



CITY OF SUNRISE POLICE DEPARTMENT

Commission Review 2020/21

Anthony W. Rosa - Chief Of Police



Highlights

- Leadership
- Adaptive Policing
- Tackling Organic Growth
- Organizational Update
- Creating Opportunities & Identifying The Leaders For Tomorrow
- Next Gen Recruiting Campaign
- Driving Crime Down
- Always Accredited, Our Golden Seal Excellence
- Technology Updates
- Community Engagement
 - Striving for creativity and innovation
 - Respect, Rapport, Responsiveness = Success
 - *Getting back to normal, forever changed.*



A photograph of a police officer in a dark uniform kneeling on a stone path, pointing her right index finger at the arm of a young girl. The girl is wearing a teal t-shirt and dark shorts, looking towards the officer with a slight smile. The officer is also smiling and has her left hand on the girl's arm. The background is a blurred outdoor setting with trees and a building. A large, stylized graphic of blue and yellow curved lines is overlaid on the left side of the image.

SUCCESS HIGHLIGHTS

Commission Review 2020/21



Leadership

- Accountability
 - Law Enforcement Review & Advisory Board
 - Excellence & Discipline Enforced
 - Crime Prevention & Detection
 - Operational Goals
 - Audit & Accountability
- Constant Communication
 - City Commission
 - City Manager & Directors
 - Department Staff
 - Community Leaders
 - Civic & Religious Groups
 - Business Owners
- Employee Engagement
 - Listen & respond
- Maintaining Traditions
 - Chief interviews
 - Promotional ceremonies

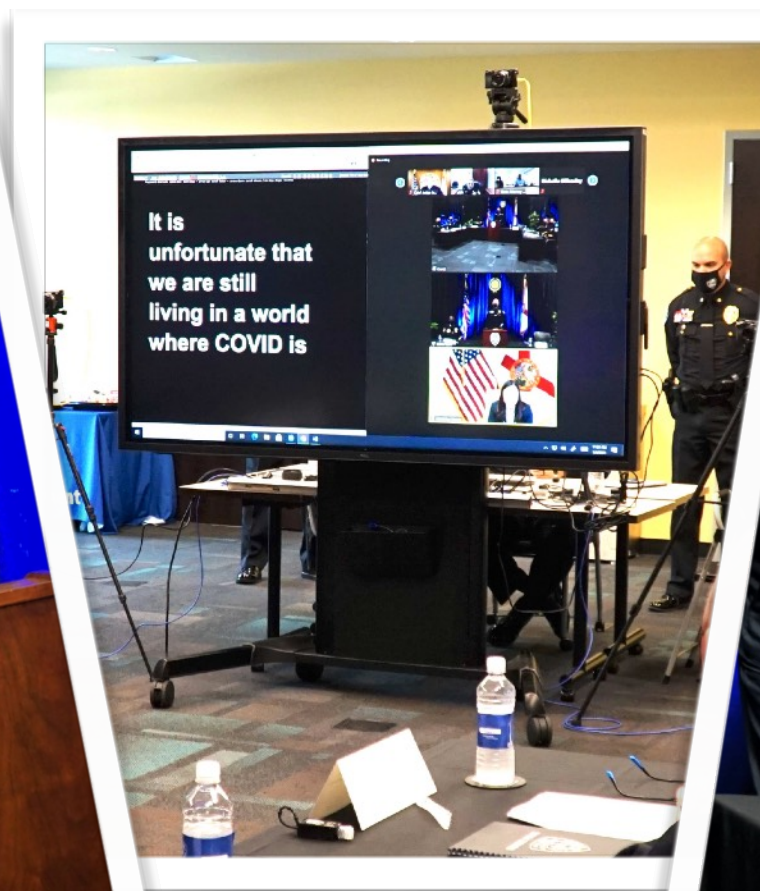




Building Something More

Leadership driven!

- Elected President of The Broward County Chiefs of Police Association
 - Strengthening partnerships with neighboring cities across Broward County and Beyond.
 - Collaboration with other Police Chiefs
 - Defining new policing solutions





Making The Grade

Leadership driven!

