



WELCOME TO THE 2017 FRPA
CONFERENCE!

Learning Objectives

- Recognize the dangers associated with your profession
- Identify ways to increase your own personal safety
- Learn ways to handle situations that can be life threatening



City of Lakeland, Florida

Jeff Haag – Parks and Rec.

Alan Lee – Public Works

Personal Physical Security and Security Interfaces



Physical Security



Possibilities

- ▣ threats of physical harm
- ▣ guns pointed at employees
- ▣ batteries committed on employees
- ▣ robberies
- ▣ being shot at

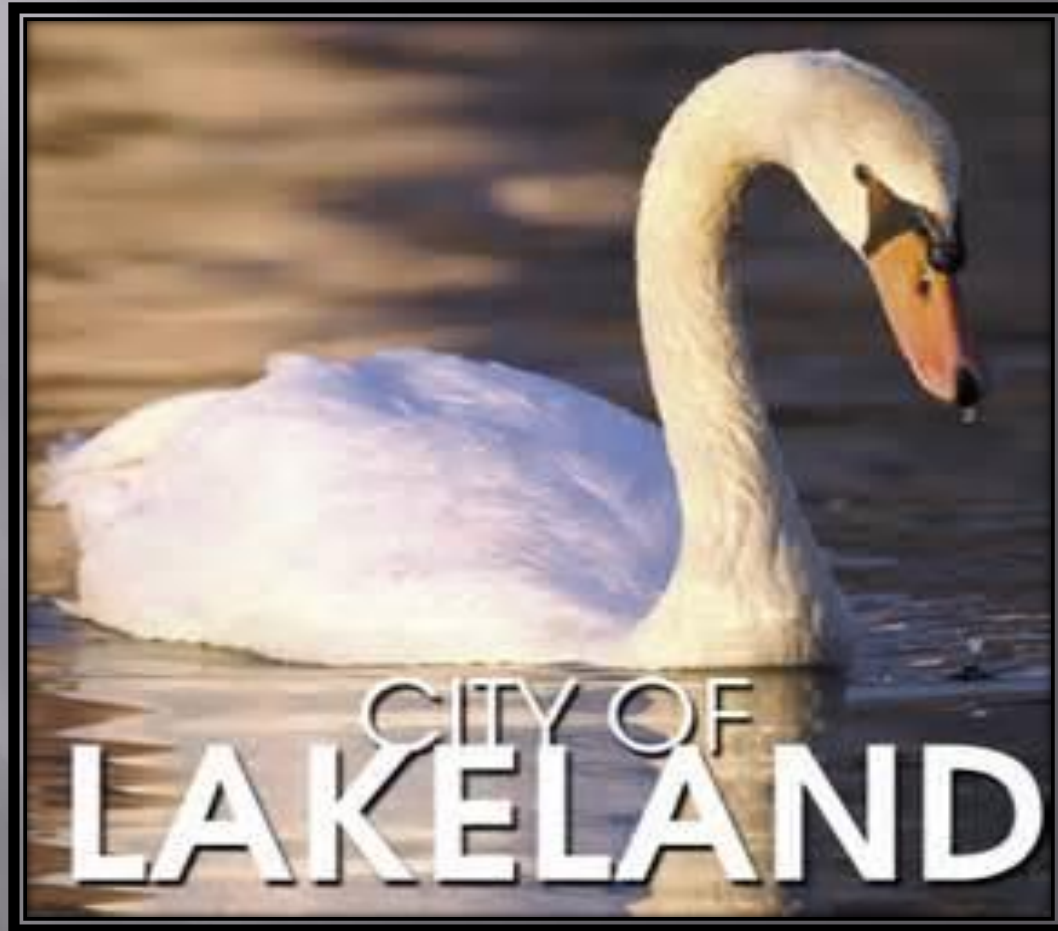


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It can happen...

- ▣ vehicle accident
- ▣ violence
- ▣ threats
- ▣ robbery
- ▣ or simply being at the wrong place at the wrong time





Even Here....

City of Lakeland Parks and Recreation

350 Employees

24 Playgrounds

70 Parks

Skate Park

Dog Park

2 Swimming Pools

5 Rec. Centers

3 Libraries

27 Hole Golf Course

6 Cemeteries

Community Theater



Steps to Improve Personal Security

- ▣ Be aware of your surroundings.
- ▣ There is safety in numbers
- ▣ Try to avoid engaging in conversations with strangers (use Incident Report)
- ▣ Stick to well lit areas
- ▣ Plan your work accordingly





City of Lakeland Parks and Recreation Incident Report

Date: 8/4/15

Location / Address: 702 E. Orange St.

