

To: Commission for Florida Law Enforcement Accreditation, Inc.
From: Sergeant Nicole Minick, Team Leader
Date: August 12, 2016
Re: Comparative Compliance Assessment Report
Lakeland Police Department
Standards Manual 4.0.35

A. Dates of On-site Assessment: July 13, 2016

Key Agency Personnel:

Chief Executive Officer: Chief Larry Giddens
 Accreditation Manager: Caroline Renew

B. Assessment Team:

Sergeant Nicole Minick - Team Leader Collier County Sheriff's Office 3319 Tamiami Trail E Bldg J Naples, FL 34112 nicole.minick@colliersheriff.org (239) 252-0953	Lieutenant Mike Sheelar St. Lucie County Sheriff's Office 4700 West Midway Road Fort Pierce, FL 34981 sheelarm@stluciesheriff.com (772) 201-1503
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C. Standards Summary Tally:

M = Mandatory N = Non-Mandatory		Total Number of Standards	Number of Standards Not Applicable (By Function)	Number of Standards Waived	Number of Non-Waived, Applicable Standards	Number of Standards Elected for 20% Exemption	Percent of Applicable Standards Elected (20% max.)	Percent of Applicable Standards Not Elected (80% min.)	Number of Applicable Non-Elected Standards In Compliance	Percent of Applicable Non-Elected Standards In Compliance
M		60	6	0	54	0	0	100%	54	100%
N		26	4	0	22	2	9.09%	90.91%	20	100%

D. Agency History and Profile

Lakeland is a city in Polk County halfway between Tampa and Orlando. According to the 2013 U.S. Census Bureau, the city had a population of 100,710. Florida became a state in 1845; Polk County was established in 1861. Lakeland was first settled in the 1870's and began to develop as the rail lines did.

The Florida boom resulted in the construction of many significant structures in Lakeland, a number of which are today listed on the National Register of Historic Places. This list includes the Terrace Hotel, New Florida Hotel (Lake Mirror Tower Apartments), Polk Theatre, Park Trammell Building (formerly the Lakeland Public Library and today the Lakeland Chamber of Commerce), and others. This was Lakeland's golden age. The Cleveland Indians held spring training here from 1923 to 1927. The Cleveland Heights subdivision was developed and the Carpenters and Joiners Retirement Home was constructed.

Publix Supermarket has its corporate headquarters in Lakeland. The citrus and phosphate industries, though not within the city limits, contribute significantly to Lakeland's economy. Seventy percent of the phosphate produced in the U.S. is extracted and processed within 25 miles of this city. Citrus growth and production have made this area the "World's Citrus Center." Through the 1980's Lakeland and its surroundings produced 25 percent of the nation's citrus. The Florida Department of Citrus and Florida Citrus Mutual are located here.

Law enforcement in Lakeland officially dates to the City's incorporation in 1885. It was in that year that the City elected its first City Marshal, George F. Newell. The part-time nature of the position was reflected in the fact that the Marshal also served as the town tax collector. It was eight more years before the Marshal acquired a deputy.

The city government was reorganized in 1914 and an official police department was created with R. L. Marshall as the city's first police chief. The still relatively informal nature of the department became evident when the city neglected to provide any patrol cars for its newly created police force. As a result, officers found themselves taking a taxi or hitchhiking to calls beyond walking distance. The police department did not acquire its first vehicle until the early 1920's.

Even with vehicles, communication remained a problem as the cars were not equipped with radios. Chief "Uncle" Dan Wilson solved this problem by having crews at the Lake Mirror power plant blast the plant whistle during the day and blink the street lights several times at night when the patrol cars were wanted at the police station. It was not until 1934 that police cars were equipped with one-way radios and 1938 before there was two-way communication between police cars and dispatchers. The first bicycle patrol began in the downtown area in 1954 with battery powered "handle-talkies" for communication carried in baskets attached to the handlebars.

It was also in 1954 the first African-American officers were hired by the department. Samuel King and Samuel Williams joined the force in January and were joined in March

by Edgar Pickett, Jr. It was not until nine years later in 1963 the department hired its first female police officer, Leila Plaire, who had joined the department as a meter maid in 1956.