- Despite impacts of COVID we collaborated with the Florida Department of Law Enforcement to conduct an FBI data security audit
- Audit focus:
 - Information sharing agreements with local, state and federal agencies
 - Compliance with FBI security policies
 - Data security
 - FDLE issued compliance certification





Adaptive Policing

Quickly adapting to the impact of COVID and the nationwide cry for policing change. Transforming our adaption into actions through:

- Redefined the meaning of “To Serve and Protect”
 - In the neighborhoods, watching for crime, listening and answering the calls for help
 - Walking the businesses and letting them know we are here
 - Protecting the people and property in danger
 - Ensure the continuity of policing services
- Protecting and equipping the staff with safety gear
- Training
- Inspiring and motivating staff through difficult times
- Recognizing a job well done when employees exceed expectations





Adaptive Policing

- Established community engagement standards
- Law Enforcement Advisory Board Inaugural meeting
- No silence! Maintaining constant communication through virtual meetings targeting:
 - Residents
 - Business owners
 - Local clergy
 - Staff
- Accountability is a must
 - Internal Affairs awareness training to all staff
 - Delivery of excellence in everything we do





Organizational Updates



OFFICE OF THE CHIEF

Anthony W. Rosa - Chief
Sean Visners - Deputy Chief



INTERNAL AFFAIRS



ADMINISTRATIVE SERVICES

Major Richard Alexander

- Records
- Personnel
- Technology
- Budget
- Logistics
- Training
- Payroll
- Research & Planning



UNIFORM SERVICES

Major Brooke Lebel

- Patrol Operations
- Emergency Services
- Non-Emergency Service



CRIMINAL INVESTIGATIONS

Major Dan Ransone

- Investigations
- Crime Scene
- Evidence
- Person Crimes
- Property Crimes
- Victim Advocate
- Crime Suppression
- Digital Investigations



SPECIAL OPERATIONS

Major Kevin Sweat

- School Resource
- Community Resource
- Traffic Enforcement
- K9



Creating Opportunities

- Creating Opportunities & Identifying The Leaders For Tomorrow
 - 11 Promotions
 - Records Supervisor (1)
 - Sergeants (5)
 - Lieutenants (3)
 - Majors (2)





Next Gen Recruitment

- Building a diversified agency staff that is reflective of the community
- Attract quality over quantity - no compromise
- Maintaining professional standard
- Competitive compensation
- Target markets
 - Colleges
 - Veterans
 - Certified Officers
 - City Residents

POLICE DEPARTMENT CITY OF SUNRISE

LOVE WHAT YOU DO 24/7 | APPLY NOW

Starting Salary: \$21.24 hour / \$44,187 Annually

Qualifications:

- High School diploma or GED equivalency diploma
- Community engagement or customer service
- 19 years of age
- Be a citizen of the United States
- No Felony Convictions or Misdemeanor Convictions involving perjury or false Statement
- No dishonorable discharge from Armed Forces of the United States
- Ability to complete the Public Service Aide Academy
- Ability to lift and move materials and equipment
- Possess a valid Florida Driver License with a good driving record
- Passing score on CJBAT (Criminal Justice Basic Abilities Test)

Starting Benefits:

- 12 days Annual Leave
- 12 days Annual Sick Leave
- 10 hours each quarter for perfect attendance
- 9 Annual Paid Holidays
- 5 Annual Floating Holiday
- Bereavement Leave
- Take Home Vehicle – Broward County residents
- Health Insurance – free for the employee
- 5% Midnight Shift Pay
- College Tuition Reimbursement
- Retirement Package
 - Employee Contribution – 8%
 - Max Benefit – 80% or \$80,000 after 32 years of service.
 - DROP (Deferred Retirement) – 4 Year Max
 - Interest Rate – up to 4% compounded annually

EQUAL OPPORTUNITY EMPLOYER

The City of Sunrise is firmly committed to equal employment opportunity for all employees and potential applicants for employment. The City does not discriminate in employment related decisions on the basis of race, religion, sex, national origin, age or disability. The City's policy on equal opportunity employment applies to all organizational levels of the City and to all job classifications.

