

Lakeland Police Department

219 North Massachusetts Avenue

Lakeland, Florida, 33801



2013 Annual Report

Mission Statement

“In partnership with the community, and while affording dignity and respect to all persons, our mission is to maintain order and improve the quality of life of the citizens we serve.”



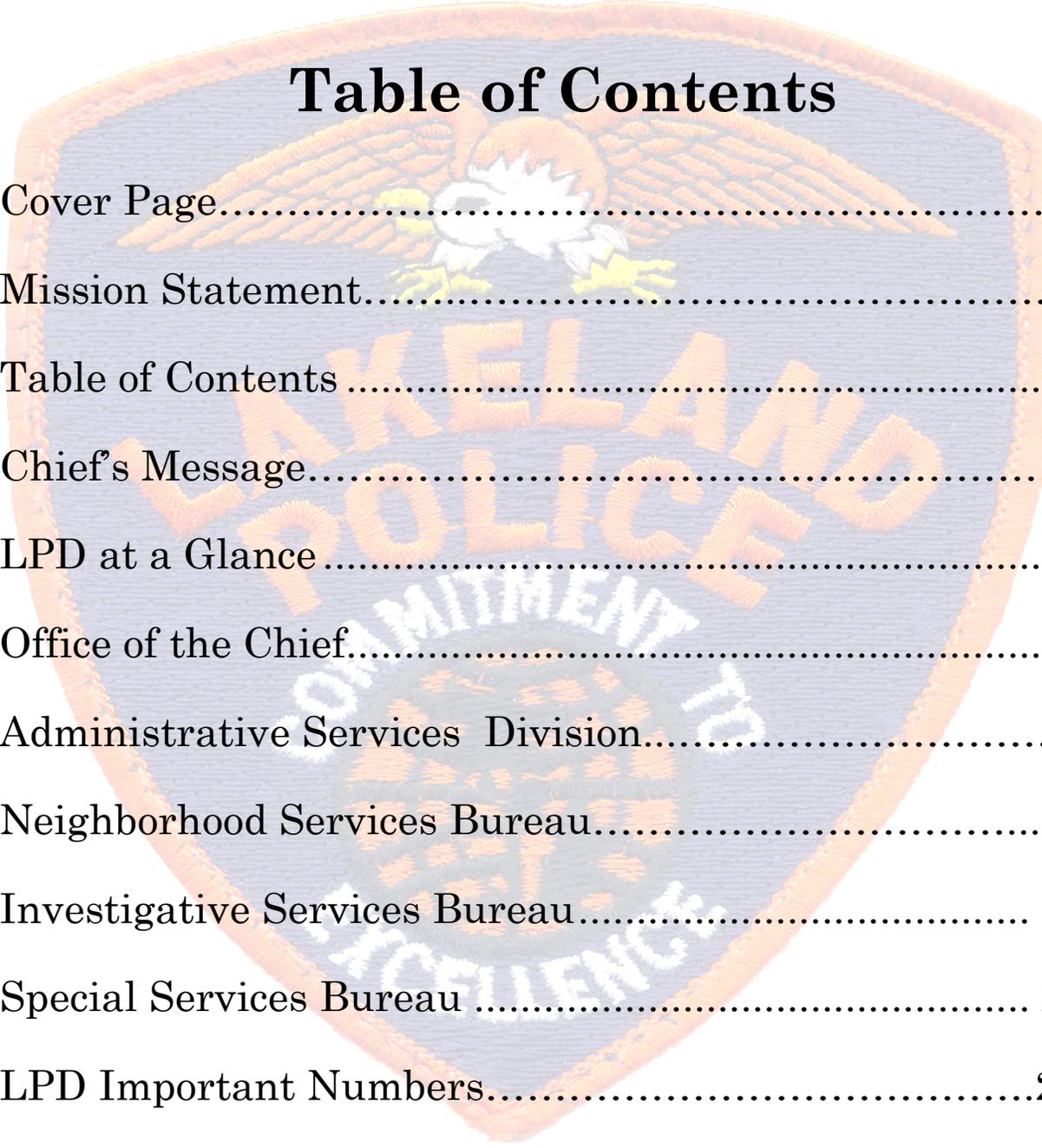
The background of the page features a large, semi-transparent watermark of the Lakeland Police Department badge. The badge is shield-shaped with an orange border and a blue center. At the top is a white eagle with spread wings. Below the eagle, the words "LAKELAND" and "POLICE" are written in large, orange, block letters. Underneath that, the words "COMMITMENT" and "EXCELLENCE" are written in smaller, white, block letters. The entire badge is centered on the page.

