ratings*

PROFESSIONAL RECRUITMENT BROCHURE



RECRUITING CERTIFIED AND NON-CERTIFIED CANDIDATES

Salary Range

Police Recruit: \$47,576 -- \$67,823

Police Officer: \$52,501 -- \$74,775



CORAL GABLES
THE CITY BEAUTIFUL
POLICE
DEPARTMENT

CORAL GABLES THE CITY BEAUTIFUL

The City of Coral Gables Police Department is certified CALEA Gold – a standard that less than 1% of the nation's police departments have achieved. Our police officers serve and protect a culturally diverse and affluent city well known for its stunning architecture and historic landmarks as well as being home to the University of Miami. We're seeking highly qualified and motivated candidates to join our team of dedicated law enforcement professionals. Qualified candidates will receive excellent training, competitive salaries, comprehensive benefits and a career path paved with recognition and honor for a job well done.

ARE YOU QUALIFIED?

- At least 21 years old U.S. citizen
- Have a valid driver's license
- Have a high-school diploma
- Have a minimum of 54 college credits
- Have binocular and monocular vision of 20/100 uncorrected, 20/30 or better corrected, and must have color vision.
- Have no more than 5 moving violations in your lifetime not including any with a disposition of "Not Guilty" or "Dismissed", and none within 3 years of application submission; no history of suspended and/or revoked driver's license (not insurance or toll related); no more than 2 "at fault" traffic crashes within the past 5 years or any reckless driving or DUI arrest and/or conviction.
- Have never been convicted of any immoral/unethical conduct, criminal conduct and/or substance abuse.



FOR MORE INFORMATION:
Human Resources Department
2801 Salzedo Street, Second Floor
Coral Gables, FL 33134
305-460-5523
www.coralgables.com



RECRUITMENT EFFORT

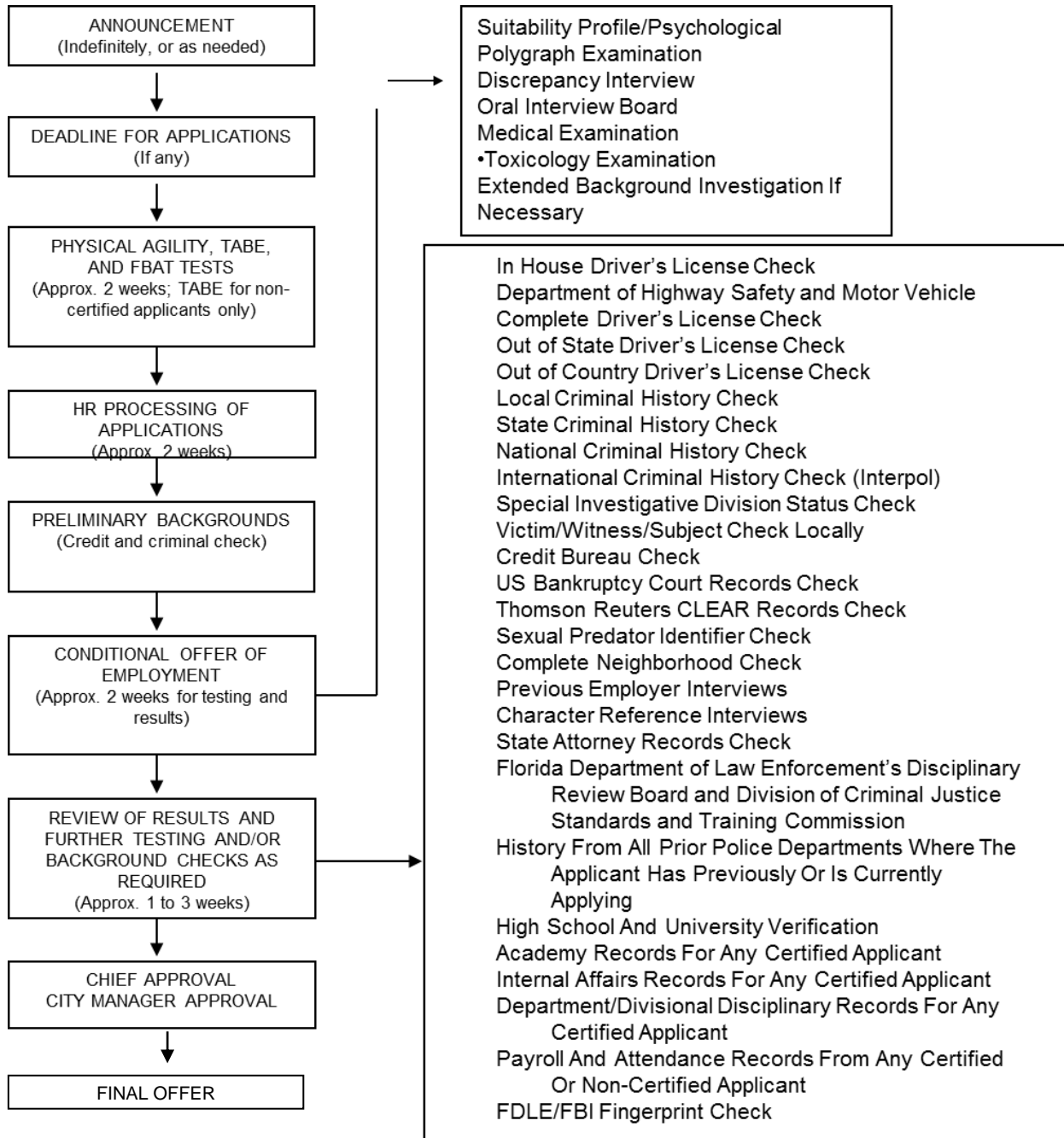
POSTINGS/ADVERTISEMENTS

- International Association of Chiefs of Police (IACP)
- The Commission on Accreditation for Law Enforcement Agencies (CALEA)
- Police Executive Research Forum (PERF)
- National Organization of Black Law Enforcement Executives (NOBLE)
- Miami Herald
- Florida Association of Chiefs of Police
- Miami-Dade County Chiefs of Police
- Monster.com
- Indeed.com