@SUNRISEPOLICEFL

POLICE DEPARTMENT CITY OF SUNRISE

LOVE WHAT YOU DO 24/7 | NOW HIRING

Starting Salary: Certified \$30.91 hour / \$64,308 Annual (Police Academy: \$29.37 hour)

Starting Benefits:

- 12 days Annual Leave
- 12 days Annual Sick Leave
- 10 hours each quarter for perfect attendance
- 12 Annual Paid Holidays
- 1 Annual Floating Holiday
- Bereavement Leave
- Take Home Vehicle – Broward County residents
- Health Insurance – free for the employee
- 5% Midnight Shift Pay
- College Tuition Reimbursement – After 1st year
- Retirement Package
 - Employee Contribution – 8%
 - 70% after 25 years of service and age 52
 - DROP (Deferred Retirement) – 4 Year Max
 - Interest Rate – up to 4% compounded annually

Qualifications:

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- No dishonorable discharge from Armed Forces of the United States
- Ability to successfully complete the Florida Basic Recruit Training Program
- Possess a valid Florida Driver License with a good driving record
- Passing score on CJBAT (Criminal Justice Basic Abilities Test)
- Passing score on SWIM TEST at Broward College Institute of Public Safety
- Passing score on Basic Motor Skills Test at Broward College Institute of Public Safety

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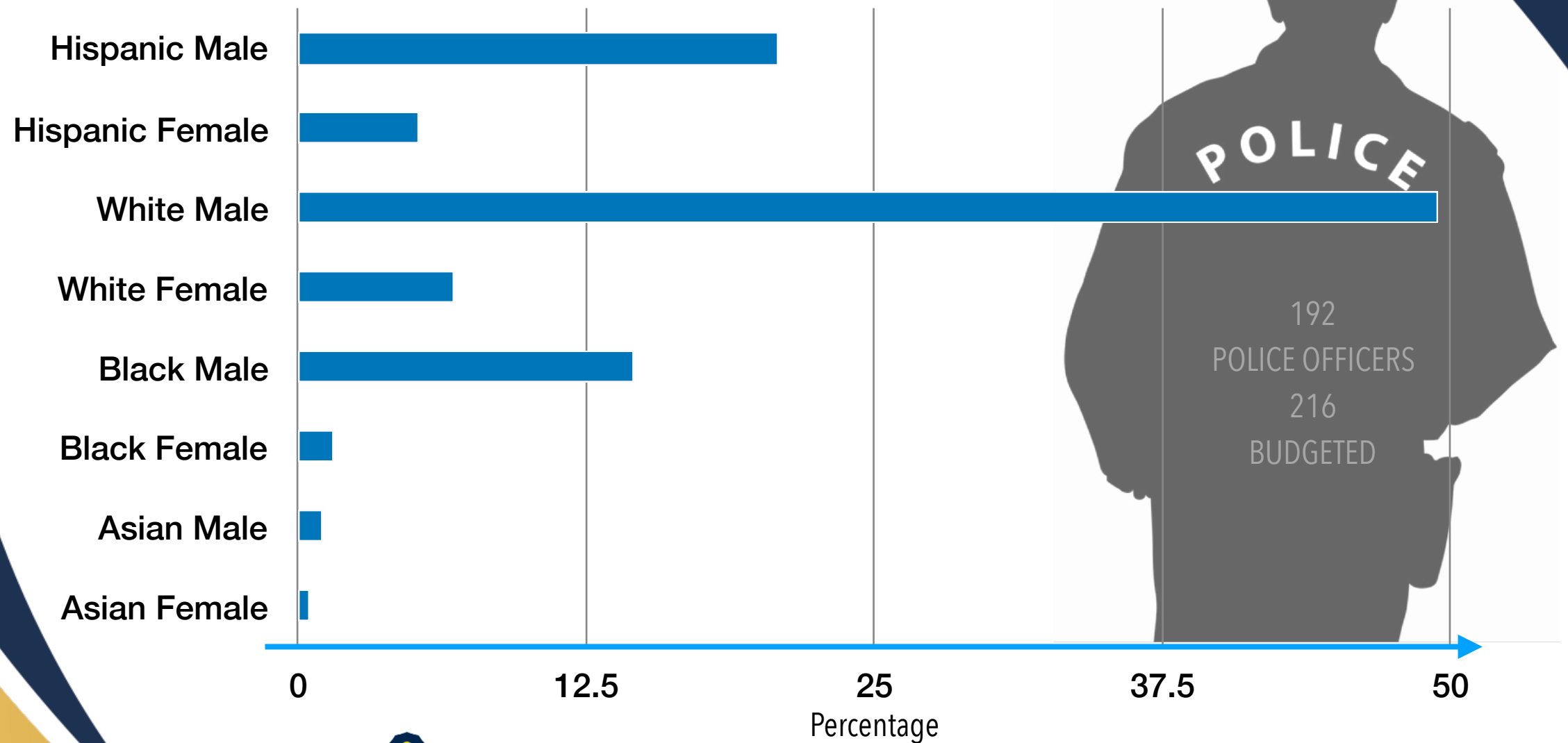
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Officer Demographics

