



# **PLANTATION POLICE**

**CHIEF W. HOWARD HARRISON**

To the Residents, Business Owners, and Visitors of the City of Plantation,

The tragic death of Mr. George Floyd while in the custody of police has deeply and significantly impacted people globally, including the public servants of the City of Plantation. We could not be more horrified by the actions and inactions transacted by those who claimed to be public servants themselves. As people, we grieve for the family and friends of Mr. Floyd and we owe it to his memory to formally address the effect his death has had on the men and women of the City of Plantation and its Police Department. We are hurt by the dishonorable and unethical representation of the police profession, as well as the eradication of public trust that has and may occur as a result. We are hopeful to communicate not only our pain but also our continued commitment to serving the public in light of valid questions of police legitimacy.

As professionals, we refuse to sit and allow what transacted by those individuals to speak to the nobility of the police profession and the nobility of the men and women of this city. We have been fortunate enough to have great relationships with our community residents, business owners, and those who commute through the city, much due to the standards placed upon our personnel. To ensure this relationship remains strong, it is important to illuminate the things the members of the police department are exposed to, the demands and expectations placed upon them, and the values which are instilled in them.

Firstly, new hires enter the Broward County Institute of Public Safety as Police Cadets, in which they receive over 770 hours of training. While in the academy, these cadets receive instruction on a plethora of topics, including Values and Ethics, Interactions with a Diverse Community, Communicating in Crisis Situations, De-escalation, and appropriate application of Constitutional Law and Procedures. These men and women perform role-play scenarios for each topic, are tested, and conclude the academy via successful completion of the State Exam. While in the academy, these members receive emphasis on public service, servant leadership, and the importance of applying Community Policing principles. In addition to these tenets, the Institute of Public Safety and the Criminal Justice Standards and Training Commission has embraced and ensured exposure to the principles of the President's Task Force on 21st Century Policing. Once sworn in, these individuals then receive 5 to 6 weeks of in-house training prior to transferring into 14 weeks of Field Training. Additionally, these members fulfill a year probation, in which they are evaluated on performance and progression.

**451 NW 70th Terrace, Plantation, FL 33317**  
**Phone: (954) 797-2100 Fax (954) 797-2777**  
**W. Howard Harrison, Chief of Police**





# **PLANTATION POLICE**

**CHIEF W. HOWARD HARRISON**

Secondly, members of the Plantation Police Department attend annual mandatory police training, which encompasses the topics of Ethics, Bias-Based Profiling, Discrimination and Harassment, and other topics of great importance. Additionally, these members receive regular Legal Updates from the agency's Legal Advisors that provide clarity on legislative determinations specific to constitutional procedure. These officers are also exposed to other training courses throughout the year, such as Control of Persons/Use of Force instruction, in which they are tasked to perform in semi-stressful scenarios meant to draw out appropriate responses to be used in actual occurrences. Members of the agency are expected to remain familiar with and adhere to the Law Enforcement Code of Ethics, the department's Vision, Value, and Mission Statements, and the expectations of their leader, Chief Howard Harrison. The members of the Patrol Division are also exposed to the standards of patrol administration, who in their own right reiterate Community Policing ideals.

Lastly, the Plantation Police Department is accredited by CALEA (Commission on Accreditation for Law Enforcement Agencies) and CFA (Commission for Florida Law Enforcement Accreditation). Both entities analyze the standards, practices, policies, and procedures of the agency to ensure proper application and professionalism. This assessment transacts every 4 years (CALEA) and 3 years (CFA) in which representatives from each report to the police department to ensure benchmarks are being reached and professional excellence is being achieved. Accreditation from both is a rigorous process and is considered the gold standard amongst the law enforcement profession.

This is only a portion of the material the men and women of the Plantation Police Department are exposed to, so that they reflect the highest level of professionalism in our community. Yet as community stakeholders, we value your feelings and your voice, and we feel being attentive to the concerns of the community have been and are equally advantageous for the growth of our members. As public servants, we welcome discussion that would serve to provide empathy, understanding, and unity.

Our commitment has been and will continue to be the proper representation of the police profession and to model what should be experienced by all who encounter police officials. As we rely on the public trust, it is our hope it still remains and has not been lost. Yet if in some way that trust has been compromised, the men and women of this police department are confident it will be regained. In continued partnership, we will be able to traverse through this together to ensure our collective effectiveness in meeting community challenges.

Sincerely,  
The Plantation Police Department

**451 NW 70th Terrace, Plantation, FL 33317**  
**Phone: (954) 797-2100 Fax (954) 797-2777**  
**W. Howard Harrison, Chief of Police**

