



CHILDREN'S TRUST REGULAR MEETING AGENDA

October 13, 2025 at 4:00 PM

CTAC, 4010 NW 25th Place, Gainesville, FL 32606

Call to Order

Roll Call

Agenda Review, Revision, and Approval

Approval of the agenda also approves all of the items on the consent agenda.

Consent Agenda

1. [Board Attendance YTD](#)
2. [9.8.2025 Regular Board Meeting Minutes](#)
3. [9.8.2025 First TRIM Hearing Minutes](#)
4. [9.22.2025 Regular Board Meeting Minutes](#)
5. [9.22.2025 Final TRIM Hearing Minutes](#)
6. [9.22.2025 Board Meeting Evaluation - Survey Results](#)
7. [FY 2025 Budget Report \(August\)](#)
8. [FY 2025 Checks and Expenditures Report \(August\)](#)
9. [FY 2025 Programmatic Awards and Expenditures Report \(August\)](#)
10. [FY 2025 4th Quarter Financial Report to the BoCC](#)
11. [Sponsorship Requests](#)

General Public Comments

Chair's Report

12. Executive Director's Evaluation

Executive Director's Report

13. [October 2025 Executive Director's Report](#)

Old Business

14. [Gun Violence Initiative: City of Gainesville Response to Chair's Letter](#)

New Business

Presentations

15. [Afterschool Program Results \(Bonnie Wagner\)](#)

General Public Comments

Board Member Comments

For Your Information

Items in this section are for informational purposes only and do not require any action by the Trust.

16. [Community Literacy Collaborative's Literacy Expert Gathering](#)
17. [Strategic Plan Update](#)
18. [City of Gainesville FY25 Year End Review](#)
19. [Clarification on GPD Monthly Gun Related Statistics Handout](#)

Next Meeting Dates

Special Meeting - Strategic Plan Workshop - Monday, November 10, 2025 @ 2:00 pm

Children's Trust of Alachua County, 4010 NW 25th Place, Gainesville, FL 32606

Regular Board Meeting - Monday, November 10, 2025 @ 4:00 pm

Children's Trust of Alachua County, 4010 NW 25th Place, Gainesville, FL 32606

Adjournment

Virtual Meeting Information

View or listen to the meeting: https://www.youtube.com/channel/UCpYNq_GkjCo9FQo3qR5-SOw

Public Comments: Submit online at
<http://www.childrenstrustofalachuacounty.us/commentcard>.

Guidelines for Public Comments

Public comments can be made in person at Children's Trust Board Meetings. We will no longer take comments by Zoom or by phone. If you would like to submit a written comment or a written transcript of your public comment before or after the meeting, these will be provided to Board Members prior to the next Board Meeting.

Any member of the public wishing to be heard either under the agenda section "General Public Comments" or on a specific agenda item shall approach the podium at the appropriate time.

Members of the public recognized by the Chair will have three (3) minutes to speak on a single subject matter. If an individual seeks to be heard on more than one agenda item, the Chair shall determine the amount of time allotted to the speaker. However, such time shall not exceed ten (10) minutes without the approval of the Board or Committee. The Clerk of the Trust is the official timekeeper.

Public members may not share or transfer all or part of their allotted time to any other person or agenda item, except as permitted by this Policy. To the extent a speaker has previously addressed a Board or Committee on the same subject, the Board Chair may limit repeat comments at the Board meeting by the same speaker.

File Attachments for Item:

1. Board Attendance YTD

2025 Board Member Attendance

Item 1.

Regular Meetings	2/10/2025	3/10/2025	4/7/2025	5/12/2025	6/9/2025	8/11/2025	9/8/2025	9/22/2025	10/13/2025	11/10/2025	12/8/2025	
Cornell	P	P	V	P	P	P	P	P				
Twombly	P	P	P	P	P	P	V	P				
Labarta	P	P	Absent	Absent	P	P	Absent	P				
Certain	P	P	P	P	P	P	P	P				
Chance	P	P	P	P	Absent	Absent	P	P				
Hardt	P	P	V	V	V	V	V	V				
Patton	P	P	P	V	V	P	P	P				
Pinkoson	P	P	P	P	P	P	P	P				
Wilson Bullard	P	P	P	P	P	Absent	P	P				
Special Meetings	Joint Board Meeting with BOCC - 4/21/2025	Board Workshop - 6/9/2025	Board Retreat - 7/17/2025	First TRIM Hearing - 9/8/2025	Final TRIM Hearing - 9/22/2025					V = Virtual Attendance	P = Physical Attendance	
Cornell	P	P	P	P	P							
Twombly	V	Absent	P	V	P							
Labarta	Absent	P	P	Absent	P							
Certain	P	P	P	P	P							
Chance	P	Absent	P	P	P							
Hardt	Absent	V	V	V	V							
Patton	P	Absent	Absent	P	P							
Pinkoson	P	P	P	P	P							
Wilson Bullard	Absent	P	Absent	P	P							

File Attachments for Item:

2. 9.8.2025 Regular Board Meeting Minutes



CHILDREN'S TRUST REGULAR MEETING MINUTES

September 08, 2025, at 4:00 PM CTAC, 4010 NW 25th Place, Gainesville, FL 32606

Call to Order – Chair Cornell called the meeting to order at 4:00 pm

Board Members Present: Ken Cornell – Board Chair, Tina Certain – Member, Mary Chance – Member, Dr. Kamela Patton – Member, Lee Pinkoson – Member, Hon. Susanne Wilson Bullard - Member
Board Members Attending Virtually: Dr. Nancy Hardt – Member, Cheryl Twombly - Vice Chair

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Agenda Review, Revision, and Approval

Member Pinkoson moved for the approval of the agenda and consent agenda. Member Certain seconded the motion, which passed by unanimous voice vote.

Consent Agenda

Board Attendance YTD
 7.17.2025 Board Planning Retreat Minutes
 8.11.2025 Regular Board Meeting Minutes
 8.12.2025 Regular Board Meeting Evaluation - Survey Results
 FY 2025 Budget Report (July)
 FY 2025 Checks and Expenditures Report July
 FY 2025 Programmatic Awards and Expenditures Report (Jul)
 Sponsorship Requests
 Emergent Needs

General Public Comments

Philip Kabler, Chief Executive Officer of CDS Family & Behavioral Health Services, Inc., expressed gratitude for CTAC's sponsorship for the CDS Self-Care at the Fair event on September 20th, 11:00 am – 2:00 pm, at the Library Partnership Branch.

Chair's Report

Chair Cornell reported that the hiring process and interviews for Chief Financial Officer were successfully conducted, and Molly Greenwald will start September 15th. He also shared the new CTAC Podcast: Community Conversations: Real Talk. Real Impact kicked off last week at Tu Fiesta Radio. The episode will be airing soon.

Executive Director's Report

Strategic Planning Update

Executive Director Marsha Kiner presented the timeline for the next steps in the strategic planning process. A series of follow-up workshops and sessions are scheduled for staff, the Board, and the community over the next coming months. Board members were asked to save the date on November 10, 2025, for a Board Workshop from 12:30 pm to 3:30 pm. A second Board workshop is tentatively planned for January 2026 to finalize the draft plan with final Board approval scheduled for February 2026. ED Kiner's goal is to have the plan completed by March 2026.

Resolution No. 2025-08 Adoption of Changes to the Employee Handbook

ED Kiner outlined the adopted changes to the Employee Handbook. The Board discussed policy *4.60 Family Medical Leave* and felt that there needed to be some criteria added for when an employee would be required to pay the Trust back for their insurance premium. Staff are instructed to develop parameters for when CTAC would or would not elect to have the employee pay. **Member Pinkoson moved to approve Resolution 2025-08 adopting changes to the Employee Handbook with the exception of 4.60 section G. Member Certain seconded the motion, which passed by a unanimous voice vote.**

Old Business

FY 2026 Budget Review

Chief Operating Officer Kristy Goldwire explained program funding changes and reductions to the FY 2026 budget in each Goal area. A detailed synopsis of revisions and changes to contracts was provided. The changes represent the difference between the proposed budget that was presented in June and the current tentative budget. Member Pinkoson suggested an addition of a column to be able to tell what the differences are for easier reading. COO Goldwire shed light on what led to Goal 2 being overbudget. Judge Wilson Bullard asked if the City of Gainesville was being funded through Youth Engagement. COO Goldwire informed her that the YMCA received those funds for FY24/25. ED Kiner clarified that Food for Kids funding came from unallocated funding, and not Emergent Needs. Judge Wilson Bullard asked if the \$150K allocation for the City of Gainesville was funding the Interrupter Program. ED Kiner informed her that the program is receiving rollover funds from this year in addition to the \$150,000 proposed for FY25/26 budget. The \$150,000 is a reduction. Judge Wilson Bullard questioned if the Violence Interrupters are receiving training and is interested in what sort of certifications they have. Judge Wilson Bullard shared that she is seeing an uptick in gun violence and wants to know exactly what the Violence Interrupter Program is providing. Member Certain reiterated her interest in data in correlation to TeensWork. Chair Cornell would like staff to compose a chair letter to the City of Gainesville requesting data and information and bring it back for the Board to review at the next meeting.

A draft Program Goal and Life Cycle overview was provided to the Board. Chair Cornell requested Board members receive the document as a "homework" assignment to review. The Board will discuss the overview further during the Strategic Planning process. ED Kiner considered the report a good first pass and will work with the strategic planners to bring back discussions on how CTAC will fund what it does and how it will be prioritized. ED Kiner thanked Research, Planning, & Evaluation Coordinators, Bonnie Wagner and Dr. Amy Wagner, as well as Belita James, Director of Program Operations, for compiling and working on this program draft. Chair Cornell commented that for its size, CTAC is doing 2-3 times more programs than others - heading into the strategic plan, this needs to be discussed. The Board will need to examine if it makes sense in year 8 of a 12-year special district. Research, Planning, and Evaluation Coordinator, B. Wagner, noted that only a third of the programs fall into only one Goal area. Almost half of the programs fall in all three Goals. In closing, Wagner expressed challenges categorizing the lifecycles of the organizations without more information.

The Regular Board meeting was paused at 5:01 pm for the first TRIM hearing.

The meeting resumed at 5:17 PM

Member Certain expressed concerns about how CTAC makes funding decisions, including which priorities to support and how much to allocate to each. She cautioned that funding mature organizations may create friction in the community, especially when established organizations are requesting CTAC funds based on defunding on the state level. Member Certain's dilemma is funding big organizations rather than small grassroots providers that need the support. Member Chance agreed. Dr. Hardt commented there is not an easy solution, but CTAC is here to spend these tax dollars the best way we know how on behalf of the children of this county. Dr. Hardt thinks CTAC is doing the best it can, and we can demonstrate that to the voters when it's time to renew. Dr. Patton wants to prepare providers seeking additional funds and agrees with supporting the smaller organizations. ED Kiner clarified that this was an exercise, and it does not mean that the smaller organizations will not be funded based on where they are in the lifecycles and Goal areas. ED Kiner does not want any providers to panic but to pay attention. Cornell referred to the summary page and asked for the dollar amounts of start-up growth to mature. Chair Cornell pointed out that staff's report shows nearly half of our funding is going toward providing a safe community. The Board agreed that the next step is for staff to work with providers and see if they agree with the goal assignments and then look at the allocation of dollars by percentage (staff and provider exercise). This information is to be provided at the strategic plan discussion. Member Pinkoson recalled that there were some areas where staff did not agree with the Board on priorities and requested staff feedback on those areas. Board members will take the Program Goal and Life Cycle overview and review it as "homework" in preparation for the strategic planning conversation. Member Chance inquired if any of these are driven by RFP cycles. ED Kiner – staff can provide board with background on how we got to these decisions.

New Business

Presentations

Emergent Needs Fund Update

Demetrica Tyson, Data Support Coordinator, provided a history and overview of the Emergent Needs Fund and described the providers and services that received those funds. Totals: FY 22-23 \$26,325.00; FY 23-24 \$49,330.73; FY 24-25 \$54,491.98 for a total of \$130,147.71. ED Kiner added that the Lil Sprouts Emergent Need was especially urgent due to the special needs population they serve. Member Certain was disappointed that the Family Church building was sold after CTAC paid for the AC. Pinkoson asked about the capacity building support that is offered to the providers that receive emergent need funds. Staff responded support is provided in a variety of ways for the applicants.

General Public Comments - None

Board Member Comments

Member Chance commented that people from the community and families that work with the organization Food for Kids thanked her for CTAC's support of the program.

Dr. Patton thinks it is important to capture kids' thoughts on the programming – especially for when it's time for renewal.

For Your Information

Items in this section are for informational purposes only and do not require any action by the Trust.

Resolution 2025-09 Adoption of Changes to Board Policies

Next Meeting Dates

Special Meeting - First TRIM Hearing - Monday, September 8, 2025 @ 5:01pm

Regular Board Meeting - Monday, September 22, 2025 @ 4:00 pm

Special Meeting - Final TRIM Hearing - Monday, September 22, 2025 @ 5:01pm

Adjournment

Chair Cornell adjourned the meeting at 5:47 pm

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CHILDREN'S TRUST
OF ALACHUA COUNTY

CHILDREN'S TRUST REGULAR MEETING

09/08/2025 from 4pm-5pm

CTAC Office, 4010 NW 25th Place, Gainesville, FL 32606

Attendance List

Name	Organization	Email address	Contact number
Grayson Valentine	AMTKids	gvalentine@amtkids.org	352 256 8423
Nick Anschultz	Mainstreet	NASA NAnschultz@mainstreetdcsm.org	386-984-2080
Phil Kasper	CS	Phil_Kasper@carfe.org	(352) 339-6797
Bishop Stokes	WASCC	BishopStokes2@GMAIL.COM	(352) 246-2533
Yanel Casanova	PALS	Yanel.Casanova@uflhealth.org	305-338-7876
Alison Frankel	CAO	alfranklin@alachuacounty.us	
Sherry Fitchers	CAC	Sherry@cacgainesville.org	352-494-3839
CHRISTOPHER HARRINGTON	CLARK PLACE		

Program	Agency	Tentative 2026	Original Goal	Stage	Health & Nurture	Education	Safety	# of Goals
ACCESS Program (MCH)	UF Health	\$85,660	Health	Growth	1			1
Doula Friendly Initiative (MCH)	A&A Doula	\$49,197	Health	Growth	1			1
Family Resource Centers	City of Hawthorne	\$150,000	Health	Start Up	2		1	2
Family Resource Centers	One Community Health & Wellness Resou	\$165,375	Health	Start Up	2		1	2
Family Resource Centers	Partnership for Strong Families Community	\$673,001	Health	Maturity	2		1	2
Family Resource Centers	Partnership for Strong Families Consultant	\$153,874	Health	Maturity	2		1	2
Family Resource Centers	TBD	\$150,000	Health	?	2		1	2
Family Resource Centers	Willie Mae Stokes Community Center	\$165,375	Health	Start Up	2		1	2
Flourish Alachua (MCH)	BEAM Birth Network, LLC	\$60,000	Health	Start Up	1			1
Help Me Grow	Partnership for Strong Families	\$253,000	Health	Maturity	2	1	3	3
NewboRN Home Visiting Program	Healthy Start of North Central Florida	\$495,477	Health	Maturity	1	3	2	3
Partners in Adolescent Lifestyle Supp	UF Health Shands	\$120,164	Health	Maturity	1	3	2	3
REACH Community Counseling Servi	PACE Center for Girls	\$120,164	Health	Growth	1	3	2	3
Reducing Trauma to Abused Children	Child Advocacy Center	\$157,500	Health	Growth	1	3	2	3
Saving Smiles	UF College of Dentistry	\$362,167	Health	Maturity	1	2		2
Wellness Healthcare Navigator	Children's Home Society of Florida	\$265,259	Health	Maturity	1	2		2
Afterschool Programming	Boys and Girls Clubs of Alachua County	\$136,160	Education	Growth	3	1	2	3
Afterschool Programming	Deeper Purpose Community Church	\$126,749	Education	Growth	3	1	2	3
Afterschool Programming	Gainesville Area Tennis Association Aces i	\$286,191	Education	Growth	3	1	2	3
Afterschool Programming	Gainesville Circus Center	\$156,133	Education	Maturity	3	1	2	3
Afterschool Programming	Girls Place	\$141,047	Education	Growth	3	1	2	3
Afterschool Programming	Kids Count in Alachua County	\$207,400	Education	Growth	3	1	2	3
Afterschool Programming	Willie Mae Stokes Community Center	\$172,601	Education	Start Up	3	1	2	3
Childcare Tuition Assistance Program	Early Learning Coalition of Alachua County	\$650,000	Education	Growth		1	2	2
Dolly Parton Imagination Library	Gainesville Thrive	\$63,000	Education	Maturity		1		1
Enrichment Programming	All Well Health Services	\$4,624	Education	Growth	1	2	3	3
Enrichment Programming	CE's Underground Kitchen	\$135,518	Education	Growth	1			1
Enrichment Programming	Crafty Gemini Youth Development	\$78,750	Education	Start Up		1		1
Enrichment Programming	Cultural Arts Coalition	\$35,173	Education	Growth		1		1
Enrichment Programming	DJ ELO Global	\$38,651	Education	Start Up		1		1
Enrichment Programming	Dream on Purpose	\$18,556	Education	Growth		1		1
Enrichment Programming	IGB Education	\$25,675	Education	Growth		1		1
Enrichment Programming	Inifinite Dream Builders	\$14,978	Education	Growth		1		1
Enrichment Programming	Lee's Preschool Center	\$92,424	Education	Growth		1		1
Enrichment Programming	Motiv8U of North Central Florida	\$165,375	Education	Growth		1		1
Enrichment Programming	Music & Arts Program for Youth	\$63,374	Education	Growth		1		1
Enrichment Programming	Santa Fe College	\$95,770	Education	Maturity		1		1
Enrichment Programming	UF Musuem of Natural History	\$58,966	Education	Maturity		1		1
Junior Achievement	3DE Program (Eastside HS)	\$157,500	Education	Growth		1		1
Junior Achievement	BizTown	\$50,000	Education	Growth		1		1
Peak Literacy Program Expansion	PEAK	\$121,275	Education	Growth		1		1
Summer Bridge for Head Start	Episcopal Childrens' Services	\$262,820	Education	Maturity		1	2	2
SUMMER CAMP	Behavior Bricks	\$167,607	Education	Growth	2	3	1	3
SUMMER CAMP	Boys and Girls Clubs of Alachua County	\$110,252	Education	Growth	2	3	1	3
SUMMER CAMP	Camp Makerie	\$128,625	Education	Growth	2	3	1	3
SUMMER CAMP	Community Impact Corporation	\$135,616	Education	Start Up	2	3	1	3
SUMMER CAMP	Dance Alive	\$7,350	Education	Start Up	2	3	1	3
SUMMER CAMP	Deeper Purpose Community Church	\$188,999	Education	Growth	2	3	1	3
SUMMER CAMP	Gainesville Area Tennis Association	\$59,535	Education	Growth	2	3	1	3
SUMMER CAMP	Gainesville Circus Center	\$26,459	Education	Maturity	2	3	1	3
SUMMER CAMP	Girls Place	\$140,909	Education	Growth	2	3	1	3
SUMMER CAMP	Greater Duval Neighborhood Association	\$44,100	Education	Growth	2	3	1	3
SUMMER CAMP	Hagios Early Learning Center	\$27,302	Education	Growth	2	3	1	3
SUMMER CAMP	I Am Stem	\$189,042	Education	Growth	2	3	1	3
SUMMER CAMP	IGB Education	\$110,502	Education	Growth	2	3	1	3

Program	Agency	Tentative 2026	Original Goal	Stage	Health & Nurture	Education	Safety	# of Goals
SUMMER CAMP	Just For Us Education	\$125,538	Education	Growth	2	3	1	3
SUMMER CAMP	Kids Count in Alachua County	\$41,929	Education	Growth	2	3	1	3
SUMMER CAMP	Limitless Adventures	\$53,325	Education	Start Up	2	3	1	3
SUMMER CAMP	Mirror Image Education and Leadership	\$65,520	Education	Start Up	2	3	1	3
SUMMER CAMP	Star Center Children's Theatre	\$80,262	Education	Growth	2	3	1	3
SUMMER CAMP	The Concrete Rose Foundation	\$37,779	Education	Start Up	2	3	1	3
SUMMER CAMP	Traveling Art Camp	\$306,543	Education	Maturity	2	3	1	3
SUMMER CAMP	UF CROP Full Steam	\$36,750	Education	Growth	2	3	1	3
SUMMER CAMP	UF Veterinary Medicine	\$9,187	Education	Growth	2	3	1	3
SUMMER CAMP	Williams Temple	\$8,442	Education	Start Up	2	3	1	3
Summer Programming	Freedom School - Gainesville	\$143,574	Education	Maturity		1	2	2
Summer Programming	Freedom School - Hawthorne	\$84,000	Education	Start Up		1	2	2
TeensWork Alachua (TWA)	Goodwill Industries of North Florida	\$992,250	Education	Maturity		1	2	2
The Education Foundation	Alachua County Amplify	\$125,000	Education	Growth		1		1
V'Locity Master Class Series & Accredited	Business Leadership Institute for Early Lea	\$360,000	Education	Maturity		1		1
Mentoring Programs	Provider engagement, training, and capaci	\$50,000	Safety	?	2	3	1	3
YOUTH SAFETY INITIATIVES	Alachua County Sherrif's Office - Cops & B	\$60,000	Safety	Maturity			1	1
YOUTH SAFETY INITIATIVES	AMI Kids	\$210,000	Safety	Maturity			1	1
YOUTH SAFETY INITIATIVES	Gun Violence Initiative	\$150,000	Safety	Maturity			1	1
YOUTH SAFETY INITIATIVES	Youth Engagement	\$75,000	Safety	?			1	1

CTAC Programs by Goal and Stage

Health and Nurture

Goal Rank	Health & Nurture	Sum of Tentative 2026
1	11	\$1,855,730
2	31	
3	7	
Grand Total	49	

49 programs support the Trust's health goal in total.
 11 programs support the health goal as their primary focus.
\$1,855,730 is tentatively allocated to these programs for FY2026.

Education

Goal Rank	Education	Sum of Tentative 2026
1	30	\$5,176,392
2	3	
3	28	
Grand Total	61	

61 programs support the Trust's education goal in total.
 30 programs support the education goal as their primary focus.
\$5,176,392 is tentatively allocated to these programs in FY2026.

Safety

Goal Rank	Safety	Sum of Tentative 2026
1	34	\$4,104,198
2	16	
3	2	
Grand Total	52	

52 programs support the Trust's safety goal in total.
 34 programs support the safety goal as their primary focus.
\$4,104,198 is tentatively allocated to these programs in FY2026.

As Originally Defined

Goal	Programs	Sum of Tentative 2026
Health	16	\$3,426,213
Education	54	\$7,165,107
Safety	5	\$545,000
Grand Total	75	\$11,136,320

Number of Goal Areas per Program

Row Labels	Count of Goals	% of Goals
1	25	33.3%
2	13	17.3%
3	37	49.3%
Grand Total	75	100.0%

33% of programs support one goal area.
 17% of programs support two goal areas.
 49% of programs support all three goal areas.

Non-Profit Lifecycle Stage

Guess at Stage	# of Stage	% of Stage
?	3	4.0%
Start Up	14	18.7%
Growth	38	50.7%
Maturity	20	26.7%
Grand Total	75	100.0%

File Attachments for Item:

3. 9.8.2025 First TRIM Hearing Minutes



CHILDREN'S TRUST - SPECIAL MEETING - FIRST TRIM HEARING MINUTES

September 08, 2025 at 5:01 PM

CTAC, 4010 NW 25th Place, Gainesville, FL 32606

Call to Order – Chair Cornell called the public hearing to order at 5:01 pm

Roll Call

Board Members Present: Ken Cornell – Board Chair, Tina Certain – Member, Mary Chance – Member, Dr. Kamela Patton – Member, Lee Pinkoson – Member, Hon. Susanne Wilson Bullard - Member

Board Members Attending Virtually: Dr. Nancy Hardt – Member, Cheryl Twombly - Vice Chair

Agenda Review, Revision and Approval

Member Pinkoson moved for the approval of the agenda. Member Chance seconded the motion, which passed by unanimous voice vote.

Public Comments – N/A

Public Hearing - FY2026 Proposed Millage and Tentative Budget

FY2026 Tentative Budget

No citizen's comments or adjustments were made.

Resolution 2025-10 (Proposed Millage) and Resolution 2025-11 (Tentative Budget)

Member Pinkoson moved to approve the adoption of Resolution 2025-10, establishing FY 26 Proposed Children's Trust of Alachua County Millage Rate. The motion was seconded by Member Certain.

Resolution 2025-10 was PASSED AND ADOPTED BY THE CHILDREN'S TRUST OF ALACHUA COUNTY BOARD; this 8th day of September 2025.

		AYE		NAY		ABSENT		NOT VOTING
Ken Cornell		✓						
Cheryl Twombly								✓
Dr. Maggie Labarta						✓		
Lee Pinkoson		✓						
Tina Certain		✓						
Mary Chance		✓						
Hon. Susanne Wilson Bullard								✓
Dr. Nancy Hardt								✓
Dr. Kamela Patton		✓						

Member Pinkoson moved for the adoption of Resolution 2025-11, adopting changed revenue estimates and FY26 Tentative Children's Trust of Alachua County Budget. The motion was seconded by Member Certain.

Member Pinkoson expressed concerns about spending more than what is being collected. Chair Cornell acknowledged Member Pinkoson's concerns and shared the FY 26/27 budget will be in line with the updated strategic plan.

Resolution 2025-11 was PASSED AND ADOPTED BY THE CHILDREN'S TRUST OF ALACHUA COUNTY BOARD; this 8th day of September 2025.

		AYE		NAY		ABSENT		NOT VOTING
Ken Cornell		✓						
Cheryl Twombly								✓
Dr. Maggie Labarta						✓		
Lee Pinkoson				✓				
Tina Certain		✓						
Mary Chance		✓						
Hon. Susanne Wilson Bullard				✓				
Dr. Nancy Hardt								✓
Dr. Kamela Patton		✓						

Board Member Comments

Certain commented that she does not want the public to think CTAC is being irresponsible. Unused funds from prior fiscal years will be used in FY26.

General Public Comments - None

Next Meeting Dates

Regular Board Meeting - Monday, September 22, 2025 @ 4:00 pm

Special Meeting - Final TRIM Hearing - Monday, September 22, 2025 @ 5:01pm

The public hearing adjourned at 5:17pm

File Attachments for Item:

4. 9.22.2025 Regular Board Meeting Minutes



CHILDREN'S TRUST REGULAR MEETING MINUTES

September 22, 2025, at 4:00 PM

CTAC, 4010 NW 25th Place, Gainesville, FL 32606

Call to Order – Chair Cornell called the meeting to order at 4:00 pm

Roll Call

Board Members Present: Ken Cornell – Board Chair, Cheryl Twombly – Board Vice Chair, Dr. Maggie Labarta – Treasurer, Tina Certain – Member, Mary Chance – Member, Dr. Kamela Patton – Member, Lee Pinkoson – Member, Honorable Susanne Wilson Bullard – Member
Board Members Attending Virtually: Dr. Mary Hardt – Member

Agenda Review, Revision, and Approval

Member Pinkoson moved for the approval of the agenda. Member Certain seconded the motion, which passed by unanimous voice vote.

Consent Agenda

Board Attendance YTD

9.8.2025 Regular Board Meeting Evaluation - Survey Results

Sponsorship Requests

No General Public Comments were made

Chair's Report

Chair Cornell provided a draft of the chair letter to City of Gainesville requesting information about the Violence Interrupters program. **Member Chance moved for approval of the letter.** Judge Wilson Bullard seconded the motion, which passed by unanimous voice vote. The Board will invite the City of Gainesville Gun Violence Initiative staff members to attend the October 13th CTAC meeting. Judge Wilson Bullard asked if there is still opportunity for budget amendment. Executive Director Marsha Kiner stated the contract for FY26 has not been signed and changes to the contract may be made if needed.

Chair Cornell asked all Board members to complete ED Kiner's yearly evaluation that was sent via email from James Moore Associates. The evaluation will be an agenda item during the October Board meeting. Dr. Labarta voiced concerns about the survey scale and that no room for feedback or recommendations was provided. The Board agreed that a 3-point scale is not preferred and recommended returning to a 5-point scale next year.

Executive Director's Report

ED Kiner shared a congratulatory message from Congresswoman Kat Cammack, U.S. Congress and publicly thanked her for the recognition.

An update was provided for the strategic planning timeline. The Board agreed to meet Monday, January 26, from 1:30 PM – 3:30 PM to continue work on the strategic plan.

ED Kiner reported that the City of Gainesville sent the updated gun violence statistics Member Certain requested along with the number of youth ages 0-18 served by the Violence Interrupters. The Board needs further clarification and details. Requested a definition of “RMS”, a GPD monthly gun related incidents report, and a request for another column on the report showing the number of youths charged with misdemeanor or felony firearm offenses.

New staff members Molly Greenwald (CFO) and Linda Means (Contract Manager) were introduced.

Old Business

Resolution No. 2025-14 Adoption of Changes to the Employee Handbook – FAMILY AND MEDICAL LEAVE ACT (FMLA)

Member Pinkoson moved the Board approve Resolution 2025-14 adopting changes to the Employee Handbook – FAMILY AND MEDICAL LEAVE ACT (FMLA). The motion was seconded by Member Chance. Member Certain agreed the policy is clearer but she still has concerns. Vice Chair Twombly stated that she is fine with the policy as it aligns with the County. The motion passed by majority vote with Member Certain and Judge Wilson Bullard in opposition.

Presentations

NewboRN Home Visiting Program (NHVP) 2025 Update

Sandee Moir – Nursing Supervisor, Well Florida, provided a program update, which included benefits, challenges, impacts and barriers to data collection. A success story of one family who credits the program with saving mom’s life was shared.

Board members were particularly interested in the decline in statistical reporting in May 2025. Moir explained this decrease is only at UF Shands, not North Florida, as the program still has chart access at North Florida. Dr. Hardt suggested working with the mother-baby bus to gain more access to eligible mothers.

The **meeting was paused at 5:01 pm** for the final TRIM hearing and **resumed at 5:09 pm**.

Dr. Labarta noted that at \$550/child for an assessment and home visit in perspective is a positive measurable outcome. Chair Cornell asked Moir what CTAC can do to increase outcomes. Moir said NHVP will let CTAC know how it can help.

Children’s Trust 2025 Sponsorship Review

Emily McCauley, Community Engagement Coordinator, provided an overview of the Sponsorship Fund application and recapped the organizations that were funded in FY25 while detailing which Goals they align with. Programs were sponsored in nearly every municipality in the county.

Public comment

Joy Cullen from CDS Family and Behavioral Health Services thanked CTAC for sponsoring their Self Care event. The event was well attended and CDS could not have done it without CTAC. Cullen also commented that McCauley was a joy to work with.

