

St. Petersburg College  
Florida Regional Community Policing Institute (FLRCPI)  
Center for Public Safety Innovation (CPSI)  
Advisory Committee Meeting  
September 24, 2015  
Location: SPC Seminole Campus

**Meeting Notes**

*Present:* Captain Mark Berger, Pinellas Park Police Department  
Mr. William Daniels, U.S. Attorney's Office (USAO), MDL  
Lt. Gary Dukeman, St. Petersburg Police Department  
Major Tom Feeney, Hillsborough County Sheriff's Office  
Major Eric Gandy, Clearwater Police Department  
Chief Anthony Holloway, St. Petersburg Police Department  
Mr. Bernie McCabe, State Attorney, Pinellas/Pasco Counties  
Ms. Deborah McDonald, FDLE, Tampa Bay Region  
Asst. Chief Chris Murray, U.S. Attorney's Office (USAO), MDL  
Lt. Eddie Preston, Tampa Police Department  
SAC Rick Ramirez, FDLE, Tampa Bay Region  
Major Glen R. Smith *for* Chief Jeff Undestad, Largo Police Department

*Staff:* Ms. Eileen LaHaie, Executive Director, CPSI  
Mr. Todd Kirchgraber, Training Manager, CPSI  
Ms. Trenette Brown, Project Administration Manager, CPSI  
Ms. Kadell Ford, Executive Assistant to the CPSI Director  
Ms. Jane Jeffries, Instructional Technology Analyst, CPSI  
Ms. Dee Mortellaro, SPC Career Outreach Specialist

*Absent:* Captain Adrian Arnold, Pinellas County Sheriff's Office  
Dr. William Blount, University of South Florida  
Chief Joe Collins, U.S. Probation Office, MDL  
Mr. Nick Cox, Office of the Florida Attorney General  
Ms. Sandra Lyth, Intercultural Advocacy Institute

**I. Welcome/Introductions/Approval of 04/15/2015 Minutes – Chief Holloway, Chairperson**

Chief Holloway welcomed committee members. Executive Director LaHaie advised that the minutes from the April 15, 2015, meeting had been uploaded to St. Petersburg College's Advisory Committees' website. Chief Holloway then asked members for approval of the minutes from April 15, 2015. The motion was approved and seconded.

## II. Administrative Update – Eileen LaHaie

- A. **FLRCPI/CPSI Funding Levels** – Executive Director LaHaie began the meeting discussing RCPI’s current funding, which includes 14 funding lines for a total of \$4.4 million. Of that, about \$2.9 million is designated for salaries and benefits. Current annual personnel costs total \$1.7 million. These figures do not include two new awards that will be addressed in another section. Executive Director LaHaie noted that next year will determine what our future will be and the direction we will take. Finding additional funding sources is vital to CPSI/RCPI’s existence. She asked those who know of any opportunities to partner with CPSI to please contact her.
- B. **2015 New Funding** – Executive Director LaHaie discussed the new funding CPSI was awarded: the BJA Law Enforcement Executive Session continuation grant in the amount of \$400K from the Department of Justice and the Department of State El Salvador contract in the amount of \$179K. The LE Executive Session continuation grant will provide funding over a two-year period, during which the focus will be on women and minority leadership in LE. The El Salvador contract will focus on basic, advanced, and executive community policing training. Executive Director LaHaie also noted that there is one pending grant, a BJA Technical Assistance grant in which another RCPI was the lead but with whom we partnered for the amount of \$300K, if they are funded. (UPDATE: The BJA Technical Assistance grant was not awarded.)

## III. FLRCPI Program Update – Eileen LaHaie

- A. **Executive Session on Police Leadership:** Executive Director LaHaie updated the committee on this National Police Leadership project that is being funded by BJA to identify what 21st Century Police Leadership will look like and what skills will be necessary for those future leaders to succeed. The website has a shorter address now (<http://bjaleader.org>), while the content continues to expand with new resources, including video of police chiefs nationally, audio clips on the current state of LE and LE leadership today. Various papers of different lengths have been added along with profiles of leaders, their backgrounds, best practices, and lessons learned. The additional funding will help us to make the site even more robust. The last Executive Session meeting on Police Leadership was held on June 9-10, 2015, at the Sheraton Sand Key Resort.
- B. **Puerto Rico and International Training Initiatives:** Executive Director LaHaie reported that due to an overwhelming response to the training already provided in Puerto Rico, CPSI has been asked to deliver 10 more *Community Policing and Problem Solving* courses. Between September 2015 and January 2016, 300 officers from PRPD and municipality police from 13 police regions across the Island will be trained. Dr. Michelle Fraley, Assistant Superintendent, Education and Training for PRPD, takes this training very seriously. She wants at least 16 hours in-service training on community policing for all recruits.