Table of Contents

Cover Page.....	1
Mission Statement.....	2
Table of Contents	3
Chief’s Message.....	4
LPD at a Glance	5
Office of the Chief.....	6
Administrative Services Division.....	7
Neighborhood Services Bureau.....	12
Investigative Services Bureau.....	16
Special Services Bureau	21
LPD Important Numbers.....	24

Lakeland Police Department

219 N. Massachusetts Ave.

Lakeland, Florida 33801

(863) 834-6900

Dear Mayor, Commissioners, City Manager and Citizens of Lakeland,

The mission of the Lakeland Police Department has always been to serve in a positive, helpful, and professional manner, providing quality services to the citizens of the City of Lakeland. All of our employees strive to exemplify this mission on a daily basis through demonstration of our core values of Respect, Integrity, Team Work, and Excellence. We work hand-in-hand with all city departments, community partners, neighborhoods and residents to improve the quality of life for the citizens of Lakeland.

This year's Annual Report reflects the efforts and accomplishments of the dedicated members of the Lakeland Police Department. Throughout 2013, we focused on three main goals: striving toward a 2 year-30% reduction in overall crime, enhancing our community partnerships, and improving our internal and external communications.

Our progress toward these goals and our 2013 accomplishments were possible because the community which we serve has partnered with us. Our strong community partnerships instill public confidence and ensure a high degree of professionalism and dedication.

On behalf of the Lakeland Police Department, I present the Year-End report for 2013.

Sincerely,



Lisa Womack
Chief of Police



City Of Lakeland

Mayor

Gow Fields

Commissioners

Keith Merritt

Don Selvage

Justin Troller

Phillip Walker

Howard Wiggs

Edie Yates

City Manager

Doug Thomas

LPD At A Glance

The City of Lakeland is centrally located within the state of Florida, with a total land area of approximately 75 square miles and a 2013 population of 100,008.

The department is composed of four bureaus. The four bureaus are the Administrative Bureau (AB), the Neighborhood Services Bureau (NSB), the Investigative Services Bureau (ISB), and the Support Services Bureau (SSB). The Administrative Bureau is commanded by the Chief of Police and the other bureaus are commanded by an Assistant Chief.

The Administrative Bureau is composed of the Office of the Chief of Police, which includes the following functions: Legal, Office of Professional Standards, Public Information Officer, and the Administrative Services Division. The primary duties of the NSB are uniform patrol, training, and communications. The primary duties of the ISB are criminal investigations, crime analysis, the crime lab, victim assistance, domestic violence, records, and property and evidence. The primary duties of the SSB are traffic enforcement, special operations, special investigations, and community liaison services.

The department has an authorized strength of 226 sworn full-time officers (1 chief, 3 assistant chiefs, 4 captains, 11 lieutenants, 34 sergeants, and 173 officers) and 118 civilian employees.

The department's annual budget for FY 2013 was approximately \$37 million dollars.

Department workload for 2013 included:

- 93,940 computer-generated event numbers
- 24,414 reports
- 11,200 traffic citations
- 205 DUI arrests
- 310,222 total calls to communications
- 774 Domestic violence calls
- 14,846 new pieces of evidence
- 1,334 completed crime lab cases

Office of the Chief

The Office of the Chief is composed of those members of the department that directly report to the Chief of Police. This includes the three Assistant Chiefs of Police, the General Counsel, the Lieutenant commanding the Office of Professional Standards, and the Public Information Officer.

Office of the General Counsel

The Office of the General Counsel is staffed by one attorney, two legal assistants, and one investigator who is responsible for the department's asset forfeiture efforts. The attorney provides legal advice regarding constitutional law, criminal law, civil liability, and employment law. He also prepares contracts, proposes legislation and ordinances and assists with policy development and training. The attorney serves as liaison between the police department and the state attorney, city attorney, and outside counsel. He files contraband forfeiture lawsuits on behalf of the department. The legal assistants prepare pleadings, schedules hearings, and monitor and maintain files.

Office of Professional Standards

The Office of Professional Standards is comprised of one lieutenant, one sergeant, two investigators, one civilian accreditation manager, and one administrative assistant. The office is responsible for conducting all investigations of employee wrongdoing and for the department's state and national law enforcement accreditation efforts. It is also responsible for general oversight and special projects.

Public Information Officer

The Public Information Officer is responsible for the dissemination of crime news and other information pertaining to LPD activities. This takes place through both traditional media outlets such as newspaper, radio, and television and nontraditional social media outlets such as blogs, tweets, emails, websites, texts, and video presentations.

Administrative Services Division

In July of 2013, the Lakeland Police Department underwent reorganization at the bureau and division level. The Administrative Services Division was formed under the command of Charles Dormer and consists of the following sections and functions: Budget and Fiscal, Backgrounds and Recruiting, Promotional Assessment Processes, Payroll, Planning and Research, and Quartermaster.

The Administrative Services Division support of the department's goal of reducing crime is demonstrated through its efforts to recruit, hire, and equip qualified applicants to fill current vacancies, to provide the necessary facilities for department employees to effectively and efficiently perform their job duties, and to support all department activities.

Unless otherwise noted, the following are the division's activities during the second half of 2013.

Budget and Fiscal

The FY14 budget proposal was submitted to the City Manager in July. The total amount requested was \$37.8 million. The proposal included an increase in the Red Light Camera Program. The addition of up to 10 cameras would have a \$380K impact on the proposed FY14 budget.