Sherry Kitchens, Interim Chair of the Child Abuse Prevention Taskforce, commented that their Child Abuse Prevention Awareness Month event in April would not have happened without CTAC's support.

General Public Comments - none

Board Member Comments

Member Chance thanked staff for the follow-up information that was provided on the campaign for grade level. She also appreciated the childcare info and plans to attend. Dr. Patton was impressed by how CTAC makes sure to serve all the municipalities. Chair Cornell thanked everyone and reminded the Board that there is a lot of work to be done for the strategic plan.

For Your Information

Items were provided for informational purposes:

Inquiry on Grade-Level Reading Campaigns

Community Conversation on the Business of Child Care

Next Meeting Dates

Special Meeting - Final TRIM Hearing - Monday, September 22, 2025 @ 5:01pm

Regular Board Meeting - Monday, October 13, 2025 @ 4:00 pm

Special Meeting - Strategic Plan Workshop - Monday, November 10, 2025 @ 2:00 pm

Regular Board Meeting - Monday, November 10, 2025 @ 4:00 pm

Adjournment

CHAIR CORNELL adjourned the meeting at 5:28 pm.



CHILDREN'S TRUST
OF ALACHUA COUNTY

CHILDREN'S TRUST REGULAR MEETING

09/22/2025 from 4pm-5pm

CTAC Office, 4010 NW 25th Place, Gainesville, FL 32606

Attendance List

Name	Organization	Email address	Contact number
Nick Anschutz	Mainstreet Daily News	NAnschutz@mainstreetdailynews.com	
Cara Goss	Newborn Home Visiting Program	cgoss@wellflorida.org	(352) 514-4130
Julie Moderie	HSNCF / NHVP	jmoderie@wellflorida.org	352-313-6500
Alison Frank	CAD	alfranklin@alachua.org	
Kyler Burke	Palms Medical Group	kjb2013@gmail.com	352-756-3338
Joy Cullinan	CDS	Joy-Cullinan@cdsfl.org	352-318-9418
Graysen Valentine	AMT Kids	gvalentine@amtkids.org	251 751 6410
Sandee Mair	NHVP	Smair@wellflorida.org	
Charles Pap Jack	MANHOOD YOUTH DEVELOPMENT FOUNDATION	Jackscharl@aol.com	
Sherry Kitchens	CAC	Sherry@cacgainesville.org	352-494-3839



CHILDREN'S TRUST
OF ALACHUA COUNTY

CHILDREN'S TRUST – SPECIAL MEETING – FINAL TRIM HEARING

09/22/2025 from 5pm-6pm

CTAC Office, 4010 NW 25th Place, Gainesville, FL 32606

Attendance List

Name	Organization	Email address	Contact number
Nick Anschultz	Mainstreet Daily News	NAnschultz@mainstreetdailynews.com	
Alison Frankel	CTAO	afrankel@alachuacounty.us	
Joy Cullinan	CDS	Joy-Cullinan@cdsfl.org	352-318-9418
Grayson Valentine	MIHids	gvalentine@amihids.org	251 751 6410
Sherry Kitchens	CAC	sherry@cacgainesville.org	352-494-3839



Monday, September 22, 2025

City of Gainesville
Office of the City Manager
200 East University Avenue
Gainesville, FL 32601

BOARD MEMBERS

Ken Cornell

Chair

County Commissioner

Cheryl Twombly

Vice Chair

*Department of
Children and Families*

Dr. Maggie Labarta

Treasurer

Gubernatorial Appointee

Hon. Susanne

Wilson Bullard

Circuit Judge

Tina Certain

School Board Member

Mary Chance

Gubernatorial Appointee

Dr. Nancy Hardt

Gubernatorial Appointee

Dr. Kamela Patton

Interim Superintendent

Alachua County

Public Schools

Lee Pinkoson

Gubernatorial Appointee

Marsha Kiner

Executive Director

Dear Ms. Curry,

On behalf of the Children's Trust of Alachua County (CTAC) Board, I am writing to request additional information about the City of Gainesville's Violence Interrupter (VI) Program. As you know, the Trust is deeply invested in programs that support youth, strengthen families, and build safer communities. In light of recent discussions at our Board meeting, members would like to better understand how the VI Program is structured, implemented, and evaluated.

To help us review the program fully, we ask that you provide responses to the following areas of interest:

1. Governance and Oversight

- What policies and procedures guide the operation of the program?
- Who manages the program on a day-to-day basis, and who is ultimately accountable?
- How are program policies reviewed and updated, and what channels exist for community or participant feedback and complaints?

2. Staff Qualifications and Training

- What qualifications are required of Violence Interrupters and staff at the time of hiring (e.g., education, prior experience, certifications, background checks)?
- What initial and ongoing training do staff receive, including topics such as de-escalation, trauma-informed care, confidentiality, mandated reporting; and safety?
- What process is followed if a staff member violates program policies?

CHILDREN'S TRUST
OF ALACHUA COUNTY



3. Program Operations

- How do staff establish relationships and familiarity with the neighborhoods and youth they serve?
- How are youth and families identified and connected with the program?
- How is information shared across partners—such as law enforcement, DJJ, the school system, and social services—while maintaining confidentiality and compliance with applicable laws?
- How are interactions with youth documented, and what safeguards protect the privacy of that information?

4. Community Engagement and Accountability

- In what ways are youth and community members involved in shaping policies and evaluating the program's effectiveness?
- How does the program share outcomes with the public to maintain transparency and trust while protecting confidentiality?

5. Evaluation and Performance

- What specific measures are used to assess program effectiveness (e.g., reduction in violent incidents, changes in school disciplinary referrals, arrests, retaliation, or recidivism)?
- How often is this information reported, and to whom?
- What baseline data was established prior to program launch, and how is progress measured against it?
- Does the program use independent evaluators or third-party audits?
- How are long-term participant outcomes tracked?
- What systems are in place to ensure compliance with state and federal requirements?

We respectfully request that the city provide a written response by October 3rd, 2025, so the information can be reviewed and discussed at the next CTAC Board meeting scheduled for Monday, October 13, 2025.

Thank you for your partnership and for your continued efforts to prevent gun violence through communitywide collaboration. We value the City's leadership in this work and look forward to continuing our collaboration to ensure the Violence Interrupter Program is both effective and accountable to the community it serves.

Sincerely,

Ken Cornell

Chair, Children's Trust of Alachua County Board

CHILDREN'S TRUST
OF ALACHUA COUNTY

GPD Monthly Gun Related Statistics

Crime	August 2024	August 2025	% Change
Stolen Firearms*	8 (5 Conveyance Burglary)	6 (5 Conveyance Burglary)	-25.00%
Firearms Seized/Recovered by LEO**	23	10	-56.52%
Number of Shots Fired*	9	2	-77.77%
Number of Persons Shot or Injured by a Gunfire*	3	0	-100.00%
Homicides *	0	0	N/A

* Numbers can change due to updates in RMS.

**Numbers include any firearms seized as a result of criminal activity, as well as instances where a firearm was located, and could not be tracked back to an owner (i.e. found firearm with no record of being stolen and no owners located).



GPD YTD Gun Related Statistics

Crime	Jan 1 – Mar 31, 2025 (1 st qtr 2025)	Apr 1 – June 30, 2025 (2 nd Qtr 2025)	July 1 – Aug 31, 2025 (3 rd Qtr 2025)	YTD Totals thru August 31, 2025
Stolen Firearms*	25 (18 Conveyance Burglary)	49 (28 Conveyance Burglary)	16 (13 Conveyance Burglary)	90 (59 Conveyance Burglary)
Firearms Seized/Recovered by LEO**	54	91	41	186
Number of Shots Fired*	16	21	13	50
Number of Persons Shot or Injured by a Gunfire*	2	7	4	13
Homicides *	1	2	0	3

* Numbers can change due to updates in RMS.
**Numbers include any firearms seized as a result of criminal activity, as well as instances where a firearm was located, and could not be tracked back to an owner (i.e. found firearm with no record of being stolen and no owners located).

Agenda Item:



Violence Interruption: Youth 0-18



Community Engagement

- Provided 120 youth with back-to-school supplies and backpacks funded through CTAC. Used this as an opportunity to build relationships with youth and families.
- Partnered with Gainesville Fire Rescue and Black on Black Crime Task Force to assist with a Back-to-school rally in Pineridge that served 275 youth.
- Partnered with Residence at Oakview Back-to-school rally that served 167 youth.
- Hosted a movie night in May serving 10 youth from Duval.
- VI engaged these youth regularly throughout the previous school year and discussed topics related to resources, mental health and wellness, conflict resolution, with information and exposure to jobs, civic engagement, and education.

Services

- VI initiated 116 parental contacts from the end of May-July.
- Parental contacts are directly related to intervention and/or engagement with or on behalf of youth.
- 240 field contacts from the end of May-July.
- Estimate that about half of those contacts were with youth 0-18. Field contacts are used to provide resources to neighbors for education, jobs, basic needs, etc. as well as to provide intervention and engagement related to conflicts, if needed, and build community trust and relationship.
- VI Staff provided 72 referrals and mitigated 28 conflicts involving fights, threats, and potential gun violence for the same time-period. While several of these instances involved youth, data related specifically to youth 0-18 was not captured.

File Attachments for Item:

5. 9.22.2025 Final TRIM Hearing Minutes



CHILDREN'S TRUST - SPECIAL MEETING - FINAL TRIM HEARING MINUTES

September 22, 2025 at 5:01 PM

CTAC, 4010 NW 25th Place, Gainesville, FL 32606

Call to Order – Chair Cornell called the public hearing to order at 5:01 pm

Roll Call

Board Members Present: Ken Cornell – Board Chair, Cheryl Twombly – Board Vice Chair, Dr. Maggie Labarta – Treasurer, Tina Certain – Member, Mary Chance – Member, Dr. Kamela Patton – Member, Lee Pinkoson – Member, Honorable Susanne Wilson Bullard – Member

Board Members Attending Virtually: Dr. Mary Hardt – Member

Agenda Review, Revision and Approval

Member Pinkoson moved for the approval of the agenda. Member Certain seconded the motion, which passed by unanimous voice vote.

Public Hearing - FY2026 Final Millage and Final Budget

FY2026 Proposed Budget

No citizen's comments or adjustments were made.

Resolution 2025-12 (Final Millage) and Resolution 2023-13 (Final Budget)

Member Pinkoson moved to approve the adoption of Resolution 2025-12, adopting the final millage rate. The motion was seconded by Member Certain.

Resolution 2025-12 was PASSED AND ADOPTED BY THE CHILDREN'S TRUST OF ALACHUA COUNTY BOARD; this 22nd day of September 2025.

	AYE	NAY	ABSENT	NOT VOTING
Ken Cornell	✓			
Cheryl Twombly	✓			
Dr. Maggie Labarta	✓			
Lee Pinkoson	✓			
Tina Certain	✓			
Mary Chance	✓			
Hon. Susanne Wilson Bullard				✓
Dr. Nancy Hardt				✓
Dr. Kamela Patton	✓			

Member Pinkoson moved for the adoption of Resolution 2025-13, adopting a final Children's Trust FY26 Budget. The motion was seconded by Member Certain.

Resolution 2025-13 was PASSED AND ADOPTED BY THE CHILDREN'S TRUST OF ALACHUA COUNTY BOARD; this 22 nd day of September 2025.							
		AYE		NAY		ABSENT	NOT VOTING
Ken Cornell		✓					
Cheryl Twombly		✓					
Dr. Maggie Labarta		✓					
Lee Pinkoson				✓			
Tina Certain		✓					
Mary Chance		✓					
Hon. Susanne Wilson Bullard				✓			
Dr. Nancy Hardt							✓
Dr. Kamela Patton		✓					

Board Member Comments - None

General Public Comments - None

Next Meeting Dates

Regular Board Meeting - Monday, October 13, 2025 @ 4:00 pm

Special Meeting - Strategic Plan Workshop

Regular Board Meeting - Monday, November 10, 2025 @ 4:00 pm

The public hearing was adjourned at 5:09 pm

File Attachments for Item:

6. 9.22.2025 Board Meeting Evaluation - Survey Results



Summary of Board Meeting Evaluation Surveys

Per Board Policy 1.15, each meeting Board members will have the opportunity to evaluate the effectiveness and efficiency of meetings and provide suggestions on how to improve and make the best use of Board meetings. The following is a summary of the input Board members provided for review by the Board, CTAC staff, and members of the public regarding the most recent Board meeting.

<u>Date of Meeting:</u>	September 22nd, 2025
<u>Completion Rate:</u>	89% of Board members completed (8 of 9) ¹

Evaluation of Meeting Components

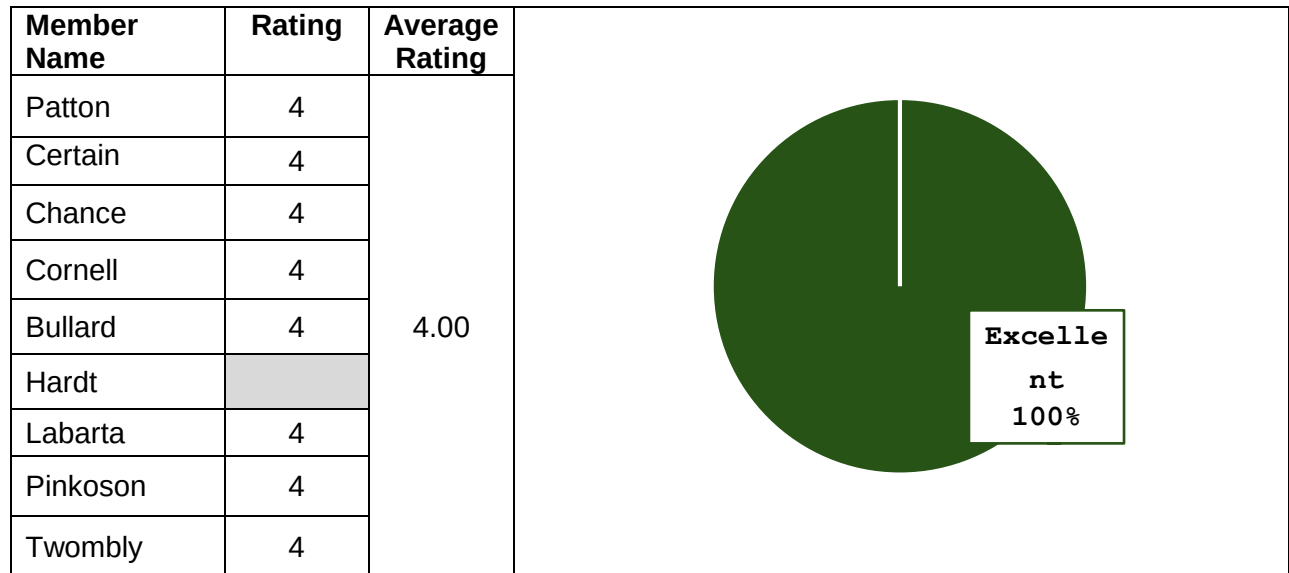
Board members rate the effectiveness and efficiency of four meeting components from 1 to 4. A rating of 1 = “poor”, 2 = “fair”, 3 = “good”, and 4 = “excellent.”

Board members provided “excellent” and “good” ratings for Presentations, Facilitation, and CTAC staff, and “excellent” ratings for Materials Provided. The Board meeting included presentations on the NewboRN Home Visiting Program and Children’s Trust Sponsorships.

Meeting Component				
Date of Meeting	Materials Provided	Meeting Facilitation	CTAC Staff	Presentations
September 22, 2025	4.00 ↑	3.88 ↑	3.88	3.88 ↑
Average Rating (Cumulative to Date)	3.78	3.85	3.88	3.80

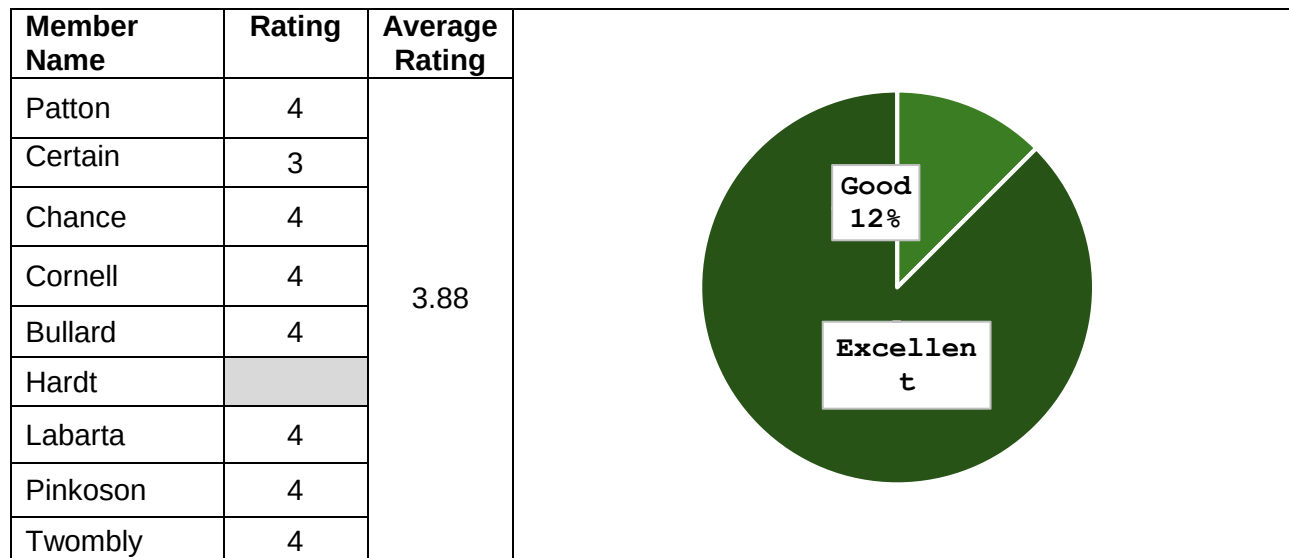
Materials Provided: The Board packet was received in a timely fashion and provided the information needed to prepare for the meeting.

¹ Nine Board members attended in-person or virtually on 9/22/2025. Eight of the nine Board members in attendance completed a survey.

**Comments:**

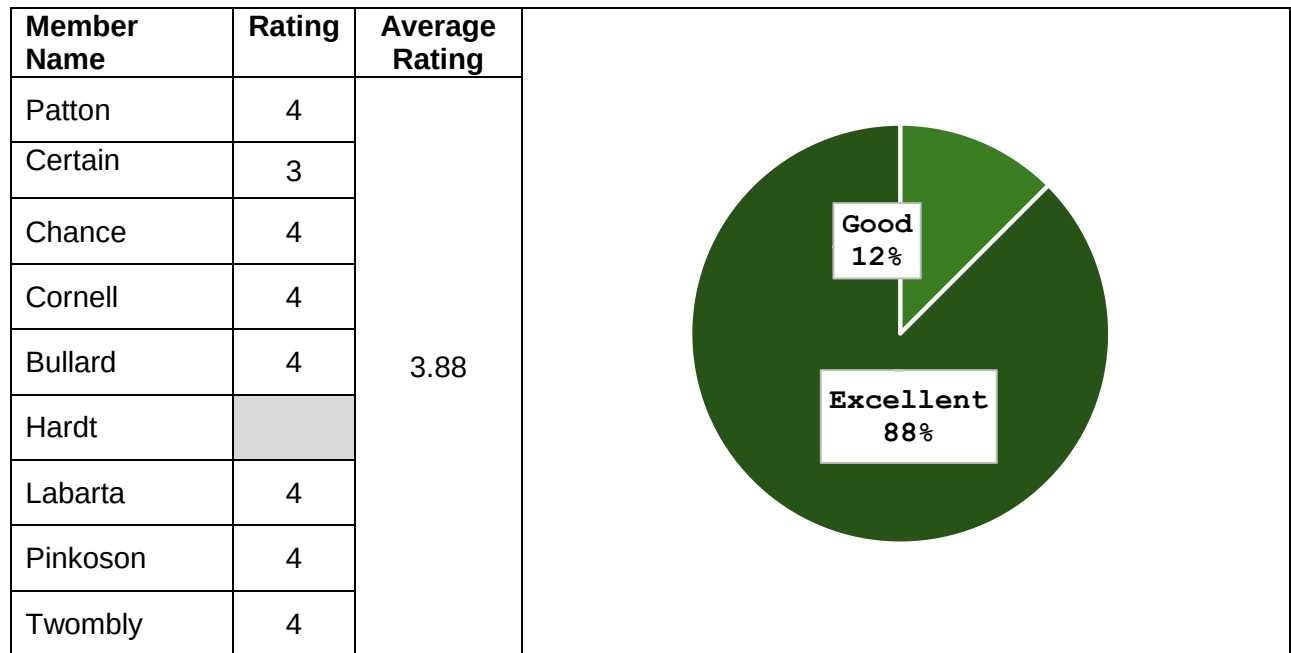
Thanks for timely mailing (Certain)

Meeting Facilitation: The Chair ensured Board members and members of the public who wanted to speak had the opportunity to be heard.

**Comments:**

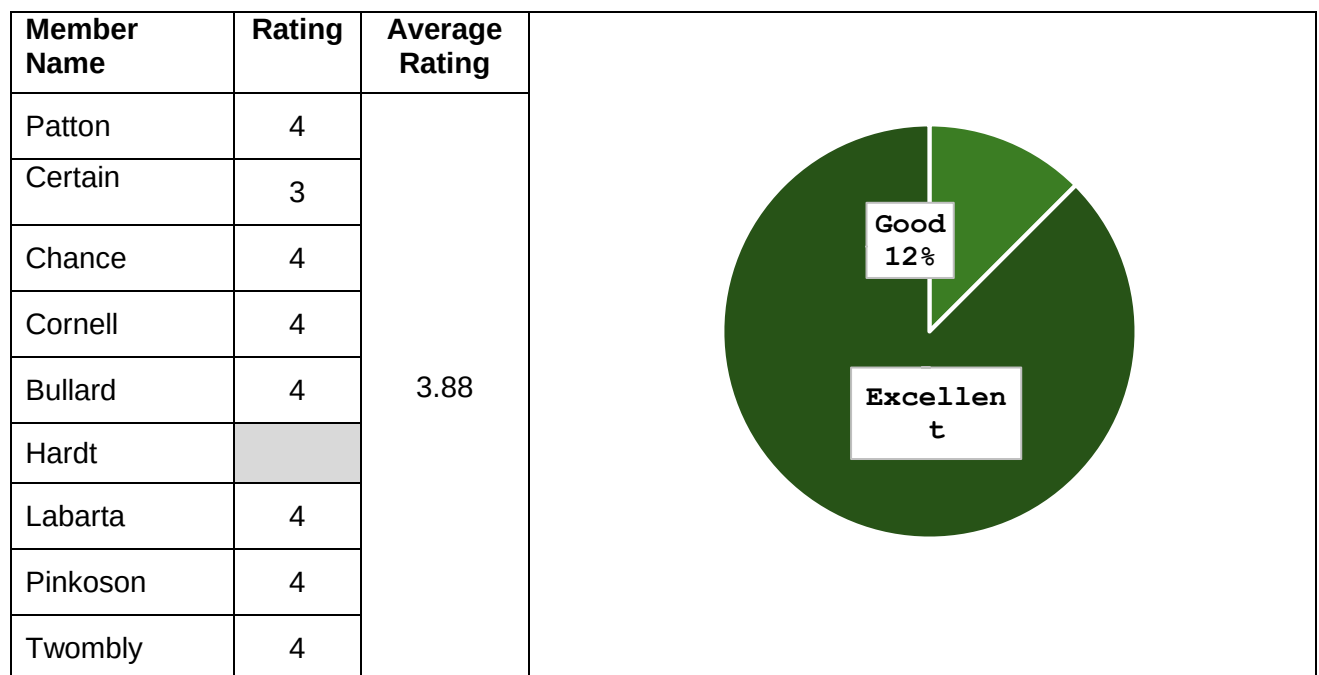
(none)

CTAC Staff: CTAC staff were knowledgeable on their agenda items and prepared to address questions or provide a plan for follow-up.



Comments: (none)

Presentations: Presentations were helpful in providing information on programs and policies to guide decision-making and allow for input and transparency.



Comments:

Don't need presenters to read slides to us (Certain)

Finally, Board members can provide general comments on the meeting overall as well as topics they'd like to see addressed on future agendas. These comments are listed below.

General Comments:

Nice job getting through budget (Cornell)

Items, Presentations, or other Information for future Board agendas:

(none)

File Attachments for Item:

7. FY 2025 Budget Report (August)

**Item:**

FY 2025 Budget Report (August)

Requested Action:

The Trust is asked to receive the August Budget Preliminary Report

Background

Board Policy 3.50 requires that “the CTAC will perform quarterly reviews to determine if the budgetary plan is being followed and if budgetary expectations are being achieved. Any problems discovered in this process will be corrected at the appropriate level of budgetary control.”

Attachments

Income Statement
Balance Sheet

Programmatic Impact:

NA

Fiscal Impact:

NA

Recommendation:

Receive the Report

CHILDREN'S TRUST OF ALACHUA COUNTY
STATEMENT OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCES
GOVERNMENTAL FUNDS
FY 2025 Transactions Through August 31, 2025

	All Funds FY 24-25 Budget A	General Fund 001 B	Special Revenue Fund 101 C	Collaborative Task Force Fund 102 D	Capital Projects Fund 301 E	Capital Assets Fund 900	FY 2025 YTD Actuals All Funds F = B+C+D+E
Revenues							
Ad Valorem Taxes	10,029,054.00	10,137,354.86	-	-	-	-	10,137,354.86
Miscellaneous Revenue	-	458,917.44			-	-	458,917.44
Grants and Awards	305,000.00	-	360,000.00	-	-	-	360,000.00
Interest	425,000.00	348,994.40	4,140.80	-	34,689.14	-	387,824.34
Rent	62,496.00	57,288.00	-	-	-	-	57,288.00
Use of Fund Balance	6,384,884.00	-	-	-	-	-	-
Intergovernmental Revenue	175,000.00	-	-	112,500.00	-	-	112,500.00
Capital Transfer In	250,000.00	-	-	-	250,000.00	-	250,000.00
Capital Non Operating Begin Balance	-	-	-	-	-	-	-
Total Revenues	17,631,434.00	11,002,554.70	364,140.80	112,500.00	284,689.14	-	11,763,884.64
Expenditures							
Personnel Services	2,060,257.00	1,572,619.01	-	-	-	-	1,572,619.01
Operating	1,665,956.00	1,146,037.46	-	85,008.58	-	-	1,231,046.04
Grant & Aid (Programs)	12,027,891.00	5,992,529.61	-	-	-	-	5,992,529.61
Grants & Awards (Special Revenue Fund)	305,000.00	-	246,634.02	-	-	-	246,634.02
Task Forces	175,000.00	-	-	-	-	-	-
Capital Expense	200,000.00	-	-	-	154,688.63	-	154,688.63
Depreciation Expense	50,000.00	-	-	-	-	32,331.52	32,331.52
Sub-Total Expenditures	16,484,104.00	8,711,186.08	246,634.02	85,008.58	154,688.63	32,331.52	9,229,848.83
							2,859,880.33
Other Financing Sources (Uses)							
Transfers Out	312,500.00	250,000.00	-	-	-	-	250,000.00
Appropriated Reserve	834,830.00	-	-	-	-	-	-
Total Transfers	1,147,330.00	250,000.00	-	-	-	-	250,000.00
Total Expenditures	17,631,434.00	8,961,186.08	246,634.02	85,008.58	154,688.63	32,331.52	9,479,848.83
Net Income (Expense)	-	2,041,368.62	117,506.78	27,491.42	130,000.51	(32,331.52)	2,284,035.81

CHILDREN'S TRUST OF ALACHUA COUNTY
BALANCE SHEET
GOVERNMENTAL FUNDS
FY 2025 Transactions Through August 31, 2025

	General <u>Fund</u> 001	Special Revenue <u>Fund</u> 101	Collaborative Task Force <u>Fund</u> 102	Capital Projects <u>Fund</u> 301	Payroll <u>Fund</u> 801	Capital Assets <u>Fund</u> 900	General Long Term Debt <u>Fund</u> 950	Total Governmental <u>Funds</u>
Assets								
Cash & Cash Equivalents	12,627,039.20	194,606.02	27,491.43	1,229,695.65		-	-	14,078,832.30
Prepaid Items	-	-	-	-		-	678,901.00	678,901.00
Capital Leases	-	-	-	-		-	(40,579.48)	(40,579.48)
Land	-	-	-	-		476,780.00	-	476,780.00
Building	-	-	-	-		1,583,629.77	-	1,583,629.77
Building Renovation	-	-	-	-		-	-	-
Accumulated Depreciation	-	-	-	-		(68,306.64)	75,249.16	6,942.52
Total Assets	12,627,039.20	194,606.02	27,491.43	1,229,695.65		1,992,103.13	713,570.68	16,784,506.11
Liabilities								
Accounts Payable	242,356.34	(11,729.64)	-	-		-		230,626.70
Accrued Wages Payable	30,485.47	-	-	-		-		30,485.47
Contracts Payable	-	-	-	3,851.93		-		3,851.93
Due to Other Governments / Other Funds	-	-	-	-		-	1,312,846.00	1,312,846.00
Total Liabilities	272,841.81	(11,729.64)	-	3,851.93		-	1,312,846.00	1,577,810.10
Equity								
Fund Equity	12,354,197.39	206,335.66	27,491.42	1,225,843.72		1,992,103.13	(599,275.32)	15,206,696.00
Total Equity	12,354,197.39	206,335.66	27,491.42	1,225,843.72		1,992,103.13	(599,275.32)	15,206,696.00
Total Liabilities and Equity	12,627,039.20	194,606.02	27,491.42	1,229,695.65		1,992,103.13	713,570.68	16,784,506.10

File Attachments for Item:

8. FY 2025 Checks and Expenditures Report (August)

**Item:**

FY 2025 Checks and Expenditures Report (August)

Requested Action:

The Trust is asked to receive the report.

Background

Resolution 2020-2 requires that “All checks for expenditures or contracts which have not been expressly approved by the Trust shall be reported to the Trust on a monthly basis. The report may be under the consent agenda subject to being removed for further discussion.”