Incident Date: 8/4/15 Incident Time: Overnight

Person involved: Unknown Unknown Contact Number: Unknown
First Last

Incident Type: Vandalism

Incident Description:

Tots were run over with what looks to be a large vehicle of some sort. Pictures are ~~attached~~ attached.
Damage amounts to about \$75.00 to \$100.00. No witnesses for the incident. Because it took place outside of Hollis Garden, no video is available.

Photos: ☒ Yes ☐ No

Witnesses: N/A

Phone/Email N/A For witnesses

Person Making Report: Stacy Smith 698-1609 stacy.smith@lakelandgov.net

Reviewed by Supervisor: _____ Date: _____

Reviewed by Supt/Asst.: _____ Date: _____

Review by Division Head _____ Date: _____

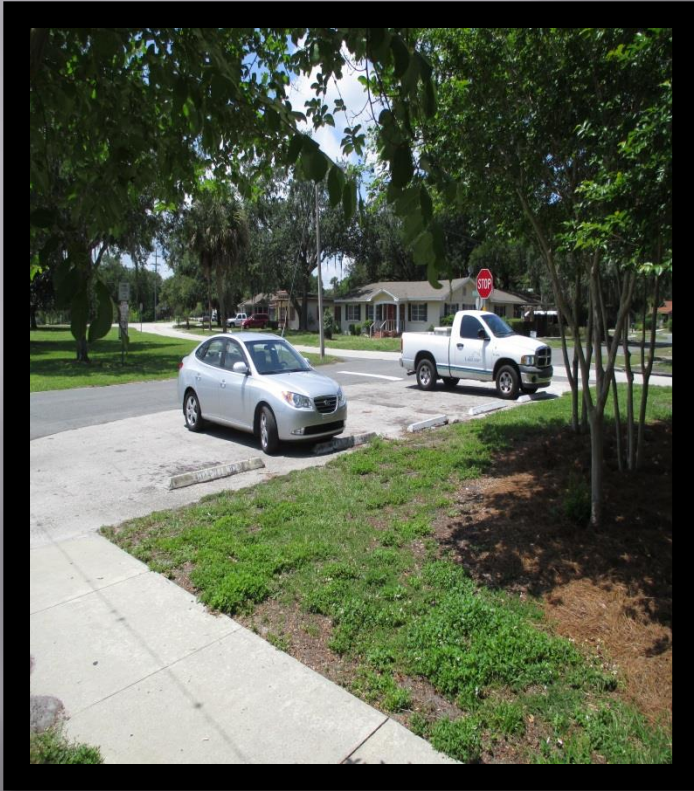
Steps to Improve Personal Security...cont.

- ▣ Keep money and valuables at home
- ▣ If you absolutely have to take your money and valuables to work, keep them out of sight
- ▣ do not broadcast how much money or valuables you have.



