

ORLANDO POLICE DEPARTMENT POLICY AND PROCEDURE
1627.14, WRITTEN COMMUNICATIONS CONTROL AND DISTRIBUTION SYSTEM

EFFECTIVE:	10/30/2019
RESCINDS:	1627.13
DISTRIBUTION:	ALL EMPLOYEES
REVIEW RESPONSIBILITY:	PROFESSIONAL STANDARDS DIVISION COMMANDER
ACCREDITATION STANDARDS:	3
CHIEF OF POLICE:	ORLANDO ROLÓN

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POLICY:

It is the policy of the Orlando Police Department that all Departmental written directives governing employees are issued to such employees. To ensure that our directives are current, they will be reviewed annually. Amendments and rescissions will be completed as necessary.

PROCEDURES:

1. DEFINITIONS

Directive: A directive is any communication that is of a directing nature and that requires compliance by affected employees.

Employee: An employee is any person, sworn or non-sworn, employed by the Orlando Police Department.

Member: A member is any sworn employee (regardless of rank) of the Orlando Police Department.

Memoranda: Memoranda provide information of a strictly informational nature.

Policy and Procedures (P&Ps): P&Ps are applicable to employees' job tasks. P&Ps provide all employees with procedures, instructions, and/or information that they must know and understand in the performance of their duties.

Policy Review Request (PRR): Form used to recommend changes to P&Ps or RMs.

PowerDMS: The web-based software utilized to electronically publish and sign P&Ps, RMs, Written Directives and Training Bulletins, which is located at PowerDMS.com.

Regulations (RMs): Regulations are applicable to all employees as stated. They are the Agency's standards of conduct.

Special Notices (SNs): SNs provide information, procedures, or instructions not suitable for publication as, or incorporation with, RMs or P&Ps (e.g., limited term), but that require dissemination throughout the Department due to all or a large class of employees being accountable and/or affected.

Special Purpose Manuals: Manuals developed for the reference and use of employees when involved in the activities covered by the respective manuals.

Standard Operating Procedures (SOPs): SOPs provide policy, procedures, and instructions for employees assigned to a particular unit, section, or division.

Training Bulletins (TBs): TBs provide guidance, clarification, and instruction regarding legal issues.

Written Directives (WDs): Used when information on a P&P, RM, or TB needs to be addressed immediately and the contents of the changes cannot be transferred to the respective written directive in a timely manner.

2. REGULATIONS (RMs)

2.1 AUTHORITY

Regulations may be issued, amended, or rescinded only by the Chief of Police or his or her designee. The Chief of Police electronically signs new or amended regulations via PowerDMS.

All regulations in effect at the time of the appointment of a new Chief of Police shall remain in effect until they are amended or rescinded by the Chief of Police or a designee.

2.2 ACCOUNTABILITY

All employees shall be accountable for compliance to all applicable regulations.

2.3 DISSEMINATION

Changes to Regulations and new Regulations will be distributed to all employees via PowerDMS.

The Professional Standards Specialist will notify all employees, via email, when a new or revised Regulation has been posted. Employees shall read and sign each new Regulation, via PowerDMS, within 30 days after receiving notification.

2.4 MAINTENANCE

All Regulations shall be retained in electronic format. The Professional Standards Division shall also retain copies of all rescinded Regulations for historical purposes in accordance with the Florida Records Retention Schedules published by the Department of State, Division of Archives and Records Management.

2.5 FORMAT

Regulations shall be issued as part of the Regulations Manual. The manual is divided into 11 chapters, with each chapter numbered as a hundred series – i.e., 000, 100, 200, etc. Each Regulation within a chapter shall have a title and be numbered. The number shall be formed by adding a hyphen and numerals to the chapter number (e.g., 100-1, 100-2, etc.). Regulations shall be issued on the form designated as Attachment A.

2.6 IDENTIFICATION

Each Regulation will bear an identification number assigned by the Professional Standards Specialist.

2.7 REVIEW RESPONSIBILITY

The Professional Standards Division Commander shall review the Regulations and initiate changes as necessary, including recommending the rescission of outdated Regulations.