Attachments

FY 2025 Checks and Expenditures Report (August)

Programmatic Impact:

NA

Fiscal Impact:

NA

Recommendation:

Receive the Report

Children's Trust of Ala Cty LIVE
Bank Account Activity Report
Reconciled & Un-Reconciled
From Date: 08/01/2025 - To Date: 08/31/2025

Bank	Bank Account										
.											
Bank of America	Concentration Account										
Deposits:	Date	Type	Deposit Information			Description	Department	Amount			
	08/14/2025	Collection				Check	0700 - Clerk Finance and Accounting	14,208.19			
								14,208.19			
Checks:	Status	Check Number	Payment Date	Reconciled	Source	Payee Name	Amount				
	No Transactions Exist										
EFTs:	Status	EFT Number	Payment Date	Reconciled	Source	Payee Name	Amount				
	Reconciled	91	08/01/2025	08/31/2025	Accounts Payable	MISSION SQUARE RETIREMENT	637.97				
	Open	88	08/04/2025		Accounts Payable	Florida Retirement System	16,984.12				
	Reconciled	92	08/15/2025	09/23/2025	Accounts Payable	MISSION SQUARE RETIREMENT	634.51				
	Reconciled	93	08/29/2025	09/23/2025	Accounts Payable	MISSION SQUARE RETIREMENT	634.50				
								18,891.10			
Returned Checks:	Date	Payer	Check Number			Amount					
	No Transactions Exist										
Wire Transfers:	Type	Date	Vendor	Description		Internal Account	Amount				
	Wire Transfer Out	08/01/2025		08.01.25	Concentration to ZBA	ZBA Accounts Payable	(204,761.71)				
	Wire Transfer Out	08/04/2025		08.04.25	Concentration to ZBA	ZBA Accounts Payable	(16,984.12)				
	Wire Transfer Out	08/05/2025		08.05.25	Concentration to ZBA	ZBA Accounts Payable	(18,962.04)				
	Wire Transfer Out	08/08/2025		08.08.25	Concentration to ZBA	ZBA Accounts Payable	(12,869.21)				
	Wire Transfer Out	08/11/2025		08.11.25	Concentration to ZBA	ZBA Accounts Payable	(75.00)				
	Wire Transfer Out	08/13/2025		08.13.25	Concentration to ZBA	ZBA Accounts Payable	(349,540.73)				
	Wire Transfer Out	08/18/2025		08.18.25	Concentration to ZBA	ZBA Accounts Payable	(59,027.10)				
	Wire Transfer Out	08/19/2025		08.19.25	Concentration to ZBA	ZBA Accounts Payable	(29,733.38)				
	Wire Transfer Out	08/20/2025		08.20.25	Concentration to ZBA	ZBA Accounts Payable	(192,344.02)				
	Wire Transfer Out	08/21/2025		08.21.25	Concentration to ZBA	ZBA Accounts Payable	(292.97)				
	Wire Transfer Out	08/22/2025		08.22.25	Concentration to ZBA	ZBA Accounts Payable	(21,928.00)				
	Wire Transfer Out	08/25/2025		08.25.25	Concentration to ZBA	ZBA Accounts Payable	(33,499.17)				
	Wire Transfer Out	08/26/2025		08.26.25	Concentration to ZBA	ZBA Accounts Payable	(3,204.33)				
	Wire Transfer Out	08/27/2025		08.27.25	Concentration to ZBA	ZBA Accounts Payable	(55,878.05)				
	Wire Transfer Out	08/28/2025		08.28.25	Concentration to ZBA	ZBA Accounts Payable	(308,717.85)				
	Wire Transfer Out	08/29/2025		08.29.25	Concentration to ZBA	ZBA Accounts Payable	(106,563.44)				

(\$1,414

Item 8.

Adjustments:	Type	Date	Description	Amount
	.		No Transactions Exist	

Deposits:	Date	Type	Deposit Information		Description	Department	Amount
No Transactions Exist							
Checks:	Status	Check Number	Payment Date	Reconciled	Source	Payee Name	Amount
	Reconciled	12492	08/08/2025	08/30/2025	Accounts Payable	Alachua Chamber of Commerce	65.00
	Reconciled	12493	08/08/2025	08/30/2025	Accounts Payable	ALACHUA COUNTY BOCC	6,351.24
	Reconciled	12494	08/08/2025	08/30/2025	Accounts Payable	ALACHUA COUNTY PROPERTY APPRAISER	47,892.00
	Reconciled	12495	08/08/2025	08/30/2025	Accounts Payable	ARE U Motivated	1,125.00
	Reconciled	12496	08/08/2025	08/30/2025	Accounts Payable	Business Leaders Institute for Early Learning	51,586.46
	Reconciled	12497	08/08/2025	08/30/2025	Accounts Payable	Concerned Citizens of Newberry Inc.	1,000.00
	Reconciled	12498	08/08/2025	08/30/2025	Accounts Payable	Education Foundation of Alachua County	6,375.64
	Reconciled	12499	08/08/2025	08/30/2025	Accounts Payable	Language Line Services Inc.	106.54
	Reconciled	12500	08/08/2025	08/30/2025	Accounts Payable	Mirror Image Leadership Academy	22,200.00
	Reconciled	12501	08/08/2025	09/05/2025	Accounts Payable	Rentokil North America DBA Florida Pest Control	137.00
	Reconciled	12502	08/08/2025	08/30/2025	Accounts Payable	Tu Fiesta Radio LLC	1,000.00
	Reconciled	12503	08/18/2025	08/30/2025	Accounts Payable	ALACHUA COUNTY BOCC	6,147.79
	Reconciled	12504	08/18/2025	08/30/2025	Accounts Payable	ALACHUA COUNTY BOCC	17,253.92
	Reconciled	12505	08/18/2025	08/30/2025	Accounts Payable	ALACHUA COUNTY BOCC	201.60
	Reconciled	12506	08/18/2025	08/30/2025	Accounts Payable	ALACHUA COUNTY BOCC	398.96
	Reconciled	12507	08/18/2025	08/30/2025	Accounts Payable	City of Hawthorne	15,652.96
	Reconciled	12508	08/18/2025	08/30/2025	Accounts Payable	GAINESVILLE REGIONAL UTILITIES	700.00
	Reconciled	12509	08/18/2025	09/23/2025	Accounts Payable	Goldwire, Kristy	51.94
	Reconciled	12510	08/18/2025	08/30/2025	Accounts Payable	Health Equity Inc	75.00
	Reconciled	12511	08/18/2025	08/30/2025	Accounts Payable	Information Management Solutions LLC	45.00
	Reconciled	12512	08/18/2025	08/30/2025	Accounts Payable	James Moore & Co P. L.	3,000.00
	Reconciled	12513	08/18/2025	08/30/2025	Accounts Payable	McCauley, Emily	75.60
	Reconciled	12514	08/18/2025	08/30/2025	Accounts Payable	Purvis Gray & Company LLP	18,000.00
	Reconciled	12515	08/18/2025	08/30/2025	Accounts Payable	Volcy, Naomi	18.97
	Reconciled	12516	08/18/2025	08/30/2025	Accounts Payable	Wagner, Amy	228.00
	Reconciled	12517	08/18/2025	08/30/2025	Accounts Payable	Waste Pro of Florida Inc. DBA Waste Pro - 104	181.12
	Reconciled	12518	08/18/2025	08/30/2025	Accounts Payable	Willie Mae Stokes Community Center	4,270.78
	Reconciled	12524	08/26/2025	09/05/2025	Accounts Payable	GAINESVILLE REGIONAL UTILITIES	1,945.47
	Reconciled	12526	08/26/2025	09/05/2025	Accounts Payable	Limitless Adventure Inc	21,594.68
	Open	12527	08/29/2025		Accounts Payable	Alachua County HPW Coalition	1,500.00
	Reconciled	12528	08/29/2025	09/23/2025	Accounts Payable	CDS FAMILY & BEHAVIORAL HEALTH SERVICES, INC.	1,000.00
	Open	12529	08/29/2025		Accounts Payable	Family Promise of Gainesville	1,000.00
	Reconciled	12530	08/29/2025	09/23/2025	Accounts Payable	Florida Alliance of Children's Counsel's & Trusts	20,000.00
	Reconciled	12531	08/29/2025	09/23/2025	Accounts Payable	Goldwire, Kristy	47.32
	Reconciled	12532	08/29/2025	09/05/2025	Accounts Payable	Mayberry, Jocelyn	9.99
	Reconciled	12533	08/29/2025	09/23/2025	Accounts Payable	Rentokil North America DBA Florida Pest Control	137.00
	Reconciled	12534	08/29/2025	09/05/2025	Accounts Payable	The Waldo Area Historical Society INC	1,000.00
	Reconciled	12535	08/29/2025	09/23/2025	Accounts Payable	Tu Fiesta Radio LLC	1,000.00
	Reconciled	12536	08/29/2025	09/23/2025	Accounts Payable	Irving Publications LLC	450.00
	Reconciled	12537	08/29/2025	09/05/2025	Accounts Payable	Williams Temple Church Of God In Christ INC	8,040.00
							\$261,864.98
EFTs:	Status	EFT Number	Payment Date	Reconciled	Source	Payee Name	Amount
	Reconciled	1711	08/01/2025	08/02/2025	Accounts Payable	AlphaStaff Inc.	44,412.85
	Reconciled	1645	08/04/2025	08/31/2025	Accounts Payable	Health Equity Inc	1,276.26
	Reconciled	1628	08/08/2025	08/30/2025	Accounts Payable	Allegra Gainesville	232.00
	Reconciled	1629	08/08/2025	08/30/2025	Accounts Payable	AMikids Gainesville Inc.	17,226.00

Reconciled	1630	08/08/2025	08/30/2025	Accounts Payable	CE's Underground Kitchen	13,583.12	Item 8.
Reconciled	1631	08/08/2025	08/30/2025	Accounts Payable	Childrens Home Society of FL	20,417.03	
Reconciled	1632	08/08/2025	08/30/2025	Accounts Payable	CivicPlus LLC	3,583.12	
Reconciled	1633	08/08/2025	08/30/2025	Accounts Payable	Crafty Gemini Youth Development	13,500.00	
Reconciled	1634	08/08/2025	08/30/2025	Accounts Payable	Deeper Purpose Community Church Inc	72,201.50	
Reconciled	1635	08/08/2025	08/30/2025	Accounts Payable	Express Services Inc.	4,560.00	
Reconciled	1636	08/08/2025	08/30/2025	Accounts Payable	Gainesville Thrives Inc.	18,670.03	
Reconciled	1637	08/08/2025	08/30/2025	Accounts Payable	Genesis Family Enrichment Center	1,500.00	
Reconciled	1638	08/08/2025	08/30/2025	Accounts Payable	KIDS COUNT IN ALACHUA COUNTY, INC.	25,609.74	
Reconciled	1639	08/08/2025	08/30/2025	Accounts Payable	Made for More Foundation Inc.	3,585.53	
Reconciled	1640	08/08/2025	08/30/2025	Accounts Payable	Motiv8U of North Central Florida Inc	37,800.00	
Reconciled	1641	08/08/2025	08/30/2025	Accounts Payable	Music & Art Program for Youth Inc.	10,302.10	
Reconciled	1642	08/08/2025	08/30/2025	Accounts Payable	Osmanthus Group LLC.	6,091.08	
Reconciled	1643	08/08/2025	08/30/2025	Accounts Payable	Partnership for Strong Families	55,163.49	
Reconciled	1712	08/15/2025	08/31/2025	Accounts Payable	AlphaStaff Inc.	43,896.33	
Reconciled	1713	08/15/2025	08/31/2025	Accounts Payable	AlphaStaff Inc.	684.89	
Reconciled	1646	08/18/2025	08/30/2025	Accounts Payable	AFLAC	365.78	
Reconciled	1647	08/18/2025	08/30/2025	Accounts Payable	BOYS & GIRLS CLUBS OF NE FL, INC	29,250.00	
Reconciled	1648	08/18/2025	08/30/2025	Accounts Payable	Brittany K. Fadiora dba BEAM Birth Network LLC	5,000.00	
Reconciled	1649	08/18/2025	08/30/2025	Accounts Payable	CFX OFFICE TECHNOLOGY	170.28	
Reconciled	1650	08/18/2025	08/30/2025	Accounts Payable	Childrens Home Society of FL	12,417.03	
Reconciled	1651	08/18/2025	08/30/2025	Accounts Payable	Episcopal Children's Services	15,528.29	
Reconciled	1652	08/18/2025	08/30/2025	Accounts Payable	Genesis Family Enrichment Center	1,500.00	
Reconciled	1653	08/18/2025	08/30/2025	Accounts Payable	GIRLS PLACE, INC.	29,549.90	
Reconciled	1654	08/18/2025	08/30/2025	Accounts Payable	IGB Education Corp	13,973.13	
Reconciled	1655	08/18/2025	08/30/2025	Accounts Payable	KIDS COUNT IN ALACHUA COUNTY, INC.	772.19	
Reconciled	1656	08/18/2025	08/30/2025	Accounts Payable	Lee's Preschool Center Inc.	8,338.95	
Reconciled	1657	08/18/2025	08/30/2025	Accounts Payable	OFFICE DEPOT BUSINESS	353.14	
Reconciled	1658	08/18/2025	08/30/2025	Accounts Payable	Target Copy of Gainesville, Inc. DBA Renaissance	47.95	
Reconciled	1659	08/18/2025	08/30/2025	Accounts Payable	University of Florida Board of Trustees	74,970.70	
Reconciled	1660	08/18/2025	08/30/2025	Accounts Payable	Wagner, Bonnie	106.68	
Reconciled	1661	08/25/2025	08/30/2025	Accounts Payable	BOYS & GIRLS CLUBS OF NE FL, INC	3,554.12	
Reconciled	1662	08/25/2025	08/30/2025	Accounts Payable	CULTURAL ARTS COALITION INC.	3,987.50	
Reconciled	1663	08/25/2025	08/30/2025	Accounts Payable	Express Services Inc.	2,402.25	
Reconciled	1664	08/25/2025	08/30/2025	Accounts Payable	HEALTHY START OF NORTH CENTRAL FL	46,206.85	
Reconciled	1665	08/25/2025	08/30/2025	Accounts Payable	Karisma Welcome DBA Infinite Dream Builders Corp.	2,445.42	
Reconciled	1670	08/26/2025	08/30/2025	Accounts Payable	AMIKids Gainesville Inc.	18,711.06	
Reconciled	1671	08/26/2025	08/30/2025	Accounts Payable	Charlene Coles DBA All Well Health Services LLC	702.14	
Reconciled	1672	08/26/2025	08/30/2025	Accounts Payable	GAINESVILLE AREA COMMUNITY TENNIS ASSOCIATION	18,900.00	
Reconciled	1673	08/26/2025	08/30/2025	Accounts Payable	Gainesville Bridge Inc. dba PEAK Literacy	9,284.81	
Reconciled	1674	08/26/2025	08/30/2025	Accounts Payable	Gainesville Circus Center Inc	12,599.41	
Reconciled	1675	08/26/2025	08/30/2025	Accounts Payable	Gainesville for All Inc.	4,692.00	
Reconciled	1676	08/26/2025	08/30/2025	Accounts Payable	IGB Education Corp	38,879.37	
Reconciled	1677	08/26/2025	08/30/2025	Accounts Payable	Made for More Foundation Inc.	8,089.56	
Reconciled	1678	08/26/2025	08/30/2025	Accounts Payable	North Central Florida YMCA	12,500.00	
Reconciled	1679	08/26/2025	08/30/2025	Accounts Payable	Shands Teaching Hospital and Clinics, Inc.	9,113.52	
Reconciled	1680	08/26/2025	08/30/2025	Accounts Payable	The District Board of Trustees of Santa Fe College	5,311.21	
Reconciled	1681	08/26/2025	08/30/2025	Accounts Payable	Traveling Art Camp LLC	78,277.25	
Reconciled	1682	08/26/2025	08/30/2025	Accounts Payable	University of Florida Board of Trustees	19,802.15	
Reconciled	1709	08/26/2025	08/31/2025	Accounts Payable	Health Equity Inc	3,204.33	
Reconciled	1684	08/29/2025	09/05/2025	Accounts Payable	BIG BROTHERS BIG SISTERS OF TAMPA BAY, INC.	5,117.71	

Reconciled	1685	08/29/2025	09/05/2025	Accounts Payable	Childrens Home Society of FL	13	Item 8.
Reconciled	1686	08/29/2025	09/05/2025	Accounts Payable	Episcopal Children's Services	14	
Reconciled	1687	08/29/2025	09/05/2025	Accounts Payable	Eric Lopez DBA DJ Elo Global	11,043.00	
Reconciled	1688	08/29/2025	09/05/2025	Accounts Payable	Gainesville Circus Center Inc	7,770.16	
Reconciled	1689	08/29/2025	09/05/2025	Accounts Payable	Hagios Early Learning Center, LLC	10,645.52	
Reconciled	1690	08/29/2025	09/05/2025	Accounts Payable	Main Street Daily News Gainesville, LLC	290.00	
Reconciled	1691	08/29/2025	09/05/2025	Accounts Payable	North Florida Building Maintenance DBA Citywide	2,208.99	
Reconciled	1692	08/29/2025	09/05/2025	Accounts Payable	OFFICE DEPOT BUSINESS	110.73	
Reconciled	1693	08/29/2025	09/05/2025	Accounts Payable	PACE CENTER FOR GIRLS INC	6,679.59	
Reconciled	1694	08/29/2025	09/05/2025	Accounts Payable	Partnership for Strong Families	50,162.88	
Reconciled	1714	08/29/2025	08/31/2025	Accounts Payable	AlphaStaff Inc.	47,819.08	
						<u>\$1,055,528.21</u>	

Returned Checks:	Date	Payer	Check Number	Amount
No Transactions Exist				

Wire Transfers:	Type	Date	Vendor	Description	Internal Account	Amount
Wire Transfer In						
		08/01/2025		08.01.25 Concentration to ZBA	Concentration Account	204,761.71
		08/04/2025		08.04.25 Concentration to ZBA	Concentration Account	16,984.12
		08/05/2025		08.05.25 Concentration to ZBA	Concentration Account	18,962.04
		08/08/2025		08.08.25 Concentration to ZBA	Concentration Account	12,869.21
		08/11/2025		08.11.25 Concentration to ZBA	Concentration Account	75.00
		08/13/2025		08.13.25 Concentration to ZBA	Concentration Account	349,540.73
		08/18/2025		08.18.25 Concentration to ZBA	Concentration Account	59,027.10
		08/19/2025		08.19.25 Concentration to ZBA	Concentration Account	29,733.38
		08/20/2025		08.20.25 Concentration to ZBA	Concentration Account	192,344.02
		08/21/2025		08.21.25 Concentration to ZBA	Concentration Account	292.97
		08/22/2025		08.22.25 Concentration to ZBA	Concentration Account	21,928.00
		08/25/2025		08.25.25 Concentration to ZBA	Concentration Account	33,499.17
		08/26/2025		08.26.25 Concentration to ZBA	Concentration Account	3,204.33
		08/27/2025		08.27.25 Concentration to ZBA	Concentration Account	55,878.05
		08/28/2025		08.28.25 Concentration to ZBA	Concentration Account	308,717.85
		08/29/2025		08.29.25 Concentration to ZBA	Concentration Account	106,563.14
						<u>\$1,414,380.82</u>

Adjustments:	Type	Date	Description	Amount
No Transactions Exist				

File Attachments for Item:

9. FY 2025 Programmatic Awards and Expenditures Report (August)

**Item:**

FY 2025 Programmatic Awards and Expenditures Report (August)

Requested Action:

The Trust is asked to receive the report.

Background

Upon request of Board Members, Provide monthly report of Programmatic funding by Goal. The report should include initial awarded amount and YTD expenses. The report may be under the consent agenda subject to being removed for further discussion.”

Attachments

FY 2025 Programmatic Awards and Expenditures Report (August)

Programmatic Impact:

NA

Fiscal Impact:

NA

Recommendation:

Receive the Report

FY 2025 Programmatic Awards & Expenditures Summary Report

Year-to-Date August 31, 2025

Funding Priorities	Budgeted (A)	Committed (B)	Expensed (C)	Balance (B-C)	% Expensed (C/B)	Net Balance (A-C)
GOAL 1: All children and youth are healthy and have nurturing caregivers and relationships	\$3,717,362	\$2,986,512	\$1,473,334	\$1,513,179	49.33%	\$2,244,028
Family Resource Centers / Help Me Grow	\$1,252,500	\$1,434,000	\$674,216	\$759,784	47.02%	\$578,284
Maternal Child Health	\$983,479	\$659,612	\$378,989	\$280,623	57.46%	\$604,490
Youth Health	\$600,000	\$597,548	\$208,107	\$389,441	34.83%	\$391,893
Partners in Adolescent Lifestyle Support (PALS) THRIVE	\$114,442	\$114,442	\$91,755	\$22,687	80.18%	\$22,687
Reach Community Counseling Services for Adolescent Girls	\$114,442	\$114,442	\$64,417	\$50,025	56.29%	\$50,025
Reducing Trauma to Abused Children Therapy Program	\$75,000	\$75,000	\$55,850	\$19,150	74.47%	\$19,150
Social & Emotional Learning	\$125,000	\$0	\$0	\$0	0.00%	\$125,000
Goal 2: All children can learn what they need to be successful	\$6,595,093	\$6,474,403	\$3,630,870	\$2,843,534	56.08%	\$2,964,223
Summer RFP 2025-01	\$2,000,000	\$0	\$0	\$0	0.00%	\$2,000,000
Enrichment RFP 2024-02	\$895,636	\$928,098	\$672,097	\$256,000	72.42%	\$223,538
Afterschool RFP 2023-01	\$1,232,886	\$1,167,886	\$880,603	\$287,283	75.40%	\$352,283
Other (Literacy, STEM, Tuition Assistance)	\$874,169	\$874,350	\$554,672	\$319,678	63.44%	\$319,497
Teens Work Alachua	\$945,000	\$944,999	\$249,074	\$695,926	26.36%	\$695,926
Goal 3: All children live in a safe community	\$1,280,185	\$1,090,515	\$603,666	\$486,849	55.36%	\$676,519
Special Revenue Fund(Pritzker / BLI)	\$325,000	\$325,000	\$239,951	\$85,049	73.83%	\$85,049
Capacity Building & Mini Grants	\$390,000	\$220,620	\$189,266	\$31,353	85.79%	\$200,734
Sponsorships & Community Engagement	\$60,000	\$55,993	\$55,993	\$0	100.00%	\$4,007
Emergent Needs	\$100,000	\$54,492	\$54,492	\$0	100.00%	\$45,508
Grand Total	\$12,360,257	\$11,214,901	\$6,252,254	\$4,962,646	55.75%	\$6,108,002

Last month completed							
GOALS / PROGRAM	AGENCIES	BUDGETED FUNDING	COMMITTED FUNDING	EXPENSED	REMAINING BUDGET	% Expensed	Invoice Status
GOAL 1: ALL CHILDREN AND YOUTH ARE HEALTHY AND HAVE NUTURING CAREGIVERS AND RELATIONSHIPS 001.15.1500.569.83.10							
SAMIS Report Date 9/30/2025							
Family Resource Centers/Community Navigators	Partnership for Strong Families	\$177,023.00	\$177,023.00	\$81,487.73	\$95,535.27	46.03%	Current
Family Resource Centers/Community Navigators/Help Me Grow	Partnership for Strong Families	\$610,477.00	\$863,477.00	\$456,023.67	\$407,453.33	52.81%	Current
Family Resource Centers/Community Navigators	Willie Mae Stokes Community Center	\$157,500.00	\$157,500.00	\$42,930.77	\$114,569.23	27.26%	Current
Family Resource Centers/Community Navigators	Pleasant Street Civil Rights & Cultural Center	\$157,500.00	\$157,500.00	\$93,773.77	\$63,726.23	59.54%	1 month Lag
Family Resource Centers/Community Navigators	City of Hawthorne	\$150,000.00	\$78,500.00	\$0.00	\$78,500.00	0.00%	
NewboRN Home Visiting Program	Healthy Start of North Central Florida, Inc.	\$464,755.00	\$471,883.00	\$292,090.90	\$179,792.10	61.90%	2 month Lag
ACCESS Program	UF Health	\$85,659.84	\$70,000.00	\$0.00	\$70,000.00	0.00%	2 month lag
Doula Friendly Designation	A&A Doula Consulting	\$49,197.00	\$49,197.00	\$36,897.75	\$12,299.25	75.00%	Current
Flourish Alachua	Britany Fadiora dba BEAM Birth Network LLC	\$60,000.00	\$60,000.00	\$50,000.00	\$10,000.00	83.33%	Current
Partners in Adolescent Lifestyle Support (PALS) THRIVE	UF Health Shands	\$114,442.00	\$114,441.95	\$91,755.23	\$22,686.72	80.18%	1 month lag
Reach Community Counseling Services for Adolescent Girls	PACE Center for Girls Inc.	\$114,442.00	\$114,442.00	\$64,416.72	\$50,025.28	56.29%	Current
Reducing Trauma to Abused Children Therapy Program	Child Advocacy Center	\$75,000.00	\$75,000.00	\$55,850.00	\$19,150.00	74.47%	Current
Saving Smiles (Year 1/3)	UF College of Dentistry	\$344,921.00	\$344,921.00	\$94,801.27	\$250,119.73	27.48%	3 month lag
Wellness Healthcare Navigation (Year 1/3)	Children's Home Society of Florida	\$253,242.97	\$252,627.29	\$113,305.77	\$139,321.52	44.85%	1 month lag
Social & Emotional Learning	TBD	\$125,000.00	\$0.00	\$0.00	\$0.00	0.00%	N/A
Unallocated		\$778,202.19			\$778,202.19		
TOTAL GOAL 1 General Fund		\$3,717,362.00	\$2,986,512.24	\$1,473,333.58	\$2,291,380.85	49.33%	
GOAL 1: Special Revenue Fund 101.15.1500.569.82.70							
Pritzker Doula Mini Grant		\$7,365.61	\$7,365.61	\$4,683.35	\$2,682.26	63.58%	
TOTAL GOAL 1 Special Revenue Funding Agreements		\$7,365.61	\$7,365.61	\$4,683.35	\$2,682.26	63.58%	

GOAL 2: ALL CHILDREN CAN LEARN WHAT THEY NEED TO BE SUCCESSFUL 001.15-1500.569.83.20							
SUMMER:							
SUMMER BRIDGE FOR HEAD START	Episcopal Children Services	\$229,258.00	\$250,304.34	\$30,476.51	\$219,827.83	12.18%	2 month lag
SUMMER PROGRAMMING RFP 2025-01	Freedom School - Gainesville	\$160,000.00	\$136,737.30	\$0.00	\$136,737.30	0.00%	1 month lag
SUMMER PROGRAMMING RFP 2025-01	Freedom School - Hawthorne		\$80,000.00	\$35,902.24	\$44,097.76	44.88%	1 month lag
TOTAL GOAL 2 Summer Programs Other		\$389,258.00	\$387,041.64	\$66,378.75	\$366,565.13	17.15%	
SUMMER CAMP RFP 2025-01 (Year 1 of 3):	Ashley McClellan DBA The Concrete Rose		\$35,980.07	\$16,355.07	\$19,625.00	45.46%	Current
	Behavior Bricks		\$159,625.65	\$79,812.82	\$79,812.83	50.00%	Current
	BOYS & GIRLS CLUBS OF NE FL		\$105,001.50	\$29,250.00	\$75,751.50	27.86%	Current
	Camp Makerie		\$122,500.16	\$41,300.00	\$81,200.16	33.71%	Current
	COMMUNITY IMPACT CORPORATION		\$129,158.00	\$64,579.00	\$64,579.00	50.00%	1 month lag
	DANCE ALIVE		\$6,999.80	\$0.00	\$6,999.80	0.00%	Current
	DEEPER PURPOSE COMMUNITY CHURCH		\$179,999.16	\$161,100.00	\$18,899.16	89.50%	Current
	Gainesville Area Tennis Association (Aces in Motion)*		\$56,700.00	\$48,900.00	\$7,800.00	86.24%	Current
	Gainesville Circus Center*		\$24,874.42	\$25,199.05	-\$324.63	101.31%	Current
	GIRLS PLACE		\$134,199.07	\$29,549.90	\$104,649.17	22.02%	Current
	GREATER DUVAL NEIGHBORHOOD ASSOCIATION		\$42,000.00	\$42,000.00	\$0.00	100.00%	Current
	HAGIOS EARLY LEARNING CENTER		\$26,002.18	\$21,865.52	\$4,136.66	84.09%	Current
	I AM STEM		\$180,095.50	\$90,020.12	\$90,075.38	49.98%	Current
	IGB EDUCATION CORP		\$105,239.85	\$91,499.29	\$13,740.56	86.94%	Current
	JUST FOR US EDUCATION		\$119,560.11	\$59,000.00	\$60,560.11	49.35%	Current
	Kids Count		\$39,932.58	\$39,932.20	\$0.38	100.00%	Current
	LIMITLESS ADVENTURES		\$50,785.27	\$46,976.68	\$3,808.59	92.50%	Current
	Mirror Image Leadership Academy		\$62,400.00	\$53,400.00	\$9,000.00	85.58%	Current
	STAR CENTER CHILDRENS THEATER		\$76,440.00	\$21,700.00	\$54,740.00	28.39%	Advance
	TRAVELING ART CAMP		\$291,945.50	\$224,250.00	\$67,695.50	76.81%	Current
	UF - CROP		\$35,000.00	\$11,565.30	\$23,434.70	33.04%	Current
	UF - VET Camp		\$8,749.81	\$1,749.95	\$6,999.86	20.00%	Current
	Williams Temple		\$8,040.00	\$8,040.00	\$0.00	100.00%	Current
	Incentives		\$170,800.00	\$0.00	\$170,800.00	0.00%	
TOTAL GOAL 2 Summer RFP		\$2,000,000.00	\$2,172,028.63	\$1,208,044.90	\$963,983.73	0.00%	
GOAL 2: ALL CHILDREN CAN LEARN WHAT THEY NEED TO BE SUCCESSFUL 001.15-1500.569.83.20							
ENRICHMENT (Year 1 of 2):							
ENRICHMENT PROGRAMMING (2025-2026) RFP 2024-02	All Well Health Services	\$4,403.46	\$6,611.26	\$4,988.13	\$1,623.13	75.45%	Current
ENRICHMENT PROGRAMMING (2025-2026)	CE's Underground Kitchen	\$129,065.00	\$156,121.70	\$138,057.01	\$18,064.69	88.43%	Current
ENRICHMENT PROGRAMMING (2025-2026)	Crafty Gemini Youth Development	\$75,000.00	\$75,000.00	\$44,250.00	\$30,750.00	59.00%	Current
ENRICHMENT PROGRAMMING (2025-2026)	Cultural Arts Coalition	\$33,498.00	\$35,890.71	\$33,495.00	\$2,395.71	93.32%	Current
ENRICHMENT PROGRAMMING (2025-2026)	DJ Eto Global LLC	\$36,810.00	\$50,613.75	\$42,331.50	\$8,282.25	83.64%	Current
ENRICHMENT PROGRAMMING (2025-2026)	Dream On Purpose	\$17,672.00	\$17,672.00	\$17,672.00	\$0.00	100.00%	Current
ENRICHMENT PROGRAMMING (2025-2026)	Gator Junior Golf	\$18,750.00	\$10,714.00	\$1,875.02	\$8,838.98	17.50%	Current
ENRICHMENT PROGRAMMING (2025-2026)	Grace to Overcome Inc.	\$48,555.80	\$12,000.00	\$12,000.00	\$0.00	0.00%	Terminated
ENRICHMENT PROGRAMMING (2025-2026)	IGB Education Group	\$24,452.76	\$49,924.26	\$37,697.82	\$12,226.44	75.51%	Current
ENRICHMENT PROGRAMMING (2025-2026)	Infinite Dream Builders Corp	\$14,244.85	\$24,454.10	\$16,707.92	\$7,746.18	68.32%	Current
ENRICHMENT PROGRAMMING (2025-2026)	Lee's Preschool Center	\$88,022.50	\$88,022.50	\$58,372.65	\$29,649.85	66.32%	1 Month lag
ENRICHMENT PROGRAMMING (2025-2026)	Motiv8U of North Central Florida Inc.	\$157,500.00	\$183,750.00	\$150,500.00	\$33,250.00	81.90%	Current
ENRICHMENT PROGRAMMING (2025-2026)	Music & Arts Program for Youth Inc.	\$60,355.72	\$60,355.72	\$49,911.62	\$10,444.10	82.70%	Current
ENRICHMENT PROGRAMMING (2025-2026)	Santa Fe College	\$91,302.20	\$91,209.20	\$14,798.71	\$76,410.49	16.23%	Current
ENRICHMENT PROGRAMMING (2025-2026)	University of Florida Natural History Museum	\$56,158.50	\$65,758.50	\$49,440.00	\$16,318.50	75.18%	Current
ENRICHMENT PROGRAMMING (2025-2026)	University of Florida Upward Bound	\$39,825.00	\$0.00	\$0.00	\$0.00	0.00%	Terminated
TOTAL GOAL 2 Enrichment		\$895,635.79	\$928,097.70	\$672,097.38	\$256,000.32	72.42%	

