



Memorandum

To: Mayor and City Commissioners
From: Daniel J. Ransone, Chief of Police 
Date: August 6, 2026
Re: Performance Review
CC: City Commission Office, City Manager's Office, City Clerk

As we reflect on the past year, I am reminded that the strength of a police department is measured not only by the results it achieves, but by the character, commitment, and resilience of the people who make those achievements possible. The Sunrise Police Department has continued to demonstrate what it means to serve with purpose, embracing the challenges of a changing profession while remaining firmly grounded in the values of integrity, accountability, compassion, and excellence.

This annual review is more than a presentation of accomplishments and statistics. It is a reflection of the dedication and professionalism demonstrated every day by the men and women of the Sunrise Police Department. Their commitment, often displayed under the most demanding circumstances, represents the very best of our profession and serves as the foundation upon which this department continues to grow.

I would like to extend my sincere appreciation to the Mayor and City Commissioners for your continued leadership, confidence, and support. Your partnership and commitment to public safety have been instrumental in allowing the Sunrise Police Department to continue advancing its mission and preparing for the challenges ahead.

Facts and Data:

- **Employee Snapshot** -The Sunrise Police Department is comprised of 177 sworn law enforcement professionals, 90 general employee professionals, and 14 Broward Police Academy Recruits who are set to graduate in the coming months. I recognize our Sunrise Police family as they are the lifeblood of our department, each working together to achieve the greater good.
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- **Recruitment** -2025 and 2026 have been a monumental year for our Personnel Unit as they vetted, processed, and hired a record number of new employees. Working in collaboration with the City's HR Department, our Personnel Unit was able to continue working with the NEOGov platform, streamlining the entire hiring and on-boarding process with enhanced cross departmental communication and cooperation.

- **Succession Planning**



Building and sustaining the department's future leadership has been a central focus of our organizational strategy. Recognizing the evolving needs of the Sunrise Police Department, we have intentionally designed a succession planning process that prepares the next generation of leaders while ensuring continuity of operations and

organizational excellence.

Throughout the past year, we have established a structured framework that identifies leadership potential through objective performance measures and meaningful developmental opportunities. By engaging personnel across all ranks, we have gained valuable insight into the factors influencing employee retention and career advancement. This approach has allowed us to proactively address the impact of experienced personnel leaving the organization while creating clear pathways for motivated employees seeking to expand their leadership responsibilities.

Our commitment to developing talent from within has fostered a culture where leadership potential is recognized, cultivated, and rewarded. Individuals demonstrating exceptional character, initiative, and leadership aptitude have been selected to participate in focused development initiatives that include advanced training, mentoring relationships, and broadened operational assignments. Through these intentional investments, we are strengthening leadership at every level of the organization and ensuring the Sunrise Police Department is prepared to meet future challenges with a capable, confident, and resilient leadership team.

- **Calls for Service** -The City of Sunrise Police Department utilizes a unique, comprehensive, and multifaceted approach to our crime reduction strategy. The foundation of our strategy is built upon core principles of fostering trust and legitimacy, investing in community-based prevention and intervention, setting strategic enforcement strategies, and an open and honest review of our efforts. These principles are recommended by the Department of Justice and provide a macro view of our overall strategy. As Chief of Police, I am equally focused on the microcosm of every interaction we have with members of our community. We take great pride in our authenticity, empathetic nature, and accountability. The practical application of our core tenants has led to a rise in public trust and a decrease in property crimes such as residential and conveyance burglaries, as well as a decrease in persons crimes such as robbery and assault. From January 2025 to the beginning of 2026, a review of our efforts shows an average 22% decrease in the aforementioned areas. This metric is part of why the City of Sunrise is the best place to live, work, and play.