3. POLICY AND PROCEDURES (P&Ps)

3.1 AUTHORITY

P&Ps may be issued, amended, or rescinded only by the Chief of Police or a designee. All policies and procedures in effect at the time of the appointment of a new Chief of Police shall remain in effect until they are amended or rescinded by the Chief of Police or a designee.

3.2 ACCOUNTABILITY

Sworn members are accountable for compliance with policy and procedures. Professional staff employees are accountable for compliance with P&Ps that relate to their job tasks.

3.3 DISSEMINATION

Changes to P&Ps and new P&Ps are distributed to all employees via PowerDMS.

The Professional Standards Specialist will notify all employees, via email, when a new P&P has been posted in PowerDMS. Employees shall read and sign each new P&P, via PowerDMS, within 30 days after receiving notification.

3.4 MAINTENANCE

All P&Ps shall be retained in electronic format. The Professional Standards Specialist shall also retain copies of all rescinded P&Ps for historical purposes, in accordance with the Florida Records Retention Schedules published by the Department of State, Division of Archives and Records Management.

3.5 FORMAT

P&Ps shall begin with a statement of purpose and/or policy, followed by a description of procedures for carrying out the prescribed activities. The sections and subsections in the P&Ps shall be numbered by a decimal numbering system, and the sections shall be listed at the beginning of the P&P before the text. P&Ps shall be issued on the form designated in Attachment B.

3.6 IDENTIFICATION

Each P&P will be assigned a permanent identification number. The number will indicate the category (1100 Police Operations, 1200 Arrest/Detention Procedures, etc.) and the sequential number assigned by the Professional Standards Specialist. Revisions of a P&P will be indicated by a new effective date and a number added to its identification number (e.g., 1100.1 for the first revision of 1100.0).

3.7 REVIEW RESPONSIBILITY

Each P&P shall have a specific manager's position designated as responsible for the review of the P&P. The Police Planning Administrator will schedule an annual review and the initiation of any changes as necessary to include recommending the rescission of outdated P&Ps.

3.8 TABLE OF CONTENTS

Alphabetical and numerical Tables of Contents for all active P&Ps will be available on OPD's network at N:\OPD\POLICY\Policies. The Tables of Contents shall list all current P&Ps, including title, number, effective date, and review responsibility. The Professional Standards Specialist shall update the Tables of Contents immediately after changes have been approved by the Chief of Police.

4. WRITTEN DIRECTIVES

4.1 AUTHORITY

Written Directives may be issued, amended, or rescinded by or with the signed approval of the Chief of Police, a bureau commander, or the Police Legal Advisor. All WDs in effect at the time of the appointment of a new Chief of Police shall remain in effect until they are amended or rescinded by the Chief of Police or a designee.

All WDs shall be routed to the Professional Standards Specialist for publication and retention.

4.2 ACCOUNTABILITY

Written Directives shall be addressed to the group(s) who will be held accountable for and/or are affected by the contents of the WD (e.g., all employees, members, supervisors and managers; or all bargaining unit members). Only those persons affected or addressed will be held accountable for the contents of the WD.

4.3 DISSEMINATION

All WDs will be distributed to all employees via PowerDMS. Employees shall read and sign each new WD within 30 days after receiving notification that it has been posted on the website.

4.4 MAINTENANCE

All WDs shall be retained in PowerDMS and in the electronic policy folder located on N:\OPD\POLICY\Written Directives. The Professional Standards Specialist shall also retain copies of all expired WDs for historical purposes in accordance with the Florida Records Retention Schedules published by the Department of State, Division of Archives and Records Management.

4.5 FORMAT

Written Directives shall be issued on the form designated as Attachment C. Initials of the author and typist of a Written Directive must be indicated two lines below the text on the left side.

4.6 IDENTIFICATION

Each Written Directive will bear an identification number assigned by the Professional Standards Specialist. The identification number will be preceded by the designation "WD."

4.7 REVIEW RESPONSIBILITY

The Professional Standards Division Commander shall review all WDs annually and initiate changes as necessary, including the rescission of outdated WDs.