The City Manager approved the following additional positions: one Crime Scene Tech II and two part-time Police Officers.

The fiscal year ended on 9/30/13 and the department came in under budget in both payroll and operating expenditures. The new Fiscal Year started on 10/01/13.

The City Commission approved two Trust Fund purchase requests: one for Mobile Shelving (to be used in the property and evidence storage area) and one for a SWAT entry vehicle. These two items were deemed essential for the department and the costs were \$159k and \$256K, respectively.

Backgrounds and Recruiting

Between July and December a total of 142 calls for employment information were received and handled by backgrounds and recruiting personnel. In addition, 156 background investigations were conducted for the City of Lakeland, 24 for the Police Athletic League, 13 for the Citizens Police Academy, and 64 for positions at LPD. A total of 6 post-tests were conducted.

A mini academy commenced on 9/16/13 for four new hires. Those attending the academy were: Keaton Vandersteen, Alejandro Uria, Guiseppe Avigliano, and Jason McCain.

A second mini academy started on 12/2/13. Candidates attending the academy included Misty Nappier, Valarie Gray, Jonathan Stevens, Seth Balsler, Laura Robertson, Kerri Suggs, Kristopher Conner, Bradley Dollison, Michael Fuller, and Ronnie Powell.

The first meeting of the newly created Recruitment Team was held on 10/2/13. The Team is composed of the following members: Charles Dormer, Lt. Shanley, Sgt. Schrader, Ofc. Henderson, Ofc. Gates, Ofc. Lewis, Ofc. Molina, Ofc. Cortes, Ofc. Louis, Ofc. Pacheco, Ofc. Chapman, Ofc. Espinosa, and LaShunda Luster. The recruitment team attended the Hispanic festival in November and the monthly meeting was held on 11/6/13. The final meeting of 2013 was held on 12/4/13 to discuss the 2014 recruiting plans.

Lieutenant Assessment Center

During the month of July the application period for Sergeants to apply for the Lieutenant Assessment process was reopened. The projected completion date was to be September.

The lieutenant assessment process was completed during the month of August and the results were: Eric Harper, Ronald Bowling Jr., Steven Sealey, Marvin Tarver, Brent Addison, and Mark Melius.

ASD personnel also assisted with the coordination of the Lieutenant Promotional Ceremony held on 12/6/13. The following individuals were promoted: Lt. Steve Sealey, Lt. Eric Harper, and Lt. Marvin Tarver

Sergeant Assessment Center

The Sergeant Assessment Center testing has gone well and 12 of the 17 applicants passed the written exam and have moved on to the Critical Incident, Role Play and In-Basket portion of the Assessment Center. Outside Assessors were here in January to grade the role play portion. Interviews will follow the latter part of January. At this point, the anticipated release of the list will be late January or early February.

Payroll

A total of 160,812.95 hours of payroll system adjustments were made by the Fiscal Unit between 6/30/2013 and 12/28/2013. Six categories account for over 85% of the adjustments: alternate rate used, overtime, vacation, sick leave, comp time, and call out.

Planning and Research

The primary focus of the Planning and Research Section in 2013 was to respond to the significant increase in the number of public records requests. A total of 231 requests were coordinated by the section during 2013.

In addition, the section continued to provide the State Attorney's Office, the Public Defender's Office, and various private attorneys with copies of 911 calls to the LPD Communications Center. During 2013, a total of 564 requests were completed and delivered to the various requestors.

The section also responded to 12 requests for on-premises video camera footage in the second half of 2013.

The production of section, division, and department reports continued during the second half of 2013. The following reports were produced: the ASD monthly and quarterly status reports, the monthly department activity report and the monthly traffic crash analysis dashboard.

Department stats for use at the open house were updated. Work on collecting, compiling, and submitting the necessary data for the 2013 Impact Fees Study was an on-going task. Data for a Department of Justice LEMAS Survey, as well as an annual FDLE Benefits Survey, were collected, compiled, and submitted.

A surprise inspection of the quartermaster area (as required by CALEA) was conducted by the P&R Supervisor.

Grant administration activities included two for the PAL Program: a \$10,000 City of Lakeland Public Service Grant and a \$33,960 Community Impact Grant. The submission of regular monthly and quarterly reports to the grantor agencies continued.

The bi-annual planning retreat was held on 10/30/13. It was moderated by Dr. Jim Sewell. Work on updating the multi-year plan and compiling the goals, objectives, and action plans for the various bureaus and divisions within the department continued in December (the project was completed in January). The multi-year plan general order was updated and the department's diversity tables were updated regularly.

