Tallahassee Police Department

On Our Way To Becoming The New Standard For Policing

Major Lonnie Scott
1. The basic mission for which the police exist is to prevent crime and disorder.
2. The ability of the police to perform their duties is dependent upon public approval of police actions.
3. Police must secure the willing co-operation of the public in voluntary observance of the law, to be able to secure and maintain the respect of the public.
4. The degree of co-operation of the public that can be secured diminishes proportionately to the necessity of the use of physical force.
5. Police seek and preserve public favor not by pandering to public opinion but by constantly demonstrating absolute impartial service to the law.
6. Police use physical force to the extent necessary to secure observance of the law or to restore order only when the exercise of persuasion, advice and warning is found to be insufficient.

7. Police, at all times, should maintain a relationship with the public that gives reality to the historic tradition that the police are the public and the public are the police. The police being only members of the public who are paid to give full-time attention to duties, which are incumbent on every citizen in the interests of community welfare and existence.

8. Police should always direct their action strictly towards their functions and never appear to usurp the powers of the judiciary.

9. The test of police efficiency is the absence of crime and disorder not the visible evidence of police action in dealing with it.
Sir Robert Peel 1829

- Sir Robert Peel is Father of Modern Policing.
- Founded the London Metropolitan Police Department in 1829.
- Created nine principles of policing in 1829 that are still relevant today.
Overall, we must reintegrate police personnel into the community. We must be “a part of the community, not apart from the community”.

The following is a blueprint of identified problems and my proposed methodology to address them:

1. Recruitment and Retention
2. Gun Violence Crime
3. Communications
4. Community Relations
5. Technology
6. Quality of Life Issues
7. Training
The most important issue facing TPD and law enforcement today is Recruitment and Retention!
My goal is to move the TPD to a more Service-Oriented philosophy.

To accomplish this goal, we must find qualified people!
To evolve into a more service-oriented department we have to place a higher premium on community service in selection and promotional processes.
Recruiting Objectives

A. Develop a workforce that is reflective of the community.

B. Work with Community to develop selection process that identifies service-minded candidates to hire.

C. Engage the community to assist with police officer recruitment.

1. Create Recruitment Taskforce:
   
a. Enlist community members to work on the taskforce

   b. Engage department members that model what you are seeking (make sure we have union representation).

   c. Review the possibility of creating a Community Service Officer. This position can become a developmental position for future police officers. It will also free up sworn officers to handle more serious issues.
Retention Objectives

A. Create Retention Taskforce:
   1. Composed of representatives from various job categories.
   2. Provide recurring leadership training for all rank personnel.
   3. Explore possibility of implementing corporal rank.
   4. Explore possibility of rehiring retired TPD officers.
Gun Violence

A. Violent Crime


2. Work with Community, School Board, Mental Health Professionals, NOBLE and LCSO to develop curriculum for a course to address conflict resolution and interaction with law enforcement.

3. Meet with youth and young adults currently involved in violent crimes.

4. Work with State Attorney’s Office, as well as courts to require remedial courses and training for violent offenders.

5. Work with the Sheriff to identify components of the “All In” program that TPD can fully embrace and implement.

6. Develop a resource for parents to utilize to assist them with parenting issues involving violent youth.
A. Communications

1. Establish Community Communications Bureau that Reports directly to Chief, responsible for all communication internally and externally.
   
   a. External Communications:
      
      1) Create Chief’s Advisory Committee.
      
      2) Meet monthly with Sheriff and other Law Enforcement executives to discuss progress and/or issues that arise during the month.
      
      3) Hire a Community Relations Coordinator to oversee development of effective communications with the entire Tallahassee Community.
      
      4) Work with schools, businesses and community organizations for crime prevention initiatives, etc.
      
      5) Expand Public Information Function - Increase transparency; proactively publish TPD news story across all media, i.e. broadcast, social.
Communications

b. Internal Communications
   1) Establish Employee Advisory Workgroup.
   2) Change culture to one of being more service oriented, place emphasis on providing quality service.
   3) Incorporate community’s participation into hiring and promotion processes.
   4) TPD will develop a resource network to assist citizens seeking information about non-police service providers, i.e. mental health counseling, employment.
   5) Establish effective dialogue with union leadership.
      a) Meet with Union Leadership at least once monthly.
      b) Invite Union Representative to attend Command Staff meeting.
   6) Meet with staff to see if there is interest in developing Department Newsletter. Produce a newsletter highlighting TPD Personnel achievements and recognitions.
Implement Department-Wide Community Oriented Policing

Decentralize decision-making process. Allow officers and citizens to participate in problem identification and resolution.
Technology

A. Meet with the community and elected officials to identify application of new technology to address crime problems:
   1. Real-Time Crime Center
   2. Public Safety Cameras
   3. Gun Shot Detections
   4. Video Camera opt in network
   5. Artificial Intelligence
   6. Next Generation 911 and FirstNet – future video

B. Work with sworn personnel to identify technology needs and future applications.
   1. Body-Worn Cameras
   2. Automatic license plate readers.
Quality of Life Issues:

A. Homeless Issues

B. Mental Health Issues: TPD will identify local mental health resources available in the Tallahassee area.

C. Panhandling

D. Noise Issues
A. Leadership and Succession Training

B. Active Shooter Training:
   1. For TPD Personnel
   2. Training with adjoining and overlapping jurisdictions.
   3. Businesses, Schools and Church Trainings

C. Crowd Control Training: This is a paramount concern for law enforcement agencies across the country due to the expanding political and social divides as well as the volatility of protests today.

D. Employee Wellness Program: Implement an employee wellness program that would cover both physical and mental wellness.
E. School Safety: Improve police relations and communications with youth through the placement of sworn officers in every school with the goal of reducing the division between youth and law enforcement.

F. Virtual Training: Use technology to be proactive and to help train our officers.

G. Continue Procedural Justice and Fair and Impartial Policing Training.

H. Community Education Program:
   1. The reason why law enforcement exists.
   2. Laws that govern law enforcement.
   3. The purpose and methodology of Response to Resistance.
   4. Community’s responsibility in Public Safety.
When the police and the community work together, we can do anything!
The Perfect Role-Model for Community Oriented Police Officers
Thank you for your time and for this opportunity!