



City of Pensacola

222 West Main Street
Pensacola, FL 32502

Agenda - Final

Citizens Police Advisory Committee

Tuesday, February 16, 2021

5:30 PM

Hagler Mason Conference Room, 2nd Floor

Members of the public may NOT attend the meeting in person, as City Hall is closed to the public until further notice. Members of the public may participate via live stream and/or phone cityofpensacola.com/428/Live-Meeting-Video.

CALL TO ORDER

ROLL CALL

PLEDGE OF ALLEGIANCE

APPROVAL OF MINUTES

OPEN FORUM

PRESENTATION ITEMS

DISCUSSION ITEMS

1. [21-00184](#) REPORT ON INITIATIVES AND UPDATES FROM PPD
 - STATUS OF ONGOING CPAC REQUESTS
2. [21-00188](#) MAYOR'S QUESTIONS FOR CPAC
 - What would a good relationship between police and the community look like to you?
 - How do we build trust between police and the community?
3. [21-00185](#) CPAC TOWN HALLS
 - DISCUSSION AND REVIEW OF CPAC TOWN HALLS

ACTION ITEMS

4. [21-00186](#) CPAC COMMUNITY SURVEY
 - Recommendation:** RECOMMENDING APPROVAL OF SURVEY TO SOLICIT COMMENTS AND SUGGESTIONS FROM CITIZENS ON POLICE REFORM
 - Attachments:** [Survey on Police Policies and Perceptions-021621](#)

5. [21-00187](#) CPAC REPORT AND RECOMMENDATIONS

Recommendation: RECOMMENDATION ON PROPOSED REPORT CATEGORIES

1. GENERAL RECOMMENDATIONS, POLICY AND TRAINING
2. MENTAL AND BEHAVIORAL HEALTH
3. COMMUNITY POLICING AND RACIAL EQUITY
4. USE OF FORCE AND GENERAL ORDERS

DISCUSSION AND REVIEW OF PROPOSED CPAC
RECOMMENDATIONS

Attachments: [CPAC Proposed Recommendations - Feb. 16, 2021](#)

ADJOURNMENT

The City of Pensacola adheres to the Americans with Disabilities Act and will make reasonable accommodations for access to City services, programs and activities. Please call 435-1629 (or TDD 435-1666) for further information. Request must be made at least 48 hours in advance of the event in order to allow the City time to provide the requested services.



City of Pensacola

222 West Main Street
Pensacola, FL 32502

Memorandum

File #: 21-00184

Citizens Police Advisory Committee

2/16/2021

DISCUSSION ITEM

SPONSOR: Drew Buchanan, Chairperson

SUBJECT:

REPORT ON INITIATIVES AND UPDATES FROM PPD

- STATUS OF ONGOING CPAC REQUESTS

ATTACHMENTS:

None



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222 West Main Street
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Memorandum

File #: 21-00188

Citizens Police Advisory Committee

2/16/2021

DISCUSSION ITEM

SPONSOR: Dr. Cedric Alexander

SUBJECT:

MAYOR'S QUESTIONS FOR CPAC

- What would a good relationship between police and the community look like to you?
- How do we build trust between police and the community?

ATTACHMENTS:

None



City of Pensacola

222 West Main Street
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Memorandum

File #: 21-00185

Citizens Police Advisory Committee

2/16/2021

DISCUSSION ITEM

SPONSOR: Drew Buchanan, Chairperson

SUBJECT:

CPAC TOWN HALLS

- DISCUSSION AND REVIEW OF CPAC TOWN HALLS

ATTACHMENTS:

None



City of Pensacola

222 West Main Street
Pensacola, FL 32502

Memorandum

File #: 21-00186

Citizens Police Advisory Committee

2/16/2021

ACTION ITEM

SPONSOR: Drew Buchanan, Chairperson

SUBJECT:

CPAC COMMUNITY SURVEY

RECOMMENDATION:

RECOMMENDING APPROVAL OF SURVEY TO SOLICIT COMMENTS AND SUGGESTIONS FROM CITIZENS ON POLICE REFORM

ATTACHMENTS:

- 1) Survey on Police Policies and Perceptions-021621

Citizens Police Advisory Committee Survey on Police Reform, Policies and Perceptions

As part of an effort to review the Pensacola Police Department's policies and develop recommendations for improvement, the Citizens Police Advisory Committee Survey on Police Reform, Policies and Perceptions is proposed to determine how residents view the Pensacola Police Department and what suggestions they have for police to better serve the community.