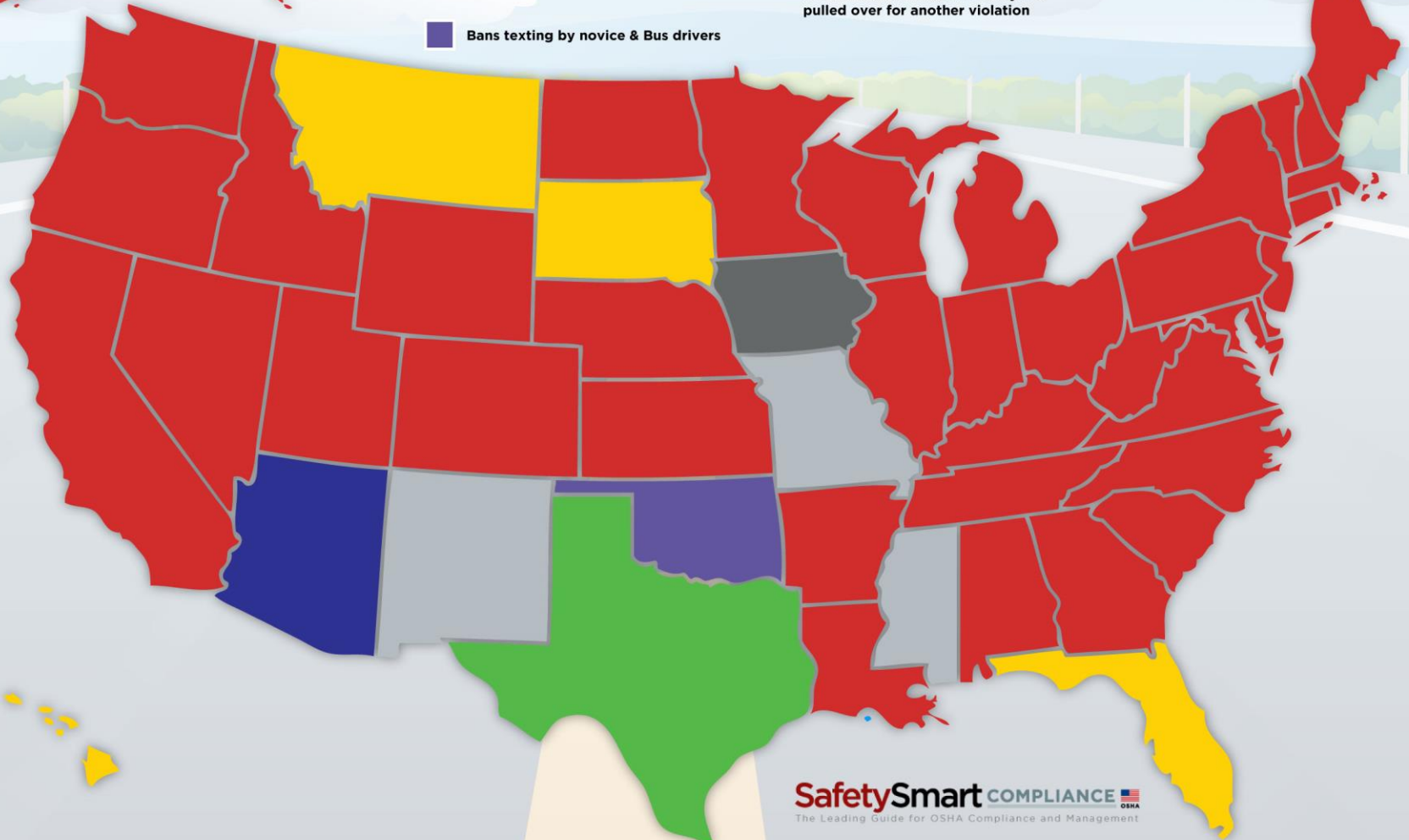
Vehicle Security

- ▣ Keep the doors locked and windows rolled up.
- ▣ Do not pick up any riders
- ▣ According to City of Lakeland policy, when you park your vehicle, make sure that windows are rolled up, the keys are out of the ignition and in your pocket, and the doors are locked.



State Regulations for Texting While Driving

-  Bans texting by all drivers
-  Bans cell phone use by bus drivers
-  Bans texting by bus drivers, novice drivers, and all drivers in school zones
-  No ban
-  Bans texting by all drivers, but "secondary laws" only allow an officer to ticket a driver if they are pulled over for another violation
-  Bans texting by novice drivers
-  Bans texting by novice & Bus drivers