HIRING BY OTHER AGENCIES

City of Aventura	Certified	Non-Certified
City of Dania Beach	BSO - Certified	N/A
City of Deerfield Beach	BSO	N/A
City of Florida City	Certified	Reserve P.O.
City of Lauderdale	Certified	Non-Certified
City of Margate	Certified	Non-Certified
City of Miami	Certified	N/A
City of Miami Beach	Certified	Non-Certified
City of Miami Springs	Certified	N/A
City of Miramar	Certified	N/A
City of Pembroke Pines	Certified	Non-Certified
City of Stuart	Certified	Non-Certified
North Bay Village	Certified	Non-Certified
Village of Pinecrest	Certified	Non-Certified
Miami Dade County	Certified	Non-Certified

APPLICANT PROCESSING FLOW CHART - POLICE



OVERVIEW

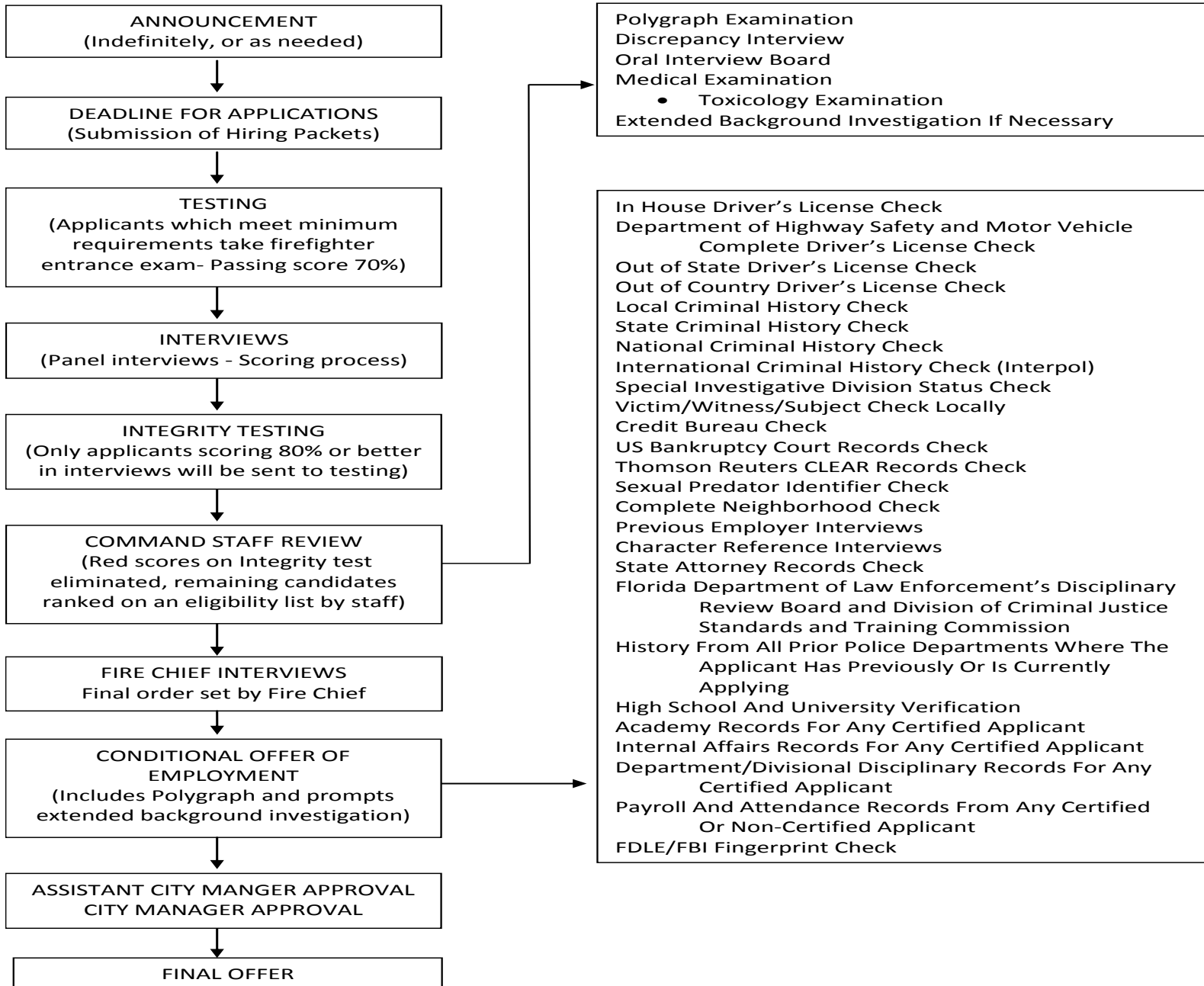
PAST 6 YEARS

FIRE FIGHTERS

BUDGET YEAR	SWORN FIRE FIGHTER POSITIONS	CALENDAR YEAR	FIREFIGHTERS HIRED	FIREFIGHTERS SEPARATED FROM EMPLOYMENT
2010-2011	134	2011	3	1
2011-2012	134	2012	1	2
2012-2013	134	2013	4	3
2013-2014	134	2014	6	6
2014-2015	134	2015	5	8
2015-2016	134	2016	10	1

APPLICANT PROCESSING FLOWCHART – FIREFIGHTERS

(Updated 05/2/2016)



Fire Fighter Recruitment

