



City of Gainesville

Gainesville Police Department

Chief's Memo 2024-02

To: ALL GPD Personnel
From: Interim Police Chief Nelson Moya
Date: June 20, 2024
Re: Expectations

All personnel,

As we continue to transform our agency into an organization that maximizes the delivery of its public safety service while promoting a thriving internal culture, it is imperative that we continue to communicate with our employees. The purpose of this communication is to ensure that our entire workforce is knowledgeable of our mission, the values that support the mission, current public safety priorities, and the expectations of our personnel. What follows applies to all personnel; sworn and civilian alike.

GPD General Order 1.1 clearly outlines the department's mission, vision and goals. Here is the link for you to review as a refresher, <https://public.powerdms.com/GPD/tree/documents/3>. In particular, captioned in our mission is the following excerpt of special interest. That is, "SERVE the people, PROTECT life, property, and rights. ENFORCE the law fairly and impartially. RESOLVE problems by working in concert with our neighbors to identify issues and potential solutions." This General Order remains in effect. My intent is to provide added clarity in order to optimize our efforts.

Law enforcement is at the core of our constitutional function. Crime fighting and protecting our citizenry is imperative. To that end, we must be integrally **engaged with our community**. Equally as important is our internal mandate to **support our employees**. This includes mentoring, training, succession planning, and accountability; all aimed at maximizing our people's overall wellness. This third piece is vital to our success. This concept applies **formally via positional authority and application (Leadership Ranks) as well as informally and laterally throughout all levels**.

Currently, our priorities, based on the needs of our community, identified through internal analysis and through external stakeholder input is threefold; **First, to combat gun related**



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violence and all of its public safety tentacles. Second, to optimize our engagement with the houseless population in order to identify opportunities to meet specific needs while promoting public safety. Third, to continue traffic related efforts in order to mitigate/reduce vehicle crash related and pedestrian fatalities/significant injury. These priorities are subject to change.

In order to achieve our goals, we all must have clear expectations. This is particularly important to our supervisory personnel. Although the following list is specifically intended for all of our formal ranking staff, it applies to everyone. It is important to recognize that the following expectations only complement those duties and responsibilities that are already listed in each respective job description.

- **Stay connected to our mission, values and priorities and deliver your service around those tenets.**
- **Make internal decisions based on what is best for the organization and your people.**
- **Have your people's back. Meaning, support, mentor, train, and grow them but hold them to account so others don't have to.**
- **Practice Emotional Intelligence.**
- **Be Reasonable and flexible yet clear on your convictions.**
- **Place equal value in all of our staff; Sworn and Civilian.**
- **Actively Listen.**
- **COLLABORATE with other units, divisions, bureaus.**
- **Know when to lead and when to follow and excel at each.**
- **Pay close attention on HOW you communicate with each other.**
- **History is important, but don't let negative history be a hurdle to progress.**
- **Work past your biases and arrive at objective decision making.**
- **Come to the table with solutions, not just problems.**
- **Your function as a leader is to UNIFY the organization. Work toward that end from a macro and micro perspective.**
- **Stay informed.**
- **Seek consensus in all that you do and take the time to explain the WHY.**
- **Self-reflect.**
- **Be influential.**
- **Be a servant to others.**



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- **Practice humility.**
- **Be Present.**

Although this list is not exhaustive, it is relevant to who we currently are as an agency. Please remember that our strength as an organization lies in our **UNITY**.

Please print and sign this document in acknowledgement and submit it to your supervisor by July 4th. Bureau Commanders will ensure that we receive this signed document from all staff. I will collect theirs.

Thank you. It is an honor and a privilege to serve with you. Please be safe...

Print Name

Signature

Date