AFTERSCHOOL (Year 2 of 2):							
AFTERSCHOOL PROGRAMMING (RFP 2023-02)	Boys and Girls Club of Alachua County*	\$194,676.00	\$129,676.00	\$93,743.06	\$35,932.94	73.29%	Current
AFTERSCHOOL PROGRAMMING (RFP 2023-01)	Deeper Purpose Community Church, Inc.*	\$120,713.00	\$120,713.00	\$79,137.60	\$41,575.40	65.56%	Current
AFTERSCHOOL PROGRAMMING (RFP 2023-01)	Gainesville Area Tennis Association (Aces in Motion)*	\$272,563.00	\$272,563.00	\$238,883.42	\$33,679.58	87.64%	Current
AFTERSCHOOL PROGRAMMING (RFP 2023-01)	Gainesville Circus Center*	\$148,698.00	\$148,698.00	\$125,621.71	\$23,076.29	84.48%	Current
AFTERSCHOOL PROGRAMMING (RFP 2023-01)	Girls Place, Inc.*	\$134,330.00	\$134,330.00	\$91,992.90	\$42,337.10	68.48%	4 month lag
AFTERSCHOOL PROGRAMMING (RFP 2023-01)	Kids Count in Alachua County, Inc.*	\$197,524.00	\$197,524.00	\$137,246.97	\$60,277.03	69.48%	Current
AFTERSCHOOL PROGRAMMING (RFP 2023-01)	Willie Mae Stokes Community Center, Inc.	\$164,382.00	\$164,381.91	\$113,977.37	\$50,404.54	69.34%	Current
TOTAL GOAL 2 After School		\$1,232,886.00	\$1,167,885.91	\$880,603.03	\$287,282.88	75.40%	
GOAL 2 OTHER:							
DOLLY PARTON IMAGINATION LIBRARY	Gainesville Thrives	\$60,000.00	\$60,000.00	\$41,731.61	\$18,268.39	69.55%	2 month lag
THE BRIDGE COMMUNITY CENTER LITERACY PROGRAM	PEAK Literacy	\$115,500.00	\$115,500.00	\$95,012.60	\$77,014.88	82.26%	Current
NEIGHBORHOOD EMPOWERMENT (Year 1 of 1)	Gainesville For All Inc.	\$125,000.00	\$125,000.00	\$80,857.50	\$44,142.50	64.69%	1 month lag
Childcare Tuition Assistance	Early Learning Coalition	\$358,920.70	\$358,901.31	\$211,328.73	\$147,572.58	58.88%	Current
3DE Program	Junior Achievement	\$100,000.00	\$100,000.00	\$63,112.87	\$36,887.13	63.11%	Current
Rotary Application Fee	Rotary Application Fee		\$200.00	\$200.00			
AMPLIFIED	The Education Foundation	\$70,998.76	\$70,998.76	\$18,678.73	\$52,320.03	26.31%	Current
Comprehensive Needs Assessment	UF Lastinger Center	\$43,750.00	\$43,750.00	\$43,750.00	\$0.00	100.00%	
TOTAL GOAL 2 Other		\$874,169.46	\$874,350.07	\$554,672.04	\$323,885.48	63.44%	
GOAL 2 TEENS:							
TEENSWORK ALACHUA YOUTH	GOODWILL INDUSTRIES OF NORTH FLORIDA	\$945,000.00	\$944,999.41	\$249,073.52	\$695,925.89	26.36%	2 month lag
TOTAL GOAL 2 Teens		\$945,000.00	\$944,999.41	\$249,073.52	\$695,925.89	26.36%	
Unallocated		\$258,143.51			\$258,143.51		
TOTAL GOAL 2 General Fund		\$6,595,092.76	\$6,474,403.36	\$3,630,869.62	\$3,141,786.94	56.08%	
TOTAL GOAL 2 Special Revenue Funds 101.15.569.83.91-94							
Accreditation Academy / Master Class Series	Business Leadership Institute	\$294,025.00	\$294,025.00	\$216,470.35	\$77,554.65	73.62%	Current
Accreditation Academy / Master Class Series	Accreditation program supplies	\$3,975.00	\$975.00	\$2,980.32	\$994.68	305.67%	Current
Participant Stipend	Multiple	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	
Business Stipend	Multiple	\$27,000.00	\$30,000.00	\$20,500.00	\$6,500.00	68.33%	Current
Goal Seal Incentive	Multiple	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	
TOTAL GOAL 2 Special Revenue Funding Agreements		\$325,000.00	\$325,000.00	\$239,950.67	\$85,049.33	73.83%	

GOAL 3: ALL CHILDREN LIVE IN A SAFE COMMUNITY 001.15.1500.569.83.30							
AMI Kids	AMI Kids	\$153,824.41	\$173,045.40	\$66,997.25	\$106,048.15	38.72%	4 month lag
MENTORING & CHARACTER BUILDING	Big Brothers Big Sisters	\$78,750.00	\$78,750.00	\$37,828.01	\$40,921.99	48.04%	1 month lag
MENTORING & CHARACTER BUILDING	Community Impact	\$43,002.00	\$43,001.56	\$10,750.39	\$32,251.17	25.00%	5 Month lag
MENTORING & CHARACTER BUILDING	IGB Education Group	\$67,725.00	\$67,725.00	\$59,172.30	\$8,552.70	87.37%	Current
MENTORING & CHARACTER BUILDING	Made for More Foundation Inc.	\$66,685.00	\$66,685.00	\$35,937.11	\$30,747.89	53.89%	3 month lag
MENTORING & CHARACTER BUILDING	The Education Foundation of Alachua County	\$78,750.00	\$78,157.93	\$57,830.92	\$20,327.01	73.99%	1 month lag
Teen Center and Youth Engagement	North Central Florida YMCA	\$150,000.00	\$150,000.00	\$100,000.00	\$50,000.00	66.67%	1 month lag
Gun Violence	City of Gainesville	\$500,000.00	\$433,150.00	\$235,150.00	\$198,000.00	100.00%	
Unallocated		\$141,448.59			\$141,448.59		
TOTAL GOAL 3		\$1,280,185.00	\$1,090,514.89	\$603,665.98	\$628,297.90	55.36%	
Capacity Building and Mini Grants: 001.15.1500.569.83.50							
YOUTH DEVELOPMENT CAPACITY BUILDING COLLABORATIVE:							
Center for Non-Profit Excellence	Community Foundation	\$130,000.00	\$108,500.00	\$108,500.00	\$0.00	100.00%	
My Side-walk	Community Foundation	\$15,000.00	\$15,000.00	\$15,000.00	\$0.00	100.00%	
Trauma Informed Training	Child Advocacy Center	\$1,000.00	\$700.00	\$700.00	\$0.00	100.00%	
Language Line	Interpreter Services	\$25,000.00	\$10,000.00	\$1,285.97	\$8,714.03	12.86%	
Legacy CPR & More	CPR Training			\$350.00			
Florida Afterschool Network Membership	Florida Afterschool Inc.		\$5,000.00	\$5,000.00	\$0.00	100.00%	
Restorative Practices Training v2	River Phoenix Center for Peace Building	\$11,000.00	\$11,000.00	\$9,500.00	\$1,500.00	86.36%	
Youth Conflict and Resolution Program	River Phoenix Center for Peace Building	\$9,200.00	\$9,200.00	\$4,600.00	\$4,600.00	50.00%	
Trauma Informed Training	Genesis Family Enrichment Center	\$7,500.00	\$10,500.00	\$10,500.00	\$0.00	100.00%	
Girl's Place	Florida Afterschool Conference	\$0.00	\$719.70	\$719.70	\$0.00	100.00%	
Unallocated		-\$8,700.00			-\$8,700.00		
Innovation Grants:	Mirror Image Leadership Academy		\$15,000.00	\$0.00		0.00%	
	Swampbots Robotics	\$20,000.00	\$20,000.00	\$20,000.00	\$0.00	100.00%	
	Dance Alive	\$15,000.00	\$15,000.00	\$13,110.64	\$1,889.36	87.40%	
Unallocated		\$115,000.00			\$115,000.00		
TOTAL CAPACITY BUILDING & INNOVATION GRANTS		\$390,000.00	\$220,619.70	\$189,266.31	\$123,003.39	85.79%	

COMMUNITY ENGAGEMENT 001.15.1500.569.83.60							
SPONSORSHIPS	Alachua County Human Society - Summer Reading Program		\$500.00	\$500.00			
	American Foundation for Suicide Prevention (vNow)		\$1,000.00	\$1,000.00			
	Archer Cultural Progressive Organization		\$2,000.00	\$2,000.00			
	Atkins Warren Chapter of NOBLE - Easter Egg Hunt		\$800.00	\$800.00			
	Alachua County HPW Coalition 5K Run		\$1,500.00	\$1,500.00			
	Balance 180 (vian)		\$2,500.00	\$2,500.00			
	Blossoming Butterfly - Pinkfest		\$500.00	\$500.00			
	BLSSD FUTURE INC - Youth Dance a thon		\$1,000.00	\$1,000.00			
	Carolyn's Heart Inc - 3rd Annual Biggest Heart Giveaway		\$1,500.00	\$1,500.00			
	CDS Family & Behavioral Health - Self Care Fair		\$1,000.00	\$1,000.00			
	Children Beyond Our Borders - Tiny Hero's Event		\$2,500.00	\$2,500.00			
	City of High Springs- National Night Out		\$2,500.00	\$2,500.00			
	City of Waldo - Fall Festival		\$1,500.00	\$1,500.00			
	Committed Dreams Elite LLC - Ballin at the Beach		\$450.00	\$450.00			
	Concerned Citizens of Newberry - BTS Backpack		\$1,000.00	\$1,000.00			
	Dare to Be Different - BTS BBQ		\$1,500.00	\$1,500.00			
	Deeper Purpose - Easter Spring Carnival		\$1,500.00	\$1,500.00			
	Delta Sigma Zeta Chapter - Orange you empowered		\$1,800.00	\$1,800.00			
	Early Learning Coalition - Storybook Village		\$500.00	\$500.00			
	Education Equalizers Foundation - FAFSA workshop		\$1,800.00	\$1,800.00			
	Free Canaan UMC - Family Fun Day		\$500.00	\$500.00			
	Gainesville Circus Center - Sensory Circus Event		\$1,500.00	\$1,500.00			
	Hawthorne Quarterback Club - Empowerment Day		\$1,000.00	\$1,000.00			
	Hawthorne Youth Sports - HYS Community Build		\$1,200.00	\$1,200.00			
	Historic Camelliaettes Club - Mr. Wonderful		\$2,000.00	\$2,000.00			
	Julie Stokes DBA Waldo Community New Vision Coalition - Homecoming Festival		\$1,000.00	\$1,000.00			
	Karl Anderson Community Impact - PAVE BTS		\$2,500.00	\$2,500.00			
	Latina Womens League - Children Film Festival		\$2,500.00	\$2,500.00			
	Manhood - 2025 Spring Break Road trip		\$2,500.00	\$2,500.00			
	RWF/ Just between friends - Safe Kids Day		\$1,000.00	\$1,000.00			
	Shekinah Glory Family Worship Center - BTS Backpack		\$1,000.00	\$1,000.00			
	Strong MINDED Mentoring - Awards Banquet		\$2,000.00	\$2,000.00			
	Trinity's Day Spa - Kidpreneur Popup		\$1,500.00	\$1,500.00			
	UF - Stomp in the Swamp for Autism		\$1,000.00	\$1,000.00			
	UF Celebrate the Child		\$743.00	\$743.00			
	United Way -ALICE (vNow)		\$1,000.00	\$1,000.00			
	Waldo Area Histcal Society - Sweet Potatoe Festival		\$1,000.00	\$1,000.00			
	Williams Elementary PTA- Water Day		\$2,500.00	\$2,500.00			
	Wishful Thinking - Renaissance Beautitlion		\$1,200.00	\$1,200.00			
	Writer Alliance - Sunshine State Book Festival		\$1,000.00	\$1,000.00			
TOTAL COMMUNITY ENGAGEMENT		\$60,000.00	\$55,993.00	\$55,993.00	\$4,007.00	93.32%	
EMERGENT NEEDS 001.15.1500.569.83.70							
EMERGENT NEEDS	Little Sprouts LLC		\$10,937.98	\$10,937.98			
	Acorn Clinic		\$2,427.00	\$2,427.00			
	North Florida Community Center		\$20,000.00	\$20,000.00			
	Xavier House Unlimited		\$20,000.00	\$20,000.00			
	Partnership For Strong Families		\$1,127.00	\$1,127.00			
TOTAL EMERGENT NEEDS		\$100,000.00	\$54,491.98	\$54,491.98	\$45,508.02	54.49%	
FY24-25 PROGRAM FUNDING GENERAL FUND TOTAL		\$12,027,891.00	\$10,882,535.17	\$6,007,620.47	\$6,233,983.70	49.95%	
FY24-25 PROGRAM FUNDING SPECIAL REVENUE FUND TOTAL		\$332,365.61	\$332,365.61	\$244,634.02	\$87,731.59	73.6%	
FY24-25 PROGRAM FUNDING ALL FUNDS		\$12,360,256.61	\$11,214,900.78	\$6,252,254.49	\$6,321,715.29	50.58%	

File Attachments for Item:

10. FY 2025 4th Quarter Financial Report to the BoCC

**Item:**

FY 2025 4th Quarter Financial Report to the BOCC

Requested Action:

The Trust is asked to 1) approve the report, and 2) authorize the Chair to transmit the report to the Alachua County Board of County Commissioners.

Background

Pursuant to Florida Statute 125.901(3)(f) and Alachua County Board of County Commissioners Ordinance 26.04 (5)(f), the Children's Trust of Alachua County is required to present to the Alachua County Board of County Commissioners a report that lists the expenditures, receipts, statement of funds on hand invested or deposited with a qualified public depository, and total administrative costs for the quarter annual period.

Attachments

Transmittal Memorandum

Programmatic Impact:

NA

Fiscal Impact: NA**Recommendation:**

Staff recommends approval



TO: CHARLES “CHUCK” CHESTNUT, CHAIR
ALACHUA COUNTY BOARD OF COUNTY COMMISSIONERS

FROM: KEN CORNELL, CHAIR
CHILDREN’S TRUST OF ALACHUA COUNTY

SUBJECT: 4th QUARTER FINANCIAL REPORT

DATE: October 3, 2025

Pursuant to Florida Statute 125.901(3)(f) and Alachua County Board of County Commissioners Ordinance 26.04 (5)(f), the Children’s Trust of Alachua County presents to the Alachua County Board of County Commissioners its FY 2025 4th Quarter Financial Report for the period ending 09/30/2025.

The report includes the total expenditures, receipts, statement of funds on hand, invested or deposited with a qualified public depository and total administrative costs for the quarter annual period.

A summary for the 4th Quarter is as follows:

1. Total Expenditures through the 4 th Quarter of FY 2025	
Quarterly Expenditures (4 th Quarter only)	\$3,778,005
YTD Expenditures	\$10,827,870
2. Total Receipts through the 4 th Quarter of FY 2025	
Quarterly revenues & receipts (4 th Quarter only)	\$89,695
YTD Revenues & Receipts	\$11,763,884
3. Statement of Funds on hand, invested, or deposited with a QPD	
Total Funds on hand at the end of the 4 th quarter	\$13,252,773
4. Total administrative costs	
Quarterly administrative costs (4 th Quarter only)	\$347,213
YTD administrative costs	\$1,620,759

CC: Michele Lieberman, County Manager
Alachua County Board of County Commissioners
Children’s Trust of Alachua County Board
Marsha Kiner, Executive Director, Children’s Trust of Alachua County

File Attachments for Item:

11. Sponsorship Requests



CHILDREN'S TRUST
OF ALACHUA COUNTY

Just Between Friends Gainesville

Request Date:	9/10/2025
Requesting Organization:	Just Between Friends Gainesville
Contact Name:	Linda Petrossian
Event Name:	Safe KIDS Day
Event Date:	11/08/2025
Event Summary:	Safe KIDS Day is a free event hosted by Just Between Friends Gainesville whose goal is to connect families with safety, well-being, and early intervention experts. Not only do caretakers have the opportunity to learn about water safety, medication storage/disposal, safe play practices and car seat safety, but during our past events families have had access to free CPR tutorials, DNA identification kits including fingerprinting by Alachua PD, and access to Fire Safety tips by Engine 21. Safe KIDS Day has expanded to include more early intervention organizations that will assist families in finding childcare, VPK, ESE services, and resources on where their child can obtain evaluations/screenings. We will have medical experts on site that can assist families with seeking providers, mental health resources and can answer first aid and triage questions. The event includes a sensory hour from 9-10 a.m.
Number of Attendees:	500
Expenses Summary:	1. Kids Prize Wheel items- \$100.00 2. Popcorn, butter, bags and machine use- \$175.00 3. Participant and event banners - \$200 4. Marketing -\$600 5. Child Entertainment (Balloon Artist/Face Painter)- \$570 7. Tu Fiesta Radio (event MC/entertainment/non-profit rate)- \$500.00
Requested Amount:	\$2145
Approved Amount:	\$2145
Authorized By:	<i>M. Kimer</i>



CHILDREN'S TRUST
OF ALACHUA COUNTY

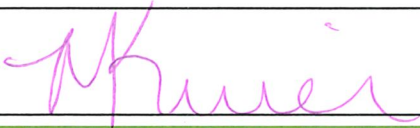
Alachua Children's Theatre

Request Date:	6/14/2025
Requesting Organization :	Alachua Children's Theatre
Contact Name:	Amber Zekic
Event Name:	The Jungle Book Kids
Event Date:	11/01/2025
Event Summary:	Through weekly rehearsals and performance preparation, participants will develop critical life skills—communication, collaboration, responsibility, and creative problem-solving. The program fosters emotional wellness, boosts self-esteem by giving children a platform to express themselves and be celebrated for their unique talents and creativity. Families are actively engaged throughout the process, strengthening bonds and fostering a sense of community within Alachua County. This experience directly supports healthy development, academic and social learning, and a safe space for youth to grow and thrive.
Number of Attendees:	1000
Expenses Summary:	Venue expenses
Requested Amount:	\$3,843
Notes/Comments:	First time applicant
Approved Amount:	\$2,500 ✓
Authorized By:	<i>[Signature]</i>



CHILDREN'S TRUST
OF ALACHUA COUNTY

Momentum Dance Arts, LLC

Request Date:	08/04/2025
Requesting Organization :	Momentum Dance Arts
Contact Name:	Jill Kanji
Event Name:	2025 Holiday Show
Event Date:	Saturday, December 6, 2025
Event Summary:	Momentum Dance Arts is seeking sponsorship for our upcoming Winter Dance Recital, a community event that celebrates the physical, emotional, and social benefits of dance for children ages 3–17. Dance promotes coordination, strength, and healthy movement while also building confidence, discipline, and self-expression. Through consistent practice and performance, students learn goal-setting, teamwork, and resilience. This recital provides young dancers the opportunity to showcase their growth in a supportive, empowering environment while offering families a meaningful way to engage with their children's development. The performance will be open to the public and accessible to families across Alachua County and the surrounding areas.
Number of Attendees:	1,200
Expenses Summary:	Assistance with venue fees to rent the Phillips Center
Requested Amount:	\$2500
Notes/Comments:	
Approved Amount:	\$2500
Authorized By:	



CHILDREN'S TRUST
OF ALACHUA COUNTY

United Way of North Central Florida

Request Date:	07/07/2025
Requesting Organization :	United Way of North Central Florida
Contact Name:	Dana Clayton
Event Name:	12 th Annual Women United Holiday Luncheon
Event Date:	11/05/2025
Event Summary:	The Women United Holiday Luncheon is in its 12 th year and originated in support of ReadingPals. ReadingPals is a powerful program that pairs dedicated volunteers and young students (pre-k through 3 rd grade) to foster a love for reading and build essential literacy skills. The Children's Trust is a natural partner to help us make a lasting impact on the children of our community. Your support will help us provide the resources, training, and mentorship needed to ensure children have the chance to excel. Please join us as a sponsor and help us in creating a brighter tomorrow by nurturing the minds of today.
Number of Attendees:	100
Expenses Summary:	Venue/Food Costs
Requested Amount:	\$2500
Notes/Comments:	
Approved Amount:	\$1,000
Authorized By:	



CHILDREN'S TRUST
OF ALACHUA COUNTY

Committed Dreams/Dream Team

Request Date:	08/27/2025
Requesting Organization :	Committed Dreams/Dream Team
Contact Name:	Eric Ford
Event Name:	Dawg Academy Christmas Basketball Camp
Event Date:	December 20 th or 21st- Legacy in Alachua or Santa Fe
Event Summary:	One-day basketball tournament for 20-25 kids while they are out on Christmas Break.
Number of Attendees:	25
Expenses Summary:	Gym rental, reversible jerseys, water bottles, banners, and food
Requested Amount:	\$600
Notes/Comments:	
Approved Amount:	\$600
Authorized By:	

File Attachments for Item:

13. October 2025 Executive Director's Report



EXECUTIVE DIRECTOR REPORT

September 1, 2025 - September 30, 2025

SUMMARY
1. Staff Recognition for TRIM Process Completion 2. Education Foundation Take Stock in Children Recognition

MEETINGS AND EVENTS FOR PLANNING, COORDINATION, AND COMMUNITY ENGAGEMENT		
DATE	MEETING / EVENT	SUMMARY
September 2, 2025	Education Foundation & Alachua Co. Public Schools	ED Kiner, COO Goldwire, DOP James, & REP Wagner met with Tatila Brock-Paul, ED of the Education Foundation, Dr. Anntwanique Edwards, ACPS, and Lynn Janoski to discuss the Amplify Program and other possible ways for the Foundation to partner with the Trust.
September 3, 2025	Alachua County Health Promotion and Wellness Quarterly Meeting	E. McCauley attended.
September 3, 2025	Tour of Child Advocacy Center	E. McCauley toured CAC with Sherry Kitchens.
September 3, 2025	Children's Trust Morning Show and Podcast	Monthly morning show and podcast hosted by ED Kiner. Morning Show Guest - Gainesville Circus Center Podcast Guest - Chair Ken Cornell
September 3, 2025	North Central Florida Community Center	Community center update meeting attended by ED Kiner and K. Goldwire
September 3, 2025	Black on Black Crime Task Force Meeting	ED Kiner attended.
September 4, 2025	City of High Springs Family Resource Center (FRC) Interest Meeting	FRC interest discussion with Commissioner Andrew Miller and City Manager Jeremy Marshall. Attended by ED Kiner, K. Goldwire, and B. James.
September 4, 2025	Gainesville Housing Authority Strategic Plan Conversation	Discussion with Strategic Planner Lisa Martinez about the Housing Authority, its strategic initiatives, plans for East Gainesville, and opportunities for partnerships.

September 5, 2025	Alachua County Literacy Discussion	ED Kiner, M. Jones, and literacy partners met to discuss needs for the Townhall.
September 9, 2025	5th Ave. Neighborhood Association Meeting	E. McCauley attended.
September 9, 2025	Discussion on Lifecycles of Nonprofits	ED Kiner met with Tracy Burger to discuss lifecycles and training for staff and providers.
September 10, 2025	Tours of SWAG and Library Partnership Family Resource Centers	E. McCauley and K. Goldwire toured FRCs with Stacy Merritt
September 10, 2025	Alachua County Literacy Townhall Planning	CTAC staff met with county staff, ACPS, Peak Literacy, and the United Way to continue planning.
September 11, 2025	NCFL Safe Kids Coalition Car Seat Check @ Milhopper Library	E. McCauley shared resources at a CTAC table at the event.
September 11, 2025	Tiny Bites, Mighty Mission Event	E. McCauley and K. Goldwire attended the event at Gainesville Empowerment Zone Family Learning Center.
September 11, 2025	Meridian Steps To Wellness Luncheon	ED Kiner attended the event.
September 11, 2025	Housing For Children First Meeting	ED Kiner and K. Goldwire attended the monthly meeting.
September 12, 2025	City of Gainesville - Technology Cart Hub Application Information Session	Attended by K. Goldwire
September 13, 2025	Waldo Sweet Potato Festival	E. McCauley and A. Wherley, Civigator Intern, tabled and shared resources at the sponsored event.

September 13, 2025	Children's Latino Film Festival	E. McCauley attended the sponsored event.
September 13, 2025	Tailgate for Kids: Peak Literacy	E. McCauley, N. Odom, and Board Member T. Certain attended the event.
September 15, 2025	Alachua County Literacy Townhall Planning	CTAC staff met with county staff, ACPS, Peak Literacy, and the United Way to continue planning.
September 16, 2025	NCFL Safe Kids Coalition Meeting	E. McCauley attended.
September 16, 2025	Literacy Funders Meeting	ED Kiner, M. Jones, and County staff met to discuss literacy planning.
September 17, 2025	Early Learning Coalition of Alachua County Board of Directors Meeting	ED Kiner attended.
September 17, 2025	Community Literacy Collaborative Small Workgroup Meeting	CTAC hosted the small group meeting to discuss the literacy initiative and potential partners who may work on executing and evaluating the literacy plan.
September 18, 2025	Staff Strategic Planning Workshop	Attended by all Trust staff.
September 20, 2025	CDS Self Care at the Fair Event	E. McCauley and A. Wherley (intern) tabled at sponsored event.
September 23, 2025	Legislative Pre-Session Meeting	ED Kiner, R. Blank (Griffin Group) and E. McCauley met with Senator Stan McClain.
September 23, 2025	Great Gainesville Chamber Discussion with the Power House Church	ED Kiner met with Chamber CEO Eric Godet and Bishop Leo Robinson to discuss the Power House Church and Family Resource Centers and Community Centers.

September 24, 2025	CTAC Car Seat Check with NCFL Safe Kids Coalition	CTAC hosted the event as part of National Child Passenger Safety Week.
September 24, 2025	Meeting/tour with Wes Phillips, Wellness Coordinator at Metcalfe Elementary	E. McCauley attended.
September 24, 2025	Made for More Mentoring Meeting	ED Kiner met with Joel Romelus to discuss mentoring, funding, and innovation grants.
September 24, 2025	Executive Connect Meeting	ED Kiner attended the meeting.
September 24, 2025	Guest Reader at the Boys & Girls Club	ED Kiner participated in the Joy of Reading National Literacy Month event by reading "Pete the Cat: I Love My White Shoes" to the 1st and 2nd graders.
September 25, 2025	Vision of Promise Fall Luncheon in support of Family Promise of Gainesville	ED Kiner and E. McCauley attended.
September 27, 2025	Waldo Homecoming Festival	E. McCauley and A. Wherley (intern) tabled at the sponsored event.
September 28, 2025	Alachua County HPW 5K Color Run	E. McCauley tabled at sponsored event.
September 29, 2025	Gainesville Chamber Ribbon Cutting: Gianna's Place	E. McCauley attended.
September 30, 2025	Santa Fe College Volunteer Fair	E. McCauley tabled at campus event.

PROGRAMS CALENDAR

September	
September 2, 2025	FACCT Program Affinity Meeting
September 3, 2025	FY 26 Contract Negotiation: Aces in Motion
September 3, 2025	FY 26 Contract Negotiation: Deeper Purpose
September 3, 2025	FY 26 Contract Review: Business and Leadership Institute for Early Learning
September 4, 2025	Alachua County Campaign for Grade Level Reading
September 4, 2025	Early Learning Collaborative Systems Workgroup Planning Meeting
September 5, 2025	Alachua County Literacy Townhall Planning Meeting
September 5, 2025	Gator Junior Golf: FY 26 Funding Meeting
September 8, 2025	FY 26 Contract Negotiation: Gainesville Thrives
September 9, 2025	FY 26 Contract Negotiation: Girls Place Inc.
September 10, 2025	Alachua County Literacy Townhall Planning Meeting
September 10, 2025	Contract Negotiation: Goodwill - Teens Work Alachua
September 10, 2025	Police Youth Dialogue at Willie Mae Stokes Community Center hosted by River Phoenix
September 10, 2025	FY 26 Contract Negotiation: UF Health - PALS THRIVE
September 11, 2025	System Transformation & Early Learning Impact Network Planning Meeting
September 11, 2025	System Transformation & Early Learning Impact Network Meeting
September 11, 2025	literacy coordination Meeting
September 11, 2025	ELCAC Quality Committee Meeting
September 12, 2025	Roadmap Co-Chairs & Project Team Meeting

September 15, 2025	CTAC Staff meeting - Burnout Prevention Training
September 15, 2025	FY 26 Contract Negotiation: Gainesville Circus Center
September 16, 2025	ELC and CTAC Quarterly Meeting 3 and Contract Review
September 16, 2025	Literacy Funders Meeting
September 16, 2025	2025 Roadmap Advisory Board Meeting (Q3/Virtual)
September 17, 2025	Community Literacy Collaborative
September 17, 2025	FACCT IT Affinity Group Meeting
September 17, 2025	ELC Board of Directors
September 17, 2025	Community Literacy Collaborative Small Workgroup Meeting
September 18, 2025	Strategic Planning Workshop
September 19, 2025	Boys and Girls Club of NE Florida: FY 26 Budget Allocation Mtg.
September 19-20, 2025	Flourish Alachua Training and End of Year Program
September 22, 2025	FY 26 Contract Negotiation: Pleasant Street CRCA - One Community Family Resource Center
September 23, 2025	AMI Kids: FY 26 Program Update and Scope of Work Discussion
September 24, 2025	Jr. Achievement Biz Town: FY 26 Budget meeting
September 24, 2025	CTAC and NHVP Quarterly Monitoring Meeting 3
September 25, 2025	SMG quarterly meeting
September 26, 2025	PACE Teachback end of youth leadership celebration
September 29, 2025	AMI Kids: FY 26 - Service Delivery and Partnership Status mtg
September 29-30, 2025	System Transformation & Florida Early Learning Impact Network Meeting
September 30, 2025	FY 26 Contract Negotiation: Boys and Girls Club of NE Florida
September 30, 2025	FY 26 Contract Negotiation: UF School of Dentistry - Saving Smiles

INITIATIVES

With support from the Children's Trust of Alachua County, the City of Gainesville will host three town hall meetings to discuss the county-wide strategic plan for gun violence prevention. These meetings are opportunities for Alachua County residents to shape the strategic planning process and help build a plan of action for continuing collective efforts. We encourage the community to invite friends, family, and colleagues and join in groups at your home, office, churches, neighborhood meetings, book clubs, etc.