Quartermaster

Between July and December the quartermaster assisted 350 department personnel through the ordering and issuance of equipment and office supplies. Other special items processed by the quartermaster during that time period included: equipment turn-in for personnel leaving the department, vest fittings and alterations for existing officers and new hires, preparing old uniforms no longer authorized for wear for disposal, and shipping X3 Tasers back to the manufacturer for repair

ASD New Hire/Termination Committee

This committee was established to create and streamline the process for new hires and those terminating employment with LPD. This allows the applicable paperwork to be forwarded to the appropriate departments and the equipment assigned to departing personnel to be retrieved. The team is composed of the following personnel: Charles Dormer, ASD Manager; Keith Bennett, Facilities/Fleet Coordinator; Kacey Terry, Account Clerk III; Laurie Gries, Office Associate II; Ami Mitchell, Office Associate II; Mary Nance, Quartermaster; and Stephanie Fetz, Office Associate I

The team met on 12/10/13 to establish the goals and objectives of the committee.



LPD's new DUI Enforcement Unit was deployed in 2013



The new addition to the Training Center was dedicated and occupied in 2013

Neighborhood Services Bureau



Assistant Chief of Police Larry Giddens

The Neighborhood Services Bureau is comprised of Uniform Patrol Divisions I & II, along with the Public Safety Communications Center. This component of the organization provides around the clock public safety services. Considered the agency's backbone, calls for assistance are received within the Public Safety Communications Center and dispatched to officers assigned to geographical areas throughout the City of Lakeland.

For the first six months of 2013, the Neighborhood Services Division encompassed both the Uniform Services Division and the Special Operations Division. The Uniform Patrol Division was commanded by one Captain. In June 2013, A second Captain was added to Uniform Patrol due to the elimination of the Commanding Officer/Support Services Division. This second Captain was assigned to command the two Power and evening squads. Training was reassigned to the day shift Captain, and the Special Operations Division was reassigned elsewhere in the organization.

The Neighborhood Services Bureau is committed to the philosophy of community policing as the fundamental manner in which police services are delivered and used as an operational strategy that promotes a dynamic partnership between the citizens and their police department. The premise is for both the community and the police department to work together to identify, prioritize, and solve contemporary problems such as crime, social and physical disorder, and general neighborhood decay, with the goal of improving the overall quality of life in the Lakeland community.

Misunderstanding of the community policing philosophy has led some to believe that community policing is somehow "soft" on crime. Nothing could be further from the truth, as community policing advocates argue that making police agencies more efficient and more understanding of quality of life issues increases the arrest of violent offenders and reduces overall crime.

During 2013, the Lakeland Police Department received 100, 984 police calls for service, and completed 25, 075 police reports. This accomplishment was performed while staffing levels, at times, neared an 8 % vacancy rate. The Neighborhood Services Bureau, particularly the Uniformed Patrol Divisions, was challenged by staffing reductions due to a variety of reasons. The agency has been working diligently to identify and recruit new personnel in an effort to decrease the employment openings. In doing so, a re-evaluation of our deployment strategies will be undertaken upon reaching full staffing levels which is expected during FY 2014.

Uniform Patrol Division I

Captain Ruben Garcia

Uniform Patrol Division I is comprised of two “day shift” squads. Each squad works a 12 hour shift (0630 – 1830 hours). Squad members work 84 hours during a two week period. Example: work Monday & Tuesday, off Wednesday & Thursday, work Friday, Saturday, & Sunday, off Monday & Tuesday, work Wednesday & Thursday, off Friday, Saturday, & Sunday.

Each day squad (A & D) is managed by one shift Lieutenant. Three Sergeants directly supervise 17 officers, two of which are K-9 handlers, and 5 Public Safety Aides.

Also assigned to Uniform Patrol Division I is the agency’s Training Section. The Training Section is responsible for maintaining each police officer’s annual certification requirements, as well as those requirements as determined by accreditation. Encompassed within is the Field Training Program. The Field Training Program is a structured block of training wherein newly hired officers are exposed to all aspects of being a Lakeland Police Officer.

The Training Section is managed by a Lieutenant. Two Sergeants supervise one full time training officer, one part time training officer, as well as the numerous officers continually in the Field Training Program.

The Lakeland Police Department assigns one Sergeant to Polk State College’s Kenneth Thompson Institute for Public Safety. This is more commonly referred to as the “Police Academy”. In doing so, the Lakeland Police Department has a direct influence of the methods of training being taught to new recruits. Further, it assists in identifying potential Lakeland Police Officers.

Uniform Patrol Division II

Captain Victor White

Uniform Patrol Division II is comprised of two “night shifts” squads. (1830 – 0630 hours) Each squad works a 12 hour shift. Squad members work 84 hours during a two week period. Example: work Monday & Tuesday, off Wednesday & Thursday, work Friday, Saturday, & Sunday, off Monday & Tuesday, work Wednesday & Thursday, off Friday, Saturday, & Sunday.

Each night squad (B & C) is managed by one shift Lieutenant. Three Sergeants directly supervise 18 officers, two of which are K-9 handlers.

Also assigned to Uniform Patrol Division II are the “Power” Squads. The purpose of the Power Squad is to provide additional officers during peak times of calls for service. Officers assigned to the Power Squads work a 10.4 hour shift totaling 84 hours in a two week period.

The Power Squads are managed by a Lieutenant. (A Power/B Power). Each Power has two Sergeants assigned who directly supervise eleven officers. Officers assigned to either Power Squad either have a constant Sunday, Monday, & Tuesday off, or Thursday, Friday, & Saturday off.