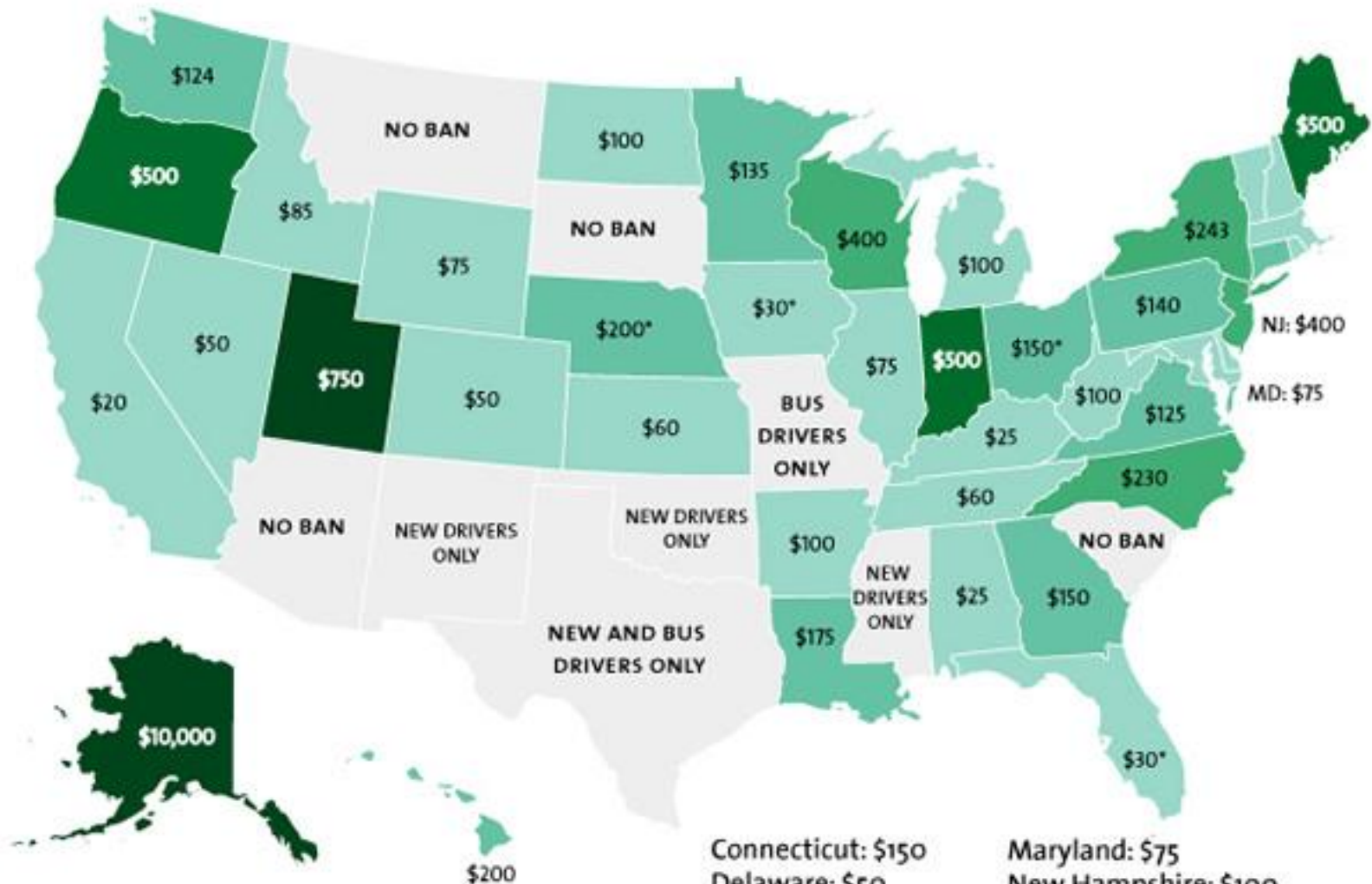
State bans on texting while driving

Maximum penalty on fully licensed drivers for a first-time offense.

Some states impose bans only on newly licensed drivers and/or bus drivers.

Additional prison time and license suspensions may apply.

*States where drivers cannot be pulled over for texting, but can be fined in addition to other charges.