Community Gun Violence Prevention Alliance

Join Our Town Hall Meetings

Gun Violence Prevention Strategic Plan

Join an upcoming town hall meeting of Gun Violence Strategic Plan for our area. DPI LLC, the hired consultant will be hosting three virtual town halls in October. If you are unable to attend the meeting and would like to contribute, you can schedule a 15-minute phone call with the consultant directly.

Wednesday, October 1st at 5:30 PM

Hosted by Black on Black Crime Task Force

Saturday, October 4 at 10:00 AM

<https://tinyurl.com/4cer6hxb>

Tuesday, October 7 at 6:00 PM

<https://tinyurl.com/mw2dh49a>

Funded by the Children's Trust of Alachua County



PLANNING, RESEARCH, AND EVALUATION

Preparation for FY26

- Review of FY25 program data. Met internally and with providers to review progress, impact, and data reporting process. Data reviews informed co-development of FY26 performance targets with providers. Provider meetings included:
 - TeensWork Alachua
 - Doulio, Inc.
 - Early Learning Coalition
 - Partnership for Strong Families
 - AMI Kids
 - Newborn Home Visiting Program
 - Business Leadership Institute for Early Learning
 - Continued supporting summer camp providers in completing summer data deliverables
- Participated in FY26 contract negotiation meetings with the following providers:
 - PACE Center for Girls
 - Business Leadership Institute for Early Learning
 - Florida Museum of Natural History: Enrichment
 - Gainesville Thrives: Dolly Parton Imagination Library
 - TeensWork Alachua
 - PALS
 - Early Learning Coalition
 - Partnership for Strong Families
 - Newborn Home Visiting Program
 - Family Resource Center: One Community
 - University of Florida Saving Smilies
 - Food4kids
 - Aces in Motion After School Program
 - Deeper Purpose After School Program
 - Boys and Girls Club of NE Florida After School Program
 - Girls Place After School Program
- FY2026 RFP Preparations
 - Developing survey to administer to community members including youth, parents, and providers to gather input for Mentoring and Enrichment RFPs
- CTAC Strategic Planning
 - Identified which of CTAC's three goals each funded program best aligned with and presented to the Board
 - Engaged in preliminary classification of each funded program's stage in the Nonprofit Lifecycle and presented to the Board
 - Participated in internal CTAC strategic planning workshop

Alachua County Literacy Initiative

- Participated in Literacy Townhall planning meetings
- Participated in Community Literacy Collaborative Small Workgroup meeting

Workshops, Trainings and Collaborative learning

- Participated in FACCT Program Affinity Group Meeting

FINANCE AND ADMINISTRATION

1). August 2025 Reports and Financial Statements:

- FY 2025 Programmatic Awards and Expenditures Report (August)
- FY 2025 Checks and Expenditures Report (August)
- FY 2025 Budget Report (August)
- FY 2025 4th Quarter Financial Report to the BoCC

COMMUNICATIONS

Social Media - Key Points

- Gained **36** net followers on Facebook and **24** followers on Instagram.
- We amassed **15.1K** views on Facebook and **3K** views on Instagram in the **past 30 days**.
- The most viewed content on our Facebook were:
 - Our post about our Car Seat Safety Check (**2K views**)
 - Our post about the River Phoenix Police-Youth Dialogue Event (**2K views**)
- The most viewed content on our Instagram were:
 - Our post sharing the Car Seat Safety Check Flyer (**323 Views**)

BOARD MOTIONS AND REQUESTS

DATE	MOTION / REQUEST	STATUS
8.12.2024	Member Chance mentioned that programmatic dashboards showing awarded amounts and actual invoiced/funded amounts for each program area would be helpful and useful for staff to create or distribute.	Delegated to Incoming Director of Mktg
3.10.2025	Member Chance suggested checking with other CSC's and considering listing funded organizations under priorities on the website for accountability.	
9.9.2024	Chair Pinkoson requested to have a discussion for future RFPs about the maximum amount of funding a provider can request of the total allocation.	Embedded in the Strategic Plan Review and Update
11.4.2024	The Board discussed the need for affordable housing for families with children, with a focus on those living in cars or motels. Member Hardt suggested contacting Anne Ray from the Shimberg Center to give a presentation on local issues and potential solutions.	Presentation at November Board Meeting
2.10.2025	Member Hardt requested the Board invite Theresa Beachy to discuss affordable housing, ALICE report, and the work she's doing with the chamber. She would also like to discuss housing challenges in Gainesville, particularly among our "heroes" - teachers, law enforcement, fire rescue, and nurses.	
11.4.2024	The Board requested a joint meeting with the Alachua County Library Board.	Awaiting dates
3.10.2025	Dr. Labarta requested a follow-up to the community needs listing.	In progress
4.7.2025	Member Chance requested more information about national and state campaigns for grade-level reading that have/are successful in increasing 3rd grade reading scores. (Backbone organizations and their models).	Completed FYI section, September 22nd Board Packet
4.7.2025	Member Chance expressed interest in learning whether other Trusts prioritize zip codes with identified gaps in funding decisions (FL Chamber Gap Map)	In progress

8.11.2025	Member Certain requested the updated gun crime statistics through the end of summer from the City of Gainesville.	Completed - distributed at 9/22 Board meeting
9.8.2025	Chair Cornell would like staff to compose a chair letter to the City of Gainesville requesting this data and information and bring it back for the Board to review at the next meeting.	Completed - distributed at 9/22 Board meeting

SUCCESS STORIES

University of Florida School of Dentistry – Saving Smiles Program

During our recent visit to Rawlings Elementary, our team met a 6-year-old child who had been suffering from a persistent toothache that disrupted their sleep and daily activities. Upon examination, we identified a dental abscess on a lower right molar and noted extensive decay affecting approximately 10 other primary teeth. Recognizing the urgency, our community health worker immediately contacted the child's parent and facilitated an appointment at our upcoming Saturday clinic in early September. The parent expressed deep gratitude, sharing that she had been trying for months to secure dental care for her child, but faced wait times of six months or longer. While at Rawlings, we provided the child with a new dental hygiene goodie bag and applied treatments to stop the progression of tooth decay on their other teeth. We look forward to continuing care for this child through future Saving Smiles clinics.

Record Number of Students during Rawlings Elementary Visit

With the new school year underway, we kicked off our school-based dental outreach activities at Rawlings Elementary. We had a record number of Rawlings students signed up to receive preventive dental treatments, which we attribute to the proactive engagement of community partners. We were also excited to unveil our newly wrapped dental van, featuring a vibrant design that proudly highlights the generous support of CTAC.



File Attachments for Item:

14. Gun Violence Initiative: City of Gainesville Response to Chair's Letter



Item:

City of Gainesville's Response

Requested Action:

Please review.

Background

City of Gainesville's response to CTAC Chair's request for information regarding the Violence Interrupters Program.

Attachments

2025-10-03_Children's Trust of Alachua County.pdf

Programmatic Impact:

N/A

Fiscal Impact:

N/A

Recommendation:

Receive the information.



City of Gainesville

Office of the City Manager

Item 14.

October 2, 2025

Alachua County Commissioner Ken Cornell, Chair
Children's Trust of Alachua County
802 NW 5th Avenue
Gainesville, FL 32601

Re: Children's Trust of Alachua County

Dear Chair Cornell,

Thank you for your correspondence regarding the City of Gainesville's Violence Interrupter Program (see **Attachment 1**). The City welcomes constructive dialogue with all funding partners and appreciates the Children's Trust of Alachua County's (CTAC) ongoing interest in this initiative. At the same time, it is important to clarify the appropriate scope of CTAC's role and reaffirm the City's leadership and accountability in this shared effort.

The City values CTAC's continued support, however recent discussions and information requests have raised concern that CTAC's focus is moving beyond oversight of fiscal compliance and becoming more of a direct inquiry into operational, personnel and managerial decisions within the program. In no way does the City want to appear to lack transparency in the management of information requests from CTAC or any other entity or individual. However, the latest information request from CTAC, which has been responded to and fulfilled (see **Attachment 2**), is viewed as broader in scope than what is typically required for standard fiscal or programmatic review.

If CTAC chooses to discontinue its financial support, it should do so directly. Our desire is that CTAC continues to fund the program—based upon the proposal submitted, reviewed and previously approved by the CTAC Board on August 11, 2025 (see **Attachment 3**)—and allows the City to manage its operations as designed. If CTAC elects to end its participation, the City of Gainesville will continue advancing its gun violence prevention work with those partners who share our long-term commitment to community safety and violence prevention.

Summary of the City's Leadership on Gun Violence Prevention

Gainesville has been at the forefront of efforts to reduce gun violence and improve community safety for several years, beginning with the Gainesville City Commission's vote on Feb. 2, 2023 to declare gun violence a public health crisis in the City of Gainesville. Since that time, the City has consistently stepped up with operational changes, initiatives and programming that frequently extend to

communities and unincorporated areas throughout Alachua County. Among those advances are a number of important achievements:

- Invested \$650,000 of ARPA funds in One Nation One Project (ONOP), a national initiative using the arts and culture to promote community healing and well-being. In January 2022, the Gainesville City Commission recognized youth gun violence as a local issue of great concern and chose to dedicate ONOP efforts to this area over the two-year project.
- Hosted the region's first Gun Violence Prevention Summit, drawing more than 400 participants in the wake of resolutions passed by the Gainesville City Commission and Alachua County Board of County Commissioners to declare gun violence a public health crisis.
- Established the Community Gun Violence Prevention Alliance with Alachua County and Santa Fe College, engaging stakeholders to share data, coordinate outreach and align prevention strategies.
- Launched IMPACT GNV, a unified framework connecting prevention, intervention and trauma-informed response under Gainesville Fire Rescue (see **Attachment 4**).
- Created and trained the Violence Interrupters team—beginning with an effort funded by the American Rescue Plan Act (ARPA) and led by Bishop Christopher Stokes of the Willie Mae Stokes Community Center, later evolving into an Interrupter unit within IMPACT GNV logging hundreds of hours of neighborhood outreach, conflict mediation and youth engagement (see **Attachment 5**).
- Established the Gainesville Police Department (GPD) Gun Violence Unit. Comprised of one sergeant and four officers with the sole focus of reducing gun violence, the unit works with partner agencies, including the Alachua County Sheriff's Office, to cross jurisdictional lines and share resources.
- Distributed more than 300 gun locks, enrolled 80 youth and families in the City's gun safety pledge, and supported more than a dozen community-based safety and education events.

These accomplishments are supported by ARPA funding, a dedicated full-time Gun Violence Intervention Program Manager, and partnerships spanning City departments, educational institutions, community organizations and Alachua County government.

As you know, CTAC's allocations of a proposed \$150,000 for Fiscal Year 2026 and \$235,150 for Fiscal Year 2025 fund a number of initiatives beyond the Violence Interrupters. These include the technology hubs, the development of the Community Gun Violence Prevention Alliance strategic plan and support for facilitation of the City's Youth Steering Committee. CTAC is one funding source of several. The City receives additional funding for broader gun violence prevention work from ARPA, Gainesville Police Department forfeiture funds, the City of Gainesville's General Fund, and in kind support from Santa Fe College and other community partners. In this complex resource network, it is essential to maintain a clear distinction between the roles of funding and program administration.

To date, the City has complied with the contractual reporting requirements of the CTAC grant and has provided both written reports and oral presentations at agreed-upon intervals. The City has provided CTAC with all requested information, including detailed reports on governance, staffing, training, evaluation and community engagement. The Violence Interrupters program is subject to the same professional and ethical standards as all City operations, including fiscal accountability, human resources oversight and public transparency (see **Attachment 6**). Continued requests that go beyond customary grant reporting expectations will risk diverting time and attention from the very work both of our organizations aim to advance.

Recent remarks coming from CTAC suggesting a lack of visible impact as a result of work done by the Violence Interrupters reflect a misunderstanding of the purpose and trajectory of this program. The Interrupters were transitioned to City oversight mere months ago. Staff are currently building relationships in neighborhoods—mediating conflicts, responding to crises and connecting residents with resources before situations escalate. This work is deliberate and long-term by design; violence interruption depends on credibility and consistency. The City's gun violence prevention program, IMPACT GNV, is comprised of several components, one of which is the Interrupters. The City's Interrupters program was designed for the City of Gainesville. Our City staff researched various jurisdictions including Miami-Dade, Birmingham, Jacksonville and Orlando. The Cure Violence model was also introduced to the City but was not adopted. The end result for the City of Gainesville is IMPACT GNV, the program currently in place. If CTAC is looking for a program model that departs from the one currently funded and approved by CTAC, please inform us so we can move forward accordingly.

Based on the public safety data, incidents of gun violence have decreased in the City and it is important to recognize that CTAC's funding has a multiplying effect precisely because it is administered through the City. Once invested, these dollars are joined with City personnel, equipment, facilities, vehicles and communications infrastructure—resources that dramatically extend the reach and durability of every initiative. Through IMPACT GNV, which leverages program elements from the City Manager's Office, Gainesville Fire Rescue, the Gainesville Police Department, the B.O.L.D. program, Parks, Recreation and Cultural Affairs and other City departments, the City amplifies CTAC's investment many times over. This integration transforms a \$150,000 annual allocation into a far more powerful, communitywide effort capable of sustained engagement, coordinated response and measurable, long-term impact.

In closing, I wish to reiterate this point: If CTAC chooses to continue supporting this work, we welcome the assistance and are committed to full transparency in all appropriate matters. If CTAC prefers to redirect its funding, we will continue advancing this mission with willing partners who remain committed to long-term, community-driven solutions.

City leadership and staff look forward to answering any additional questions you may have. To that end, I must note that CTAC's October meeting—at which this topic is scheduled for discussion—conflicts with the standing session of the Community Gun Violence Prevention Alliance, anchored by the City of Gainesville, Alachua County and Santa Fe College and joined by committed community

stakeholders and advocates. For this reason, I respectfully request that the funding discussion be placed first on the CTAC agenda so our team may fully participate in the Alliance meeting immediately afterward with minimal overlap.

Respectfully,



Cynthia W. Curry
City Manager

Attachments:

1. Letter from Chair Cornell Children's Trust of Alachua County- September 22, 2025
2. City's response to Chair Cornell's letter - Comprehensive of Gainesville's Fire and Rescue's Violence Interrupter's Program
3. Funding Agreement Between the City of Gainesville and The children's Trust of Alachua County Regarding Gun Violence
4. Gainesville Fire Rescue Rules and Regulations (Section 200 of the GFR SOG's)
5. Violence Interrupter Staff Policy Manual
6. City of Gainesville Human Resources Policy - Number E-3 - Code of Conduct/Disciplinary Procedures

cc:

City Commission
Andrew Persons, Chief Operating Officer
Joseph Hillhouse, Fire Chief
John Alexander, Government Affairs & Community Relations Director



Monday, September 22, 2025

City of Gainesville - Office of the City Manager
200 East University Avenue
Gainesville, FL 32601

BOARD MEMBERS

Ken Cornell
Chair

County Commissioner

Cheryl Twombly
Vice Chair

*Department of
Children and Families*

Dr. Maggie Labarta
Treasurer

Gubernatorial Appointee

**Hon. Susanne
Wilson Bullard**
Circuit Judge

Tina Certain
School Board Member

Mary Chance
Gubernatorial Appointee

Dr. Nancy Hardt
Gubernatorial Appointee

Dr. Kamela Patton
*Interim Superintendent
Alachua County
Public Schools*

Lee Pinkoson
Gubernatorial Appointee

Marsha Kiner
Executive Director

Dear Ms. Curry,

On behalf of the Children's Trust of Alachua County (CTAC) Board, I am writing to request additional information about the City of Gainesville's Violence Interrupter (VI) Program. As you know, the Trust is deeply invested in programs that support youth, strengthen families, and build safer communities. In light of recent discussions at our Board meeting, members would like to better understand how the VI Program is structured, implemented, and evaluated.

To help us review the program fully, we ask that you provide responses to the following areas of interest:

1. Governance and Oversight

- What policies and procedures guide the operation of the program?
- Who manages the program on a day-to-day basis, and who is ultimately accountable?
- How are program policies reviewed and updated, and what channels exist for community or participant feedback and complaints?

2. Staff Qualifications and Training

- What qualifications are required of Violence Interrupters and staff at the time of hiring (e.g., education, prior experience, certifications, background checks)?
- What initial and ongoing training do staff receive, including topics such as de-escalation, trauma-informed care, confidentiality, mandated reporting, and safety?
- What process is followed if a staff member violates program policies?

CHILDREN'S TRUST
OF ALACHUA COUNTY



3. Program Operations

- How do staff establish relationships and familiarity with the neighborhoods and youth they serve?
- How are youth and families identified and connected with the program?
- How is information shared across partners—such as law enforcement, DJJ, the school system, and social services—while maintaining confidentiality and compliance with applicable laws?
- How are interactions with youth documented, and what safeguards protect the privacy of that information?

4. Community Engagement and Accountability

- In what ways are youth and community members involved in shaping policies and evaluating the program's effectiveness?
- How does the program share outcomes with the public to maintain transparency and trust while protecting confidentiality?

5. Evaluation and Performance

- What specific measures are used to assess program effectiveness (e.g., reduction in violent incidents, changes in school disciplinary referrals, arrests, retaliation, or recidivism)?
- How often is this information reported, and to whom?
- What baseline data was established prior to program launch, and how is progress measured against it?
- Does the program use independent evaluators or third-party audits?
- How are long-term participant outcomes tracked?
- What systems are in place to ensure compliance with state and federal requirements?

We respectfully request that the city provide a written response by October 3rd, 2025, so the information can be reviewed and discussed at the next CTAC Board meeting scheduled for Monday, October 13, 2025.

Thank you for your partnership and for your continued efforts to prevent gun violence through communitywide collaboration. We value the City's leadership in this work and look forward to continuing our collaboration to ensure the Violence Interrupter Program is both effective and accountable to the community it serves.

Sincerely,

Ken Cornell

Chair, Children's Trust of Alachua County Board

Mr. Chair,

Thank you for requesting additional information regarding the Violence Interrupter Program (VI). Below is a comprehensive description of Gainesville Fire Rescue's VI program aligned to the questions posed.

Q: Governance and Oversight - What policies and procedures guide the operation of the program? Who manages the program on a day-to-day basis, and who is ultimately accountable? How are program policies reviewed and updated, and what channels exist for community or participant feedback and complaints?

A: Violence Interrupters are City of Gainesville staff and therefore are guided by the City of Gainesville Code of Conduct and Workplace Violence Prevention Policy (Appendix A), Additionally, Gainesville Fire Rescue has Standard Operating Procedures - Rules and Regulations (SOPs) that staff are held to (Appendix B). VI operations are guided by the VI/Navigator Staff Policy Manual, which covers operations for canvassing, conflict mediation, shooting response, participant engagement, confidentiality and information governance, City policy compliance, and safety protocols (Appendix C). For safety, staff coordinate with the Combined Communications Center (CCC) and notify public safety supervisors before deployment. They carry a City-issued ID and phones, minimize the carrying of valuables, call 911 in the event of an imminent risk, provide first aid when safe, and ensure that no weapons are carried by staff.

Gun Violence Prevention (IMPACT GNV) falls under Gainesville Fire Rescue's Community Health Division. The Gun Violence Intervention Program Manager provides oversight and supervision to VI operations and reports directly to the GFR Director of Community Health Initiatives. The Gun Violence Coordinator supports the GVI Program Manager. The Coordinator oversees daily operations for the Violence Interrupter Program, including daily briefings/debriefings, case assignments, and supervision of VI staff.

An annual policy/standard operating procedure (SOP) review cycle is led by the Program Manager with GFR leadership, City HR/Risk, legal counsel, and frontline staff. We remain flexible with mid-year addenda permitted for urgent issues.

Feedback/complaints channels: Publicized phone/email/QR code on materials; link to GFR; 72-hour acknowledgement standard; resolution target within 30 days; root-cause corrective actions tracked; retaliation protection policy.

GFR and City staff provide multiple opportunities for community feedback and participation in the program. Staff provide briefings as requested to CTAC Executive Leadership and Board

Members, monthly updates to the Gun Violence Prevention Alliance (GVPA), monthly reporting and participation in the Black on Black crime Task Force, quarterly updates to the Gainesville City Commission, and a quarterly IMPACT GNV Newsletter with over 860 subscribers. City staff also meet regularly with Alliance partners from Alachua County and Santa Fe College to discuss collective efforts.

Q: Staff Qualifications and Training - What qualifications are required of Violence Interrupters and staff at the time of hiring (e.g., education, prior experience, certifications, background checks)? What initial and ongoing training do staff receive, including topics such as de-escalation, trauma-informed care, confidentiality, mandated reporting, and safety? What process is followed if a staff member violates program policies?

A: Due to the nature of the work, violence interruption is a high-risk assignment. Violence Interrupters are respected, credible, and connected individuals with significant knowledge of Gainesville and Alachua County. Staff are highly skilled in building trust and connecting with high-risk individuals in target areas, possess excellent interpersonal and oral communication skills, demonstrate empathy, can work effectively under stress, and have a strong knowledge of local groups/alliances. Individuals who were formerly incarcerated or have other experience in the criminal justice system are particularly invited to apply. They must have no pending criminal cases, with disqualification for domestic violence, sexual assault, or child abuse. Individuals cannot be on high-risk probation/electronic monitoring and must have at least one year elapsed since release/probation completion for violent felonies.

VI staff have experience and knowledge of at-risk youth and gang involvement, with a commitment to stopping violence and working towards positive community change. They demonstrate strong team skills and the ability to work in a fast-paced environment. Staff have been trained in First Aid, Handle with Care, Crisis De-escalation Training, Narcan Administration, CPR, and STOP The Bleed. They have experience with prior helping roles (e.g., life coach, camp counselor, case manager), crisis intervention, and conflict mediation. A high school diploma or GED is required, with a Bachelor's degree in Family, Youth, and Community Sciences or a related field preferred. Staff have experience working with high-risk youth and gang members.

Staff completed a level II background check before hire, are eligible for periodic drug testing per City policy, must have a valid FL driver's license, and do not carry weapons.

Before full program launch, staff participated in structured 80–120 hours covering the VI/Navigators Policy Manual and topics including - de-escalation and mediation, restorative practices, crisis intervention, recognizing burnout, mandated reporting (Florida law),

confidentiality/consent and information-sharing boundaries, cultural humility, safety and field protocols, documentation and database use, City Code of Conduct/harassment-free workplace, IT/data security, first aid/CPR/Stop the Bleed, naloxone use, situational awareness, and safe vehicle operations. Shadowing with observed competencies before solo case assignments, if entering with limited experience.

Program supervisors regularly encourage City EAP access and refer individuals to the department's contracted mental health professional for additional support.

The City has established a progressive discipline process in accordance with City policy for policy violations. Additionally, immediate removal from duty for safety-sensitive abuses (e.g., suspected impairment, possession of weapons, violence, or confidentiality breaches); post-accident drug screening; HR and management investigations with due process; documented corrective action plans; termination for egregious/repeat violations; and referral to law enforcement for criminal conduct.

Q: Program Operations - How do staff establish relationships and familiarity with the neighborhoods and youth they serve? How are youth and families identified and connected with the program? How is information shared across partners—such as law enforcement, DJJ, the school system, and social services—while maintaining confidentiality and compliance with applicable laws? How are interactions with youth documented, and what safeguards protect the privacy of that information?

A: VI staff possess significant experience working with at-risk youth throughout Gainesville and Alachua County and came to the role with many established relationships. In the current role, staff attend daily briefings and end-of-shift debriefings to set goals and share information, and participate in structured canvassing by pairs/groups with route variation to meet and engage with community members. This often involves walking through neighborhoods and seeing people sitting on stoops or youths playing basketball, engaging with those individuals to build trust and connection, or posting at a community center with snacks and outreach materials.

Staff are expected to maintain a consistent presence at hotspots, engage proactively with residents, businesses, and institutions (including schools, libraries, and other relevant organizations), and distribute public education materials and referrals as needed. Staff also participate in and/or lead community outreach events to normalize nonviolent norms and occupy public space with prosocial activities.

Staff identify opportunities for engagement through observation, neighbor recommendations, school partners, social service groups, community referrals, and social media. VI staff also work

closely with other IMPACT GNV programs, including the BOLD Program to provide case management, resource linkage, and follow-up. VIs conduct warm outreach to families to provide safety planning, conflict management coaching, and referrals to resources.

To ensure participant privacy, staff participate in the minimum necessary sharing, and ensure that de-identified aggregates are used for trend analysis when reporting efforts and creating a plan of action for engagement in target areas. Staff are not confidential informants nor an enforcement arm. Mandated reporting is followed for suspected abuse/neglect and imminent harm. Additionally, staff coordinate operationally with law enforcement for safety (deployment notifications and event notices) without compromising client identities absent consent/mandate.

VI work is tracked in shift logs, which include shift notes, events, and attendance estimates, canvassing efforts, referrals, and mapped incident/intervention locations. In the event of a public records request, staff adhere to City policy and guidelines related to confidential information. The software used for case management is also HIPAA compliant. The software is accessible on the provided city devices, which include password policies, two-factor authentication for remote access, city-defined retention schedules, and breach-response procedures.

Q: Community Engagement and Accountability - In what ways are youth and community members involved in shaping policies and evaluating the program's effectiveness? How does the program share outcomes with the public to maintain transparency and trust while protecting confidentiality?

A: The City's Youth Steering Committee - GNV, overseen by Parks, Recreation, and Cultural Affairs, provides insight into IMPACT GNV programming and direction. The YSC is currently hosting CommuniTEEN events to hear from other area youth so that City services are inclusive of all voices. For more information about the YSC, CommuniTEEN events, and recommendations from local youth, [please visit this link](#).

VI staff interact with young people and their families daily, learning about trends, current events, and identifying new areas of activity. These insights are used to reposition staff, inform community engagement efforts, and support reporting and decision-making.

The GVI Program Manager also attends regular community meetings and events to hear directly from residents on issues related to gun violence and community health. They meet regularly one-on-one with residents, organizations, and community advocates. Community Members are always encouraged to meet with staff and attend public meetings to share feedback and help shape City services.

The Gun Violence Prevention Alliance offers a monthly opportunity for community members to hear staff updates, engage in action-based solutions, learn about data and trends, provide critical feedback to staff, and explore funding opportunities for gun violence prevention. Past minutes and recordings of the Alliance meetings can be found [here](#). Violence interruption has been a long-standing discussion point at these meetings when first facilitated under the Willie Mae Stokes Community Center and brought to the community for input into the Children's Trust FY25 funding proposal.

During Gainesville Fire Rescue's quarterly updates to the City Commission, violence interruption data is shared at an aggregate level to demonstrate program reach and efficacy.

Q: Evaluation and Performance - What specific measures are used to assess program effectiveness (e.g., reduction in violent incidents, changes in school disciplinary referrals, arrests, retaliation, or recidivism)? How often is this information reported, and to whom? What baseline data was established prior to program launch, and how is progress measured against it? Does the program use independent evaluators or third-party audits? How are long-term participant outcomes tracked? What systems are in place to ensure compliance with state and federal requirements?

A: Violence outcomes: Downward trends in shootings, gunshot wounds, homicides, and retaliatory incidents/conflicts mediated in the target area; Engagement and service linkage; Community events and attendance; Canvassing coverage is used to assess program effectiveness.

Baseline established from pre-launch conditions and early citywide gun violence data (e.g., Persons shot, Shots fired, Homicides), plus neighborhood-level data for each target area and mapped hotspots. Progress is tracked by analysis of public safety data in regions targeted for change over time.

IMPACT GNV does not currently partner with an Independent evaluation team. Initiatives are based on public health data and research on national gun violence prevention best practices, as well as the high-level experience of City staff in areas such as public health, crisis intervention, trauma-informed practices, violence reduction strategies, working with at-risk populations, and community outreach and engagement. Staff have also traveled to communities such as Orlando and Miami to learn about their efforts in implementing various intervention models.

The GVI Program Manager brings experience in research on trauma-informed care and investigations, having conducted national training for nonprofits and law enforcement as an expert consultant on trauma, sexual assault, and gun violence. This expertise has been utilized

through the Resource Sharing Project and the Law Enforcement Training and Technical Assistance Consortium, both funded by the DOJ.

Additionally, as a member of the Florida Crisis Response Team, the GVI Program Manager has received training in community-level emergency response and has been deployed to several statewide emergencies. This, along with thirteen years of experience in crisis intervention and working with and for vulnerable populations, is utilized to ensure IMPACT GNV initiatives are rooted in data-driven trauma-informed practices.

The City also incorporates best practices learned through One Nation One Project. Data collected through ONOP indicated significant findings in how to reduce risk factors for gun violence in youth. More on One Nation One Project Findings [here](#). IMPACT GNV also utilizes the [Department of Justice's Roadmap for Violence Reduction as a best practice guide](#). Lastly, City audits review financials, compliance, and data protection practices.

Due to the part-time capacity of VI staff, case management for community members, if necessary, is referred to the BOLD program for ongoing follow-up and continuity of services. Current priorities for VI staff include conflict mediation and community engagement, aimed at reducing violent incidents and fostering healthy community norms that promote nonviolence. Future goals consist of providing full-time opportunities for VI staff, which would allow current roles and responsibilities to expand and allow for case management and participant tracking to include, longitudinal monitoring at 6, 12, and 24 months: school attendance/discipline for at-risk youth; employment/training participation; DJJ/court involvement; housing stability; completion of behavioral health/substance use treatment referrals, etc. The extended capacity would also help impact the numbers of low-level misdemeanor gun crimes by centering youth most vulnerable to involvement.

Staff adhere to Florida-mandated reporting and relevant privacy laws; City IT security policies; drug-free workplace program; documented incident/accident reporting; annual SOP/legal review; periodic internal audits of case documentation and data security; continuous quality improvement loops through briefings, debriefings, supervision, and advisory input. Staff also maintain current knowledge of state and federal laws related to firearms to ensure the safety of staff and adherence to state and federal guidelines.