The duty hours for officers assigned to the Power Squads are either 1130 – 2200, or 1730 – 0400.

Public Safety Communications Center

Bill LePere, Manager

The Lakeland Police Department Public Communications Center is one of two primary Public Safety Answering Points (PSAP) in Polk County. The only other PSAP is the Polk County Sheriff's Office. The Center handled 72, 386 911 calls during 2013 through either landline, wireless, or VoIP. 99.6 % of these calls were answered within 10 seconds. Additionally, 256, 208 non emergency calls were received.

Like the Uniform Patrol Division, the Public Safety Communications Center functions around the clock. The section is comprised of four squads that rotate scheduling with the patrol divisions. Each Emergency Communications Specialist works a 12 hours shift. Each shift is has an assigned supervisor along with nine specialists.

During 2013, the Public Safety Communications Center played a huge role in aiding the agency toward its goal of accreditation by both C.A.L.E.A. & C.F.A. The section has been working tirelessly in achieving a new goal of receiving Public Safety Accreditation by C.A.L.E.A. and has an on-site scheduled in June, 2014.



LPD's award-winning K-9 Teams

Investigative Services Bureau



Assistant Chief of Police Michael Link

The following information reflects highlights and significant accomplishments that occurred within the Investigative Services Bureau during 2013.

State of Affairs: - 2013 proved to be a challenging year for Criminal Investigations. The City of Lakeland experienced an increase in documented gang/drug violence that prompted community outrage and concern for their children's safety. As a result, the community, religious organizations, city administration and the police department came together to form a gang summit to address this violent community problem. As a result of this summit, a city wide gang task force that included numerous stakeholders from the community and the city was formed to specifically address the issue of gang/drug violence within the City of Lakeland.

The ISB Violent Crimes Unit (VCU) is tasked with investigating all major violent crimes that occur within the city of Lakeland. Due to the significant increase in violence experienced in 2013, VCU detectives were tasked with working approximately 803 investigations to include Aggravated Battery/ Assault (shootings), Sexual Battery/Assaults, Robbery and Homicides. The VCU responded to nine (9) homicide investigations during 2013, most of which have been classified as being gang/drug related. Additionally, due to the increase in gang/drug associated violent crime, the VCU has experienced another unexpected challenge whereas the victims/witnesses involved in these investigations were unwilling to cooperate with law enforcement. The lack of cooperation by victims/witnesses caused an investigative roadblock for detectives who continued to search for unconventional ways to solve violent crimes. This hesitation and/or lack of cooperation by victims/witnesses also caused the VCU's clearance rate to decrease from 82% in 2012 to 38% in 2013. This significant decrease is not isolated just to the City of Lakeland, as preliminary statistics indicate that the National Homicide Clearance Rates have also decreased around the county due to lack of cooperation of victim/witnesses. The VCU is currently working with the State Attorney's Office to develop innovative strategies to address these investigative roadblock's to enable the successful prosecution of violent crime cases (especially homicides).

Manpower Assessment: Throughout the year, the CIS chain of command monitored the number of cases assigned to detectives to ensure that case loads were manageable and did not become overwhelming. This assessment was instrumental in determining the structuring of the evening squad that was formed and implemented in 2012. However, due to attrition and the unprecedented amount of manpower that was lost from the department in 2012, shortages had to be addressed. CIS temporarily suspended the evening shift detective unit and the assigned manpower was asked to return to a day shift assignment to assist remaining detectives who were working shorthanded. At times during 2012, CIS was operating with 2-4 positions vacant, which directly affected the case loads of detectives in every assignment.

Case Management System: Recently, the department adopted the Tiburon Automated Reporting System for use by its officers throughout every division. The implementation of this system was only partial as the second part of the system; the Case Management System was not rolled out to officers. During the review of the Uniform Crime Report for the agency, it was discovered that not utilizing the Case Management System directly affected the accurate reporting of the department's UCR statistical data. Therefore, plans developed in later part of 2012 to implement the Case Management System department-wide beginning January 1, 2013. This endeavor should not only assist the department with the compilation of 2013 UCR statistics, but it has also enabled the Criminal Investigations Section to now utilize a comprehensive system to effectively manage every case that is assigned to detectives.

Investigations: Although 2013 brought many challenges to Criminal Investigations, the tenacity and work ethic imparted by all detectives remained notable during the entire year. The interior and exterior environment made it difficult at times for detectives to concentrate on very sensitive investigations. As a whole, CIS detectives were tasked with conducting extensive investigations for economic crimes, property crimes, violent crimes and crimes against children. Each detective in each unit was tasked with carrying a more extensive case load due to manpower issues and they collectively rose to the challenge. Some notable cases include a spoiled student's plan at Sleepy Hill Middle School which was conducted by Detective Katina Lewis and SRO Lori Edwards. During the investigation, three students were identified as taking part in a detailed plan to commit a mass violence incident at not one, but three public schools. As a result of Detective Lewis' and SRO Edwards' investigation, three students were charged with Conspiracy to Commit 1st Degree Murder, Conspiracy to Commit Aggravated Battery and Conspiracy to Construct a Destructive Device. Another notable case was conducted by Det. Jim O'Neill which involved the internal employee theft of over \$700,000.00 from an established Air Conditioning company in Lakeland. This investigation revealed that the long-term office Treasurer had been diverting funds via altered checks from the business, which were being utilized to purchase hundreds of thousands of dollars' worth of Florida Lottery tickets. The female Treasurer was subsequently charged with Grand Theft over \$100,000.00, 2 counts of Money Laundering over \$100,000.00 and Money Laundering over \$20,000.00.

