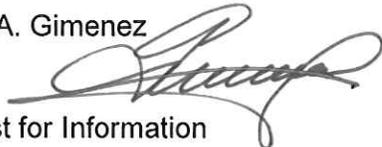


Memorandum



Date: December 21, 2012

To: Honorable Barbara J. Jordan
County Commissioner

From: Carlos A. Gimenez
Mayor 

Subject: Request for Information

The following information is being provided in response to your request regarding the hiring process in the Miami-Dade Police Department, Miami-Dade Corrections and Rehabilitation Department and Miami-Dade Fire Rescue Department.

Miami-Dade Police Department

The policies surrounding the Miami-Dade Police Department's (MDPD) police academy have not changed. Recently, changes have been made to hire certified and lateral officers, rather than hiring individuals as police officer trainees and sponsoring them through a seven and a half month academy as County employees for the purpose of obtaining their state certification. By engaging in this practice, MDPD has significantly reduced both the costs associated with hiring new (non-certified) police officers and the amount of time associated with having newly acquired officers trained and ready to serve the citizens of Miami-Dade County. This allows the MDPD to fill current vacancies at a much faster pace, and eventually stabilize the workforce numbers. Once this stabilization has occurred, the MDPD would be able to resume the traditional Department sponsored police academy.

MDPD has chosen to remain relevant in the field of Basic Law Enforcement (BLE) training by initiating its own Independent Police Academy program (IPA). The IPA is overseen by the Miami-Dade Public Safety Training Institute's Specialized Training Unit (STU), formally known as the Entrepreneurial Unit. The STU was originally created in 1988 under County Resolution #R-1379-86, which allowed for the creation of a revenue/profit generating training unit whose income sources come from tuition/fees, sale of audiovisual and training materials, facility and equipment rental fees, and instruction/consultation fees. The STU coordinates dozens of tuition-based courses throughout the calendar year, to include the IPA.

On May 19, 2011, former Director Loftus approved the MDPD's first ever IPA class (IPA/BLE #1) that commenced on January 23, 2012, and ended on July 20, 2012. Following up on the successes of IPA/BLE #1, a second IPA class (IPA/BLE #2) commenced on September 10, 2012, with a projected graduation date of March 8, 2013. The IPA program offers the state of Florida's BLE training curriculum to individuals hired and/or sponsored by a law enforcement agency, as well as to private citizens wishing to become certified. Tuition for this program is \$5,000, which includes the cost of an initial background check, books and training materials, uniforms, gear, equipment, and facility use fees. Upon graduation, IPA graduates are able to apply to any law enforcement agency of their choice, throughout the state of Florida. This IPA is the same program currently being offered by the Miami-Dade College and the City of Miami Police Department, none of which offer any employment guarantees. However, if they choose to apply with MDPD, we have the advantage of having trained and evaluated them during their training period.

Below is the ethnic breakdown of the last two MDPD academy classes offered:

BLE #109 (from March 23, 2009, through December 4, 2009) had 44 trainees

Male/Hispanic	18	Female/Hispanic	9
Male/White	7	Female/White	1
Male/Black	5	Female/Black	3

Miami-Dade Corrections and Rehabilitation Department

Miami-Dade Corrections and Rehabilitation Department (MDCR) is governed by the procedures and policies of the Florida Department of Law Enforcement Criminal Justice Standards and Training Commission, the Miami-Dade Public Safety Training Institute, Departmental Standard Operating Procedure 7-001, "Departmental Training", Florida Statutes, and Florida Administrative Code. Additionally, we adhere to the training requirements of the American Correctional Association, Florida Correctional Accreditation Commission, Prison Rape Elimination Act, and Civil Rights of Institutionalized Persons Act. Also, trainees must comply with the Miami-Dade Public Safety Training Institute Trainee Orientation Manual.

MDCR hires Correctional Officer trainees as county employees. They are paid throughout the academy in accordance with the Miami-Dade County Pay Plan, as well as Internal Services Department policies and procedures. Continued employment is contingent upon successful completion of the training academy and passing the State Certification Examination.

The most recent Correctional Officer Training Academy class was COT 121. The class began on March 26, 2012 with 24 trainees. The ethnic breakdown is as follows:

Male/Hispanic	4	Female/Hispanic	3
Male/White	0	Female/White	0
Male/Black	8	Female/Black	9

Of the original 24 trainees, 2 trainees did not graduate. These 2 trainees were offered the position of Corrections Technicians within the department.

Miami-Dade Fire Rescue Department

The Miami-Dade Fire Rescue Department (MDFR) has not recruited for the position of Firefighter since early 2009. The last Firefighter recruit class graduated April 3, 2009 with 34 certified Firefighter Paramedic. All 34 recruits were US Veterans.

On Friday, October 5, 2012, MDFR began the recruitment process for a new class of 40 Certified Firefighters. The recruitment period ended Friday, October 19, 2012 and yielded 2,522 applicants. During this two-week recruitment period, the Department advertised across several media outlets to include: The Miami Herald, El Nuevo Herald, Miami Times, Florida State Fire College "A" List, MDFR Twitter, MDFR Facebook and MDFR web page.

Applicants submitting an application during this recruitment period were required to have current State of Florida Firefighter –II Certification and current State of Florida Paramedic (EMT-P) Certification. These requirements provide MDFR to graduate Certified Firefighters in a shorter timeframe. During the training academy, trainee Firefighters are paid in accordance to the Miami-Dade County Pay Plan and continued employment is contingent upon successful completion of the training academy. Since this recruitment has not been finalized, an ethnic/gender breakdown will not be available until the first quarter of 2013. We will provide that information to you as soon as it becomes available.

With regards to the Miami-Dade County Public Schools Cadet Program, MDFR continued its participation in the program until its discontinuation at the end of the 2011-12 school year.

If you have any questions regarding the information provided, please contact Genaro "Chip" Iglesias, Deputy Mayor, at 305-375-5427.

c: Genaro "Chip" Iglesias, Deputy Mayor
J.D. Patterson, Assistant Director, Miami-Dade Police Department
William Bryson, Fire Chief, Miami-Dade Fire Rescue Department
Timothy P. Ryan, Director, Miami-Dade Corrections and Rehabilitation Department