



# CITY OF WINTER SPRINGS

**FOR IMMEDIATE RELEASE:**

Wednesday, July 15, 2020

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## **City of Winter Springs Mayor and Commission Sign Resolution Strongly Affirming and Strengthening the City's Resolve Against Racism and Discrimination, and Establishing Community Dialogue Workshops.**

**WINTER SPRINGS, FL** – The City of Winter Springs is consistently ranked as one of the top safest cities across the State of Florida. It is of the utmost importance to the City and the Winter Springs Police Department that our community is inclusive and feels safe and protected. The recent events that have occurred across the nation remind us that we as a nation must strengthen our resolve against racism and unjust discrimination so all people are afforded equal justice under the law. We can only achieve the desired results of protecting and serving the public by continuously training at the highest standards and regularly evaluating our performance and processes by engaging in an open and transparent dialogue with our community.

At the July 13th City Commission meeting, the Winter Springs Mayor and City Commission adopted and signed a Resolution “affirming that all persons are constitutionally guaranteed due process and equal protection under the law, free of racism and unjust and arbitrary discrimination in all forms.” As a matter of policy, the Resolution states the “City’s commitment to continuously and vigorously strengthen and foster within the organization and community at large human dignity, equality, diversity, inclusivity and equal justice under the law.”

The Resolution also establishes an annual **Community Dialogue Workshop**. This annual workshop will be conducted in a round table format consisting of the Mayor, Commission, and citizens of diverse backgrounds. During these workshop meetings, the City Manager, Chief of Police, and other staff will conduct a self-assessment of the City’s policies and practices by engaging the community in an open and transparent dialogue about successful policies and practices and policies and practices that can be improved.

The goal of this Resolution is to regularly solicit community input for purposes of developing and maintaining an action plan that continuously improves the City’s policies and practices for the betterment of the overall community consistent with the City’s resolve to vigorously fight against racism and unjust and arbitrary discrimination in all forms. The City believes that actions, not just words, will achieve positive results.

For more information about this press release or Community Dialogue Workshops, please reach out to Brooke Rissi at [brissi@winterspringsfl.org](mailto:brissi@winterspringsfl.org).

**RESOLUTION NO. 2020- 19**

**A RESOLUTION OF THE CITY COMMISSION OF THE CITY OF WINTER SPRINGS, AFFIRMING THAT ALL PERSONS ARE CONSTITUTIONALLY GUARANTEED DUE PROCESS AND EQUAL PROTECTION UNDER THE LAW, FREE OF RACISM AND UNJUST AND ARBITRARY DISCRIMINATION IN ALL FORMS; STRONGLY REJECTING RACISM AND ANY FORM OF UNJUST AND ARBITRARY DISCRIMINATION UNDER THE LAW, AND FULLY AFFIRMING AND SUPPORTING EQUAL JUSTICE UNDER THE LAW; STRENGTHENING THE CITY'S RESOLVE AGAINST RACISM AND ANY FORM OF UNJUST AND ARBITRARY DISCRIMINATION UNDER THE LAW BY ESTABLISHING A TRANSPARENT AND PUBLIC PROCESS FOR THE MAYOR, CITY COMMISSION AND THE CITIZENS OF WINTER SPRINGS TO ASSESS THE CITY'S RELATED POLICIES AND PRACTICES AND ENGAGE IN A PRODUCTIVE COMMUNITY DIALOGUE FOR THE OVERALL BETTERMENT OF THE COMMUNITY; PROVIDING FOR REPEAL OF PRIOR INCONSISTENT RESOLUTIONS, SEVERABILITY, AND AN IMMEDIATE EFFECTIVE DATE.**

**WHEREAS**, this Resolution is the collective expression of the Mayor and City Commission as the governing body of the City of Winter Springs pursuant to the City Charter and Ordinances; and

**WHEREAS**, Article I, Section 2 of the Florida Constitution provides that all natural persons, female and male alike, are equal before the law; and

**WHEREAS**, the 14<sup>th</sup> Amendment of the United States Constitution provides that no state shall deny to any person within its jurisdiction the equal protection of the laws; and