Goal-Improve and Build Stronger Community Partnerships: Due to the increase in gang/drug related shootings, the ISB chain of command recognized that it was necessary to reach out to the citizens of Lakeland to assist in curbing both crime categories. As concern grew within the community over numerous shootings, CIS experienced an increase in community contact as citizens were searching for solutions to the problems. As a result, the ISB chain of command and CIS/CAIC Intel Detective Darlene Thompson increased the division's exposure to the community by attending several Gang Summit meetings that included stakeholders from the community.

CIS personnel also had the opportunity to attend several community “rallies” in an effort to bring attention to the increased level of gang/drug shooting violence that some Lakeland communities were experiencing. Attending these “rallies” provided CIS personnel with the opportunity to speak directly to those citizens who were affected by the violence and to solicit their help with convincing victims/witnesses to cooperate with law enforcement to bring about successful prosecutions for pending homicide investigations.

Goal-Improve Internal Communications: The ISB Chain of Command continued their efforts to attend all the NSB meetings. By doing so, information of concern to both bureaus was exchanged and many potential conflicts were avoided. Additionally, with the increase in gang/drug violence experienced in 2013, information sharing became crucial as every division worked together to find innovative solutions to curb the violence in the Lakeland community.

In addition to the aforementioned items, CIS increased the exchange of information with Crime Analysis and intelligence that was shared with all sworn personnel and other surrounding agencies. The constant interaction with Crime Analysis resulted in it issuing 18,013 bulletins that were originated by our detectives, combined with bulletins flowing from other agencies into our dissemination system.

Goal: Administration: All CALEA requirements for the Investigative Services Bureau have been met.

Victim’s Assistance - The Victim Assistance Unit is deeply committed to providing much needed service to crime victims and their families. These dedicated employees and volunteers are available for assistance twenty-four hours a day, seven days a week. The victim advocate’s tireless efforts to assist victims in their time of need, both financially and emotionally, are rarely acknowledged for the tremendous impact they have on victim’s lives.

During 2013, services were provided to over 2,400 individuals, reflecting a slight increase over the previous year. The three full-time employees and their fifteen volunteers provide over 7,000 hours of various services during this period. A special thanks to Mr. Harold Silas, who retired after serving for nineteen years as the Victim Assistance Coordinator. Through his dedication above and beyond all expectation, Mr. Silas built what has been described as a model program throughout the state.

Domestic Abuse Response Team: - The Domestic Abuse Response Team, (DART) has been a part of the Lakeland Police Department for over twenty years and was one of the first of its kind in the state. It has been the prototype for many of the domestic violence prevention programs in many law enforcement agencies that adopted such a program. Its effectiveness is based on a two pronged approach that is not only reactive, but also pro-active. Members serve on the 10th Judicial Circuit Domestic Violence Task Force, as well as the Fatality Review Board of Polk County. The program incorporates a variety of resources to help improve the quality of life for victims and their families.

In 2013, 774 domestic violence investigations were conducted by LPD officers, resulting in 510 arrests. Unfortunately, approximately 22% of these investigations involved repeat victims.

Crime Analysis and Intelligence Center - CAIC serves a critically important function within the department. The unit provides vital information to both uniformed officers and investigative personnel. When crime trends emerge, the unit is quick to furnish the information required for members of the department to address crime problems at the source. The unit is a valuable resource that furnishes up to date crime data on incidents that occurred within the past twenty-four hours, as well as having the capacity to reach back over time to provide historical information if needed.

During 2013, the Intelligence function was greatly expanded to provide more in-depth and comprehensive service. With the retirement of the tenured Intelligence detective, the decision was made to afford his replacement to become more proactive and reach out to a variety of untapped sources. A more involved approach to gangs was fostered by establishing a stronger relationship with school resource officers and providing gang awareness training to school personnel. In addition, more frequent attendance at neighborhood meetings and interaction with community leaders was encouraged with the hope of gaining a better understanding of how to experience productive engagement with community leaders.

The unit should be recognized for its successful adaptation to a new report writing system to which the department migrated during the latter part of the year. The challenge to CAIC was threefold: first, to learn how to adapt to the new system; second, to discern how to mine the data to provide necessary information to sworn personnel and, finally, to develop the know-how to extract the crime data necessary to complete and submit the Uniform Crime Report by the requisite deadline. All of the aforementioned was accomplished in spite of having newly hired personnel.