5. SPECIAL NOTICES (SNs)

5.1 AUTHORITY

Special Notices (SNs) may be issued, amended, or rescinded by or with the signed approval of the Chief of Police, a bureau commander, or the Police Legal Advisor.

SNs should ordinarily deal with trial programs and special situations. Some usage would include firearm qualification schedules, personnel orders, contract clarifications, special event assignments, etc.

5.2 ACCOUNTABILITY

SNs shall be addressed to the group(s) who will be held accountable for and/or are affected by the contents of the SN (e.g., all employees, members, supervisors and managers, all bargaining unit members). Only those persons affected or addressed will be held accountable for the contents of the SN.

5.3 DISSEMINATION

SNs are posted on OPD Online for review by all employees. Notification of new postings will be made via email for redundancy.

5.4 MAINTENANCE

All SNs posted after January 7, 2015, will remain active within OPD Online indefinitely.

SNs posted prior to January 7, 2015, shall be retained in an electronic archive file by the Professional Standards Specialist.

5.5 FORMAT

SNs shall be initiated via email. The content of the email shall include to whom the SN is addressed (see Section 5.2 above), the name of the issuing authority (see Section 5.1 above), the subject, and a line indicating a contact person. The email shall be sent from the originator to the next person in their chain of command who, upon approval, shall forward the email to the next in the chain until it reaches the bureau commander or Chief of Police. The approved email shall then be forwarded to the associated bureau's Sr. Administrative Assistant or the Administrative Specialist (for the Chief of Police's Office Staff) for posting to OPD Online.

6. STANDARD OPERATING PROCEDURES (SOPs)

6.1 AUTHORITY

Division commanders shall ensure that all SOPs issued within their divisions are not in conflict with any laws, City policy, or other OPD directives. All SOPs issued within a division shall have the division commander's review and signed approval. (Section commanders who report directly to a bureau commander shall have a division commander's authority and responsibility regarding SOPs.)

6.2 ACCOUNTABILITY

SOPs shall be addressed to the employees of the unit, section, or division to which the SOP applies. Only those persons addressed shall be held accountable for the contents of the SOP. Supervisors shall ensure that affected employees are trained in all applicable SOPs, and shall maintain documentation of the training.

6.3 DISSEMINATION

Any employee whose job tasks are related to the content of the SOP shall access and read the SOP via OPD Online. Updates shall be communicated as soon as possible after publication.

6.4 MAINTENANCE

Each division commander shall maintain the SOPs issued within his or her division and provide an electronic copy any time updates are made to the Professional Standards Specialist for posting to OPD Online.

6.5 FORMAT

SOP manuals shall include a cover page indicating the division commander's signed approval and the date of the approval.

6.6 IDENTIFICATION

No formal identification, other than a title or subject line, is required for an SOP. Division commanders may, at their discretion, prescribe a more elaborate identification system for SOPs issued within their division.

6.7 REVIEW RESPONSIBILITY

Each division commander will conduct an annual review of his or her division's SOPs in July, and institute changes as necessary, including the rescission of outdated SOPs. At that time the Police Planning Administrator will be provided with an updated list of the division's SOPs.

7. TRAINING BULLETINS (TBs)

7.1 AUTHORITY

TBs may be issued, amended, or rescinded only by the Police Legal Advisor with approval of the Chief of Police.

7.2 ACCOUNTABILITY

The contents of TBs should guide members' actions regarding investigation, arrest, charging, and other legal matters. Members are required by Department regulations to be knowledgeable of current laws and ordinances in force in the City.

7.3 DISSEMINATION

TBs will be distributed to all employees via PowerDMS. All sworn members, civilian managers and civilian supervisors are required to be familiar with the contents of all TBs. Professional staff who are not managers or supervisors are encouraged to be familiar with the contents of TBs that are related to their duties. Employees shall read and sign each issued TB, via PowerDMS, within 30 days after receiving notification.

