



Fort Pierce Police Department Assessment

A comprehensive assessment of the Fort Pierce Police Department highlighting key challenges, recommendations, and opportunities for improvement in staffing, policies, and operational efficiency.

Employee Retention Challenges

Current Situation

The department has difficulty retaining employees once they are hired and trained and has essentially become a "training ground" for new officers who move on to other law enforcement agencies.

Recommended Solution

CPSM recommends that the City of Fort Pierce give consideration to offering salary, benefits, and incentives that are commensurate with other agencies in the region in order to better retain employees.

CPSM recommends the City consider offering a separate hiring bonus to candidates in addition to the state's.



Staffing Optimization



Civilianize Positions

There are opportunities in the department to civilianize positions that are currently being held by sworn personnel. (Property and Evidence, IT)



Minimum Staffing Levels

CPSM recommends that FPPD establish minimum staffing levels of 15 sworn employees per shift which includes (officers, K-9s, and sergeants).



Additional Personnel

When the department achieves full staffing, there are areas in the department where additional personnel are recommended in both sworn and professional positions within the department.

Operational Efficiency

Paperless Systems

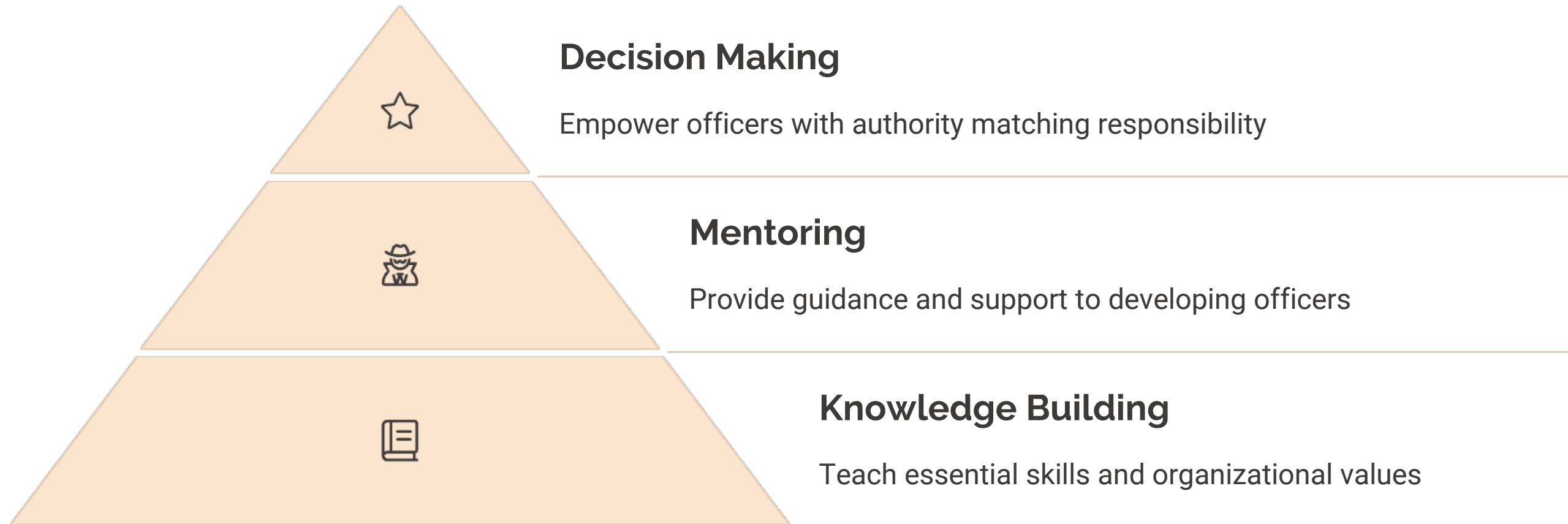
There are areas within the department where more efficiency can be achieved by moving to paperless systems.

Policy Review

CPSM recommends a complete and comprehensive review of all department policies, or consideration be given to purchasing already written and legally vetted policies from one of several private companies.



