

From: [REDACTED]

Sent: Monday, May 18, 2020 3:39 PM

To: Nick Mimms <nmimms@cityoffortpierce.com>

Subject: My Concerns for the Fort Pierce Police Department

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Hello City Manager Mimms,

This is Officer Clermise Smith, a 5 year officer with the Fort Pierce Police Department. I am concerned as the Assistant Recruiter of this department that I will not be able to do my job effectively at the alarming rate of officers quitting every month. It is an embarrassment to my department when I hire 4 new officers and they watch 4 other officers bring in their equipment and uniforms to leave. For the month of May, this occurred in this month alone. The newly hired officers also receive the letter of resignations or goodbye emails from the resigning officer and the reasons why they have decided to leave. Every email is apparent that the issue is always due to the lack of money. A negative seed is already planted in that new recruits head that since officers are leaving and all of their reasons are the same then why not get my training and experience here for a year or so and then go elsewhere for my career at a higher rate of pay.

We have lost several great officers who have vested many years into this agency and the community. I have heard personally from the majority of the officers that have left that the department is not the issue. The issue is the officers are overworked and underpaid. We do not make enough to feed our families and having to work off duty details to make ends meet leaves no time to rest and recharge. This is a safety concern for the officers who are working on the road to be at their best when they are working seven days a week just to earn enough to survive.

The Fort Pierce Police Department (as a business) is losing thousands of dollars on training new officers, only to leave and go and work for other surrounding agencies. I am tired of other agencies thanking our department for training such great officers to come and work for their agencies because a decision was not made to pay the officers from past discussions about pay. We invest time and money to train the recruits only for them to utilize their skills and abilities at another agency. The agency is working at a minimum per shift and the turn over ratio is horrendous. There is clearly a problem and it needs to be addressed. I came to this agency because I heard it was the best agency to work for but, being the best and not getting paid at least decently is worth what at the end of the day. I do not want to live this agency and I hope that this decision to pay our officers better can convenience several officers to stay who are planning on leaving as soon as an opportunity presents itself.

Thank you for taking the time to read this and I pray that the right decision is made for the benefit of the Fort Pierce Police Department and the community