7.4 MAINTENANCE

All TBs will be retained electronically on the network drive N:\OPD\POLICY\Training Bulletins as well as in PowerDMS. Copies of all rescinded TBs will also be retained for historical purposes.

7.5 FORMAT

TBs shall be issued in the electronic format designated by the Police Legal Advisor and approved by the Chief of Police.

7.6 IDENTIFICATION

TBs will bear an identification number assigned by the Police Legal Advisor.

7.7 REVIEW RESPONSIBILITY

The Police Legal Advisor shall review all TBs periodically and initiate changes as necessary, including the rescission of outdated TBs.

8. SPECIAL PURPOSE MANUALS

8.1 AUTHORITY

Special Purpose Manuals and any changes to them shall be approved by the Chief of Police or the deputy chief in the chain of command of the reviewing authority.

8.2 ACCOUNTABILITY

Employees are responsible for the contents of Special Purpose Manuals that are applicable to their duties or in which they have been trained. (In the latter case, supervisors are required to maintain documentation of the training.)

8.3 DISSEMINATION

All Special Purpose Manuals are available on OPD Online in an electronic format.

8.4 MAINTENANCE

The designated review responsibility manager must retain the master/signed copy of the Special Purpose Manual. Any changes to a Special Purpose Manual must be approved by the appropriate authority. An electronic copy shall be emailed to the Professional Standards Specialist for posting to OPD Online any time updates are made.

8.5 FORMAT

Special Purpose Manuals shall be formatted in a manner best suited for the information provided, but shall at least indicate the approving authority by signature, and the date issued.

8.6 IDENTIFICATION

Special Purpose Manuals shall not be numbered. Instead, each manual shall be labeled with a title indicating the topic of the manual.

8.7 REVIEW RESPONSIBILITY

Each Special Purpose Manual shall have a manager's position designated as responsible for conducting an annual review of the manual in April and initiating changes as necessary, including recommending the rescission of outdated Special Purpose Manuals.

The following is a list of Special Purpose Manuals and the positions designated for review responsibility:

- Equal Employment Opportunity Plan - Police Planning Administrator
- Field Training Administrative Manual - Training/Accreditation & Inspections Section Commander
- Report Writing Guide - Criminal Investigations Division Commander
- Traffic Operations Manual - Traffic Enforcement Section Commander
- Emergency Operations Plan - High Risk Incident Commander
- Call Handling Guide - Communications Division Commander

9. MEMORANDA

Memoranda provide information of a strictly informational nature. Routine memoranda include person-to-person, interoffice, intra-Departmental, and inter-Departmental correspondence. Memoranda shall be issued on the form designated as Attachment D. Memoranda distributed via the chain of command shall be issued on the form designated as Attachment E. Both of these forms are available under the Add-Ins tab in Microsoft Word as well as in PowerDMS.

Memoranda shall be used for all official written communications within the Department and City government and shall not in themselves be considered written directives. They shall not be used to communicate with entities external to the Department or City. Memoranda shall also be used to transmit other correspondence or documents as an attachment to ensure control. Communication with entities external to the Department or City shall be written in letter format using Department letterhead.

Employees of the Department shall continue to utilize memoranda and letterhead for routine correspondence. Routine correspondence shall include such matters as routine communications, requests, and direction from any employee of the Department or orders from a superior or supervisor to his or her subordinates provided they are not in conflict with, an addition to, or an alteration of prevailing written Departmental directives.

10. OFFICIAL BULLETIN BOARDS

Each bureau commander shall establish the location of official bulletin boards for his or her bureau and designate persons responsible for the maintenance of such bulletin boards (e.g., posting and/or removal of information).

11. GENERAL PROVISIONS

This order in no way precludes supervisors and managers from issuing routine written requests, general communications, commands and/or orders directly to their subordinates, provided they do not require posting on bulletin boards and are not in conflict with, in addition to, or an alteration of prevailing written directives.