Internal Growth:

- **Mental Health Awareness** -This year we proudly partnered with Firstgevity. Firstgevity is a virtual health and wellness platform designed specifically for first responders, law enforcement officers and their families. It aims to reduce on-the-job stress, prevent physical injuries and promote long-term physical and mental resilience. Firstgevity has four main core focus areas:
 - **Injury prevention:** Tailored mobility routines, back pain relief, and physical training designed for the physical demands of duty.
 - **Mental Resilience:** Tooled and guided sessions to process high stress situations, improve sleep and manage anxiety.
 - **Nutrition:** Practical meal planning and dietary guidance suited for shift work.
 - **Accessibility:** Short on-demand classes (5 to 30 minutes) built to fit unpredictable schedules.

Firstgevity doesn't just help our officers stay healthy, resilient and ready for the job, but for the life and family waiting for them when they get home.

- **Welcoming New Leadership:**



Eric Bates assumed his new role as our Deputy Chief. This appointment reflects our commitment to strong leadership, professional excellence, and continued service to our community.

Deputy Chief Bates brings a wealth of law enforcement experience, demonstrated leadership, and a proven commitment to public safety. Throughout his career, he has earned the respect of colleagues and community members through integrity, sound judgment, and a collaborative leadership style. His experience in operations, personnel development, community engagement, and strategic planning will be invaluable as he helps guide the department into the future.

As Deputy Chief, he will work closely with me to oversee departmental operations, support our officers and professional staff, strengthen community partnerships, and advance initiatives that promote transparency, accountability, and organizational excellence.

I am confident that the Deputy Chief's dedication to service, commitment to ethical policing, and passion for building positive relationships with our community will make him an outstanding addition to our leadership team.

- **Trust and Transparency:** The City of Sunrise Police Department is committed to building lasting relationships with the community through a wide variety of outreach

programs, public meetings, and community engagement events designed to foster trust, transparency, and open communication. Throughout the year, the department hosts and participates in events such as Coffee with a Cop, National Night Out, Community Police Academy, neighborhood association meetings, school visits, youth engagement programs, business outreach initiatives, public safety forums, and crime prevention workshops. Department leadership also attends city commission meetings, community advisory board meetings, and other public forums to provide updates on department initiatives, discuss crime trends, answer questions, and receive valuable feedback from residents. These opportunities encourage meaningful dialogue, strengthen partnerships, and promote mutual understanding between law enforcement and the community. By maintaining an active and visible presence at community events and creating accessible opportunities for conversation, the department reinforces its commitment to accountability, transparency, and collaborative problem-solving. These ongoing efforts help build public confidence, enhance community partnerships, and ensure that policing strategies reflect the needs and priorities of the residents we proudly serve.

New Technology:

- **License Plate Readers:** The Police Department's License Plate Reader (LPR) Program is a public safety tool designed to assist officers in preventing and investigating crime while enhancing the efficient use of law enforcement resources. LPR technology uses specialized cameras to capture images of vehicle license plates visible from public roadways and automatically converts the plate information into searchable data. The system compares license plate numbers against authorized law enforcement databases to identify vehicles associated with stolen vehicles, wanted persons, missing persons, AMBER Alerts, felony warrants, and other legitimate public safety notifications.

In addition to providing real-time alerts, LPR data can be used as an investigative resource to help identify vehicles associated with criminal activity, establish investigative leads, corroborate witness statements, and assist in locating suspects or missing persons. The program supports investigations involving property crimes, violent crimes, traffic-related offenses, and other incidents where vehicle information is relevant.

The department operates the LPR Program in accordance with applicable federal and state laws, departmental policies, and established privacy protections. Access to LPR data is restricted to authorized personnel for legitimate law enforcement purposes, and all system use is subject to auditing and oversight. Data retention and dissemination are governed by department policy to ensure accountability, safeguard individual privacy, and maintain public trust.

By leveraging LPR technology responsibly and transparently, the department enhances its ability to protect the community, improve investigative effectiveness, and support proactive policing while respecting the privacy and civil liberties of the public.