**WHEREAS**, under these fundamental principles, and history of Federal and State equal rights laws, all persons are constitutionally guaranteed due process and equal protection under the law, free of racism and unjust and arbitrary discrimination in all forms; and

**WHEREAS**, since the creation of the City of Winter Springs in 1959, each and all Mayors and Commissioners, as well as each and all Winter Springs Law Enforcement Officers, of the City have taken an oath of office to support, protect and defend the Constitutions of the United States and State of Florida; and

**WHEREAS**, the Mayor and City Commission strongly reject racism and any form of unjust and arbitrary discrimination under the law, and fully support equal justice under the law; and

**WHEREAS**, the Mayor and City Commission also desire to express, as a matter of policy and practice of the City, the City's commitment to continuously and vigorously strengthen and foster within the organization and community at large human dignity, equality, diversity, inclusivity and equal justice under the law; and

**WHEREAS**, the Mayor and City Commission recognize the substantial efforts regularly being made by the City Manager and all City Departments to evaluate, improve and implement

policies and practices to continuously afford all persons due process and equal protection under the law, free of racism and unjust and arbitrary discrimination, and to foster human dignity, equality, diversity, inclusivity and equal justice within the organization; and

**WHEREAS**, the Mayor and City Commission desire to strengthen the City's resolve against racism and any form of unjust and arbitrary discrimination under the law by establishing a transparent and public process for the Mayor, City Commission and the citizens to assess the City's related policies and practices; and

**WHEREAS**, the City Commission hereby finds this Resolution is in the best interests of the City of Winter Springs and its officials, employees and citizens.

**NOW, THEREFORE, BE IT DULY RESOLVED BY THE CITY COMMISSION OF THE CITY OF WINTER SPRINGS, SEMINOLE COUNTY, FLORIDA, THAT:**

**Section 1. Recitals.** The foregoing recitals are hereby adopted as material provisions of this Resolution and deemed fully incorporated herein by this reference.

**Section 2. Annual Public Assessment by the Mayor and City Commission.**

**A.** No later than June of each year, the City of Winter Springs shall conduct an annual assessment to evaluate how well the City is implementing policies and practices consistent with this Resolution.

**B.** The annual assessment shall be conducted by the Mayor and City Commission at a duly scheduled workshop meeting open to the public. The workshop will be conducted in a round table format consisting of the Mayor, City Commissioners and a select number of citizens and businesses of Winter Springs and such other persons deemed to be a relevant stakeholder in the Winter Springs community chosen by the City Manager and City Commission. During the workshop meeting, the City Manager, Chief of Police, and other management personnel designated by the City Manager will initially report on said policies and practices for purposes initiating and engaging in a productive roundtable dialogue for the overall betterment of the community. An opportunity for public input shall also be provided.

**C.** After considering the dialogue occurring at the workshop meeting and such other relevant and appropriate considerations, the City Manager shall prepare and deliver a written annual report to the Mayor and City Commission at a duly held regular meeting open to the public. The annual report will identify areas in which the City has successfully implemented the plans and practices and identify areas in which the City can improve in the implementation of such policies and practices. The annual report shall include an action plan that includes a schedule and budgetary considerations for implementing improvements to the City's policies and practices.

**Section 3. Severability.** If any section, subsection, sentence, clause, phrase, word, or portion of this Resolution is for any reason held invalid or unconstitutional by a court of competent jurisdiction, whether for substantive or procedural reasons, such portion shall be deemed a separate, distinct, and independent provision, and such holding shall not affect the validity of the remaining portions of this Resolution.

**Section 4. Repeal of Prior Inconsistent Resolutions.** All prior resolutions or parts of resolutions in conflict herewith are hereby repealed to the extent of the conflict.

**Section 5. Effective Date.** This Resolution shall become effective immediately upon its adoption by the City Commission of the City of Winter Springs, Florida.

**RESOLVED** by the City Commission of the City of Winter Springs, in a regular meeting assembled on the 13<sup>th</sup> day of July, 2020.