Sources: State legislatures, local media reports

Connecticut: \$150

Delaware: \$50

D.C.: \$100

Massachusetts: \$100

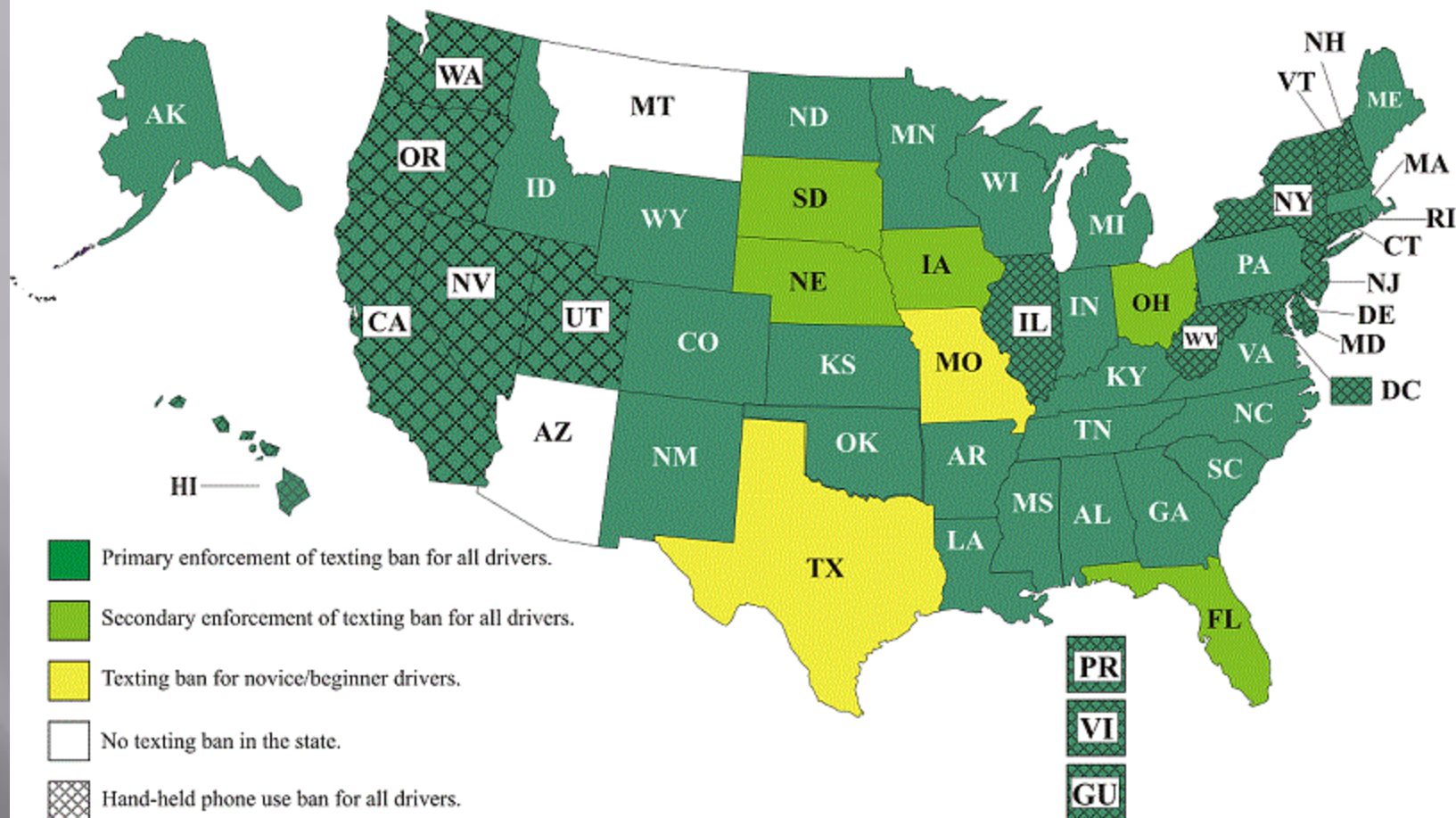
Maryland: \$75

New Hampshire: \$100

Rhode Island: \$85

Vermont: \$100

Cell Phone Use and Texting While Driving Laws



Note: Many states that have passed hand-held phone bans and texting bans provide for various exemptions for emergencies, law enforcement personnel, emergency medical technicians, firefighters, state DOT employees, etc.

Source: National Conference of States Legislatures, 2015.

6 points on your license!!



Workplace security:

- ❑ Do not defeat access control or physical security systems.
- ❑ Do not let people “piggyback” past access control systems
- ❑ avoid lending your access card or keys to others
- ❑ verify the identity of anyone you don't recognize even if they have an access/city ID card



Workplace security:

- ▣ Establish a **code word (2)** in the workplace. These words would be used to alert others if there is a problem
- ▣ Entrances, public areas, walkways and remote spots should be monitored.
- ▣ If outside lighting is not working properly, report it.
- ▣ Keys and other access equipment should be retrieved immediately from anyone who was terminated or leaves the organization.
(unnecessary signage – eliminate)
- ▣ Report any suspicious activity to your supervisor

Workplace Security

- ❑ Know the direction you plan to take
 - ❖ Form a committee of SME (Subject Matter Experts)- to include Police, Risk, IT, Facilities, Finance, HR, and other possible stakeholders
- ❑ Get the buy in from Senior Management
 - ❖ Sell the presentation- go for 100% but willing to accept approval for 60% of recommendations
- ❑ Adapt to Changes
 - ❖ Creative Budget Requests- 5 and 10 year plans
 - ❖ Culture Change- mind set