After sharing quarters for many years with the fire department, the police finally moved into their own quarters within a new police station opened on Lake Wire in 1963. The new headquarters provided the department with much needed space and was considered one of the most advanced police facilities in the state at the time.

The department established its award winning K9 unit in 1980. The first K9 was a German shepherd named "Sarge" and his handler was Officer Ron Bowling. The K9 unit has become an integral part of the department and one of its more visible symbols. In 2012, the Lakeland Police Department's K9 Unit made history at the USPCA's Region One Patrol Dog Trial placing first and second in the four man team category. Officer Ted Sealey also scored an unprecedented 697 points out of a total of 700 to win the individual top dog title at the Region One event. In May 2013, the department hosted the USPCA National Detector Dog Trial and secured first, second and third places in two-man teams for narcotics detection. On March 1, 2013, the new Ron Bowling, Sr. K9 Training Facility was dedicated. And, in October 2015 Officer Chad Whitaker and K9 partner Nox took home the "Top Dog" title at the United States Police Canine Association's Patrol Dog National Field Trial. The team scored 696.51 points out of 700, which making their score one of the highest on record. This is the third time a team from the Lakeland Police Department has won first place.

The Lakeland Police Department continues to grow and develop with the city. It welcomed Larry Giddens as its new Chief in March 2015. The Lakeland Police Department is accredited by the Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA).

Lakeland Police Department was initially accredited in February 1998. This is their fifth reaccreditation.

E. Assessment Summary

Prior to the assessment, the team communicated regarding chapter assignments for the assessment. On July 13, 2016 the assessment team arrived at the Lakeland Police Department and was met by the Accreditation Manager Caroline Renew. An entrance interview was conducted with Chief Larry Giddens and his command staff. The assessment team introduced themselves and relayed the Commission's philosophy and mission as well as the team's commitment to conduct a fair and impartial review of the agency. Chief Giddens was very supportive of the process and ensured the team he and his staff were available to provide any information required for the assessment. He also relayed his commitment to the accreditation process and the accountability it requires of the agency and its members. After the entrance interview, the assessment team began file review. The assessment team worked diligently to complete the file review.

The team was given tours of their assigned areas. Interviews were conducted and compliance was verified with the standards through observations and interviews. All staff encountered were very professional and knowledgeable of their duties and the accreditation process.

Assessor Sheelar was escorted by Lieutenant Mike Spade to the Special Operations unit, which is located offsite at the airport. SWAT and Bomb equipment was observed and interviews were conducted with Lieutenant Eric Harper and Sergeant Aaron Peterman. All equipment was secured and appeared to be in excellent condition. Lieutenant Mike Spade explained Confidential Informant files to Assessor Sheelar. The files were secure with only supervisor access. A tour of the holding cells was conducted. The area was very clean. Separate cells in a secured area out of sight and sound are maintained for juveniles. The female cells are kept out of visual range from the male cells. Intelligence files are kept electronically, the servers and computers are kept in a secured room with limited access. The detective bureau was toured and no sensitive material was visible.

Assessor Mohaupt toured the facility with Captain Stephen Walker. Assessor Mohaupt observed the equipment in Sergeant Collins's marked patrol vehicle. The required items were present and expiration dates were current. The Office of Professional Standards is run by Lieutenant Steven Pacheco, all files were secured. Communications Manager Bill LePere provided a tour of the Communications Section and pointed out the necessary items to prove compliance with the accreditation standards.

Team Leader Minick toured Human Resources, Records, Property & Evidence, and the Lab. Several items of evidence and property were randomly selected to ensure proper placement and documentation. No errors were found. Supervisor Parkes explained the procedures for storage of the sexual assault kits. Ms. Mitchell showed Team Leader Minick that the employee medical files are kept in a secure location within the administrative offices and only those with a need to know are allowed access to the files.