July YTD 2021



SINCE 2018 INCREASED DIVERSITY THROUGH HIRING BY 6%

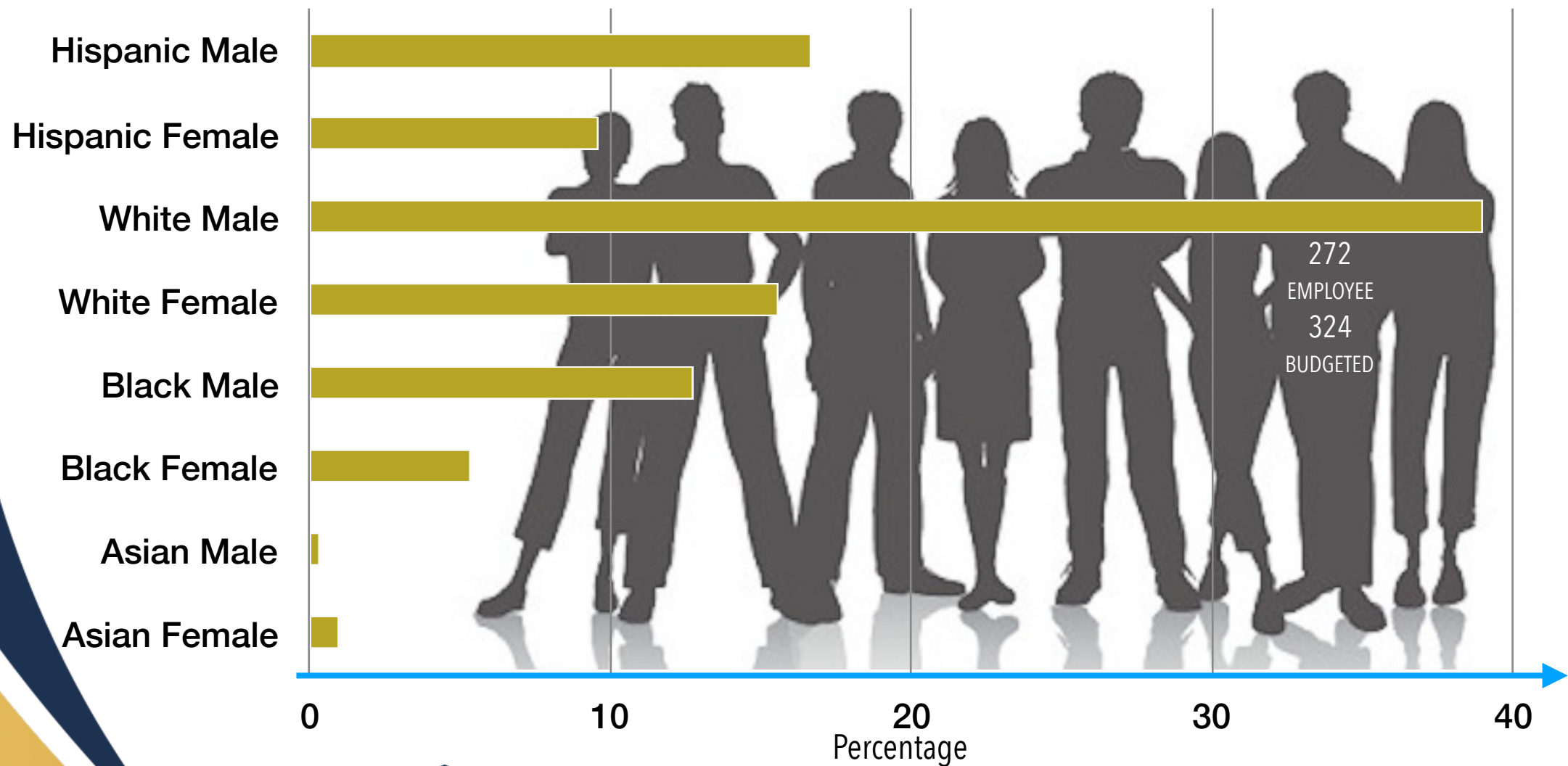
SINCE 2018 INCREASED HISPANIC FEMALES 2%