Workplace Security

- ❑ Become the spokesperson for your organization- Be Proud and Own It!!
- ❖ Be a Lead Chairperson in Committees
- ❖ Attend Network Meetings/Seminars
- ❖ Participate in Case Studies

Case Study

City Of Lakeland- March 2015

❖ Key focus points were:

1. Growth (Present and Future)- Security devices in system
2. Internal Resources Participation- Water, Electric, and IT
3. Savings- Existing Infrastructure
4. Expandability/Standardizing- Improving Functionality

Department of Homeland Security

What do we do in the event of an **Active Shooter** at our facilities? (the first few minutes before first responders arrive)

General Security Plan at your facility

Have a **“Go Kit”** prepared at each of our facilities for our staff and to provide to first responders:

- Map of the facility in the Go Kit
- Designate a Command Post Area at each facility and name it in the Go Kit with an alternate area
- Keys that are needed for any building or gate that may need to be accessed in the Go Kit
- Active Roster of employees and a weekly schedule

_PRACTICE!!!

Active Shooter

- ▣ HOW TO RESPOND WHEN AN ACTIVE SHOOTER IS IN YOUR VICINITY
- ▣ QUICKLY DETERMINE THE MOST REASONABLE WAY TO PROTECT YOUR OWN LIFE. CUSTOMERS AND CLIENTS ARE LIKELY TO FOLLOW THE LEAD OF EMPLOYEES AND MANAGERS DURING AN ACTIVE SHOOTER SITUATION.
- ▣ PEOPLE WILL TURN TO US IF WE WANT THEM TO OR NOT.....

1.Run

- Have an escape route and plan in mind
- Leave your belongings behind
- Keep your hands visible

2.Hide

- Hide in an area out of the active shooter's view.
- Block entry to your hiding place and lock the doors
 - Turn your phone off!

3.Fight

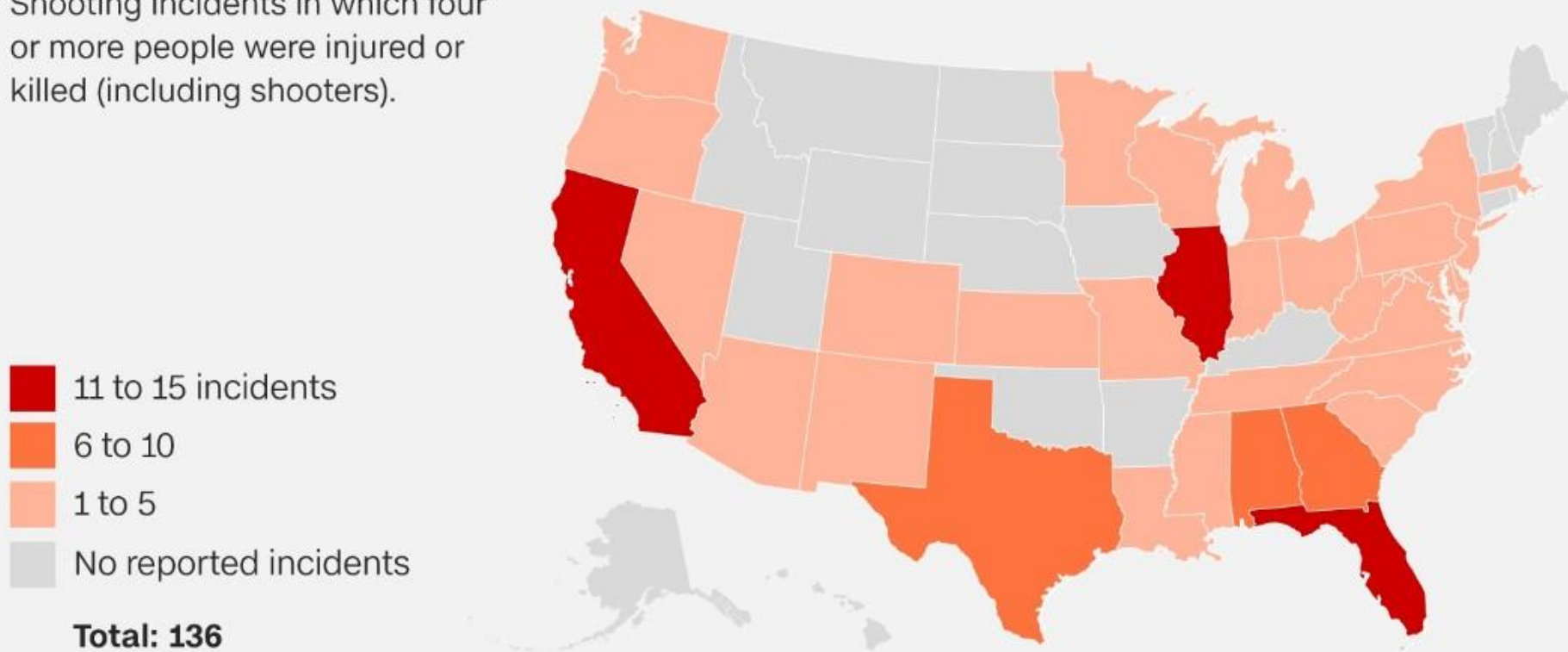
- As a last resort and only when your life is in imminent danger.
- Attempt to incapacitate the active shooter
- Act with physical aggression and throw items at the active shooter