Leadership Development



FPPD must begin developing, teaching, and mentoring its personnel to become the next leaders of the organization by providing them with the knowledge and experience so they can become good decision makers, and by pushing decision-making in the organization down to the ranks where the authority to make decisions is commensurate with their responsibility.

FORT PIERCE
POLICE DEPARTMENT
Pamela Hobley-Burney, Chief
Florida



Competitive Compensation

Analyze Regional Compensation

Compare Fort Pierce Police Department salaries and benefits with other agencies in the region to identify gaps.

Develop Competitive Package

CPSM recommends that the City of Fort Pierce give consideration to offering salary, benefits, and incentives that are commensurate with other agencies in the region in order to better retain employees.

Implement Hiring Bonuses

CPSM recommends that the City consider offering a separate hiring bonus to candidates, in addition to the one provided by the state.



Shift Staffing Requirements

15

Minimum Officers Per Shift

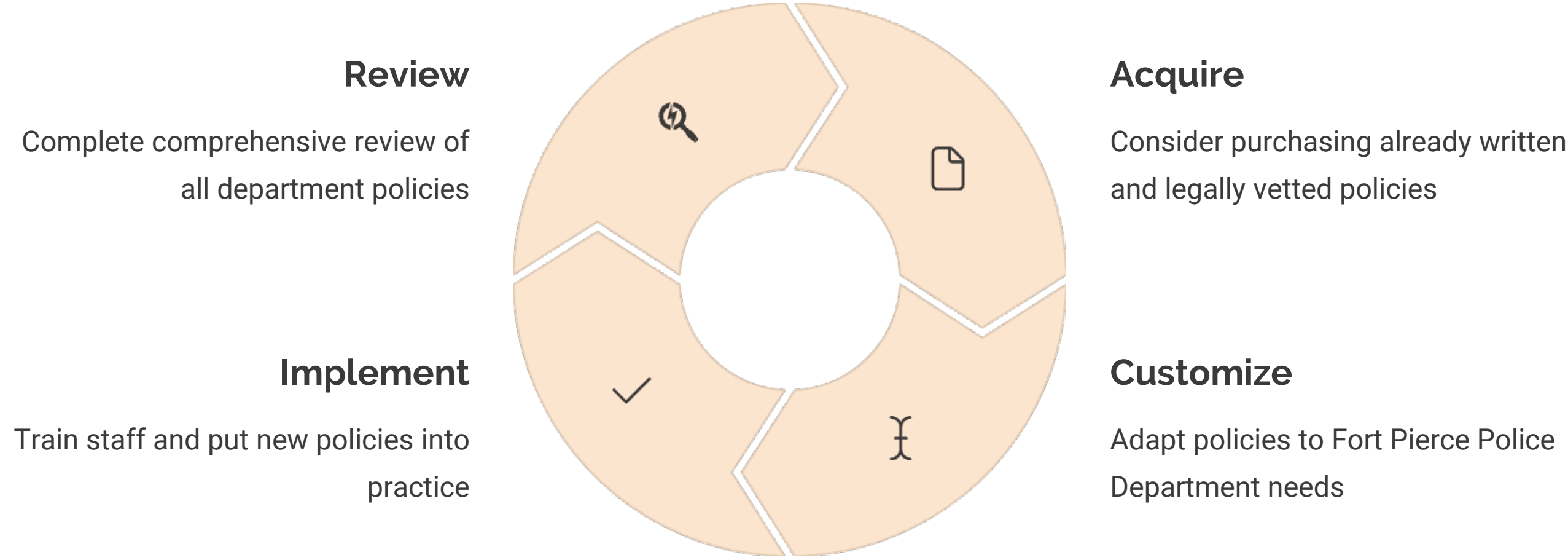
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Types of Personnel

Officers, K-9 units, and sergeants make up the recommended minimum staffing.

Policy Modernization



CPSM recommends a complete and comprehensive review of all department policies, or consideration be given to purchasing already written and legally vetted policies from one of several private companies.