Proposed Questions:

1. In general, do you feel safe in your neighborhood?
2. Have you had any direct contact with the Pensacola Police Department in the past 3 years?
3. What was the situation?
4. How would you rate your overall experience with the Pensacola Police Department?
5. What is your level of trust and confidence in the Pensacola Police Department?
6. Would you hesitate to call the Pensacola Police Department if needed?
7. In general, do you believe that law enforcement throughout the nation treats all minority groups fairly?
8. In general, how would you describe the tactics used by law enforcement throughout the nation?
9. During an arrest, when would it be appropriate for a police officer to use more than their voice to gain control of the person they are arresting?
10. What type of policies and/or training do you think would improve and enhance the relationship between the community and the Pensacola Police Department?
11. Currently, 6% of all Pensacola Police Officers identify as Black or African American, while about 30% of Pensacola's population identifies as Black or African American. Is it important to you that the composition of the Pensacola Police Department reflects the racial and ethnic diversity of the community?
12. The Pensacola Police Department is encouraged to recruit minority applicants. Do you have any suggestions for ways to recruit new officers of diverse backgrounds?
13. What might prevent a young person from becoming a police officer?



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Memorandum

File #: 21-00187

Citizens Police Advisory Committee

2/16/2021

ACTION ITEM

SPONSOR: Drew Buchanan, Chairperson

SUBJECT:

CPAC REPORT AND RECOMMENDATIONS

RECOMMENDATION:

RECOMMENDATION ON PROPOSED REPORT CATEGORIES

1. GENERAL RECOMMENDATIONS, POLICY AND TRAINING
2. MENTAL AND BEHAVIORAL HEALTH
3. COMMUNITY POLICING AND RACIAL EQUITY
4. USE OF FORCE AND GENERAL ORDERS

DISCUSSION AND REVIEW OF PROPOSED CPAC RECOMMENDATIONS

ATTACHMENTS:

- 1) CPAC Proposed Recommendations - Feb. 16, 2021

CPAC Proposed Recommendations - Feb. 16, 2021

General Recommendations, Policy and Training

1. The City of Pensacola should complete its search to fill the Chief of Police position.
2. The Chief of Police shall live within and establish permanent residency within the City of Pensacola.
3. PPD should establish incentives, such as home ownership, down-payment assistance, or grant programs, within the communities that the officers work, so that they can become active members of those communities.
4. PPD should focus on recruiting officers from within the neighborhoods they serve by developing a recruitment strategy plan with emphasis on hiring from within the community. Officers who are from the communities they patrol and serve have a demonstrably healthier connection to the community and are thus more effective in working with the community to develop innovative approaches to public safety.
5. Police officers must deal with the complex issues of juvenile justice, domestic violence, behavioral and mental health, etc. However, the recruitment and education of LEOs often involves little training on these issues, with recruitment usually focused on hiring citizens who have experience with weapons, such as former military. PPD should work to recruit officers with proficiency and backgrounds in social work, community services, psychology and other disciplines outside military and criminal justice candidates; recruitment bonuses/incentives should be explored to recruit such candidates.

Community Policing and Racial Equity

1. PPD, in partnership with Pensacola City leadership and community members, should participate in training and workshops developed by subject matter experts focused on racial equity in policing, diversity and inclusion to be further developed by the Citizens Police Advisory Committee.
2. PPD should develop partnerships with law enforcement agencies in other jurisdictions and host panel discussions with these departments to facilitate the sharing and understanding of the history and impact of race and racism in our communities.
3. The City should recruit a dedicated Race and Equity Coordinator to oversee and develop policies and programs integrating race and equity principles into all

operations, projects and services of the City, as well as Departments, to include the Pensacola Police Department. The coordinator will accomplish this through the application and integration of best practices, training City staff, and tracking and measuring outcomes.

6. Evaluations for all PPD sworn and civilian staff should include evaluations and metrics on their progress toward meeting community policing outcomes as well as outcomes regarding diversity, equity and inclusion
7. Prior to assignment to a particular beat, PPD officers should spend time developing a community portfolio that demonstrates competency of neighborhood history, develop strong relationships with formal and informal leaders, knowledge of community-based services that are available to address economic security and mobility, mental health, domestic violence, etc.
8. Evaluations for all PPD sworn and civilian staff should include metrics on their progress toward meeting community policing outcomes as well as outcomes regarding diversity, equity and inclusion.
9. PPD shall establish and maintain regular community meetings within neighborhoods to discuss progress on these goals.
10. PPD shall work with CPAC to conduct annual citizen surveys on public perceptions with attention to underrepresented populations.

Mental and Behavioral Health

1. The City of Pensacola and PPD shall work to develop a pilot program that consists of a specialized and dedicated outreach team of sworn police officers and civilian social workers and/or mental/behavioral health counselors from within the local community, who have appropriate degrees in Mental Health and Substance Abuse or related fields. This team shall focus on responding to non-violent, behavioral health focused situations and in assisting citizens experiencing homelessness in obtaining mental health services and referrals to programs and services which can help them gain employment, housing, alcohol/drug treatment, food, and other needs relating to homelessness.

Use of Force and General Orders

1. PPD shall present use of force data to the City Council and the community at least on an annual basis.
2. Proposed changes to PPD policies should be posted and available for an appropriate public comment period.