**CITY OF WINTER SPRINGS, FLORIDA**

  
CHARLES LACEY, MAYOR

**ATTEST:**

  
CHRISTIAN GOWAN, CITY CLERK

**Approved as to legal form and sufficiency for  
The City of Winter Springs only:**

  
ANTHONY A. GARGANESE, CITY ATTORNEY












SHAWN BOYLE  
City Manager

## CITY OF WINTER SPRINGS, FLORIDA

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June 9, 2020

1126 East State Road 434  
Winter Springs, FL 32708

Re: Police Department Status

Honorable Mayor and Commission:

The City of Winter Springs takes the protection of our citizens' rights very seriously. The recent events that occurred in Minneapolis remind us that compassion and training is a journey, not a destination. We can only achieve the desired results of protecting and serving the public through continual evaluation and improvement of our processes. As such, we feel it is important to discuss the operation of our police department, the department's core values, and the steadfast commitment to the community that our officers and personnel have held for over the last sixty years.

This our home and we are proud to serve the residents and businesses of Winter Springs. Throughout the years, our department has renewed its focus as a customer service based agency. This evolution includes establishing internal accountability, fostering community ties, meeting with residents and business owners, and expanding our reach through service programs. Without a professional and dedicated community policing agency, a community cannot thrive. Conversely, without the support of the community, police departments fail.

To become a member of this team, we require certain personality traits. We regularly search for these traits in applicants and, in an absence of these traits, we have released probationary officers from full-time retention. We have maintained a high level of expectation for the "right fit" even through times of high turnover and a lack of qualified candidates. Our pre-employment process is second-to-none. Recruiting, processing, and candidate screenings are detailed and involve several department and leadership levels of approval. This will not change, as it is critical to have the best of the best at our agency and to ensure our officers know how to communicate, deescalate situations, and utilize strong conflict resolution strategies.

Recently we have received questions from citizens and special interest groups alike demanding a "call to action" on the part of community leaders to address topics focused on police department reforms and methodologies used to do the work of the people we serve. The core competencies of successful law enforcement leaders demand that we not only monitor our own operations but also to find ways to improve customer service and adjust or review current policies. Policy Manuals and Standard Operation Procedures are living documents by nature and should never be unattended for long.

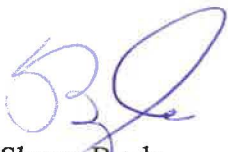


Policy review and comprehensive reporting are part of our daily and regular function and is required to maintain our accreditation. We have been accredited since 2003 and are an excelsior agency with the Commission for Florida Law Enforcement Accreditation (CFA). An agency does not achieve and maintain this status without solid policies, reviews, and training for its personnel. Some facts and numbers for consideration from the period of June 2010 until June 2020:

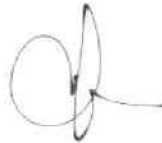
- All officers and City personnel are required to attend diversity and harassment classes
- All officers are required to attend regular Discriminatory Profiling & Professional Traffic Stops training
- All officers are required to attend regular Domestic Violence training
- All officers are required to attend regular Human Trafficking Investigative training
- All officers are required to attend regular Juvenile Sexual Offender Investigative training
- All officers are required to attend regular Physiological Response Dynamics training
- Annually, officers are required to complete in-service training for the use of force (updates on changes to laws and refreshers for statutory regulations)
- 211,049- represents the approximate number of police reports taken where we have documented citizen contacts, including traffic stops and physical arrest situations
- 5,754 – Represents the number of arrests the police department has made during that time
- 198 – Represents the total number of times officers have been forced to respond to resistance from citizens during those encounters. Only two of these are deadly force applications which were reviewed and found to comply with policy and state law. One was in 2011 involving a motor vehicle attempting to strike officers while fleeing from a felony scene and the other from 2016 where a suspect in a case involving inappropriate acts on a child armed himself with a knife and advanced on officers there to question him. There have been no suspect deaths while in our custody.
- 0.094% - represents the percentage of our total citizen encounters resulting in any application of any defensive action at all. This is a direct result of proper selection, training, and development of our sworn police officers.

Our members are purposeful, compassionate, professional, respectful, and polished caretakers of our community who know what to do and do it right. City leadership and the Winter Springs Police Department remain committed to our mission of working alongside our community for the common good.

Respectfully,



Shawn Boyle  
City Manager



Chris Deisler  
Chief of Police