12. REVISING DIRECTIVES

The following procedures shall be followed to revise directives:

12.1 Policy Review Request (PRR)

Recommended changes to Regulations or Policy and Procedures shall be made by initiating a PRR. Prior to revising a current policy or regulation, an employee shall contact the Professional Standards Specialist to ascertain whether a PRR has already been initiated for that policy. In the event of multiple submissions for a single policy within a short timeframe, the reviewing authority will coordinate efforts to prevent duplication of work and, when possible, will have the PRRs reduced to a single submission.

The employee originating the PRR shall submit the PRR electronically to their division commander, via chain of command. The PRR shall include a copy of the policy with changes in legislative format and the PRR form.

In the event that information on a P&P or RM needs to be addressed immediately, and a PRR cannot be approved in a timely manner, a Written Directive (Attachment C) will be submitted to the Chief of Police, through the originator's chain of command. Once approved by the Chief of Police, the Professional Standards Specialist will publish the Written Directive in PowerDMS and send out a department-wide email notifying employees of the new Written Directive.

12.1.1 CHAIN OF COMMAND

The originator's chain of command is responsible for the contents of the policy or RM change and any revised/proposed directive.

When a PRR reaches the division commander, it may be handled in one of two ways: the division commander may determine that the requested change does not merit further consideration and return it to the originator with additional comments and/or instructions; or the division commander may determine that the requested change should be presented at a Captain's Operation Committee meeting. The division commander will provide an electronic copy of the PRR to the Professional Standards Specialist who will present the PRR at a Captain's Operation Committee meeting. The Professional Standards Specialist will email electronic copies of the PRR to the appropriate reviewing authority and all members of the Captain's Operation Committee in advance of the meeting for review. Once the Captain's Operation Committee reviews and approves the changes, the Professional Standards Specialist will provide the electronic version of the PRR to each of the deputy chiefs for any additional comment. If the chair of the Captain's Operation Committee requests additional changes be made, the corrected PRR must follow the above process again and go back to Captain's Operation Committee for approval. A hard copy of the corrected PRR will only require the signature of the chair of the Captain's Operation Committee, the appropriate Bureau Commander, and the Chief of Police.

12.1.2 CHIEF OF POLICE APPROVAL

If the PRR is approved by the Captain's Operation Committee and the appropriate Bureau Commander, then the PRR can be sent to the Chief of Police for final approval. The chair of the Captain's Operation Committee will present the PRR to the Chief of Police for final approval in Chief Staff, if approved by the Chief of Police, it will then be forwarded to the Professional Standards Specialist for processing and publishing in PowerDMS. The Professional Standards Specialist will be responsible for tracking each PRR throughout the entire PRR process.

12.1.2 MINOR CHANGES TO POLICIES

Oftentimes, minor changes are required that do not change the context of the policy (one-word or one-sentence changes or additions; e.g., updating business hours, changing a phone number, or clarifying a statement). In this case, the division commander or PSD commander will forward the email directly to the Professional Standards Specialist, who will make the change. No formal PRR is necessary.

12.2 SOPs AND TBs

Recommended changes to SOPs and TBs shall be addressed, by memorandum, to the issuing authority. Department staffing is not required.

12.3 SPECIAL PURPOSE MANUALS

Recommended changes to Special Purpose Manuals shall be addressed to the manager designated for review responsibility, who shall prepare changes for the approval of the Chief or designated deputy chief. An electronic copy of the revised manual shall be sent to the Professional Standards Specialist for posting to OPD Online.

13. ACKNOWLEDGMENT OF RECEIPT AND REVIEW

The FTO Unit shall issue a computer to each new sworn member during orientation. During recruit orientation, new sworn members will be trained on the procedures of accessing and signing off on directives in PowerDMS. New sworn members are required to sign off on all Departmental directives in PowerDMS by the end of their field training.

Supervisors will train each new professional staff employee on accessing PowerDMS and will ensure that the employee signs each directive in the system.

Compliance of receipt of electronic policies, RMs, and TBs is monitored by the Professional Standards Division. An audit of electronic receipts of delinquent members is completed on a monthly basis by the Professional Standards Specialist.