Our training project with the Panamanian National Police (PNP) and the U.S. Embassy continues. Funded by the Department of State, CPSI is providing not only

*Basic and Advanced Community Policing* training but has also been asked to provide training for their crime analysts (two 80-hour blocks) on the CompStat model and the philosophy of community policing. The deployment of the SITIGPOL technology platform nationwide (PNP's version of the Compstat model) allows the PNP to combine crime statistics and analysis with accountability and community policing. The first of these trainings is scheduled for November 2015.

In May, CPSI delivered Human Trafficking training to 30 law enforcement personnel and NGO representatives in the Dominican Republic.

In June and July, the Center delivered Advanced Community Policing training to 350 students in Peru, and they are asking for more training. This marks the first time CPSI has conducted training in South America.

International County/City Managers Association (ICMA) has asked us to submit a quote to conduct community policing training in Guatemala as part of a larger grant they are submitting to the Department of State next month.

Our work with the U.S. Embassy in El Salvador funded through the Department of State to provide community policing training continues, as well.

- C. Public Safety Suicide Prevention Training:** Executive Director LaHaie reported that 739 students had received BJA-funded *In Harm's Way* law enforcement suicide prevention training via Training-of-Trainers (TOT) and Speaker Bureau sessions. Of those students, 39 went back and implemented training at their own agencies, training another 644 students, demonstrating the importance of this topic. In addition, 370 fire service personnel were trained through TOTs with funding we received from FEMA. The FEMA funding ends in February 2016. CPSI was also funded by the COPS Office to create LE suicide prevention resources that could be posted on websites and widely disseminated. Reports and model policies were written on various topics: funeral protocols; *Model Policy on Stress Management*; *Kenosha PD Innovative Strategies on Suicide Prevention*; *Leadership's Role in Suicide Prevention*; and *Helping Law Enforcement Families with Suicide Prevention*. These deliverables were sent to the COPS Office for review and approval and subsequent uploading to various websites.
- D. Various ongoing training programs:** Executive Director LaHaie gave an update on various ongoing training programs.
- a. Work continues on the Project Safe Neighborhood (PSN) project funded by BJA. Five PSN courses are currently scheduled throughout the Middle District of Florida. Handouts detailing course information were distributed. These courses are offered with guidance from and on behalf of the U.S. Attorney's Office, MDFL. Classes will continue to be scheduled as funding permits.
  - b. Additional courses will be delivered at the Allstate Center, including *How To Keep Your Church and Ministry Safe*.

- c. 159 students attended BJA-funded *Critical Incident Peer Support* courses this reporting period.
- d. A BJA-funded PSA is being produced, warning teenagers that whatever they post on the Internet never goes away. This PSA will be uploaded to the CPSI website once it's completed.
- e. An Active Shooter broadcast funded by BJA is scheduled to begin production in October.
- f. **Pharmaceutical Grant:** An investigators course focusing on investigating and prosecuting cases will be piloted sometime in October. Short video segments address how to better build cases on the front end to strengthen the case on the back end. A component to help inform judges is included. The course will be delivered in a variety of formats, including developing a website to push information. This project is also funded by BJA.

#### IV. Upcoming Activities – Executive Director LaHaie

- A. PSN-CAGI Efforts** – Assistant U.S. Attorney Chris Murray, Chief, Violent Crime & Gangs, reported that, for the first time, they have a team to focus on the prosecution of gang members, adding an important capability for the fight. His team will be doing PSN prosecutions, and they want to hear from agencies that consider their top threats to be from a violence or gang perspective. They want to develop and execute a plan to combat the problem, based on the feedback they receive. They are reviving quarterly meetings. The next meeting is scheduled for October 22<sup>nd</sup>.
- B. USAO Civil Rights Working Group:** Mr. William Daniels, Public Affairs Officer for the USAO-MDFL, gave a summation of their September 10<sup>th</sup> meeting at the U.S. Attorney's Office in Orlando. Fifteen members of the Civil Rights Working Group (CRWG) were in attendance. Updates and revisions to the *About Face: Turning Away from Hate* learning tool, which now reflects changes in Hate Crime statutes and broadens the program's scope to a federal, not just a Florida focus, are 95 percent complete. Small tweaks need to be made for the hearing impaired. Deborah McDonald contacted BayNews9 about the program; they will do a story on the training program and the CRWG, once the project is complete. Disney is a possible training site for *About Face* training. Funding for this project is provided through a grant awarded to the RCPI by BJA. The project needs to be completed by March 31, 2016, as that is when the grant expires. Members of the CRWG also attended the NAACP Conference on September 11<sup>th</sup> in Orlando. U.S. Attorney Lee Bentley spoke to the group. He was followed by a panel discussion among some members of the CRWG, facilitated by Mr. Daniels

Mr. Daniels also reported on the following projects:

- a. **Community Crime Summit Meeting:** Took place on September 23<sup>rd</sup> in Orange County; included the sheriff's advisory committee and CRS. It was a closed door session on use of force, community engagement, different nuances between

Ferguson and Sanford; coalition of pastors; and how coalitions can be used as a training piece on the DOJ website.