CALL 911 WHEN IT IS SAFE TO DO SO



Mass shootings in 2016

Shooting incidents in which four or more people were injured or killed (including shooters).



Source: Gun Violence Archive, as of June 13, 2016



Communications

In the event your personal security is jeopardized:

Radio the incident to your dispatcher or push the **emergency** button on your radio.

If you use either one of these procedures, you will still need to make sure to clearly give your location and what is going on.

Remember to **stay calm, use common sense, and you will survive!**



Communications...cont.

- ▣ Depending on your location, you may be in contact with Polk County 911.
- ▣ You may reach LPD 911.
- ▣ Either way, tell them what you need, the situation, location, etc.



SUSPECT DESCRIPTION

SEX

RACE

AGE

HEIGHT

WEIGHT

HAIR

EYES

SCARS

COMPLEXION

TATTOOS

HAT

GLASSES

TIE

COAT

SHIRT

PANTS

SHOES

6 ft

1.83m

5 ft

1.52m

4 ft

1.22m

3 ft

0.91m



www.lakelandgov.net/lpd

Weapons Description



Attention to Details...



Be Aware of Your Surroundings

- ▣ an accurate location
- ▣ exact numerical address
- ▣ any landmarks available
- ▣ Witnesses



Be Aware of Your Surroundings



- ▣ Odd Collection of Chemicals
 - ▣ Large collection of plastic bottles, particularly green ones
 - ▣ Evidence of extensive irrigation or electrical systems
 - ▣ or other drug paraphernalia
 - ▣ - Syringes, Coffee Filters
- Eyes and ears for Law Enforcement

“Shake and Bake” Drug Labs



- ❑ This is a method of making illegal drugs while walking around!
- ❑ Often this involves the use of the chemicals to the left mixed in a 2-liter bottle
- ❑ Individuals may be extremely aggressive, and/or paranoid

“One Pot” – growing problem

- Easy to manufacture
 - No lab needed
 - Soda bottle (usually green to conceal the color / Mtn Dew bottle)
 - Walk around for the sources - reports of a lady walking around Wal Mart to collect and mix ingredients
- Easy to conceal
 - Backpacks
 - No fumes
 - 2 liter bottle
- Easy to dispose of
 - Garbage cans
 - Side of the road
 - Burn pits made in parks

One-Pot/Shake & Bake

- *All ingredients (including flammable solvents, lithium and a small amount of water are added to a single container*



NOTE: Lithium reacts violently when it comes into contact with water



Be Aware of Your Surroundings... cont.

Anhydrous ammonia is often used to make some illegal drugs. In doing so, it is often contained in propane tanks.

When it is, the ammonia will cause the valve to turn **green**.



Be Aware of Your Surroundings... cont.



Meth Mouth – Shake and Bake or One Pot

Chemical Suicides

This is essentially suicide by hazardous materials.

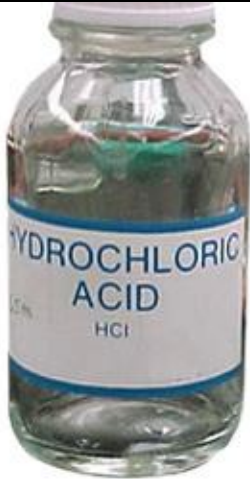
This is on the rise in the US and occurs as often as 3 to 4 times per month.