The following agency members were interviewed during the assessment:

Captain Stephen Walker
Captain Hans Lehman
Lieutenant Steven Pacheco
Lieutenant Mike Spade
Lieutenant Eric Harper
Sergeant Aaron Peterman
Sergeant Tom Collins
Sergeant LeRon Strong
Mr. Bill LePere
Mrs. Caroline Renew
Ms. Ami Mitchell
Quartermaster Jamie Lenser

Supervisor Laurie Parkes
Supervisor Tracy Grice
Manager Stephanie McCraney
K9 Recruit "Dyna" (bomb dog)

Upon completion of the assessment an exit interview was conducted with Chief Giddens and the agency's command staff. All assessment team members discussed their assigned chapters and provided necessary comments on those particular standards. Chief Giddens was very receptive to the assessment team and the observations that were shared with the agency.

The following members were present for the entrance and exit interviews:

Chief Larry Giddens
Assistant Chief Mike Link
Assistant Chief Victor White
Assistant Chief Ruben Garcia
Captain Stephen Walker
Captain Hans Lehman (entrance only)
Lieutenant Steven Pacheco
Communications Manager Bill LePere
Fiscal manager Charlie Dormer
Accreditation Manager Caroline Renew
PIO Sergeant Gary Gross

Team/agency conflicts: None.

F. Standards Noncompliance Discussion: None.

G. Corrective Action Discussion: None.

H. Waiver Concurrence/Non-concurrence Discussion and Recommendation: None.

I. 20 Percent Standards Election (See Section C. for "Tally")

Standards Elected for Exemption:

2.10 (assessor NM) 28.04 (assessor MS)

J. Standards Verified by the Team as "Not Applicable" to the Agency:

5.03 (assessor NM)	24.05 (assessor RM)	31.01 M (assessor MS)
31.04 (assessor MS)	31.05 M (assessor MS)	31.06 M (assessor MS)
31.08 (assessor MS)	36.09 M (assessor NM)	39.01 M (assessor NM)
39.02 M (assessor NM)		

K. Standards, the Status of Which, Were Changed by Assessors: None.

L. Public Information Activities:

- L-1. Public Information Session:** None.
- L-2. Telephone Contacts Session:** None.
- L-3. Correspondence and Media Interest:** None.
- L-4. Follow-up by Assessment Team:** None.

M. Exemplary Policies/Projects/Procedures:

K-9 Unit

The Lakeland Police Department has an award winning K-9 unit. The unit is made up of eight handlers and nine canines. In the last three years they have won awards for such things as Top 4-man Department Team, Champion Dog Team, and Champion Top Dog Explosives Detection. The department built their first Canine Training Center in 1983 and it is still being used today. Senior Handler Jeff Barrett has been with the unit for over 27 years. He is sought by agencies all over the country to help develop K-9 handlers. Volunteers historically have raised between \$6,000 and \$10,000 per year for the K-9 unit.

Fallen Officers Memorial

The Lakeland Police Department, in collaboration with the Lakeland Police Foundation, Inc., and the community are currently working on the construction of a Lakeland Police Department Fallen Heroes Memorial. The memorial is being erected as a monument which will pay tribute and respect to those who selflessly made the ultimate sacrifice. The memorial will serve as a place of reflection and appreciation for those members who currently serve.

Motivational Posters

The Lakeland Police Department recently started placing motivational posters around the agency with different agency members pictured. Each poster has a saying and is meant to motivate and provide positive influence throughout the agency.

N. Quality of Law Enforcement Service: No Chapter Summaries.

O. Summary and Recommendation:

OVERALL CONCLUSIONS: The Lakeland Police Department is an impressive agency that holds its members to the highest standards. The assessment team found the agency members to be well-spoken in their specialty areas and knowledgeable of their agency policies related to the accreditation standards. It was apparent during the assessment that every member of the agency is proud of the work they do for the city. Chief Giddens demonstrated a strong commitment to the accreditation process and support for the Commission for Florida Law Enforcement Accreditation, Inc.

Based on the observations of the assessment team and the interviews that were conducted, it is clear that this agency has fully accepted accreditation as a way of life. It is the consensus of the assessment team that the Lakeland Police Department be reviewed for reaccreditation before the Commission at the next scheduled meeting.

Submitted by: Sergeant Nicole Minick, Team Leader