



Executive Performance Agreement

POLICE DEPARTMENT

Executive Performance Agreement: **Chief Sean T. Brandenburg**

Department: **Police Department**

Job Title: **Police Chief**

Performance Contract Dates from: **April 2022 - April 2023**

Goals and Desire Statement:

As Chief of Police, my goal is to lead the Police Department in providing a safe, clean, and well-preserved community through quality law enforcement services and programs for our residents, visitors, and businesses through the following:

- **Respect** A comfortable and healthy work environment starts with mutual respect among members of our Department. Members of our Department must also strive to demonstrate understanding and sensitivity to all of those in our community with whom they encounter.
- **Integrity** Ethics and honesty are perhaps the most valuable traits of a law enforcement officer can possess, an essential element in gaining the trust and confidence of the public.
- **Fairness** It is important that every law enforcement officer be able to make objective and impartial decisions based on the law and the facts at hand. Just as important, is the ability to exercise discretion, always using fairness as a guide.
- **Service** We must always strive to provide a positive and professional response to the needs of our residents and visitors.
- **Community Partnerships** We seek a supportive involvement from all members of the community to facilitate solutions to problems of mutual concern, solving crimes, and making Key West a safer, cleaner place to live, work, and visit.

We recognize as an agency that these are meaningless unless they are actively practiced. To ensure our commitment to provide the highest quality service to the community meeting the latest standards, we will continue to remain an Accredited Agency at the Excelsior level and have all policies and procedures checked and confirmed every three years.

Strategic Goals 23-24

- Continue to improve departmental efficiency
- Conduct Citizens Police Academy
- Continue to improve evolving technology
- Increase the number of Officers assigned to General Case Detectives
- Increase the number of Officers assigned to Narcotics Detectives
- Increase the number of Officers assigned to the Marine Unit
- Continue to increase the number of traffic stops

- Add an additional K-9 Unit

Individual Professional Development 23-24

- Attend both the summer and winter Florida Police Chiefs Association training conferences.
- Attend the Federal Bureau of Investigation National Academy Associates annual training and conference.

Departmental Accomplishments

- Presented to Key West Ambassadors
- Presented to Leadership Monroe
- Conducted annual Track Training with additional training for responding to epileptic events

Chief's Community Involvement

- Vice Chair Wesley House Family Services
- Executive Board Member of The Rotary Club of Key West
- Treasurer of Metropolitan Community Church
- Board Member of Keys to be the Change Mentoring
- Junior Warden of Masonic Lodge 64
- Advisory Board Member of Oldest House and Gardens
- Business Guild Member
- Chamber of Commerce Member
- Attends Lodging Association Meetings
- Member of Military Affairs Committee
- Member Florida Police Chiefs Association
- Member of FBI National Academy Associates
- Graduate of Leadership Monroe – Continue to have an active roll.

New Sources of Revenue Identified and Received

- Federal Partner funding additional K-9 purchase, including related equipment and expenses.
- FDOT Grants
- Bryn Grant

There are several notable areas that the department has made significant accomplishments when comparing the most recent year to the year prior. In the area of Recruitment and Retention, from April of 2022 to April of 2023, the agency has recruited seventeen (17) individuals to fill vacancies. The department has only had thirteen (13) individuals retire or resign, all except one of these individuals that were not retirements were due to the agency deciding to separate. We currently have six (6) individuals in the academy, so our recruitment and retention should continue to improve. Internally, we have increased our Marine Unit to two individuals, with an expected four-person unit when fully staffed; additionally, added another Detective to the General Case Detectives, bringing them one closer to being fully staffed.

Other accomplishments:

	April 1, 2022 – March 31, 2022	April 1, 2023 – March 31, 2023	
Robberies	22	12	Decreased by 10
Sexual Batteries	26	14	Decreased by 12
Burglaries	125	90	Decreased by 35
Traffic Stops	5,441	8,695	Increased by 3,254
Traffic Crashes	1,791	1,635	Decreased by 156
Narcotics Arrests	157	169	Increase by 12
Narcotics Warrants	6	8	Increase by 2
K-9 Drug Seizures:			
Cocaine	559.3g	468.8g	Decrease 16%
Crystal Meth	67.3g	187.2g	Increase 178.2%
Ecstasy	6.6g	3.3g	Decrease 45.5%
Fentanyl	9.8g	273.7g	Increase 2,692.8%

The agency has also continued to maintain Accredited Status, reaching the coveted Excelsior level. We continue to maintain all officers trained in Crisis Intervention (CIT), responding to Autistic individuals, and responding to individuals that have experienced a seizure or epileptic event.