- **School Zone Speed Cameras:** The Police Department's School Zone Speed Camera Program is a traffic safety initiative designed to improve roadway safety and protect

children, parents, school staff, and pedestrians in designated school zones. The program utilizes automated speed enforcement technology to identify vehicles traveling above the posted speed limit during designated school zone enforcement periods. By encouraging compliance with speed limits, the program aims to reduce speeding, decrease the likelihood and severity of traffic crashes, and create a safer environment for students traveling to and from school.

The School Zone Speed Camera Program serves as a proactive safety measure that complements traditional traffic enforcement by providing consistent monitoring in areas where excessive speed poses a significant risk. Automated enforcement allows officers to focus on other public safety priorities while maintaining an effective presence in school zones during critical times of the day.

The department administers the program in accordance with all applicable state laws, local ordinances, and established operational policies. Camera locations are selected based on safety considerations, traffic studies, and the presence of schools, with appropriate signage and public notification provided as required by law. All recorded violations are reviewed through established procedures to ensure accuracy, fairness, and compliance with legal standards before citations are issued.

The School Zone Speed Camera Program reflects the department's commitment to protecting the community's most vulnerable road users through education, enforcement, and prevention. By promoting safer driving behaviors and increasing awareness of speed limits in school zones, the program supports the department's mission to enhance public safety, reduce traffic-related injuries, and foster a culture of responsible driving throughout the community.

Drone Program:



The Police Department's Unmanned Aircraft System (UAS), commonly referred to as the Drone Program, is an advanced public safety initiative that enhances the department's ability to respond to emergencies, support investigations, and improve situational awareness while prioritizing officer and community safety. Drones provide law enforcement with real-time aerial imagery and information that assists officers in making informed decisions during critical incidents and planned operations.

The Drone Program is utilized for a variety of legitimate public safety purposes, including searching for missing or endangered persons, documenting crime and traffic crash scenes, assisting with search and rescue operations, supporting tactical incidents, monitoring large public events, assessing hazardous environments, and providing aerial observations during natural disasters or other emergency situations. The technology enables officers to gather valuable information while reducing the need to place personnel in potentially dangerous situations.

The department operates its Drone Program in strict compliance with applicable federal, state, and local laws, including regulations established by the Federal Aviation Administration (FAA). All drone operations are conducted by trained and certified personnel following established departmental policies that govern flight operations, mission authorization, data collection, retention, and privacy protections. The department is committed to ensuring that drone technology is used responsibly, transparently, and only for legitimate law enforcement and public safety purposes.

By integrating UAS technology into its public safety operations, the department enhances operational effectiveness, improves emergency response capabilities, supports more efficient investigations, and promotes safer outcomes for officers and the community. The Drone Program represents the department's ongoing commitment to leveraging innovative technology in a manner that strengthens public safety while maintaining accountability, transparency, and respect for individual privacy and civil liberties.

Looking Toward our Future:

As we move forward, the Sunrise Police Department remains firmly committed to building upon the strong foundation of excellence, professionalism, and resilience that has defined our organization. The progress we have made and the accomplishments we have achieved over the past year reflect the dedication of our personnel and our continued commitment to advancing the profession of policing.

From innovative initiatives such as Firstgevity, to strategic investments in succession planning and meaningful community partnerships, our efforts demonstrate a department that is intentional about preparing for the future while honoring the principles that have guided us for decades. These achievements are not simply milestones; they represent our ongoing commitment to providing exceptional service and strengthening the trust placed in us by those we serve.

The future of law enforcement requires agencies that are adaptable, forward-thinking, and committed to continuous improvement. We will continue to invest in the growth and development of our personnel, leverage emerging technologies responsibly, and foster a culture of accountability, transparency, and community engagement.

Together, as one Sunrise Family, we are prepared to embrace the opportunities and challenges ahead. Guided by the experience and lessons of the past, strengthened by the dedication of our people, and inspired by the possibilities before us, we will continue to advance our mission and uphold the standard of excellence that defines the Sunrise Police Department.