Felony Intake - The Felony Intake Unit was the subject of several changes, but continued to maintain its outstanding reputation for consistency and quality. In an effort to bolster the manpower within the Criminal Investigation Section, one of the full time Felony Intake detective positions was re-classified to part-time upon the retirement of its senior member. This adjustment was more reflective of the case load carried by the unit's two detectives. In addition, a more efficient system of tracking incoming requests from the States Attorney's Office was implemented, which will ensure all officers and detectives are held accountable for the aforementioned requests. The unit continued to uphold its excellent reputation for timely and thorough case submissions for prosecution.

Records - Members of the Records Section are among the most dedicated employees of the Lakeland Police Department. Every working day, they must handle numerous requests from private citizens, law enforcement, attorneys and insurance companies, to name but a few examples. Each request must be handled properly and each requestor must be dealt with courteously and efficiently. However, during 2013, much criticism was levied at this section by the media for the manner in which public records requests were handled. After careful review of the aforementioned process, measures were put in place and extensive training conducted to ensure that all public records requests are handled within guidelines established by the applicable statutes.

The section was also challenged by the departments' migration to the new Tiburon automated reporting system. This change required a major adaptation in the manner in which reports generated in the field are integrated into the system, initially through the supervisory approval process; but must also be classified, stored and accessed when needed. Intensive training was provided over a period of several months, as each clerk familiarized themselves with the nuances of Tiburon.

Property and Evidence - The Property & Evidence Section continued to experience another busy and productive year in 2013, as personnel prepared for major upgrades in the upcoming year. Although the unit encountered a slight decrease in the number of new pieces of evidence processed, the number of property disposals increased. The impetus behind the increase in disposals was in preparation for the acquisition and installation of a new mobile shelving system to be completed by middle to late 2014. This system will allow for better utilization of the existing space that has remained the same since the facility was created. In order to accomplish this task, while maintaining the integrity of the existing evidence, items that are no longer needed must be destroyed.

Approval was also granted during 2013 for an upgrade of the existing Q-Tel evidence tracking system. This upgrade is expected to provide both quicker and more accurate inventory of evidence. This system will minimize the need for manual data entry, thus reducing the possibility of human error. Another benefit of the upgrade is its compatibility with the new Tiburon automated reporting system.

Crime Lab - The lab experienced another busy year as personnel were tasked with an increase in requests for assistance. The expanded workload was reflected in the twenty-eight percent rise in the number of crime scenes to which lab personnel were called upon to respond. Many of these requests for assistance were directly related to the increase in aggravated batteries linked to gang activity.

A second area of demand for lab services was the rising demand for video retrieval and analysis. More and more, video has become an integral component of many investigations, as it provides another tool available to detectives linking a suspect to a criminal act. The increased work load for this service sufficiently justified the creation of an additional position of video analyst to be filled during the 2013-2014 budget year.

Crime Lab members continued to maintain their community involvement through presentations to local schools and colleges. In addition, a welcome was extended to more than a dozen interns from various institutes of higher learning, who were exposed to the rigorous requirements imposed upon those who choose this occupation.

Special Services Bureau

The Special Services Bureau (SSB) was created in June of 2013 and is comprised of the Special Operations Section (SOS), Community Services Section (CSS) and Special Investigations Section (SIS). Prior to June of 2013, the Special Operations Division (SOD) was only comprised of CSS (formally known as Neighborhood Liaison Section) and SOS and was a sub-component of the Neighborhood Services Bureau.

The Special Operations Section is made up of the Traffic Units, The Red Light Camera Program, SWAT/HNT, K-9 and the Dive Team. The Community Services Section now houses the Crime Prevention Unit and the section formally known as the Juvenile Services Section (prior to June of 2013). These are School Resource Officers, Police Athletic League and Truancy Intervention Program. Juvenile Services Section and the Neighborhood Liaison Section merged in June. Also added to Community Services Section were Special Events Planning and the Off-duty Detail Program.

Prior to June of 2013, the Community Response Teams A/B and the Homeless Liaison Officer were assigned to NLS. These three units/officers were moved to the Special Investigation Section which is also comprised of the Organized Crime Unit, Drug Enforcement Unit, Tech Services and Taskforce Detectives. Prior to June of 2013, SIS was a subsection of the Investigative Services Bureau.

Organizational and Supervisory Changes:

Captain Rick Taylor remained the commanding officer over the Special Services Bureau throughout 2013. With the resignation of Lt. Al Wilson in July of 2013, Lt. Ed Cain became the Officer In-Charge of SOS. Sergeant Tye Thompson transferred from the Power Squad to become the Crash Investigator Supervisor while retaining his duties as the K-9 Supervisor.

In July of 2013, Lt. Hans Lehman assumed command of the Community Services Section and Special Events Planning/Off-duty Details. Lt. Lehman also assists Lt. Cain with large scale operations such as the annual Christmas Parade and Sun-n-Fun Fly In.

