



*An All-America City*

June 12, 2019

Reese Goad, City Manager  
300 S. Adams Street  
Tallahassee, FL 32301

Dear City Manager Goad:

After much reflection of my twenty-five years in policing, I have decided to submit my resignation as Chief of Police effective July 5, 2019. I am extremely proud of the Tallahassee Police Department and the work that has been accomplished over the last five and a half years, but I have been presented with the opportunity to address criminal justice and homeland security challenges on a national scale while having additional time with my family.

There is an old saying, “May you live in interesting times”, and my tenure has certainly been interesting. I have had the opportunity to work with three City Managers, three Assistant City Managers, three Mayors, four Sheriffs, three United States Attorneys, two State Attorneys, and five Consolidated Dispatch Agency Directors. Despite this uncertainty, the Tallahassee Police Department has made significant strides in making our community safer over the last five and a half years.

When I first arrived at TPD, our average response time for Priority 1 calls exceeded nine minutes. With additional resources and adjusting priorities, our current response time for Priority 1 calls is now just over five minutes – a significant reduction that leads to the quicker resolution of critical incidents, increased capture of criminals, and a higher level of service for our community.

Since 2015, we have experienced a 28% decrease in violent crime and a 10% decrease in property crime. At the same time TPD’s clearance rate improved by more than 14%. In 2018, the City of Tallahassee had its second lowest crime rate in more than 20 years. While many people look at these numbers as just statistics, the fact is that these numbers represent people being victimized and victims for whom we find justice, so during my tenure our initiatives have resulted in fewer people being victimized and better results at finding justice for those who have been preyed upon.

These improvements are the result of a concerted effort by TPD to implement best practices, provide better resources to our officers, and engage our community. TPD is currently accredited by three different organizations: the Commission on Accreditation for Law Enforcement, the Commission for Florida Law Enforcement Accreditation, and the International Association of Property and Evidence. In addition, TPD also worked with the Police Executive Research Forum and End Violence Against Women International to improve our response in critical areas.

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Commissioner

With the support of the City Commission and City Administration, I have been able to improve the resources that are available to our officers. TPD has added 55 sworn positions, and despite our vacancies amid the national struggle to recruit officers, we have more officers working at TPD than ever before. I also created the Violent Crime Response Teams, Juvenile Services Unit, and partnered with LCSO in forming the Property Crimes Task Force to address our most pressing concerns.

In addition, officers had limited and antiquated resources when I arrived. Many of these limitations have been addressed by issuing all sworn personnel laptops and Tasers for the first time in TPD's history, upgrading the fleet to SUV's, providing higher rated body armor for the protection all officers, cell phones, the implementation of a modern police records management system, access to automated crime analysis/intelligence software, and the adoption of body worn cameras. Finally, there has been real progress on the development and construction of new police facility. There is a desperate need for a modern facility to support the staff of TPD and their efforts in the community. At this point, we have identified a construction manager, an architectural firm, and are in the process of selecting the site of TPD's future home.

I have prioritized the implementation of Community Oriented Policing principals throughout the agency. We have conducted joint community-police training, implemented new community-based programs, and enhanced community engagement and transparency. TPD and members of the community participated jointly in our departmentwide Fair and Impartial Policing Training; this training was later adopted as a recommended best practice by President Obama's 21<sup>st</sup> Century Policing Task Force. In addition, TPD also conducted neighborhood trainings on Community Oriented Policing at community centers. I created TPD's first Youth Citizens Police Academy as an outreach for teens. I also implemented Operation Safe Neighborhood where TPD partners with the community, and we literally go door-to-door in neighborhoods to introduce ourselves and educate the public about available services.

Over the past few years, we have made a concerted effort to directly communicate with the public. To keep the public better informed of safety issues and TPD's initiatives, I added a second Public Information Officer to emphasize social media. TPD's social media presence has grown on Facebook, Twitter, Instagram, and Next Door. In addition, I expanded the pre-existing Tallahassee Online Police Statistics website to include all crimes and active calls for service. Finally, we developed a TPD smartphone application, so the community can have convenient access to all these resources as well as receive notification of critical events.

During the past five years, TPD and its members have received local, state, and international recognition for its bravery, outstanding service to the community, and compassion. Some of these recognitions include:

- 2014 Tallahassee Democrat Person of the Year
- 2015 Recipient of the Keys to the City of Tallahassee
- 2015 International Association of Chiefs of Police Officer of the Year
- 2015 Florida Police Chiefs Officer of the Year
- 2015 Florida Smart Justice Alliance Law Enforcement Award
- 2016 International Association of Chiefs of Police Excellence in Research Award

- 2016 Florida Police Chiefs Association Rocky Pomerance Excellence in Policing Award
- 2018 Florida Attorney General Victim Advocates of the Year
- 2018 International Association of Chiefs of Police Leadership in Community Policing Award
- 2018 Habitat for Humanity “Big Hammer” Award
- 2019 Greater Bond Neighborhood Appreciation Award
- 2019 Refuge House Community Partner of the Year Award

I am extremely proud and humbled to have been able to represent the men and women of the Tallahassee Police Department for the past five and a half years. I have witnessed their unparalleled bravery, relentless investigative tenacity, and heartfelt compassion in their daily efforts in addition to their response during the significant events of Strozier Library shooting, Deputy Chris Smith’s murder, Professor Dan Markel’s murder, and the Hot Yoga murders. This community is blessed to have the caliber of officer and support staff serving it each day.

Thank you for the opportunity to serve as the Capital City’s Chief of Police. It has been a remarkable journey, and I know that the future holds much promise for TPD.

Respectfully,

A handwritten signature in black ink, appearing to read "Michael J. DeLeo". The signature is fluid and cursive, with the first name "Michael" being the most prominent.

Michael J. DeLeo  
Chief of Police

Copies: Deputy City Manager Cynthia Barber