These suicides usually occur in parked cars (80%) in areas such as deserted parking lots or **Parks**.
(Internet suggest....)





Chemical Suicides...cont.



DoMyOwnPestControl
©2011

- ▣ Often chemicals such as hydrochloric acid or the pesticide “Lime Sulfur” are used
- ▣ The message here is “whoever” is first to open the door, **WILL** encounter a toxic cloud!
- ▣ # Look for the SIGNS

What to look for when approaching a vehicle:

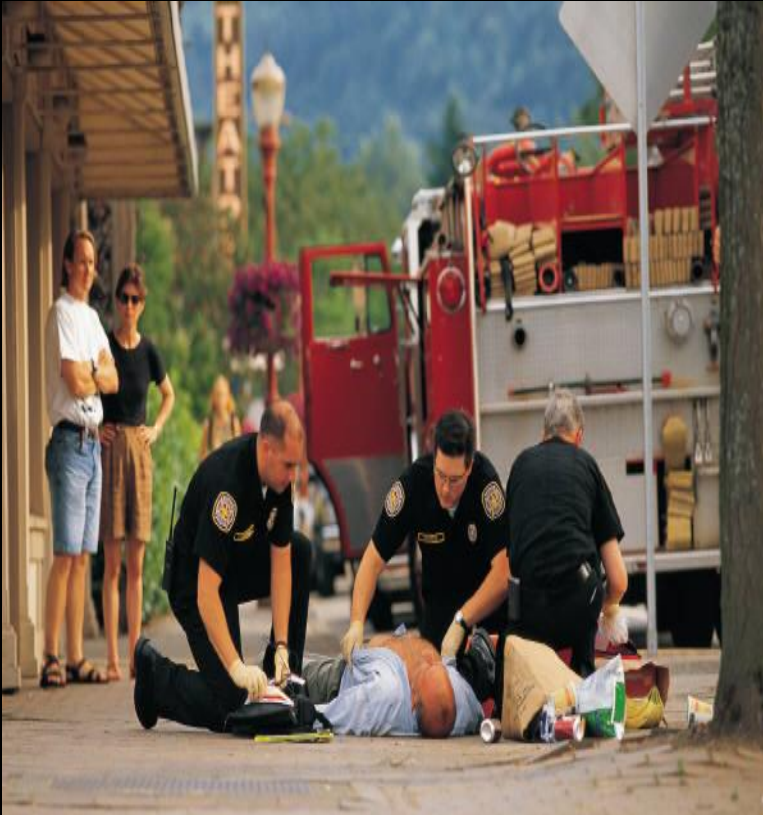
- Signage in the window
- Reaction Vessel – Bucket to mix the chemicals
- Green Calcium Crystals on the bucket
- Empty Containers
 - Detergent
 - Cleaners
 - Pesticides
- Someone slumped over (skin discolored)

IF YOU ARE THE FIRST PERSON ON SCENE:

- Recognize (Hazard)
- Isolate (secure the scene / DO NOT OPEN DOOR)
- Protect (yourself and others)
- Notify (Call 911 and supervisors)



Reporting



- ▣ If you are a victim:
- ▣ Stay calm
- ▣ Cooperate
- ▣ Give them what they want (\$\$\$)
- ▣ Do not fight or resist
- ▣ Remember, you want them to leave as soon as possible
- ▣ Do not leave with them, or get into their car....

Reporting...cont.

- ▣ Describe what is happening
- ▣ Give direction of travel the suspects leave in
- ▣ How many suspects
- ▣ What weapons were involved, if any
- ▣ Do not hang up the phone until the dispatcher or an officer tells you to do so
- ▣ The dispatcher will ask questions, and may give instructions



Remember



- ▣ violence is a traumatic event
- ▣ expect some psychological response
- ▣ use victim advocates (Law Enforcement)
- ▣ seek assistance if needed, i. e. such as through the Employee Assistance Program (EAP)
- ▣ expect a lot of questions from investigators

Remember

Crime can happen to anyone and anywhere. Do not make yourself a target.



We appreciate you as an employee of the City of Lakeland Parks and Recreation! Stay Safe

Stay Safe for Those That Love You





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For more information about the Florida Recreation and Park Association visit www.frpa.org.