14. ORGANIZATIONAL CHARTS

Organizational charts are maintained to depict the current structure of the agency. Maintaining organization chart changes provide historical documentation of why any structural changes were made

Each October, the Professional Standards Specialist will request that each Bureau Commander review their current organization chart and document any changes on an Archives Report (Attachment G) A new organization chart will be published annually (each October), via PowerDMS. Per accreditation standards, one organizational chart per year will require electronic signatures of all personnel. If a major organizational restructuring occurs outside of the annual publication, an updated organizational chart can be published at any time throughout the year, upon approval by the Chief of Police.

ATTACHMENT A

REGULATION 000 - TITLE

ORLANDO POLICE DEPARTMENT REGULATION	
EFFECTIVE:	
DISTRIBUTION:	ALL EMPLOYEES
REVIEW RESPONSIBILITY:	
ACCREDITATION STANDARDS:	
CHIEF OF POLICE:	

1.

2.

3.

4.

5.

RM-000

ATTACHMENT B

ORLANDO POLICE DEPARTMENT POLICY AND PROCEDURE POLICY #, TITLE

EFFECTIVE:	
RESCINDS:	
DISTRIBUTION:	ALL EMPLOYEES
REVIEW RESPONSIBILITY:	
ACCREDITATION STANDARDS:	
CHIEF OF POLICE:	

CONTENTS:

POLICY:

PROCEDURES:

- 1.
- 2.
- 3.
- 4.
- 5.

Policy # P&P

ATTACHMENT C

ORLANDO POLICE DEPARTMENT WRITTEN DIRECTIVE	TO: ("ALL EMPLOYEES" OR WHOMEVER)	NUMBER:
SUBJECT:	REFERENCE:	
ISSUING AUTHORITY: (CHIEF OR DC'S NAME) ("CHIEF OF POLICE" OR " __ BUREAU COMMANDER")	AMENDS:	
EFFECTIVE DATE: (MMMM D, YYYY)	RESCINDS:	

(Start typing here....)

(CHIEF OR DC'S INITIALS--CAPS)/(your initials)

Sample

ATTACHMENT D



[REDACTED]

MEMORANDUM

TO: [REDACTED]

FROM: [REDACTED]

SUBJECT: [REDACTED]

[REDACTED]

("FROM" PERSON'S INITIALS) - ALL CAPS (typist's initials - no caps)

ATTACHMENT E



[Redacted]

MEMORANDUM

TO: [Redacted]

VIA: Chain of Command

FROM: [Redacted]

SUBJECT: [Redacted]

[Redacted]

("FROM" PERSON'S INITIALS) - ALL CAPS / (typist's initials - no caps)

ATTACHMENT F

<p>ORLANDO POLICE DEPARTMENT</p> <p>POLICY REVIEW REQUEST</p>	Date Submitted: <input type="text"/>
	Submitted by: <input type="text"/>
	VIA CHAIN OF COMMAND WITH ENDORSEMENTS
	Operations Committee: <input type="text"/>
	Bureau Commander: <input type="text"/>
Chief of Police: <input type="text"/>	
Staff: <input type="checkbox"/> Yes <input type="checkbox"/> No Date: <input type="text"/>	

NOTE: ALL PROPOSED CHANGES/ADDITIONS SHALL BE IN LEGISLATIVE FORMAT. SEE CURRENT ISSUE OF P&P 1627, SECTION 12.

POLICY #:

FORM(S) INCLUDED IN POLICY: NEW MODIFICATION ADDITION

STATE CURRENT POLICY/PROCEDURE AND IDENTIFY PROBLEM

GIVE RECOMMENDATIONS FOR IMPROVED POLICY/PROCEDURE

ATTACHMENT G

ARCHIVES REPORT

Bureau # CHOOSE: _____

PRESENT CONFIGURATION

Effective _____ See Attached Bureau Table of Organization

Number of Personnel: Sworn _____ Civilian _____

NEW CONFIGURATION

Effective _____

Number of Personnel: Sworn _____ Civilian _____

Details of Change:

Reasons for Change:

Person Preparing Report: _____ **Date:** _____

Reviewed/Approved: _____ **Date:** _____
Division/Bureau Commander