In summary, the VI program operates through a community-informed public health model with clear field protocols, structured supervision, rigorous confidentiality and safety practices, sustained community partnerships, and a robust evaluation and reporting framework designed to demonstrate impact and maintain public trust.

Item 14.

(Do Not Modify)	Modified On	Approval ID	Approval Type	Status Reason	Contract ID	Department	Approved By	Modified By	Modified On
2/10/2025 20:52		APPR-013039	Contract For Execution	Approved As Drafted	CONT-005962		Lee Libby	Lee Libby	2/10/2025 20:52
2/10/2025 22:03		APPR-013040	Contract For Execution	Approved As Drafted	CONT-005962		Steve Varvel	Steven Varvel	2/10/2025 22:03

Today's Date: 02/10/25

CITY OF GAINESVILLE TRANSMITTAL FORM

Dept Track

Item 14.

Note: Decentralized bids or contracts resulting from decentralized bids not to exceed \$50,000

Type of Action Requested (check one) ☒ New ☐ Extension ☐ Amendment ☐ Change Order

Project Amount: \$235,150 Anticipated Start Date: 02/10/2024
Department Name: GFR
Project Manager: Brandy Stone Phone Number: 352-393-8566
Account No.: Miscellaneous Grant Revenue Funding Source: ☐ City Funds ☒ Other
Subcontractor Opportunities: ☐ Yes ☒ No Provide Other source:
Contractor/Vendor: Children's Trust Alachua County (CTAC)
Project Description: Gun Violence

Decentralized bids or contracts resulting from decentralized bids not to exceed \$50,000

PROJECT APPROVED FOR PROCESSING

Signed by:

DocuSigned by:

Brandy Stone
Joseph Hulse

2/11/2025

Date

2/11/2025

Date

As Project Manager, the City's liaison, you are responsible for monitoring the project. Including, visibly verifying progress and completion is in accordance with the project specifications.

DocuSigned by:

Cynthia Curry

2/12/2025

Date

Leadership Team, Executive Team or Charter Officer

SIMULTANEOUS PROJECT REVIEW

The requested reviewers are noted by an "X" below. Each should complete his/her review and return the project comments directly to the Department. **Note: Review and subsequent approval is required of the City Attorney and Risk Manager for all projects.** Allow a minimum of three days for Department review.

REVIEWER COMMENTS

The attached project has been reviewed by me and approved As Drafted OR Subject To modifications as noted.

	Reviewing Office	As Drafted	Subject To	Signature	Date
X	City Attorney (As to form and legality)			Approved As Drafted// L. Libby	2/10/2025
X	Risk Manager (Risk/Insurance Coverage)			Approved As Drafted/ S. Varvel	2/10/2025
	Grants (If grant)				
	Fleet (vehicles or related)				
	Facilities Mgmt (vertical structures)				
	IT (software/hardware)				
X	Procurement				

☐ Notification of project (i.e. bid being processed by Department) to Small Business Procurement Program Coordinator (excludes contracts)

Department shall determine that all items marked "subject to" are cleared before final submission of the project below.

To Contractor for Signature	Date:	Received From Contractor	Date:
To City Attorney	Date:	From City Attorney	Date:
To City Manager	Date:	From City Manager	Date:

City Commission Approval: (\$50,000 and above) ☐ Yes

☐ No

(5)

Date Approved:

City Commission approval is not required⁽⁵⁾

Provide Purchasing Policy exception section (i.e. Sec 7.1(c))

Purchasing Policy 7.1: Every purchase of an item of supplies, materials, equipment, contractual services, or extension(s) to existing contracts costing in excess of \$50,000 shall require the approval of the City Commission, except... (see Purchasing Policy for exceptions).

PROJECT APPROVED FOR EXECUTION:

Signed by:

Lee Libby

2/11/2025

Date

DocuSigned by:

Cynthia Curry

2/12/2025

Date

Print on five part NCR paper - **White** (original) for final execution; **Yellow** for City Attorney; **Pink** for Risk; **Green** for SBPP; **Goldenrod** for file or others as needed.

FUNDING AGREEMENT BETWEEN THE CITY OF GAINESVILLE AND THE CHILDREN'S TRUST OF ALACHUA COUNTY REGARDING GUN VIOLENCE

THIS FUNDING AGREEMENT is made by and between The City of Gainesville, a Florida municipal corporation, (the "City") and the Children's Trust of Alachua County an independent special taxing district of the State of Florida ("CTAC"), collectively the "Parties".

WITNESSETH:

WHEREAS, The City has recognized that gun violence constitutes a public health crisis and has made it a priority to find ways to reduce the incidence of gun violence in our community; and

WHEREAS, the City of Gainesville, Alachua County and Santa Fe College have joined together in a Gun Violence Prevention Alliance with each of those entities taking part; and

WHEREAS, at the CTAC meeting on August 12th 2024 and finalized at the CTAC meeting on November 4th, 2024, CTAC agreed to fund certain of the efforts of the parties within the Gun Violence Protection Alliance as agreed upon by all parties; and

WHEREAS, the City, as a member of the Alliance has specific programs it wishes to see undertaken; and,

WHEREAS, CTAC has agreed to provide funding to the City so that it may initiate the process of issuing contracts and providing funding for those programs; and,

WHEREAS, the funds to be provided by CTAC, pursuant to the terms of this Agreement, serve a public purpose and meets the goals of the CTAC in serving the population between the age of 0 and 18.

NOW, THEREFORE, in consideration of the mutual promises and covenants contained herein, the Parties agree as follows:

1. Term:

A. This Agreement shall commence upon the date of execution by both Parties ("effective date"), and continue through September 30, 2025, unless earlier terminated as provided herein

B. The obligation of CTAC to pay under this Agreement is contingent upon a specific annual appropriation by the Board. The Parties understand that this Agreement is not a commitment of future appropriations. The continuation of this Agreement beyond the end of any fiscal year shall be subject to both the appropriation and the availability of funds in accordance with Chapter 129, Florida Statutes, and that the failure of the Board to do so shall not constitute a breach or default of this Agreement.

2. Scope of Services: In accordance with the terms and conditions of this Agreement, the City will utilize the funds referenced in Section 3 below for the following purposes in the effort to reduce gun violence in Alachua County:

A. Violence Interruption Program and Support

The proposed funding includes the continuation and expansion of violence interruption and community outreach work. This would be done through a violence interrupter network to mediate conflict and de-escalate tensions in the community as well as facilitate on-the-ground relationship building with communities most impacted by gun violence. Currently, this work exists primarily within City of Gainesville limits. The available funding will allow the

current work to continue past its contracted end date of 1/31/25 and extend into the greater Alachua County area. Violence Interrupters and a supervisor will be hired under the Office of the City Manager in the Government Affairs and Community Relations department.

The work will also provide warm hand-offs to local social resources to assist with unmet needs of the individual and family unit and educate youth about the dangers of gun violence, appeal to youth to resist gun violence, and offer methods of resolving conflict without resorting to violence.

The funding includes \$125,000 for violence interruption staff salaries, whose duties must include community outreach efforts in collaboration with faith leaders and/or community groups, and \$25,000 for training, supplies and mental health support of the individuals engaged in violence interruption work.

B. Technology Hubs in Community Centers

Computer and internet accessibility is a must of modern-day life. Not only do many school-based programs require a computer, but many youth service programs also need devices to ensure access for their students to a variety of resources. This includes completing homework assignments, tutoring, signing up for sports programs, and more. According to the 2024 Alachua County Community Health Assessment, roughly 20% of respondents do not have internet service. The top reasons cited include poor reception/service where they live (8.8%), affordability (5.81%), and lack of access to a personal computer (5.54%).

For these reasons, it is proposed to purchase technology carts with laptops that can be used in community centers or community organization buildings that are in areas with high rates of gun violence. These technology carts are secure and can store and charge up to 36 15" laptops. These carts can be used by youth and family programs that have reserved the space and on an individual basis when not reserved for programming. There would be a process of capturing who is using the computers, sign-in and sign-out times. Carts will be intentionally placed in centers where relevant programming already exists, or programming could be developed to best utilize the resource.

The budgeted amount includes the cost of 7 carts (\$2,170 each) and 18 laptops per cart (\$279 each).

C. Additional Facilitator for Youth Steering Committee

The Youth Steering Committee started convening in February 2023 as part of One Nation One Project GNV and guided many project components to elevate youth voices. The group has been and will continue to be managed by the Youth Services Division of Parks, Recreation and Cultural Affairs at the City. In August 2024, the committee provided a discussion summary and recommendations to the City on how to solve youth gun violence, with an emphasis on the arts and well-being activities as key components. The Youth Steering Committee will continue to convene and will connect with the Alliance and Impact GNV to continue their work beyond One Nation One Project. Parks, Recreation, and Cultural Affairs Staff overseeing the Youth Steering Committee will report YSC activities and deliverables to IMPACT GNV. The Youth Steering Committee will help to elevate youth voices on important topics. Youth ages 16 to 24 from across Alachua County will continue to guide how we can solve youth gun violence, while also helping us find ways we can help youth in our community be successful.

Funding for the Youth Steering Committee member stipends is provided through an agreement between the City of Gainesville and the National League of Cities. This funding will be for an additional facilitator and some materials and supplies.

D. Strategic Planning Consultant

In addition to the call for projects, stakeholders were interested in the Alliance facilitating a strategic planning process within the next 6 months. This would be done via a contract with a third-party entity. At the August 2024 meeting of the Alliance, stakeholders identified the following qualities among others:

- Innovative
- Local
- Community engagement
- Ethical
- Youth-focused
- Recognizing those who are impacted as valuable stakeholders
- Consider partner violence and gun suicide
- Representative of multiple ages and perspectives

Budget:

Violence Interruption Program and Training	\$150,000
Technology Hub Carts	
\$50,400	
Additional Facilitator for the City of Gainesville Youth Steering Committee	\$4,750
Strategic Planning Consultant	\$30,000
Total	<u>\$235,150</u>

II. Programmatic Reporting Requirements

A. The City shall, on a bi-monthly basis, provide the CTAC with a status report on the following items:

- a. Violence Interrupter Program and Training
 - i. General implementation update
 - ii. Program data, trends, and impact
- b. Facilitator for the City of Gainesville’s Youth Steering Committee
 - i. General implementation update
 - a. Facilitator time log
 - b. Summary of facilitator recruitment efforts to expand the committee
 - ii. Committee meetings
 - a. Report of discussion topic led by facilitator
 - b. Number of attendees per month
 - c. Facilitator will coordinate a date and time to conduct one presentation to the CTAC Board during FY25

c. Technology Hub Carts

- i. General implementation update to include purchases and cart locations
- ii. Usage reports, workshops, topics, and attendance numbers

d. Strategic Planning Consultant

- i. General implementation update

- ii. Status of meetings, agendas, and minutes
- iii. A copy of the final strategic plan

Note: The location of the technology hubs should be provided with CTAC window decals, banners, and signs to display

e. Quarterly Updates to the CTAC Board

- i. This shall consist of a summary of the reports for the quarter, to include updates of each program component and percentage of funding used

The CTAC reserves the right to change reporting requirements without prior written notice to the City.

3. Billing and Compensation:

A. The CTAC agrees to pay the City for the purposes of supporting the Program, as set forth in section 2, an amount not to exceed \$235,150.

B. As a condition precedent for any payment of the Funding to the County by the CTAC, the City shall, invoice to the CTAC requesting payment.

C. Submission of the City's invoice for payment constitutes the City's representation to the City that all obligations of the City to others, including its consultants and contractors, incurred in connection with the Program, will be paid in full, that the expenses have not been reimbursed by another entity, and that the Program to be provided will serve a public purpose. The City shall submit invoices via email to the CTAC at the following address:

Chair, Children's Trust of Alachua County
c/o Children's Trust Record Custodian
PO Box 5669
Gainesville, FL 32627
Email: invoice@childrenstrustofalachuacounty.us

In the event that the CTAC becomes credibly informed that any representations relating to payment are wholly or partially inaccurate, the CTAC may withhold payment of sums then or in the future otherwise due to the City until the inaccuracy, and the cause thereof, is corrected to the City's reasonable satisfaction. Notices to the City will be provided to the City at the following address:

City of Gainesville
P. O. Box 490, Mail Station 32
Gainesville, FL 32601
Email: GG_Finance_Contracts@cityofgainesville.org

4. Audit, Records, and Reporting:

A. The City agrees to:

- 1) Maintain financial books, records and reports relating to utilization of the funds for a period of at least 3 years from the date of payment to the City from the CTAC and to make them available to the CTAC upon request.
- 2) Maintain books, records, document, invoices, reports, and other evidence and accounting procedures and practices such as will permit the City to sufficiently and properly reflect all direct costs of any nature associated with the Program.
- 3) Permit all such records described in 1) and 2) above to be subject to inspection, review, and audit by the CTAC or by an auditor of the CTAC's choosing. Such review shall be during the regular working hours, following reasonable written notice. The City agrees to provide such assistance as may be necessary to facilitate the review or audit by the CTAC to ensure compliance with applicable accounting and financial standards.

B. The City must submit reports to the CTAC as required by the CTAC at the address listed in paragraph 3(c) above.

C. To the extent of the law, statute or ordinance does not limit a grant of access solely by the authority of the City, the City, by accepting public funds, agrees to permit persons duly authorized by the CTAC to inspect all records, papers, documents, facilities, goods, and services of the City and interview any employees and clients of the City to be assured of satisfactory performance of the terms and conditions of this Agreement. When applicable, the CTAC will identify any deficiencies to the City in writing. The City's failure to correct the deficiencies may result in being deemed in default of this Agreement.

D. At the end of the Fiscal Year the City and CTAC shall meet to discuss any excess funds to be returned or an expenditure plan for such funds to be approved by CTAC.

5. Default and Termination:

A. The failure of the City to comply with any provision of this Agreement will place the City in default. Prior to terminating the Agreement, the CTAC will notify the City in writing of the default. This notification will make reference to the provision of this Agreement which gave rise to the default. The CTAC will give the City seven (7) calendar days from the date of the notice to cure the default. The Executive Director of CTAC is authorized to provide written notice of default on behalf of the CTAC, and if the default situation is not corrected within the allotted time, she is authorized to provide final termination notice on behalf of the City to the CTAC. Notices under this paragraph may be delivered electronically.

B. The CTAC may terminate this Agreement without cause by providing written notice to the City (hereinafter, "Termination for Convenience"). The Executive Director is authorized to provide the Termination for Convenience on behalf of the CTAC. The City shall not be entitled to any other or further recovery against CTAC, including, but not limited to, damages, consequential or special damages, or any anticipated expenses of the Program not yet completed or performed. Notices under this paragraph may be delivered electronically.

6. Modifications: This Agreement may be modified and amended by mutual Agreement of the CTAC and the City. Any modification of the terms of this Agreement shall only become effective upon a written amendment to this Agreement, duly executed by both Parties.

7. Assignment: Neither Party will assign or transfer any obligation or interest in this Agreement without prior written consent of the other Party.

8. Independent Contractor: In the performance of this Agreement, the City will be acting in the capacity of an independent contractor and not as an agent, employee, partner, joint venture, or associate of the CTAC which is acting solely as a funding entity. The City is solely responsible for the means, method, techniques, sequence, and procedure utilized by the City in the full performance of this Agreement and the Program. Neither the City nor any of its employees, officers, agents or any other individual directed to act on behalf of the City shall represent, act, or purport to act or be deemed to be the agent, representative, or employee of the CTAC. Entry of this Agreement places no obligation on the CTAC to hire, supervise, direct, control, operate, maintain, insure or provide benefits to the employees, volunteers, agents and assigns of the City. No employees, volunteers, agents and assigns of the City will be held to or be found to be an employee, volunteer, officer, subcontractor, or agent of the CTAC. Policies and decisions of the City, which may be represented by the City in performance of this Agreement or the Program, shall not be construed to be the policies or decision of the CTAC.

9. Indemnification: Each party is a governmental entity and protected by sovereign immunity. Each party will be responsible for any negligence on the part of their employees. Nothing contained herein

shall constitute a waiver by the City or CTAC of sovereign immunity or the provisions or limits of liability of §768.28, Florida Statutes. The City shall ensure that sufficient insurance is provided by its grantees to protect all interests of the CTAC.

10. Laws & Regulations: The City will comply with all federal, state, and local laws, ordinances, regulations and rules.

11. Non-Waiver: The failure of either Party to exercise any right shall not be considered a waiver of such right in the event of any further default or non-compliance.

12. Severability: If any provisions of this Agreement shall be declared illegal, void or unenforceable, the other provisions shall not be affected but shall remain in full force and effect.

13. Entire Agreement: This Agreement contains all the terms and conditions agreed upon by the Parties.

14. Collusion: By signing this Agreement, the City declares that this Agreement is made without any previous understanding, Agreement, or connections with any persons, contractors or corporations and that this Agreement is fair, and made in good faith without any outside control, collusion, or fraud.

15. Conflict of Interest: The City warrants that neither it nor any of its employees have any financial or personal interest that conflicts with the execution of this Agreement. The City shall notify the CTAC of any conflict of interest due to any other clients, contracts, or property interests.

16. Third Party Beneficiaries: This Agreement does not create any relationship with, or any rights in favor of, any third party.

17. Governing Law and Venue: This Agreement is governed in accordance with the laws of the State of Florida. Venue for any legal action is in Alachua County, FL.

18. Construction: This Agreement shall not be construed more strictly against one Party than against the other merely by virtue of the fact that it may have been prepared by one of the Parties. It is recognized that both Parties have contributed to the preparation of this Agreement.

19. Public Records: The City is a public body under the laws of Florida and is subject to the public records law to the same extent that the City is. All records shall be retained in accordance with the state retention records.

20. Communications: The City shall maintain a working e-mail address and shall respond to e-mail communications from CTAC within 24 (twenty-four) hours from the time the e-mail was received electronically. Exhibit 4, attached hereto, provides a change form. The City agrees to notify the CTAC of any changes in e-mail, staff, postal mailing address, etc. within 24 (twenty-four) hours of the change. The CTAC agrees to add the e-mail and postal mailing addresses of the City to any mailing lists utilized for the purpose of announcements, status reports, and the like.

21. No Religious or Sectarian Requirement: In accordance with Article 1, Section 3, Florida Constitution, and other applicable law, the funding provided under this Agreement may not be used in aid of any church, sect, or religious denomination or in aid of any sectarian institution. The Program shall not promote the religion of the provider, be significantly sectarian in nature, involve religious indoctrination, require participation in religious ritual, or encourage the preference of one religion over another.

22. Workplace Violence: Employees of City are prohibited from committing any act of workplace violence. Violation may be grounds for termination of this Agreement. Workplace violence means the commission of any of the following acts by an employee of the City.

Battery: intentional offensive touching or application of force or violence to another.

Stalking: willfully, maliciously and repeatedly following or harassing another person.

23. Counterparts: This Agreement may be executed in any number of and by the different parties hereto on separate counterparts, each of which when so executed shall be deemed to be an original, and such counterparts shall together constitute but one and the same instrument. Receipt via fax or email with pdf attachment by a party or its designated legal counsel of an executed counterpart of this Agreement shall constitute valid and sufficient delivery in order to complete execution and delivery of this Agreement and bind the parties to the terms hereof.

24. Exhibits: All exhibits to this Agreement are incorporated into and made part of this Agreement by reference. This Agreement includes the following attachments: NONE

25. Electronic Signatures: The Parties agree that an electronic version of this Agreement shall have the same legal effect and enforceability as a paper version. The Parties further agree that this Agreement, regardless of whether in electronic or paper form, may be executed by use of electronic signatures. Electronic signatures shall have the same legal effect and enforceability as manually written signatures. Delivery of this Agreement or any other document contemplated hereby bearing a manually written or electronic signature, by electronic mail in "PDF" format, or by any other electronic means intended to preserve the original graphic and pictorial appearance of a document, will have the same effect as physical delivery of the paper document bearing an original or electronic signature.

26. Verification of Personnel: The City will ensure compliance with all Florida laws related to level 2 criminal background checks for their staff, grantees and volunteers that have unsupervised contact with children and other vulnerable individuals served in the Program. All screenings are to be substantially consistent with the standards set forth in Section 435.04, Florida Statutes and must be available from the City to the CTAC upon the CTAC's request.

27. E-Verify: Pursuant to Florida law, the City as a public agency must require in any contract that the its contractor, and any subcontractor thereof, register with and use the E-Verify system to verify the work authorization status of all new employees of the contractor or subcontractor. Pursuant to F.S. 448.095, as applicable, City will register and use the U.S. Department of Homeland Security E-verify system to verify work authorization status of new employees of the City during the term of this Agreement and otherwise comply with Florida law. The City shall require any subcontractors, as applicable, to verify the work authorization statue of all new employees of the subcontractor during this Agreement. The E-verify system is located at <http://www.uscis.gov/E-verify>.

28. Responsibilities of CTAC: While CTAC has retained the authority to conduct such audits and tracking as any responsible public entity should in meeting its obligations under the law, the parties agree that this is a funding agreement only and that the City shall be responsible for the choice and implementation of the programs it proposes.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed for the uses and purposes therein expressed on the day and year below written.

The City of Gainesville

DocuSigned by:

Cynthia Curry

By: Cynthia W. Curry, City Manager.

Date: 2/12/2025

ATTEST

Kristen Bryant Clerk
(SEAL) City Clerk

Signed by:

APPROVED AS TO FORM

Lee Libby

City Attorney 2/11/2025

Children's Trust of Alachua County

DocuSigned by:

By: Marsha Kiner
Title: Executive Director

Date: 2/17/2025

DocuSigned by:

Approved as to Form

Robert Swain

Counsel to the Trust
2/18/2025



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SECTION 200: GFR ORGANIZATION AND COMMAND

200.01 Purpose: To define department's organizational structure, establish the chain-of-command, and establish descriptions and designations for sworn positions.

The Gainesville Fire Rescue Department (GFR) organizational structure is to provide its personnel the authority and responsibility to support the Department Mission Statement, Values, Vision, Standards of Cover, Standard Operating Guidelines, Rules/Regulations and other strategic goals and objectives.

Key to the success of our organization is the effectiveness of our leaders and personnel through efficient coordination, communications and a full understanding of duty, authority and the function of the chain-of-command.

The delegation of authority and establishment of the chain-of-command is used to assure the continuous presence, responsibility to, and accountability for management, safety, and control of all personnel, functions, and operations of GFR.

All personnel shall recognize and be governed by the authority of a given rank and by any delegation through the department chain-of-command. The Department's chain-of-command will be consistent with this policy and the most current organizational chart.

200.02 Concepts and Definitions:

Command: The authority and responsibility by virtue of position, rank or assignment to lead and direct personnel, make decisions, take actions, and carry implicit responsibility to enforce directives, rules, regulations, or policy. Command Authority begins with the Fire Chief and flows through the entire organization by the chain-of-command. Those entrusted with Command authority are to be guided by the concepts of servant leadership and support a culture of inclusiveness and organizational justice.

Servant Leadership: Leadership philosophy based on an individual's attitude of service to our citizens, our organization, and each other. This includes those being led and our interactions in the community. The elements of the servant leader philosophy must occur in this order: 1) desire to serve, 2) a deliberate decision to lead for a purpose, and 3) concern for others and their development (mentorship).

Organizational Justice: Refers to employee perception of our fairness of our actions in the workplace. Our actions can be classified as: distributive, procedural, informational, and interactional. GFR officers will exercise fairness, make just decisions, and take actions that support the perception of a moral and ethical organization by our personnel and the community.

Inclusiveness: Those in Command have the obligation to create and maintain a culture that is inclusive, embraces diversity, and provides opportunities and contributions broadly.

Unity of Command: An individual must only report or be responsible to one supervisor/officer at any given time. There can arise conflicts in orders/assignments and other directives, the member receiving the conflicting order must make it known to that officer for their consideration.

Chain-of-Command (COC): The unbroken line of authority, responsibility, and accountability through the entire organization is established through recognized rank or position that assures command responsibility is maintained at all times. Someone is always in-charge; responsible, and accountable.

Succession-of-Command: The COC must be maintained and, in the absence of a clear line of authority, the default succession is to the person highest in this order: rank or grade, certification, seniority.

Rank: Term used to denote grade, position and specific job classification in relation to other positions in ascending or descending order of authority and responsibility.



Appointed: Selected to fulfill a given classification or sworn position. (Full uniform, badge, name/title badge.)

Interim: Formal assignment for lengthier period denoting a more permanent assignment than Acting. (Class B uniform and name/title badge only.)

Acting: GFR term for an informal assignment to higher classification for a shorter period of time and less than Interim. (Name/title badge only.)

Out-of-Class: GFR term for status of the most temporary of assignments to higher rank or classification and the payroll term used to compensate for additional duties of a temporary assignment.

Officers: GFR Officers consist of the Lieutenant, and Chief level positions. These are sworn personnel with supervisory or other responsibility, and those acting as Company Officers. Captains, Fire Inspectors, and Investigators are considered Staff Officers in their areas of technical specialty.

Chief Officer: Defined as Chief-level positions entrusted with higher decision making authority and held to common tenets of greater responsibility and accountability for the safety and welfare of GFR personnel, its assets, and resources to fulfill the GFR mission.

Command Staff: GFR term used to denote all Chief Officers or, when convened by the Fire Chief, as an advisory workgroup.

Officer Task Force: GFR term to denote team consisting of all Lieutenants for a given shift, convened by the Deputy or Assistant Fire Chief as an advisory workgroup.

Incident Commander: Individual who has taken command of an event or scene in accordance with GFR policies and consistent with the National Incident Management System.

Division: The largest functional unit within the Department, such as Operations Division. A Division can have within in its responsibility organizational units such as a District, Bureau or Company.

Shift: GFR term to identify as specific platoon/group of personnel assigned to the same schedule or rotation designated as: A (green), B (blue), C (red), and D (black).

District: GFR term to designate a geographical response area or an assigned specialty.

Bureau: GFR administrative organizational unit within a division or group of personnel designated for a specific function or primary mission.

Executive Officer: Position responsible for supporting a Command Officer; support includes projects, assignments, and ability to act in their absence. An Executive Officer is required to be assigned for District Chiefs and where the chain-of-command does not provide a clear succession of responsibility.

Company: This term signifies a single resource including personnel and apparatus under the leadership of an officer.

Company Officer: Any member of GFR assigned to lead personnel and an apparatus (engine, squad, aerial or specialty unit).

Executive Team: Term used to identify the group of administrative officers who guide day-to-day issues, advise the fire chief, and have many other strategic level responsibilities. The team includes the Fire Chief, Deputy Chief, Asst. Chief(s) and supporting staff.

Station Officer: Refers to the Company Officer (CO) that is assigned or assumed by seniority to be responsible for and manage a given station.



Seniority: Recognition of the most time served in current rank/position (time-in-grade) or overall time in the department depending on the circumstance or purpose. For issues of command, time-in-grade is generally the default consideration. Instances where time-in-grade is equal, next is the date the highest certification was obtained and, if equal; date-of-hire will be used and, if equal, most time on the occurring shift/assignment and, if still equal, a suitable method of random selection is used.

Succession of Command: Refers to the passing or assumption of command responsibilities to assure that GFR will at all times have a person in-charge to fulfill the duties and responsibilities of the department, division, bureau, station, apparatus, taskforce, team or other unit. The chain-of-command and responsibility and, in the absence of an order, shall be filled by the next available person in successive highest achievement in order of rank, grade, certification, and seniority.

Sworn Personnel: Used to identify those certified employees of GFR who, by their rank and position, have taken the GFR oath of office/appointment. Sworn Personnel are to be uniformed and hold a badge signifying their position in the organization. These ranks and positions are held to the highest standards of personal ethical conduct and for the exceptional duty to act on behalf of others.

Civilian Personnel: The non-uniformed employees of GFR who provide support and direct services where the oath of office/appointment is not required and no uniform or badge is required.

200.03 GFR rank and position guide*:

*The most current City of Gainesville budget, classification, and job descriptions serve as the official record of all GFR positions.

Fire Chief

The Fire Chief is appointed by the City Manager and serves as the Department Head and is the highest ranking officer in the GFR chain-of-command and responsible for overall operation of the Department. The Fire Chief is vested with authority of the entire department organization and has additional legal authority in accordance with Florida Statute 633 and City of Gainesville Code of Ordinances.

Deputy Fire Chief

The Deputy Chief is appointed by the Fire Chief as the second highest ranking officer in the chain-of-command and serves on behalf of the Fire Chief, assuming the roles and responsibilities of the Fire Chief in their absence. The Deputy Chief is responsible for ensuring City and department policies are followed, maintaining a disciplined, proficient and competent workforce. Additionally, the Deputy Fire Chief is responsible for planning and fiscal responsibilities including strategic planning, budget management, facilities maintenance, apparatus, equipment, and supplies to achieve the department's mission. Further, the Deputy Fire Chief is responsible for fire suppression services, emergency medical services, hazardous materials response, rescue and technical rescue, and standard operational guideline formation.

Assistant Fire Chief

The Assistant Chiefs are appointed by the Fire Chief and serves as the third and fourth highest ranking GFR officer. The Assistant Fire Chiefs serve on behalf of the Deputy Chief and assumes the roles and responsibilities of the Deputy Fire Chief in their absence. The Assistant Fire Chiefs are responsible for ensuring City and department policies are followed, for maintaining a disciplined, proficient and competent workforce through direct oversight and fiscal responsibility of a division or bureau operation, programs, initiatives, and projects.

The Assistant Chief of Risk Reduction is responsible for Emergency Management (EM), fire prevention, fire code enforcement, arson investigation, special use and event permitting, public education, ISO coordination, accreditation, grant development, special projects e.g. facilities planning, public information, and branding.



The Assistant Chief of Admin is responsible for administration and equity in recruitment, testing, selection, training, certification, professional development, and promotions for the department. Additionally the Asst. Chief of Admin is responsible for development of the Community Health Implementation Plan (CHIP) as well as oversight for the Community Resource Paramedic (CRP) and Special Operations programs.

District Chief

The rank of District Chief represents those personnel who are responsible for a Fire District e.g. district 1 or district 2 as a subdivision within Operations for a given shift (A, B, or C) or Bureau e.g. training or emergency management. District Chiefs have assigned projects and serve as project managers for varying areas supporting operations such as facilities, hydrants, hose testing, database management, SCBAs, ARFF mgt., health and safety, fitness, apparatus, water supply, communications, supply/equipment, uniforms/safety gear. Depending on assignment, this rank supervises captains or lieutenants and those acting as company officers. Additionally, District Chiefs will have a gray sky role serving in the City Emergency Operations Center (CEOC) as needed.

District Chiefs are responsible for ensuring City and department Standard Operating Guidelines (SOGs) and policies are followed, as well as maintaining a disciplined, proficient and competent workforce.

Operations District Chiefs are responsible for the day-to-day operations, personnel, apparatus, equipment and stations within their assigned district.

