

**MINUTES
COMMISSION WORKSHOP
CITY OF HOLLY HILL, FLORIDA**

JANUARY 12, 2010

1. CALL TO ORDER

Mayor Roland D. Via called the workshop to order in the large conference room at City Hall, 1065 Ridgewood Avenue at approximately 6:00 p.m. Attending with Mayor Via were Commissioners John Penny, Rick Glass, Mark Reed, and Liz Towsley. Also attending were the following staff members: City Manager Oel Wingo, Ph.D., City Attorney Scott Simpson, Finance Director Kurt Swartzlander, Police Chief Mark Barker, Fire Chief Ron Spencer, City Planner Doug Gutierrez, Captain Steve Aldrich, Officer Rommel Scalf, Sergeant Gina Baker, Sergeant Forrest Currie, Officer Chris Yates, and City Clerk Valerie Manning.

2. STRATEGIC PLAN FOR THE POLICE DEPARTMENT

Chief Barker showed a PowerPoint presentation to the Mayor and City Commission regarding the Police Departments Strategic Plan. The following was discussed: described what strategic planning is; purpose of strategic planning; strategic planning process; goals and objectives for the Police Department; building a solid foundation; discussed problem identification (constructive criticism = progress) - three primary areas of focus: organizational, operational, community; problem area #1: Entrenched standard Policing Model; problem area #2: Emerging Leadership Void; problem area #3: Other Organizational Issues; problem area #4: Community Issues; discussed strategic planning solutions: Goal #1: Leadership and Career Development within the Police Department: creation of a senior officer program; increase opportunities for higher education; development of a leadership assessment tool; field training and evaluation program for new supervisors; cross-training for career enrichment; Goal #2: TEAM (Tactical Enforcement Action Model) Policing Concept: TEAM Policing – key elements: data mining and predictive modeling; TEAM Policing Goals: effective and efficient risk-based deployment; emphasis on Community involvement; Goal #3: Accountability: The key to building public trust: CFLEA accreditation efforts; increased oversight – establish a citizen's law enforcement advisory board (appointed by the City Manager, serve as advisors to the Chief of Police, review issues of community concern and provide guidance on public policy matters, and change perceptions and improve communication); improved customer service: amend the field training/evaluation process, and change in the organizational culture; performance measures were discussed for the Police Department; citizen satisfaction surveys (obtain feedback to gauge the quality of customer service, identify areas for improvement and perfect service delivery, is the Police Department satisfying the needs of our constituents, provide an effective means of program evaluation, and determine community needs); management performance audits will be conducted; main points of discussion: leadership/career development, implementation of the TEAM concept, and increased accountability and oversight. Ultimate goals discussed: build on Police Departments positive attributes, learn from mistakes, fundamentally change the Police Department's organization, and strive for

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excellence in public service. Chief Barker discussed how with the plan be implemented and he mentioned construct a Comprehensive Plan, define progress and set a realistic schedule, educate their members and stakeholders, work the strategic plan, and review and revise as necessary. Chief Barker thanked the following individuals who helped put the Strategic Plan together for the Police Department: Captain Steve Aldrich, Sergeant Gina Baker, Sergeant Forrest Currie, Corporal Chris Yates and Officer Rommel Scalf.

3. ADJOURNMENT

The workshop officially adjourned at approximately 8:50 p.m.

Attest:

City of Holly Hill, Florida

Valerie Manning
City Clerk

Roland D. Via
Mayor

Florida Statutes 286.011 and Government-In-The-Sunshine Manual

“The minutes of Sunshine Law meetings need not be verbatim transcripts of the meetings; rather the use of the term “minutes” as stated in F.S. 286.011, contemplates a brief summary or series of brief notes or memoranda reflecting the events of the meeting.”

*A verbatim copy of Sunshine Law meetings (e.g. City Commission meetings/workshops/Agency meetings and CRA meetings) are available upon request to the City Clerk during regular business hours, Monday through Friday,
8:00 a.m. to 5:00 p.m.*