

# NORTH MIAMI POLICE DEPARTMENT MEMORANDUM



**To: Chief Leonard Burgess**

**Date: May 20, 2016**

**From: Commander Patricia Fishel**

**Subject: Standard 14.11M (C) Action Plan**

PRR 879

The following is the Action Plan for compliance of the following Commission for Florida Law Enforcement Accreditation Standard(s):

- 14.11M (C) : Annual Dart-Firing Stun Gun training in accordance with Florida State Statute
  - The standard requires that the Department comply with Florida State Statute, stating that law enforcement officers will be trained in the use of Tasers annually.
  - The North Miami Police failed to train Taser Users during the year of 2014.

## **I Contributing Factors**

The following circumstances, during the accreditation period from April 2013 to April 2016, contributed to the compliance issues in this area:

- Members of the Department had been recertified in the use of Taser during the year 2013. There was a sudden change in staffing late in the year of 2013 and, early in year of 2014, a sergeant was newly assigned to be responsible for maintaining all Taser equipment and providing certification instruction to all members. At the time of the assignment, there were no available provisions given to this sergeant to specify expectations or requirements. Therefore, no members in the Department were trained on time for compliance for the accreditation year ending in April 2015.

## **II Action Steps**

The following steps were taken in order to rectify the deficiency;

- In January 2015, an administrative level member of the Department was assigned to oversee the designated Sergeant, to provide guidance on the proper Taser procedures and time requirements.
- Training began on a monthly basis, training a specific group of officers at a time. In October of 2015, accommodations were made to staffing in order to train the Taser carrying members of the Department who had not been trained yet in the course of one week. During the week of October 12, 2015, all available members were trained. The members that were absent due to medical leave, vacation or school were scheduled for training upon their return for work. That training has been completed for all members, as of December 31, 2015.
- The Sergeant assigned as the Master Taser Instructor was provided certification by the Taser Corporation as a "Master Taser Instructor." This will allow him to train other members to become Taser Instructors, so we can always maintain sufficient number of instructors within the Department. This was completed on April 26, 2016.

**III Action Steps Expectations**

The action steps taken will prevent this non-compliance issue from occurring in the future given that:

- The Department has ensured that our Master Taser Instructor is now and will remain certified. This was completed on April 26, 2016, as such, this Sergeant can train other members to be Taser Instructors. By May 31, 2016, a memo will be disseminated to obtain a list of those who will become Taser Instructors. Within a month of that time, additional Taser Instructors will be certified.
- Taser training has been modified to occur for all members within a three week period each year, instead of monthly. This has already occurred and was conducted during the period of April 4 – 22, 2016. This will ensure that all members can be trained in accordance with Florida Statutes, and the remaining time of the year can be used to ensure that the Department maintains a sufficient number of Taser Instructors.
- The Human Resources Career Development Unit (HRCDU) is actively seeking to obtain a training/alert system software program, which will track all training completed and follow-up with the necessary instructors, to assure future training is conducted in a timely fashion, concentrating on time sensitive issues for maintaining our Accreditation.
- With this new assigned chain of command specific to Accreditation, all standards will be captured immediately and any required information or training will be immediately provided to those members who are in newly assigned training positions.