GFR's Training Chief is responsible for the scheduling and delivery of special operations services, department training, regulatory compliance, as well as recertification of personnel for EMS, fire, ARFF, HazMat, and technical rescue.

GFR's Emergency Management (EM) Chief is responsible for City special event coordination, as well as hazard mitigation, preparedness, response, recovery and return to normalcy for natural and manmade disasters. Additionally, the EM Chief is responsible for grant management and department accreditation.

Captain

The rank of Captain is a staff officer senior in rank to a lieutenant and subordinate to a District Chief. Captains are primarily responsible for program management, are the department's Subject Matter Experts (SMEs) for their discipline, and serve as an administrative liaison for department's specialty units.

Captains assist with orientation, training, specialty selection, promotional processes and provide professional development training for incumbent personnel. Captains are expected to respond to emergencies and serve as SMEs or other duties as assigned by the Incident Commander (IC) to assist with incident stabilization. Additionally, Captains will have a gray sky role serving in the City Emergency Operations Center (CEOC) as needed.

Fire Investigator – The Fire Investigative Services Officer is responsible for conducting fire origin, cause, and arson investigations. This rank is a staff position equivalent to Capt.

Lieutenant – Is a sworn position and given responsibility for a company, unit or team. As an officer, this position has the authority and responsibility to fulfill the duties of the assigned personnel, station, company, unit, equipment, and assignments. This rank has authority over the Driver-Operator and Firefighter ranks.

Fire Inspector – Is a sworn position and certified by the State of Florida and responsible for enforcement of Fire and Life Safety Codes and applicable City of Gainesville Codes and Ordinances. This rank is a staff position equivalent to Lieutenant.

Driver-Operator – Trained in apparatus and pump operation, responsible for knowledge, skill and safe operation of department apparatus and equipment. Supports the Lieutenant or Company Officer with company personnel, apparatus, station and assignments. May be assigned to act in the absence of an Officer. This rank is subordinate to Lieutenant or Company Officer.



Firefighter – Certified Firefighter II by the State of Florida, including certification as EMT or Paramedic. Is responsible to the Lieutenant or Company Officer in fulfilling the duties and assignments of a given station, apparatus, unit or other detail.

GFR Rank Information Guide			
Ranking	Title	Insignia/Alpha striping/Helmet Color:	Radio/ Electronic ID
1	Fire Chief	5 – Bugles, 5 - ½" gold coat stripes White	101
2	Deputy Chief	4 – Bugles/ ½" gold coat stripes White	102
3	Assistant Chief	3 – Bugles 3 - ½" gold coat stripes White	103 (Admin) or 201 (RRB)
4	District Chief	2 – Crossed Bugles 2 - ½" gold coat stripes White	District 1, 2 Training: 301 EM: 401
5	Captain	2 – Parallel bugles 2- ¼" gold coat stripes Black	302, 303, 304, 402...
6	Lieutenant	1 – Bugle 1-½" gold coat stripe Red	Apparatus designate Ex: E1 "Engine 1"
7	Driver-Operator	GFR 2 - ½" blue coat stripes Yellow	Apparatus designate + "Bravo" Ex:E1B "Engine one bravo"
8	Firefighter	GFR, 1 - ½" blue coat stripe Yellow	Apparatus designate + "Charlie", or "Delta" Ex: E1C-"Engine-one Charlie"

*See Uniform Rules and Regulations



SECTION 201: TERMINOLOGY

201.01 Purpose: To facilitate better written and verbal communication within GFR.

201.02 Policy:

- A) A list of basic GFR terms and their working definitions.
- B) Although not totally inclusive, those terms and definitions contained within said list shall be officially recognized by all members of GFR.

201.03 Objective: To provide members with a list of basic Fire Department terms and their working definitions.

201.04 Definitions:

- A) A common understanding of terminology among organizational members is highly essential. This understanding is a significant factor in organizational growth, development and success.
- B) As per GFR policy, the following list of terms and definitions is included in the rules and regulations:
 - 1) Acting: Designation for personnel temporarily working in an assignment other than their current rank.
 - 2) Administration: The Office of the Fire Chief and the administrative center of the Department.
 - 3) Chain-of-Command or through Proper Channels: Shall mean the matter is brought to the attention of the immediate supervisor who shall forward the same through ranking officers or administration.
 - 4) Close-Up-Time: Shall mean securing GFR stations, properties and equipment.
 - 5) Company Officer: Shall apply to any officer charged with the operations of a company of personnel assigned to a particular apparatus.
 - 6) Department: The City of Gainesville, Florida, Fire Rescue.
 - 7) Gainesville Fire Rescue: Shall be referred to as GFR.
 - 8) Hearing: Shall mean the opportunity to present one's side on any specified disciplinary action through the use of the appropriate grievance procedures.
 - 9) Immediate Supervisor: Shall apply to the member's next higher ranking individual in the chain-of-command.
 - 10) Interim: Interim assignments are usually longer term than acting or out of class assignments and are used to temporarily fill position vacancies.
 - 11) Member or Employee: Shall apply to all persons employed by GFR or under the supervision of the Fire Chief.
 - 12) Notify: Shall mean verbal notification by telephone, in person, or (when required) in writing.

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- 13) Officer: Shall apply to any and every person who has regular control over the work performance of other personnel by virtue of rank or assignment.
- 14) Out of Class: Designation for members temporarily working in an assignment other than their current rank: Usually done on a daily basis.
- 15) Report: Shall mean a written communication.
- 16) Rules: Shall mean the rules and regulations of GFR.
- 17) Shift Officer: Shall mean any District Chief or Out-of-Class Lieutenant charged with the management of a shift.
- 18) Standard Operating Guidelines: Established procedures or methods to be followed; shall be referred to as SOG's. Deviation from SOG's is permissible for an appropriately documented cause.
- 19) Supervisor: Shall mean that person who is responsible and charged with the supervision of others.
- 20) Support Services: Support functions including--but not limited to--Budget Development, Investigative Services, Public Education, Hazardous Materials, and Training.
- 21) Weapons: Shall mean any instrument of offense or defense. The only exception to this rule shall be pocket knives with blades not exceeding 3 1/2" when opened.

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SECTION 202: GENERAL CONDUCT

202.01 Purpose: To establish guidelines concerning the general conduct of members of GFR.

202.02 Policy:

- A) Every member or representative of GFR is expected to operate in a highly self-disciplined manner. Interactions with the public should be based on professional servitude and every effort should be made to help the public as deemed appropriate and necessary.
- B) All members of GFR shall comply with these rules and regulations except where not applicable, such as uniform dress code for administrative and support staff.
- C) The rules of conduct prescribed in this section, as well as those prescribed by City personnel policies & procedures, shall apply to all members at all times when the actions of a member may be deemed to adversely affect the efficiency, discipline or reputation of GFR and/or members thereof. These rules shall prevail when in conflict with others.
- D) Except when addressed by a current labor agreement, all provisions of the personnel policies and department rules and regulations shall apply, as set forth governing general policies.
- E) These rules and regulations are for general guidance and are not intended to cover all specific acts or all situations. All members shall carry out any lawful order of supervisors promptly and perform their duties to the best of their abilities at all times.
- F) Additions, changes, or deletions may be made to these rules and regulations by directive from the Fire Chief or designee, with notice as provided in the current labor agreement.
- G) Members may be allowed to reside at a fire station on a temporary basis, upon approval of the Fire Chief. Members granted such privileges shall be subject to rules and regulations, as if on duty.

202.03 Objective: To outline the standards of personal conduct expected of GFR members.

202.04 Responsibility:

- A) Every member of GFR is responsible to regulate his/her own conduct in a positive, productive and mature way.
- B) It shall be the responsibility of each member to be aware of all policies, rules and regulations, standard operating guidelines, and any general or special orders, and to abide by them. General or special orders, directives, changes to the rules and regulations, and all other communications directed to the attention of all members shall be posted in PowerDMS.
- C) It shall be the responsibility of each member to review the on-line copy of all rules and regulations. Ignorance as to rules and regulations shall not be reason to avoid disciplinary action.
- D) It is the duty and responsibility of all supervisory personnel and/or those assuming those duties to report any violation of the rules and regulations of GFR and personnel policies of the City to their immediate supervisor.



202.05 All Members Shall:

- A) Members shall at all times conduct themselves in a respectful manner; refrain from immoral conduct, deception, violation or evasion of any law, official rule, regulation or lawful order; refrain from the use of harsh, violent, abusive, coarse or insolent language; be just, firm, impartial and dignified in their relations with others; make every effort to establish and maintain cooperation and good relations with others; and refrain from any action prejudicial to the performance of the department or its members.
- B) Members shall devote proper attention to the service; exert their greatest energy and full abilities in the performance of their duties; perform every portion of their duties required by rule, regulation, order, common practice or the necessities of the situation involved in a willing and cooperative manner; and exercise proper judgment in their performance.
- C) When referring to or addressing another member of GFR, proper respect to members shall be displayed when either one or both parties are on duty. When at official functions, addressing the public, or in emergencies, proper titles of officers shall be used.
- D) Members shall acquire and maintain a general knowledge of the streets, roadways, major buildings and installations in the City of Gainesville, and will thoroughly familiarize themselves with the buildings, streets, hydrants, response routes and any other pertinent factors and conditions affecting proper response and operations at emergencies in their response area.
- E) Members shall furnish their name, title and company whenever such information is requested.
- F) All members shall have a personal telephone number and shall furnish such number and current physical and mailing address to Administration.
- G) All members shall use due care in the use of departmental equipment and property at all times; misuse of same shall be grounds for disciplinary action, and members may be required to replace such misused items. Members shall be required to replace any personal equipment issued to them that is damaged or destroyed due to negligence.

202.06 Members Shall Not:

- A) No member will enter into or support any conspiracy, combination, or agreement with the purpose of interfering with or obstructing the efficiency of GFR.
- B) Members shall not place themselves under the influence of intoxicants or drugs in any form while on duty, nor permit or cause the presence of such in or on any property used or occupied by GFR. Medications legally prescribed by a doctor are excluded from this section when proper notification has been provided to the appropriate officer. The use of prescribed medications affecting a member's fitness for duty shall require such affected member to take accrued sick leave for such period, as necessary for treatment, unless the medication is necessitated by an OJI.
- C) Members shall not place firearms or other items that may be classified as weapons in any GFR facility or on any GFR vehicle. Members shall not carry such items on their person while on duty except when so required by their duty assignment and with the express permission of the Fire Chief.



- D) Except with the official sanction or permission of the Fire Chief, members of GFR shall not directly or indirectly, in their official capacity, in any manner or for any purpose suggest or request contributions, subscriptions, or donations; nor engage or take part in any scheme or enterprise intended or likely to influence any person or organization to purchase tickets for gatherings or other entertainment or for any purpose; nor make or receive presents, rewards or gifts in money or goods of any description; nor circulate a petition of any kind.
- E) Members shall not authorize or permit the use of their official position in any endorsement, without the express approval of the Fire Chief.
- F) Members shall not use, remove, consume, transfer, record, or take possession of any item or data, including electronic, photographic or otherwise recorded images and data, for their personal benefit from any alarm scene, City-owned property, or while on any official duty assignment.
- G) No member shall engage in any fighting or provoke or instigate a fight with any other member or person while on duty.
- H) Members shall not refuse to obey legitimate orders, work assignments, show disrespect, insolence or like behavior to their supervisors (Offense: Insubordination).
- I) Members shall not use or cause to be used city equipment or property for illegal or unauthorized purposes.
- J) Members shall not bring any equipment to use on City property for the purpose of accessing television channels not approved by the current labor agreement or by rule.

202.07 Conduct During Training:

- A) Staff members attending training in any setting will display appropriate professional behavior, including behaviors conducive to the learning environment for the employee and others attending these functions. These professional standards can be simply stated as being attentive, participatory when asked, and not disruptive or rude to any other participant. Each member shall be dutifully working to achieve the objectives for which the training is being provided.
- B) Student-Instructor Guidelines:
 - 1. Instructors, regardless of rank or affiliation, are the officer-in-charge of all students in a class. All students are required to follow appropriate directions given by the instructor. The employee's supervisor, if present, shall control and take action for disruptive or improper behavior, including verbal behavior. If the behavior is not corrected, the instructor may, at his or her discretion, place the individual on intervention leave.
 - 2. Upon being removed from a class for inappropriate behavior, the employee shall be relieved from duty and report to the Assistant Chief. If unavailable, he or she shall report to a Deputy Chief or Fire Chief. Depending on the severity of the offense, the appropriate officer will investigate and take disciplinary action following the department guidelines for the alleged offense. If a unit is removed from service during handling of a training disruption (i.e. the on-duty suspension of a member reduces crew size below minimum) the officer in charge of the unit shall notify the appropriate District Chief and dispatch that the unit is out of service, and the expected duration.



SECTION 203: ABSENCES FROM DUTY

203.01 Purpose: To promote proper understanding by GFR members of the general GFR policies concerning absences from duty.

203.02 Policy:

- A) Every member shall abide by and comply with the policies, any collective bargaining agreements in effect and departmental rules and regulations regarding absences from duty.
- B) All requests for leave must be submitted by the appropriate time in the Rules and Regulations on the shift prior to the affected shift. Last minute requests for leave may be delayed or denied based on operational need as determined by the District Chief in accordance with the Current Labor Agreement.
- C) Officers approving requests for absences from duty are responsible for compliance with appropriate regulations and procedures.
- D) Members shall not be absent from their duty stations without obtaining proper authorization from the appropriate supervisor.
- E) It shall be the responsibility of each Company Officer to promptly report all unscheduled absences from their companies to the appropriate Shift Officer.
- F) It shall be the responsibility of the Shift Officer to record all absences appropriately.
- G) Members unable to report to work shall notify District 1 no later than 60 minutes prior to start of normal work day that they will be absent or tardy, as in the current labor agreement. If unable to contact District 1, members shall contact District 2. If unable to contact District 2, members shall contact Dispatch. Employees on non-shift assignments shall notify their immediate supervisor or administrative support staff prior to their designated reporting time.
- H) In cases where a doctor's or other approved statement has been provided stating the length of absence, further notification is not necessary unless the time off is to be extended, or a reporting schedule is established by the division head. Reporting schedules shall be determined on a case-by-case basis.
- I) A doctor's statement indicating a member's ability to return to active duty will be required prior to a member returning to active duty in cases of injury, surgery, or serious illness. Additional approval will be required from the City's Employee Health Services.
- J) Sick Leave:

Amounts of time requested exceeding earned time shall be leave without pay unless other earned time is approved. Earned vacation time may be used instead of sick leave, only if any employee has exhausted all sick leave with permission of the Fire Chief or designee, and only for verified illness or injury.
- K) Vacation:
 - 1) Leave Request: Members must submit a signed leave form to their immediate supervisor in time for the supervisor to verify approved leave with the Shift Officer or designee by 1800 hours on the shift prior to the shift the leave period begins. Any other request shall be considered unscheduled vacation.



- 2) Confirmation and cancellation of approved leave shall be done by the member's immediate supervisor.
- 3) Vacation shall not be scheduled for less than (4) hours regardless of departure and return time, except for approved education activities, and vacation may only be used once per shift.
- L) Scheduled and unscheduled vacation shall be administered according to the current labor agreement.
- M) Bereavement Leave for Immediate Family: Members shall notify their immediate supervisor or Shift Officer prior to the first duty period to be missed. Leave form, including relationship of deceased, to be submitted the first day of return to work. Relationships covered will be governed by the personnel policy and/or current labor agreement.
- N) Trade Times: Trade time requests must be submitted prior to 0700 hours prior to the first affected shift. Late requests may be denied based on short notice and/or operational needs.
- O) Other Leave Requests: As per policies in the personnel policies or current labor agreement.

203.03 Absent - Unauthorized Leave:

- A) Tardiness: Shall mean arrival at work past the established work time.
- B) Absent Without Authorized Leave: An employee's failure to appear at his/her work location within one (1) hour after the established work time, coupled with a failure to notify the Shift Officer or Division Supervisor within one (1) hour after the established work time.
- C) In all cases, employees allowed to report for work past the established work time shall be docked for that time missed unless other pay is approved and may be subject to disciplinary action.

203.04 Leaves of Absence:

All leaves of absence shall be governed by City policy unless superseded by the current labor agreement.



SECTION 204: DISCIPLINARY ACTION

204.01 Purpose: To identify responsibility and authority for implementing disciplinary action and intervention leave.

204.02 Policy:

- A) Officers of GFR and members assuming the duties of officers, regardless of rank, shall have the responsibility to maintain discipline and enforce rules and regulations of the city and GFR, as they apply. They shall have the authority to take appropriate actions, such as oral warnings, written instructions and cautioning, and to relieve a member from duty. Employee notices and records of oral warnings shall be submitted on the day actions are taken against the employee. Routing, if not indicated, shall be to the Shift Officer or Division Supervisor, who shall immediately forward the form or memorandum to the Deputy Fire Chief. In each case involving written instructions, cautioning, discharge, demotion or suspension, the City Employee Notice form shall be used, along with any written report or form.
- B) Intervention leave may be initiated to maintain order in the workplace as described by

City Policy E-3, Section III, Item C – Suspensions – which authorizes public safety supervisors to immediately remove an employee from the workplace to maintain safety and order prior to notification to the Human Resources Director. The Table of Authority defines the amount of intervention leave that can be imposed at each level of supervision as delegated by the Human Resources Director. Supervisors must make notification to the next level supervisor within the time restrictions listed to ensure that timely decisions are made regarding the employee's status. Any level of supervisor may initiate intervention leave. In all cases, the chain-of-command must be followed and the Human Resources Director will be notified by the Fire Chief, Assistant Chief or Deputy Chief.
- C) Employees that are removed from duty for intervention will not be available for trade time or overtime assignments without approval of the Fire Chief.
- D) Intervention leave will be coded as suspension with pay for payroll purposes.
- E) If intervention leave is extended, the leave is considered inclusive; for example, if a lieutenant initiates a 2-hour intervention, the District Chief may add up to 22 hours until the limit of 24 is reached, then the Assistant or Deputy Chief may add additional hours until the total hours of intervention leave reach 48 before going to the Chief's level.

TABLE OF AUTHORITY

Supervisory Level	Intervention Leave
Lieutenant	Up to 2 hours & Notify District Chief
District Chief	Up to 24 hours & Notify Assistant or Deputy Chief
Assistant or Deputy Chief	Up to 48 hours & Notify Chief
Fire Chief	Up to 72 hours & Notify Human Resources Director



- F) Disciplinary Suspension may be implemented by any supervisor based on the guidelines established in City Policy E-3 and Department Rules and Regulations, subject to the approval of the Fire Chief. Intervention leave is not disciplinary action and cannot be used as a substitute for any subsequent disciplinary suspension hours issued.
- G) The Fire Chief has the discretion to establish a board of inquiry to review each incident of discipline and make recommendations as to the proper disposition of the charges (including removing charges against an employee through recommending the proper item in Personnel Policy No. 19, or GFR rules and regulations/code of conduct and minimum disciplinary action as to the discipline deemed necessary.)
- H) The Fire Chief shall have the authority and discretion to investigate any and all infractions by any legal means necessary to arrive at a conclusion of any alleged infraction. Refer to Administration Policy 123 for Investigation Guidelines.
- I) In such cases not specifically covered under these rules and regulations, Policy No. 19 of the City Code of Conduct will be used as guidelines for disciplinary action.



SECTION 205: UNIFORMS

205.01 Purpose:

To facilitate the display of a neat and professional appearance by members of GFR and to provide command and functional identification for GFR personnel and the public.

205.02 Policy:

- A) Those uniforms listed within this policy shall be the only recognized uniforms of GFR.
- B) Refer to section 205.06 for uniform descriptions.
 - 1) The appropriate GFR uniform shall be worn at all times while on duty.
 - 2) Fitness uniforms shall be worn during designated fitness periods and may be worn during truck check and inventory.
 - 3) When in the dormitory area, a minimum of GFR-issued gym shorts and shirt shall be required at all times, except while in a cubicle with curtains closed.
 - 4) Wearing bunker gear in station shall be limited to apparatus floor.
- C) Close-up time shall be at 2100 hours. After close-up is complete, members may dress as follows:
 - 1) Standard dress uniform of the day, or uniform T-shirts, uniform pants or uniform shorts, workout shorts or sweatpants, and shoes.

205.03 Objective:

- A) To insure that the uniforms worn by GFR members meet established standards.
- B) To establish and identify the various types of GFR uniforms and their component parts.

205.04 Authority and Responsibility:

- A) The Fire Chief shall have the authority to establish or change GFR uniform standards and policies.
- B) All members are responsible for maintaining a neat and professional appearance within the guidelines of this Policy.
- C) Members shall keep themselves clean and practice proper personal hygiene.
- D) All officers are responsible to insure that those whom they supervise comply with departmental uniform standards.

205.05 In matters of uniform and other personal equipment, members shall:

- A) Keep all items issued in good condition, ready for service or use at all times, properly cleaned, pressed and repaired (i.e., spots, holes, or tears). Should an employee lose, damage, or destroy any item through negligence, they will be responsible for the replacement of said item at their own expense.
- B) Keep all items properly stored when not in use and take reasonable precautions against loss or damage.
- C) Not wear when on duty, detail, or assignment, any uniform apparel not approved by GFR.



- D) Not wear any part of the uniform when off-duty except by permission of the Fire Chief (e.g.: funerals or designated events).
- E) Employees shall wear the appropriate complete uniform for their duty assignment.
- F) Because of the potential for exposure to body fluids, bio-hazardous materials, as well as other hazardous materials such as corrosives, solvents, flammables and powders, good hygiene practices are to be followed, including minimizing the possibility of carrying any contamination outside of the workplace. Gainesville Fire Rescue recognizes that some employees have an increased risk of contact with these materials because of the nature or location of their work. Firehouse laundry facilities are intentionally provided for employees to launder their dirty uniforms onsite in the firehouse's designated laundry room and storage is provided at every firehouse for each employee to store their uniform.
- G) Upon separation from the Department, members shall turn in all issued items of departmental property. Clothing items shall be properly cleaned and pressed. All other items shall be in good repair. The cost of cleaning or replacing items shall be the member's responsibility.

205.06 The GFR uniform shall consist of the following:

Members shall furnish items as specified below which are not a part of the official issue as indicated by an asterisk (*).

- A) Trousers and Uniform Shorts: Official issue
- B) Shirts: As noted in PowerDMS SOG-200: Approved Uniform Items annex
- C) Shoes: Official issue
- D) T-shirts: As noted in PowerDMS SOG-200: Approved Uniform Items annex
- E) *Socks, black (*White socks may be worn with the fitness uniform)
- F) *Belt: black (Buckle shall not exceed 3"x4" and shall have no logo other than fire service, EMS or IAFF-related emblems).
- G) Insignia: official issue
- H) Ties: official issue, black
- I) Sweatshirt: As noted in PowerDMS SOG-200: Approved Uniform Items annex
- J) Caps and watch caps: As noted in PowerDMS SOG-200: Approved Uniform Items annex
- K) Members shall affix all insignia issued by the Department in the manner prescribed. Non-issued buttons, pins, or other items may not be worn or affixed to the uniform except by express permission of the Fire Chief. Risk Reduction members will wear collar insignia representing their titles: Risk Reduction Specialist-RRS, Fire Safety Inspector-FSI, and Investigative Services Officer-ISO. Items approved and the prescribed locations for affixing them are noted in the appendices.

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Issued accessories shall follow picture guidelines as follows:



- 1) Collar Pins - District Chiefs and Risk Reduction Staff: see Appendix A.*
- 2) Collar Pins - Lieutenants and Training Captains: see Appendix B.*
- 3) Collar Pins - Firefighters and Driver Operators: see Appendix C.*
- 4) Badge and Pin Placement - All Ranks: see Appendices G-K.*
- 5) Shoulder Patches - All Ranks: see Appendices L-M.

* Measurements shown in pictures are for guidelines in assistance of placing pins and insignias.

Note: Lieutenants and District Chiefs are to wear rank insignia rather than "GFD" insignia. Risk Reduction Bureau employees will wear insignia indicating their position, for example: ISO = Investigative Services Officer, RRS = Risk Reduction Specialist

L) Accessories:

- 1) Visible accessories attached to the uniform shall be limited to those items listed in this document. Other visible accessories shall be limited to watches, rings, and eyeglass cases, which have traditionally been allowed to be worn with the uniform.
- 2) Any necklace or chain shall meet the preceding guidelines, and abuse of these guidelines shall be reason to terminate the wearing of such items immediately.

205.061 Class A Dress Uniform – Optional coat, tie, and bell-cap uniform used for ceremonies and formal occasions, and on shift as directed by a supervisor.

This uniform standard is offered in the interest of providing proper respect and honor to our profession at various events and social gatherings, and for use upon the somber occasion of the passing of one of our own. Whether it was after the completion of service, or by having paid the ultimate price of service in the giving of their life, the utmost respect and honor are due them. Therefore, this policy was developed to assist our members in standardizing and obtaining a Class A, dress uniform. It has been developed by the IAFF executive board and was approved by the membership June 24th, 2003 as follows:

A) CAP: The FDNY bell-style cap is to be used, white in color for officers and black for other members. The cap will include a strap with a red stripe in center with black for Firefighters and Drivers and gold for Officers.

Appropriate rank and color cap device will be used as noted below.

B) COAT: Black 12-oz. tropical worsted wool blend, double-breasted jacket with six- (6) button front. Open welt pockets, with a welt breast pocket and badge tab. The buttonholes are to be military type cloth bound and the buttons are to be "FD" type and be gold for officers and silver for other ranks. A small IAFF pin is appropriate and may be worn on the right-side lapel.

Striping: Braid around sleeves by rank--at bottom a single 1 inch Black "Memorial" band on all coats.

Longevity Marks: An Embroidered Maltese cross above rank striping for every five years of Service; increments of service greater than three-quarters (¾) can be upgraded to the next service cross (i.e. with 8 years of service two crosses are permitted). Gold for Officers and Inspectors/Investigators, Blue for Drivers and Firefighters.

C) TROUSERS: Black 12-oz. tropical worsted wool blend pants to match coat. A black 1-1/2" leather belt with silver or gold buckle as appropriate.

D) SHIRT AND TIE: White long-sleeved dress shirt with Department patches, black necktie.

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E) **SHOES:** Black Leather, with shiny finish worn with black dress socks

F) **INSIGNIA:**

- 1) Cap Device and Coat Medallions:
 - a. Silver Scramble for Firefighter and Staff
 - b. Silver Engine for Driver-Operator
 - c. Gold Bugles for Officers
- 2) Coat Badge:

The badge is a 3" badge appropriate Department badge by rank is to be used on the badge tab over the left chest.
- 3) Name Badge:

5/8 inch name tag with first name last name. Gold for officers. Silver for FF, D/O.

205.0612 Class A Dress Uniform Purchasing Plan:

This is an optional uniform; however the Department has agreed to provide the following:

- A. The items noted under Section 205.061 F): Insignia for those members who obtain Uniform.
- B. Provide a minimum of one-half (½) of the cost for the Honor Guard Member's Uniform.
- C. Allow the Uniform cost to be payroll deducted over 26 pay periods.

205.062 Class B Dress Uniform – Officially issued dress shirt and long pants, shoes, socks, belt, and tie if required; appropriate insignia. This is the appropriate uniform for ceremonies and formal occasions for members who do not have Class A uniforms.

205.063 Class C Uniform – Officially issued golf-style shirt, uniform pants or uniform shorts, and black department issued shoes.

205.064 Class D Uniform – Uniform pants or shorts, work T-shirt or work sweatshirt, and black department issued shoes. This uniform is for training, hydrant maintenance, and similar activities.

205.07 Class E Uniform –The Fitness Uniform may be worn at any time an employee is engaged in truck check, inventory, and physical fitness activities including weight training and cardiovascular activities.

Members shall furnish items specified below, which are not part of the official issue, as indicated by an asterisk (*). The GFR fitness uniform shall consist of the following:

- A. Gym Shorts: official issue (Gym shorts shall be covered at all times when out of the station and not involved in physical fitness activity.)
- B. *Gym Shoes
- C. T-shirt: As noted in PowerDMS SOG-200: Approved Uniform Items annex
- D. * Socks
- E. Sweatpants: As noted in PowerDMS SOG-200: Approved Uniform Items annex
- F. Sweat Shirt: As noted in PowerDMS SOG-200: Approved Uniform Items annex
- G. Trousers: official issue.

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205.72 Special Events Uniforms - To promote clarity and uniformity while working a special event (CRP, MRU, EMS/Fire Stand-by) or special ops (HAZMAT, SOMT, Tech) overtime the following uniform guidance is provided:

- A. SOMT: Station pants, station boots, GFR T-shirt, authorized GFR cover or; OD Green pants, OD green/camo assault shirt, Tan boots/Black boots, GPD SWAT shirts, ACSO SWAT shirt, LEA authorized SOMT cover
- B. HazMat: Special Event HazMat Shirt, issued pants, issued boots, HazMat logo cover
- C. CRP: GFR Collared shirt (no specific station shirts), issued pants, issued boots, and authorized GFR cover
- D. MRU: GFR Collared shirt (no specific station shirts), issued pants, issued boots, and authorized GFR cover

205.08 Civilian Clothing - Civilian clothing is normally worn by non-sworn 40-hour personnel as directed by the Fire Chief.

SECTION 206: GROOMING STANDARDS

206.01 Purpose: This Policy is designed to establish standards of dress and grooming that reflect a safe and professional work force.

206.02 Policy: It is the Policy of GFR that members maintain a professional image in their appearance and grooming. This Policy allows for individuals to express some individuality, while setting some limitations to assure a professional public image and to ensure safety. All uniformed members of GFR shall abide by the standards listed in this policy while on duty or officially representing GFR.

206.03 Responsibility: All uniformed members shall be responsible for complying with this policy. Supervisors are responsible to insure that their assigned members are in compliance.

206.05 General Appearance

- A) Department members must be in complete and appropriate uniform while on duty. They will maintain a neat, clean and professional appearance.
- B) Tattoos, brands and body markings anywhere on the body that are obscene, commonly associated with gangs, extremist and/or supremacist organizations, or that advocate sexual, racial, ethnic or religious discrimination are prohibited and must be covered while in uniform.
- C) Body modifications, tattoos, brands, or body markings on the head, face, tongue, lips and/or scalp are prohibited. Hand tattoos will be limited to one single-band ring tattoo, on one finger, on one hand.

206.06 Personal Grooming

- A) Facial Hair: Follows guidelines established by NFPA 1500, 7.13.3.
 - 1) Mustaches - A clean shave is required except that mustaches are permitted. The upper lip shall show at all times. Mustaches shall be neatly trimmed. They may not extend more than one inch (1") beyond the corner of the mouth and no more than one-half inch (1/2") in width extending to the jawbone. Toothbrush mustaches are prohibited.
 - 2) Sideburns - Must be neat and trimmed and shall not extend beyond the bottom of the ear lobe nor exceed one and one-half inches (1-1/2") in width at any point. If mustaches and sideburns are worn, there must be a one-inch (1") separation between them.



