



**CITY OF FORT LAUDERDALE
City Commission Agenda Memo
REGULAR MEETING**

#17-0177

TO: Honorable Mayor & Members of the
Fort Lauderdale City Commission

FROM: Lee R. Feldman, ICMA-CM, City Manager

DATE: February 7, 2017

TITLE: Motion to Approve Utilization of Law Enforcement Trust Funds - Acadis
Readiness Suite Software - Envisage Technologies - \$66,987.96

Recommendation

It is recommended that the City Commission approve the utilization of Law Enforcement Trust Funds to purchase Acadis Readiness Suite software by Envisage Technologies in the amount of \$66,987.96.

Background

The Florida Department of Law Enforcement (FDLE) Criminal Justice Standards and Training Commission (CJSTC) mandates minimum training standards for police officer certifications. The Fort Lauderdale Police Department (FLPD) provides 40 hours of in-house training per year to all sworn personnel. The FLPD also provides annual in-house training to our civilian staff. Additionally, staff members attend training offered outside our organization for continuing education units, proficiency, specialized certifications, mandatory retraining and much more. The FLPD also recognizes a need to ensure that staff receives training in high priority and community sensitive courses (i.e. Fair and Impartial Policing, Procedural Justice and Community Policing Defined, etc.). In order for the department to ensure its personnel is in compliance with training standards, all sworn police officers must attend annual training.

The FLPD is required to track and record all training attended by staff for reporting and audit purposes. Current tracking and reporting is relegated to the use of Excel spreadsheets and training record management software (Training Trak), which was purchased in 2005. The technology utilized is outdated and does not support the needs of the FLPD moving into the 21st century. Current technology does not allow for reporting based on type and frequency of training, demographics of personnel attending specific training courses, talent and capabilities of personnel, etc. In order to determine these categories for reporting purposes, the Training Unit staff must complete a hand search of hardcopy paper files for each individual employee. The current method for reporting this information requires the creation of individual Excel Spreadsheets. This process is time consuming and is susceptible to errors in reporting.

Mandated training for maintenance of an officer's certification is routinely audited by FDLE. Ensuring appropriate training and training documentation is necessary to meet both state and federal standards. Managing the specialized certification training (i.e. Bomb Squad, Dive Team, Forensics technician, etc.) for officers is also a vital component of the agency.

The Acadis Readiness Suite is an integrated system solution designed to automate various training operations including compliance tracking, scheduling, training, testing and document management. Acadis combines these practices into a single, web-based portal where all critical information and processes are available to appropriate personnel based on security rights.

The Acadis Readiness Suite not only provides a solution to the issues stated above, it also allows for the department to ensure compliance with state and federal training requirements through automated processes and accurate reporting. Acadis creates an automated process to track, record and report training, ensures accurate maintenance of training records and requirements and tracks compliance of mandated training and certifications. Acadis will assist in ensuring all personnel receive mandated training during annual training cycles and ensures completed training is recorded in a searchable document management system. This document management system will allow the FLPD to more accurately track and report training of our personnel with a legally defensible strategy to minimize litigation risk.

In addition to document management solutions, the Acadis Readiness Suite will allow the FLPD to deliver online, interactive courseware in a widely distributed manner. It will deliver Sharable Content Object Reference Model (SCORM) compliant online training courses, assignment or self-registration for online courses and will track successful completion of courses. Acadis allows individuals access to their training records to track certification, qualification and training history. This allows individuals and supervisors the ability to create training programs for specialized courses or career path and succession training. Acadis also provides solutions for managing the Training Unit inventory. This will allow for a technology-based system of monitoring inventory owner and assignment of training resources for courses, classroom scheduling, consumables, etc. and maintain records throughout the life cycle of resource.

Resource Impact

There will be a fiscal impact to the City in the amount of \$66,987.96 for FY 17. Funding is contingent upon the approval of Consolidated Budget Amendment CAM 17-0110.

Funds available as of January 05, 2017					
ACCOUNT NUMBER	INDEX NAME (Program)	CHARACTER CODE/ SUB-OBJECT NAME	AMENDED BUDGET (Character)	AVAILABLE BALANCE (Character)	AMOUNT
107-POL080301-6405	Justice Department Confiscated Property	Capital Outlay/Computer Software	\$0.00	\$0.00	\$66,987.96
				PURCHASE TOTAL ►	\$66,987.96

Strategic Connections

This item is a *Press Play Fort Lauderdale Strategic Plan 2018* initiative, included within the Public Safety Cylinders of Excellence, specifically advancing:

- Goal 9: Be the safest urban coastal City in South Florida through preventative and responsive police and fire protection.
- Objective 1: Prevent and solve crime in all neighborhoods.

This item is a *Press Play Fort Lauderdale Strategic Plan 2018* initiative, included within the Internal Support Cylinder of Excellence, specifically advancing:

- Goal 11: Be a well-trained, innovative, and neighbor-centric workforce that builds community.

This item advances the *Fast Forward Fort Lauderdale 2035 Vision Plan: We Are Community*.

Related CAM

#17-0110

Attachment

Exhibit 1 – Chief's Certification

Prepared by: Police Captain Robert Dietrich

Department Director: Rick Maglione, Interim Chief of Police