.As stated above, the reorganization that took place in June of 2013 realigned virtually every proactive unit in the police department under one umbrella, SSB. The biggest change was the assignment of the Community Response Teams to the Special Investigations Section. This change allows these two closely related units to work together, more efficiently and on a daily basis.

Manpower Allocation:

The SSB manpower allocation is very diverse and unique within the department. We have members working Monday – Friday basic day shift hours such as the SROs, CSU but even CSU regularly adjusts their hours and days to meet the needs of the unit and community. The members of CRT and SIS adjust their hours on a regular basis and are currently working 8.4 hour shifts. The DUI Officers work 12 hour shifts, assigned to night shift Patrol squads while the various Traffic Units work a variety of hours and days to cover peak crash times.

SSB: (approximate manpower allocation - see notes on openings)

- 1 Assistant Chief of Police - Vacant
- 1 Captain
- 3 Lieutenants
- 8 Sergeants – (2-Vacant)
- 1 Civilian Supervisor
- 55 Officers (CRT, SRO, TIP, Traffic, SIS) – 12 Vacant Positions
- 4 Crime Prevention Practitioners (3-Vacant)
- 1 TIP Assistant
- 1 Dart Coordinator
- 1 Court Liaison Coordinator
- 2 Secretaries
- 1 Red Light Camera Part-Time Officer
- 1 PAL Executive Director
- 1 PAL Police Officer
- 1 PAL Coordinator
- 1 Homeless Liaison Officer

The majority of the year the SOD has had several openings in each of its sections and units. The Motor Unit has maintained one opening for the majority of the year, Crash Investigators two, and DUI Enforcement one position, respectively. Another manpower consideration was both on and off the job injuries which had some officers off work for extended periods of time and then back to work in a light duty capacity.

In spite of the openings and some manpower concerns, productivity continued to be high and the work product of the division was quality. Numerous major operations and events are coordinated each year by SSB in a very professional manner and that continues on a daily basis.

FUTURE CONSIDERATIONS:

The key issue that will continue into 2014 will be the filling of open positions. We anticipate being able to fill several of the now vacant sworn positions along with the civilian Crime Prevention Practitioners by late summer.

SIS is looking forward to making some technological advances in equipment that will assist detectives in future investigations while our SROs are actively working with the CRT, teachers, school board officials and students to combat gang activity and violence.

2013 SUCCESSES:

In December of 2013, Lakeland PD SWAT received authorization to purchase a much needed fully armored vehicle. After an exhaustive research into suitable vehicles, LPD contracted to purchase a Lenco Bearcat. This vehicle, scheduled to be delivered on March 7th, 2014 will be capable of transporting an entire Entry Team to and from search warrants, safely conducting officer and civilian rescues and to be used in other situations where the threat of loss of human life is substantial. This vehicle was purchased solely from proceeds obtained from drug dealers and other criminals we arrested and seized money from.

2013 was another incredible year for LPD K-9. LPD K-9 again took 1st and 2nd place the "Four Man" team competition in the USPCA Region 1 Field Trials, while Officer Ted Sealey and K-9 Bruno took 1st place honors in the individual competition. Officer Chad Whitaker and K-9 Bane took 3rd place overall in their first ever field trial, a feat rarely obtained by the most seasoned of K-9 handlers. Later in the year, LPD sent a four man team to Washington, DC to compete in the USPCA National Field Trials. LPD K-9 again answered the challenge with a 1st place "Four Man" Team win and Officer Ted Sealey and K-9 Bruno repeated 2012 accomplishments with another 1st Place win in the individual competition.

In November of 2013, LPD SWAT competed in the annual SWAT Round-up competition held in Orlando, Florida. This year, LPD SWAT finished 3rd overall against a field of SWAT teams who traveled from all over the world to compete in this premier competition of shooting skills, tactics, teamwork and athleticism. Since 2000, LPD has won this competition 5 times and has never finished outside the top ten.

During 2013, the Special Investigative Section made a commitment to solving drug problems in residential neighborhoods and to make lasting improvements to the quality of life for the citizens who live near and around drug nuisances. SIS detectives resurrected the City of Lakeland Nuisance Abatement Program and brought 3 houses before the board. As a result, 3 long time drug houses were boarded up and declared to be drug nuisances. These homes were, and are still, boarded up for a period of 1 year, thereby ending the drug problem that plagued these neighborhoods.

Lakeland Police Department

Important Numbers

Emergency.....	911
Non Emergency Calls	863-834-6900
Office of the Chief	863-834-6907
Administrative Services Division.....	863-834-6995
Neighborhood Services Bureau	863-834-6980
Investigative Services Bureau.....	863 834-8950
Special Services Bureau	863-834-2500
Crime Analyst	863-834-6917
Crime Prevention/Neighborhood Watch	863-834-6912
Criminal Investigations.....	863-834-8950
Elderly Services	863-834-6912
Planning & Research	863-834-6906
Property & Evidence.....	863-834-6905
Records Section	863-834-6936
Recruiting.....	863-834-6918
Drug Hotline	863-834-2549