SINCE 2018 INCREASED BLACK MALES 4%



All Staffing Demographics

Combined staff of civilian and officers YTD Jul 2021



SINCE 2018 INCREASED BLACK FEMALES BY 1%

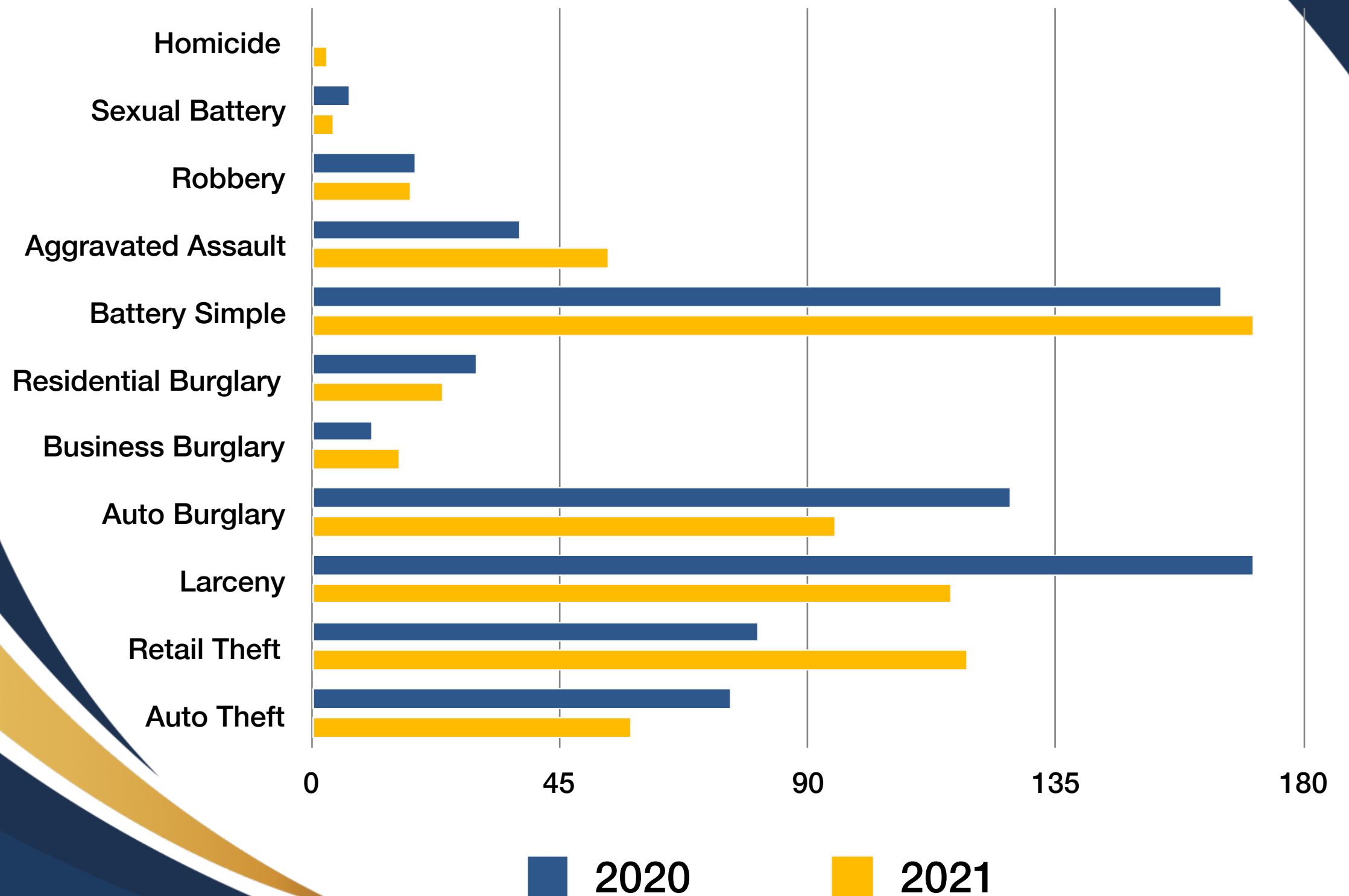
SINCE 2018 INCREASED HISPANIC FEMALES 2%