- b. Smart on Crime Prevention Outreach: The USAO - MDFL requested funding for the Smart on Crime action plan along with 93 other districts. On November 1st, over 200 prison releases will be coming back into the district because of the 782 amendment. USAO is working with reentry partners to deal with this, including RCPI for the delivery of community policing training.

**C. Human Trafficking Training Activities:** Executive Director LaHaie reported on the International Association of Human Trafficking Investigators (IAHTI) conference that took place on May 27 – 29, at the Sheraton Sand Key Resort. This training initiative was started by two local law enforcement HT investigators. One is retired from the Clearwater Police Department and the other is retired from the Pinellas County Sheriff's Office. RCPI provided some speakers and paid their expenses. The Institute has been a sponsor of this conference since its inception. RCPI also continues its involvement with the Clearwater Area Task Force on Human Trafficking (CATFHT) and attends meetings quarterly.

#### **D. Upcoming Broadcasts**

- a. A BJA-funded documentary focusing on issues facing returning veterans will air in September 2015. This documentary addresses the post-service lives of veterans and the difficulties involved in making the transition to life at home or to being a civilian. (<https://www.youtube.com/watch?v=yU8g3SO3KhM>)
- b. A BJA-funded broadcast on underage drinking and issues faced by law enforcement and the juvenile justice system is also set to air in September 2015. (<https://www.youtube.com/watch?v=o4yCIDuwaTs>)

#### **V. CPSI Updates**

- A. Youth Public Safety Summer Camp** was held from June 8th through June 19th. Twenty-five campers attended the two-week camp. Twenty presenters from fifteen local and state law enforcement agencies spoke to the students in addition to five agencies representing NGOs, St. Petersburg College, the military, and the Pinellas County School Board. CPSI provided before and after care for the campers as well as lunch. Campers participated in an official graduation ceremony that included presentations for parents.
- B. MCTFT Funding Status** – Executive Director LaHaie updated the committee on the Department of Defense (DOD) budget and her ongoing discussions with the FL National Guard regarding funding. This year CPSI has received \$765K, 190K of which has to be used by December 31, 2015. CPSI is currently waiting on the status of the FY16 budget. While waiting to see what funding CPSI will receive, if the 2016 budget passes, the Center will continue to focus on HIDTAs while still supporting the COCOMs. Currently, staff is working on updating online courses and some of the face-to-face courses. The MCTFT website has been completely revamped to reflect the FLNG's move from a counterdrug program to a center of excellence in combating

transnational organized crime (CTOC). CPSI courses have taken on more of a military focus as well as a law enforcement focus. Executive Director LaHaie asked agencies to let her know of their training needs.

- C. **Upcoming Courses** – Executive Director LaHaie asked the advisory committee to refer to the materials provided for upcoming courses and video announcements, and to please share them with colleagues.

## **VI. Round Table Discussion – Chief Holloway, RCPI Chairman**

- A. Chief Holloway talked about the increased use of heroin and its implications.
- B. Mr. William Daniels asked attendees to think about who in their agencies would be willing and able to take the *About Face* TOT training. Mr. Daniels and Dr. Donna Elam will be showcasing the updated program on September 29th in Orlando at an Educator’s Equity Conference. On October 7th, Mr. Daniels will be on a panel with Sheriff Gualtieri and Dr. Roy Kaplan discussing the school-to-prison pipeline during a Courageous Conversations panel discussion. Mr. Daniels also mentioned that the Community Challenge PSA has been uploaded to RCPI’s website.
- C. Major Tom Feeney suggested that RCPI develop a basic narcotics school.
- D. Ms. Deborah McDonald noted that her facility is also available for training and the International Money Laundering class will be held there.
- E. Lt. Gary Dukeman, Capt. Mark Berger and Major Eric Gandy spoke about the need for officer survival training, de-escalation training, conflict resolution, and verbal judo. A collective curriculum that meets everyone’s needs and definitions should be developed.
- F. Mr. Bernie McCabe suggested that a study be done on the financial implications of body cameras.
- G. Lt. Eddy Preston said officers need basic training.
- H. Major Feeney asked if anyone was offering training on PTSD. Chief Holloway said that Milwaukee has a course on PTSD for their officers. It was also mentioned that CPSI had similar curriculum.

**Next Meeting:** Spring 2016 (Date TBA)

Meeting adjourned.