SINCE 2018 INCREASED BLACK MALES 3%



Crime Trends

YTD April 2020 and 2021 Comparison



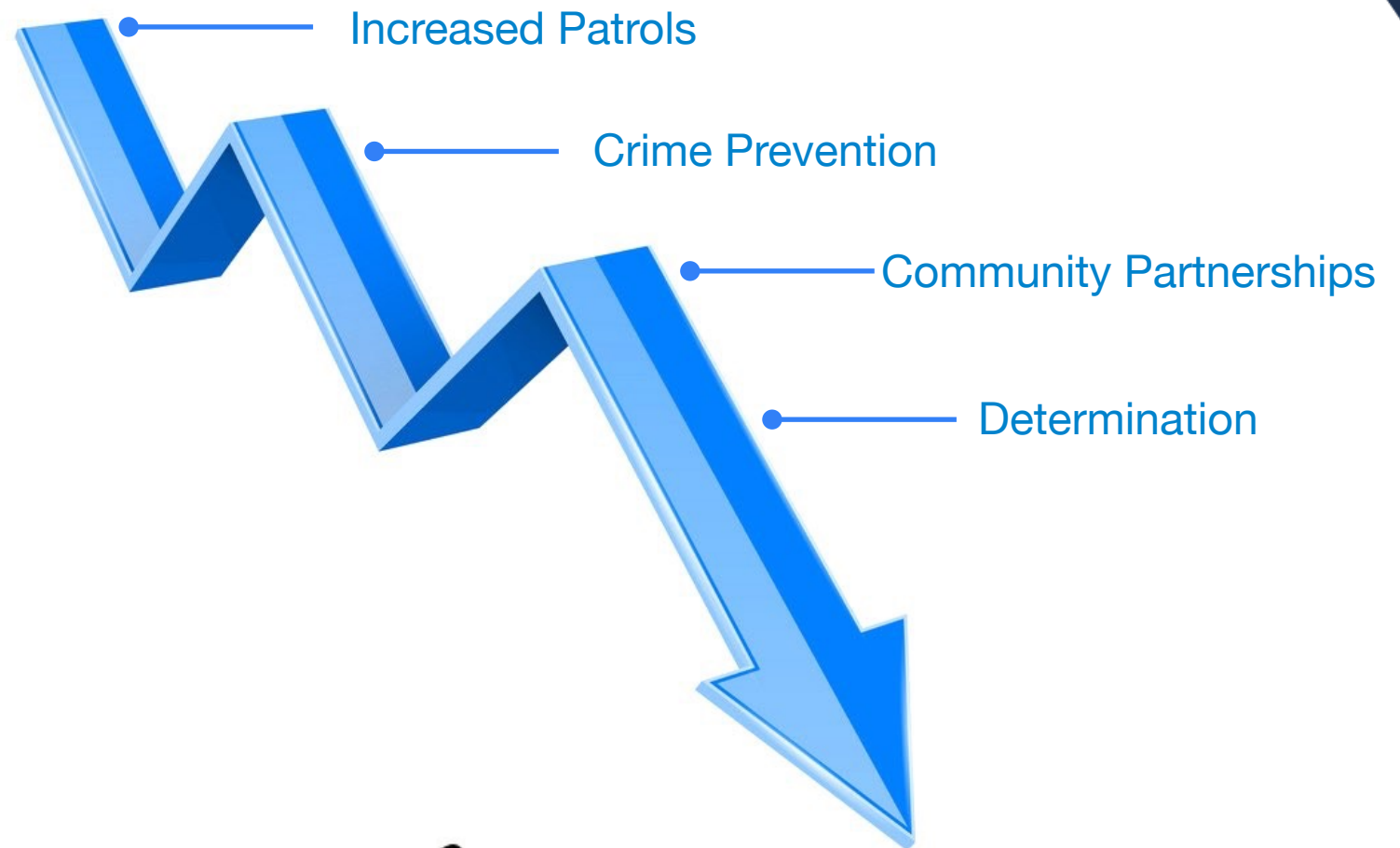


Crime Trends

YTD April 2020 and 2021 Comparison

Proactive policing through intelligence led deployment of resources to address areas of crime concerns:

- Auto Theft
- **Assault + (Increase)**
- **Burglary + (Increase)**
- Battery
- Homicide
- Robbery
- Theft
- Robbery



9.5 %
Driving crime
averages downward



Accreditation - Always!

- Navigated through COVID obstacle to provide the Florida Law Enforcement Accreditation Commission virtual insight into our agencies practices
- Operated our agency in exemplary fashion and in accordance with CFA standards of excellence
- Our Department & City were honored again with CFA Accreditation





Technology / Equipment

- Improved communications
 - New digital platform
- Enhanced all agency radios to digital configuration
- Eliminated all Microsoft Window 7 Operating system, and upgraded to Windows 10 to ensure information security
- Filled the second Systems Administrator vacancy to support the growing demands of technology.
- Replaced all desktop computers to improve users experience
- Upgraded all tablets to laptops to support new law enforcement applications
- Converted the Body Worn Cameras technology onto a more advanced solution to improve community transparency





COMMUNITY IMPACT

Commission Review 2020/21



Community Engagement

- Despite COVID Community Policing was a priority
- Continued to engage the community through:
 - Virtual meetings
 - Birthday & family celebration videos by staff
 - On bikes, on foot and on patrols with our mask in the neighborhoods and businesses.
- Graduation parades and accolades
- COVID Safety Campaigns
- Sunrise CARES





Community Engagement

Getting back to normal safely & engaged with a little fun in our community !

- Ice cream truck patrol
- Community BBQs
- Park Patrols
- Back to School
- Crime prevention
- Neighborhood Watch
- Public Safety Campaigns
- Responding to current events





Community Engagement

- Staying connected during COVID through the use of social media
- Keeping the community informed
 - Crime prevention
 - Breaking News
 - Transparency

Connecting with over 10K residents!





THANK YOU !

Thank you for allowing me the opportunity to be a part of this community and together with all the men and women of the Sunrise Police Department we will grow as one community to persevere through this changing world.

A handwritten signature in white ink, appearing to read "Anthony W. Rosa", is positioned above the name.

Anthony W. Rosa - Chief Of Police