- 3) Facial hair shall be kept clean shaven. Facial hair other than that specified above such as but not limited to beards, goatees, soul patches, van dykes, mutton chops, horse shoes, and stubble are not permitted.

B) Head Hair:

- 1) Hair shall be neat, clean, and well groomed.
- 2) Hair will be restrained for infection control purposes and will not interfere with personal protective equipment including firefighting hoods. In order to comply with this guideline, hair that requires restraining shall be restrained when reporting for duty. Restraints must be in solid dark blue or black and be of the smallest practical size. Hair shall remain restrained during the entire tour of duty and whenever in uniform.
- 3) Hair may be braided or in a ponytail, but either must be restrained.
- 4) Wigs and Hairpieces - Wearing a wig or hairpiece while in uniform is allowed for the purpose of covering natural baldness or disfiguration. When worn, the wig or hairpiece shall conform to the hair guidelines specified in this policy.
- 5) Hair Color - Any hair colors other than natural shades are not permitted.

C) Fingernails:

Fingernails shall be no longer than 1/8 inch from the tip of the finger. Fingernails shall be kept clean and free of stick-on or painted decorations. Members shall not use colored nail polish. This rule applies to all uniformed personnel.

206.07 Jewelry: This rule applies to all members when in official uniform and may be worn at the employee's risk.

- A) Bracelets, earrings, and other piercing jewelry are prohibited; however, medical alert jewelry is acceptable.
- B) One necklace may be worn, but it must be kept inside the uniform shirt at all times.

Jewelry may be worn on the wrists and fingers, but must be limited to a wristwatch and one ring. A wedding set is considered one ring. Jewelry is worn at the member's risk for loss or damage.

Abuse of this guideline shall be reason to terminate the wearing of such items immediately.





SECTION 207: EMERGENCY RECALL

207.01 Purpose: To coordinate and insure an adequate emergency recall response of qualified personnel.

207.02 Procedure:

- A) Personnel authorized to initiate emergency recall shall make proper records of such recall.
- B) Members who are being recalled shall not delay in responding and shall pick up their protective gear prior to reporting for assignment.

207.03 Policy:

- A) All GFR members are subject to emergency recall.
- B) When Shift Officers deem it necessary, they may at their discretion, initiate an emergency recall under the guidelines set by the Fire Chief.
- C) Off-duty members, when contacted, shall be required to respond to Fire station No. 1 with PPE, unless otherwise directed.
- D) If a member is recalled and is unable to respond due to illness or being under the influence of medication or alcohol sufficiently to impair judgment and/or coordination, then said member shall notify the caller that he/she is unable to respond.
- E) Company officers and District Chiefs should be familiar with the City Emergency Management Plan (CEMP), Continuity of Operations Plan (COOP), and their Gray Sky role.



SECTION 208: VISITORS

208.01 Purpose: To establish guidelines concerning visitors at fire stations.

208.02 Policy: In general, visitors shall:

- A) Be shown the utmost courtesy when requesting information or calling socially.
- B) Be limited to periods or areas in which work and training will not be disrupted.
- C) Be restricted to areas approved by the officer in charge at the station. Safety of visitors is of primary concern.
- D) As a general guideline, visits shall be permitted during the hours of 1130 to 1300 and 1700 hours to 2100 hours on weekdays, 1200 hours to 2100 hours on Saturday and Sunday. Visitors at other times shall be only with special permission from an officer.
- E) Any visit that is deemed undesirable or which disrupts the routine of the station shall be terminated by the officer in charge at any time.
- F) Off-duty members visiting stations shall be clean and presentable and shall conduct themselves in such a manner that they reflect credit upon GFR and shall not disrupt or interfere with station routines.



SECTION 209: PHYSICAL EXERCISE

209.01 Purpose: To establish guidelines for participating in approved physical exercises.

209.02 Policy:

- A) Members taking part in approved physical exercises on-duty will wear fitness uniforms as outlined in GFR Rule 205.07.
- B) Non-department members may only use City exercise equipment as part of an approved department sponsored program with direct approval from the Asst. Chief of Admin.



SECTION 210: SMOKING AND TOBACCO POLICY

- 210.01 Purpose:** To provide fair and equitable smoking and tobacco guidelines which promote safety and due consideration for individual GFR employees and complements City Personnel Policies and Procedures.
- 210.02 Scope:** The guidelines contained within this policy apply to GFR employees who are on duty or who are present at GFR functions and/or facilities.
- 210.03 Responsibility:**
- A) All members are responsible to abide by GFR tobacco policy.
 - B) Individual officers are responsible for assuring that members under their direct supervision follow and abide by these guidelines.
- 210.04 Policy**
- A) Use of tobacco products is prohibited for GFR personnel.



SECTION 211: USE OF COMPUTERS AND COMMUNICATION DEVICES

211.01 Purpose: To properly manage the use of media and communication devices by GFR personnel; to ensure proper attention is paid to the performance of duties and safety and usage is consistent with Human Resources Policy G-7, Use of Information Technology Systems. This includes the use of any City-owned, departmental, and personal media and or communication devices (i.e., cell phones, tablets, laptops, TV's and pagers).

This rule includes department issued smartphones, laptops, tablets or other communication devices used by non-exempt employees during hours outside of their normal work schedules.

The rule covers activities such as, but not limited to, e-mail, web-browsing, television viewing, photo and video functions, and use of other applications.

211.02 Policy:

- A) Personal phone calls should never interfere with duties or compromise safety.
- B) Back-up phone lines in stations are to be used for department business purposes only and are not to be used for making or receiving personal phone calls.
- C) Fax machines shall not be used for personal communications.
- D) No-cost, internet cross-reference and phone directory resources shall be used to locate phone numbers in order to avoid phone charges for 411 services.
- E) Electronic, Computer and Television usage shall comply with Human Resources Policy G-7, Use of Information Technology Systems, including the de-minimus use and prohibited use rules contained in Policy G-7. Personal use time restrictions do not apply between 5:00 PM and 8:00 AM on weekdays, and between 11:30 AM and 8:00 AM on weekends.
- F) Non-exempt employees may be issued a smartphone to enhance their productivity and ability to communicate with others. Approved use of a smartphone or electronic device outside of normal work hours shall be compensated appropriately. Time worked must be documented on the employee's timesheet.

Non-exempt (hourly wage) employees who are issued a smartphone must have prior authorization from their supervisor for use of the phone outside of normally scheduled hours, except when used during an emergency callout. Non-exempt employees will be compensated for performing work-related activities using a smartphone. However, except when used during emergency callout, employees who fail to obtain prior authorization and perform work related activities using the smartphone outside normal work hours may be subject to discipline.

In addition to compliance with this rule, the Human Resources (HR) form "Use of WebMail by Non-Exempt Employees" shall be completed, signed by the Fire Chief or designee, and submitted to HR for processing. After the HR form is processed, the IT department will place the employee on the list approving the use of the City's web mail service. The employee will enable e-mail on the device for use during approved scheduled work hours if e-mail is needed.



211.03 Communication During Training:

- A) Members attending training in any setting will display appropriate professional behavior, including behaviors conducive to the learning environment for the employee and others attending these functions. These professional standards can be simply stated as being attentive and participatory when asked and not being disruptive or rude to any other participant. Members shall work to achieve the training objectives.
- B) During training or other scheduled activities, except for emergency purposes, members shall keep personal phone calls to a minimum. Members shall not initiate personal calls. Incoming personal calls shall be answered and a message taken.
- C) Noise in the Training Facility: While on break from training activities, conversation shall be kept at a respectful level for the benefit of other students or training participants in adjacent classrooms.



SECTION 212: PERSONAL LOCKER ASSIGNMENTS

212.01 Purpose: To provide a system for assigning personal lockers to all Operations members.

212.02 Policy:

- A) Every Operations member shall be assigned a single personal locker at his/her assigned duty station.
- B) Spare lockers may be used as the Station Officer determines except as identified in 212.03C.

212.03 Procedures:

- A) Any Operations member who has not been assigned a personal locker should notify their immediate supervisor.
- B) The supervisor shall take action and provide said member with a locker and coordinate with supervisors of other shifts (who are assigned to the same station) in order to avoid confusion.
- C) Members shall not use another member's locker for any reason, unless prior permission has been given by the member.
- D) Lockers shall be kept closed at all times when not in immediate use.
- E) Lockers shall be subject to inspection by any officer. An attempt will be made to have an employee or Union representative present during the inspection.
- F) When members are reassigned to a different station, they shall remove all personal items from current locker and move items to locker at new station within 2 shifts.



SECTION 213: PRIVATE VEHICLES

213.01 Purpose:

- A) To inform GFR members of those guidelines concerning the parking of private vehicles at GFR facilities.
- B) To provide guidelines covering the maintenance of private vehicles at GFR stations by GFR members both on and off-duty.

213.02 Policy:

- A) Members shall park their private vehicles in designated parking areas at GFR facilities. Those spaces provided for official vehicles may be used for personal vehicles between the hours of 1730 hours and 0700 hours, provided the spaces are not being used for GFR vehicles. Parking is prohibited on ramps, yard areas, and curbs not marked for parking except as directed by the Fire Chief.
- B) Members may perform minor maintenance or repairs on their own vehicles, provided the following criteria are observed:
 - 1) Maintenance is to be performed as prescribed below in the employee parking lot. Work may be performed only on personally owned vehicles and not for any fee or charge.
 - 2) Maintenance may be performed within the following time periods, unless other GFR functions are being performed:

WEEKDAYS	After 1700 Hours
SATURDAY	After 1200 Hours
SUNDAY & HOLIDAYS	After 1000 Hours
 - 3) The maintenance and/or repairs are to be of a minor nature that will not interfere with response to incidents, with the security of the fire station, and/or its equipment or members.
 - 4) The maintenance and/or repairs must be completed and the vehicle in safe operating condition at the end of the shift.
 - 5) Members working on maintenance or repairs on their private vehicles shall, after completion of work, immediately thereafter clean up.
 - 6) Washing and waxing of private vehicles shall follow time periods specified in 213.02 B2 (GFR wax shall not be used on private vehicles.)



SECTION 214: RIDE-ALONG POLICY

214.01 Purpose: To provide a system of control and standardization of who may be authorized to ride on GFR emergency vehicles.

214.02 Policy:

- A) Members shall not permit any unauthorized person to accompany them on official details or ride in or on any GFR emergency vehicle without proper authorization from the Fire Chief or designee.
- B) Authorized Ride-Alongs must be approved by the Community Resource Office or District Chief on the affected shift and must have completed the procedure listed below.

214.03 Procedure:

- A) Written request for Ride-Along will be completed on the GFR Request/Waiver Form (see Request/Waiver Form).
- B) Riders, other than EMS students as outlined in the College's preceptor handbook, are not permitted to participate in training activities or use City exercise equipment
- C) All written requests and approved Ride-Along data will be directed to the Deputy Fire Chief's office for record retention.



WAIVER OF LIABILITY

In consideration of the purpose and covenants below, the parties hereto agree to the terms and conditions contained herein:

The individual rider named below is authorized to ride and observe on any Gainesville Fire Rescue Department Command or Staff Vehicle.

It is understood that the undersigned rider will abide by all rules and regulations established by the City of Gainesville and will follow orders of the assigned personnel of the City of Gainesville Fire Department.

The below signed individual and, where applicable, his/her parent(s) or legal custodian agree to indemnify the City of Gainesville, its officials and employees against any and all liability or expense, including attorney's fees, except as a result of intentional acts of employees of the City of Gainesville.

The undersigned individual and, where applicable, his/her parent(s) or legal custodian further waives any liability for personal injuries and/or personal property damage that may result from his/her participation in this activity or other activities of the Gainesville Fire Department, and agrees to hold harmless the City of Gainesville, its officials and employees from all causes of action which may arise from such injury or damage except any such injuries or damages which may arise from intentional acts of employees of the City of Gainesville.

This Waiver of Liability is to extend from _____, until _____,

and is subject to cancellation by the Fire Chief at any time.

_____	_____	_____
Print Name (Rider)	Signature	Date
_____	_____	_____
Parent or Legal Custodian (if applicable)	Signature	Date

For Fire Department Use Only:

_____	_____	_____
Approved by:	Title	Date

MEDIA RIDER: If the rider-signatory (hereafter known as "Rider") is a representative of any type of mass media (electronic, print or broadcast), he or she is subject to all terms and conditions stated herein. Along with these terms and conditions, Rider agrees to follow all instructions given, in any fashion, by uniformed Gainesville Fire Rescue personnel during the period covered by this waiver. These instructions may include, but are not limited to, requests to terminate recording, broadcasting or any other electronic transmission and photography. No media entity will be permitted to use information made confidential by law, without first obtaining written consent of the patient being treated. Rider also agrees not to publish, broadcast, transmit or otherwise disseminate any or all conversation, information or other communications to which they are privy during this period, if such a request is made by Gainesville Fire Rescue Public Information Officer or other GFR personnel. **If these conditions are violated, GFR reserves the right to terminate the "ride-along" immediately.**

Agreed to (Rider initials and date): _____



SECTION 215: ON THE-JOB INJURY/ACCIDENT

215.01 Purpose: To identify responsibility concerning on-the-job injuries, illness and/or crashes.

215.02 Policy:

- A) **Reporting:** All on-the-job injuries and illnesses must be reported immediately after the occurrence that gave rise to the injury or illness. All on-the-job vehicle crashes will be reported as soon as possible. The report shall be made to the member's immediate supervisor (Lieutenant or District Chief). This section is not intended to diminish any rights in any way guaranteed by law. Supervisors may review accident reports and add comments. Information submitted by the member shall not be changed. Reports should include employee ID numbers, not Social Security numbers. If an employee is reporting an on-going problem, a new form should be completed for each event and comments added to indicate it is related to a previous event.
- B) **Forms:** It is the responsibility of the member to complete the necessary accident forms. The member shall review the report with their District Chief. The District Chief shall review the form and add comments if appropriate. The member is then responsible for turning the report in to Fire Administration. Accident forms may be emailed or faxed to Administration for timely reporting, but the original should still be turned in by the employee or a supervisor. Forms must be completed during the shift on which the accident occurred. If the employee is not able to complete the form, it must be completed by the employee's supervisor and turned in to Fire Administration. Fire Administration will fax Accident Analysis Reports, including those pertaining to vehicle crashes, to Risk Management. Vehicle crash reports will also be faxed to Fleet. Reports including illness and injury will also be faxed to Employee Health Services. Fire Administration will forward copies of all reports to the Deputy Fire Chief and the originals will be placed in the employees' department files. Fire Administration will share Employee Health Work Status forms with the DG_GFR_District_Chief group for staffing purposes. The Deputy Fire Chief will review the Health Work Status forms before they are forwarded to the employees' department files.
- C) Supervisors are required to notify Risk Management then Fire Administration immediately of serious accidents or injuries which will likely result in medical treatment at a hospital.
- D) **Treatment for job-related injuries:**
 - 1) It is the responsibility of the District Chief to determine if it is necessary for emergency treatment at a hospital or if the member should be referred to Employee Health Services to take appropriate actions for treatment. The Shift Officer shall notify Employee Health Services or Risk Management as soon as possible by telephone in case of emergency or to have the member seen, if necessary. First-aid treatment administered shall be reported on the appropriate form.
 - 2) When it is necessary for a member to go to Employee Health Services or an outside health care agency, a copy of the accident report shall be delivered to Risk Management. The employee, or the supervisor if the employee is unable, should also report to Risk Management to complete Worker's Compensation forms as needed.
 - 3) After an employee has gone to Employee Health Services or an outside health care agency, it is the member's responsibility to ensure that all paperwork related to duty status is forwarded to Employee Health Services and Fire Administration. All forms from physicians should be turned in to Employee Health Services. EHS should complete a work status form for the employee which must be delivered to Fire Administration. Faxing the form requires a phone call to Administration to confirm receipt of the work status form. This is a critical step required to ensure the employee may be paid appropriately.



- E) If, while off-duty, a member requires non-emergency care for a job-related injury, it is the member's responsibility to call Risk Management prior to going to the doctor for insurance authorization. If neither is available, the member shall call the on-duty Shift Officer. Failure of a member to report accidents or injuries, lack of accident report, or failure to call in prior to going to a doctor when off duty may result in denial of Workers' Compensation claims.
- F) **Exposure Reporting:** Specific time-lines must be followed when "significant exposures" occur. The Exposure Reporting procedure located on PowerDMS should be followed to ensure rapid testing of source patients. The exposure report form must be completed and forwarded to the Deputy Fire Chief. If there are any questions, the Deputy Fire Chief can be consulted at any time - including after-hours.
- G) **Return to Regular Duty:** As directed by the on-duty Shift Officer, or when the type of injury or illness requires clearance, the member is responsible for reporting to Employee Health Services as directed to obtain authorization to return to work. EHS should complete a work status form for the employee which must be delivered to Fire Administration. Faxing the form requires a phone call to Administration to confirm receipt of the work status form. This is a critical step required to ensure the employee may be paid appropriately. The form will be forwarded to the Deputy Fire Chief and then placed in the member's department file.
- H) **Limited Duty:** Any time the employee has lost time from work, or when the type of injury or illness requires clearance, the member is responsible for reporting to Employee Health Services to obtain authorization to return to work. Members planning to report for limited duty shall refer to GFR SOG136 Limited Duty for details on the process and the employee's responsibilities.
- I) **Non-Injury Crashes:** Employees should notify their immediate supervisors of all crashes and submit an accident report form before the end of shift. The original form should be forwarded to Fire Administration where it will be faxed to Fleet and Risk Management. A copy will be forwarded to the Deputy Fire Chief. The original will be filed in the member's department file.

Filing Accident Reports: A copy of each accident report will be filed in the Accident Report book in the Deputy Fire Chief's office for reference and an entry made into the tracking log for use by the Health and Safety and Physical Fitness Committees.



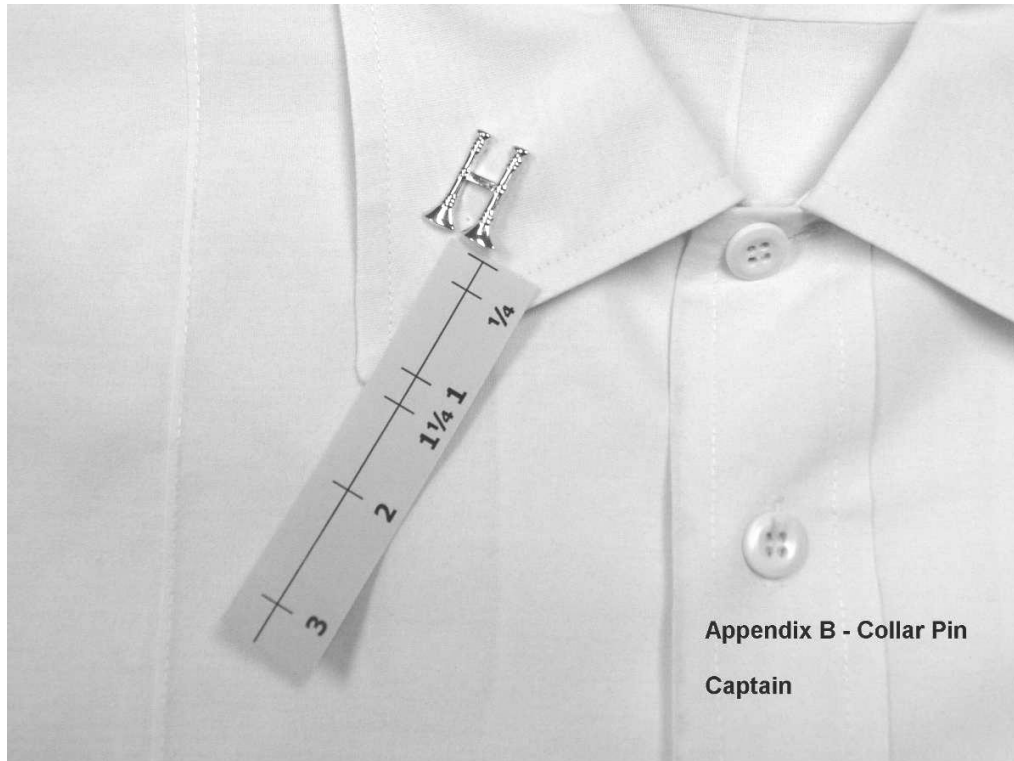
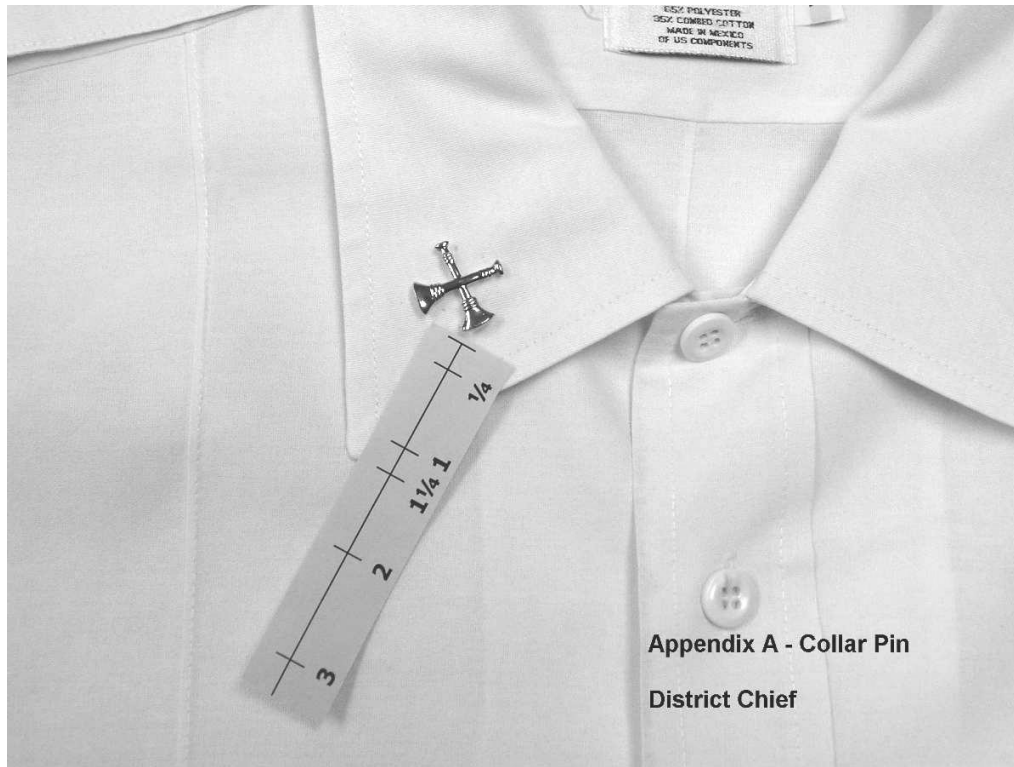
ACCIDENT INJURY RESPONSIBILITY MATRIX

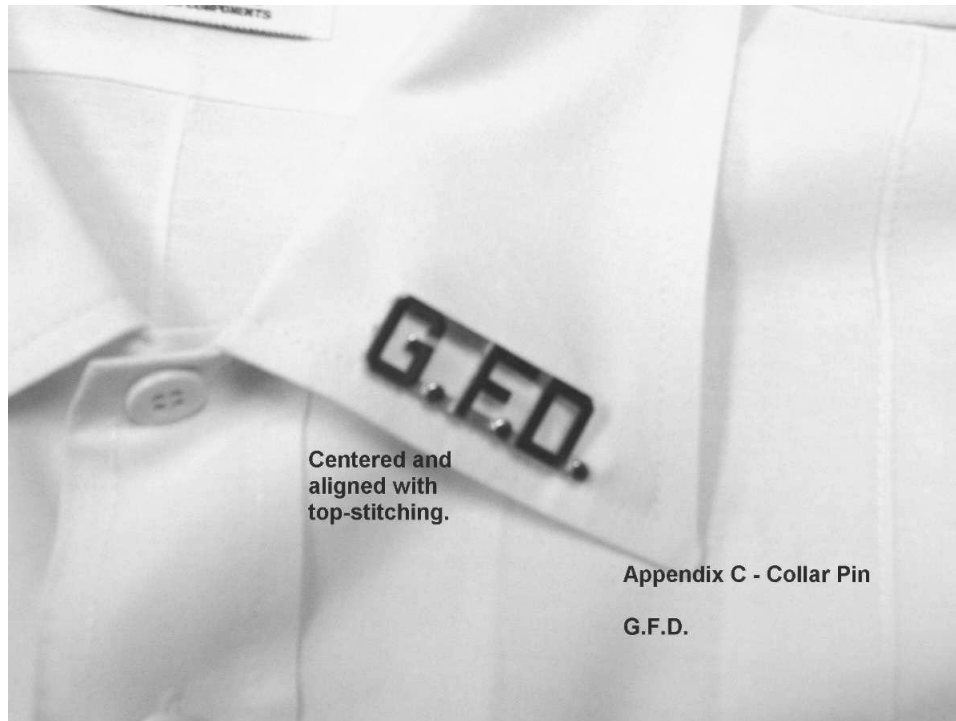
	Action	Non-Injury Crash	Minor Injury: No Medical Treatment	Injury Treated at EHS or Other Health Facility	Exposure	Return to Work
Employee Responsibilities	Notify Supervisor	X	X	X	X	X
	Complete Accident Report	X	X	X	X	
	Turn Report in to Fire Admin	X	X	X	X	
	Report to EHS			X	X	
	Report to Risk to Complete WC Form			X		
	Forward EHS Work Status Form to Admin			X	X	X
	Report to EHS for Clearance to return if time lost or illness/injury requires clearance.			X	X	X
Supervisor	Notify Risk of medical treatment if at a hospital			X	X	
	Follow Exposure Reporting Procedure/Consult Special Operations Chief if Needed at Any Time				X	
Administration Responsibilities	Fax Accident Report to Risk, EHS, Fleet as needed	X	X	X	X	
	Forward copy of Accident Report to Deputy Fire Chief	X	X	X	X	
	Fax Work Status Form to Stations 1			X		X
	Forward Work Status Form to Deputy Fire Chief			X		X
	File Copy of Accident Report in Deputy Fire Chief's Notebook	X	X	X	X	
	File Original Accident Report and Work Status Form in Employee File	X	X	X	X	X
	Forward Copy of Exposure Report to Special Operations Chief, Deputy Fire Chief and employee's file				X	



APPENDICES FOR UNIFORM GUIDELINES

Collar Pins - District Chiefs:	Appendix A.
Collar Pins - Lieutenants and Training Captains:	Appendix B.
Collar Pins - Firefighters and Driver Operators:	Appendices C.
Badge and Department Awards - All Ranks:	Appendix G.
Name Badge – All Ranks:	Appendix H.
Personal Awards – All Ranks:	Appendix I.
Authorized Service Pins – All Ranks:	Appendix J.
SWAT Medic Pin – All Ranks	Appendix K.
Shoulder Patches - All Ranks:	Appendices L-M.





Place badge in pre-made badge holder.

Center pin $\frac{1}{4}$ inch below the top of the pocket

Appendix G

The flap of the left pocket, below your badge, is reserved for department awards as authorized by the Fire Chief.

Current authorized awards:

1. Accreditation pin



Appendix H

The flap of the right pocket is reserved for the department name badge.

The name badge should be gold for officers and silver for Driver Operators and Firefighters. Lettering for all responders should be black.

The name badge should have the responder's name on the top line and rank on the bottom line:

E.G.

Buddy Driveswell
Driver Operator

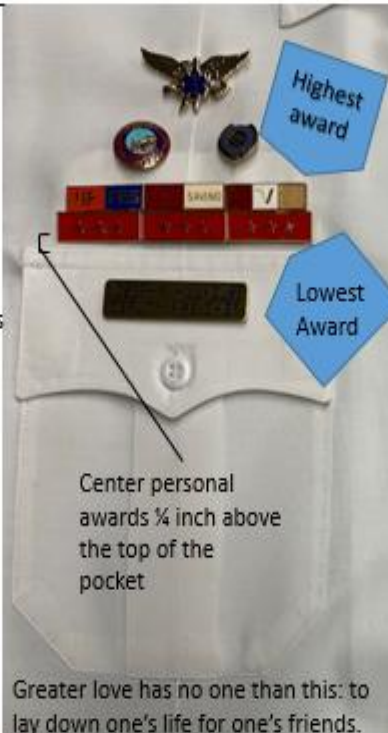
Appendix I

Directly above the right pocket is reserved for personal awards

Awards should be mounted with the lowest award on the bottom left and the highest award on the upper left (toward the heart)

- Awards issued from outside entities authorized by the Fire Chief to be worn with the uniform should be placed in an equivalent hierarchy location. E.G. The State of Florida Firefighter of the Year should be placed just above GFR's Firefighter of the Year with the Following considerations:

National / State / Local / Department
Master's / Bachelor's / Certification



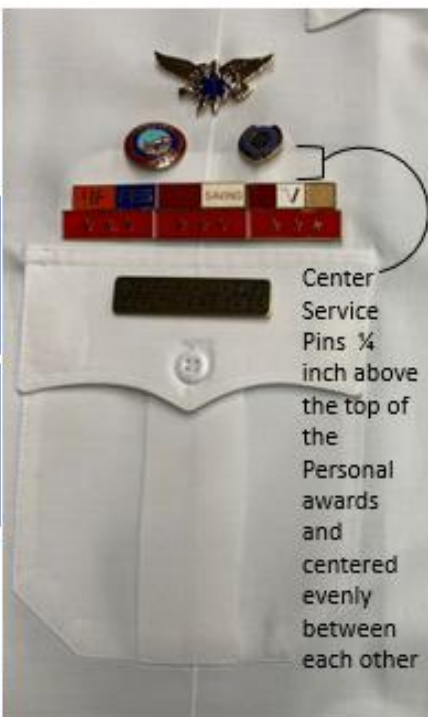
Current authorized awards:
(From highest award to lowest)

1. Medal of Valor
2. Medal of Life Saving
3. Distinguished Service Medal
4. NFA EFO
5. UF EFO
6. Certified Chief Officer
7. Certified Fire Marshal
8. Certified Fire Protection Specialists
9. Mentorship Award. (Blue) One star awarded for each occurrence.
10. Of The Year award. (Red) One star awarded for each occurrence. E.G. Medical Provider of the year, Firefighter of the year

Center personal awards 1/4 inch above the top of the pocket

Greater love has no one than this: to lay down one's life for one's friends.



Appendix J – Authorized Service Pins

The area directly above the Personal Awards are reserved for authorized service pins.

Current authorized awards:
(From highest award to lowest)

1. Years of Service Pin
2. Inspector Pin
3. HazMat Pin
4. Technical Rescue Pin*
5. Honor Guard Pin (Gold for Officers)
6. Florida Smoke Diver Pin

The highest pin should be on the left (towards the heart and move towards the right).

Center Service Pins ¼ inch above the top of the Personal awards and centered evenly between each other



Appendix K

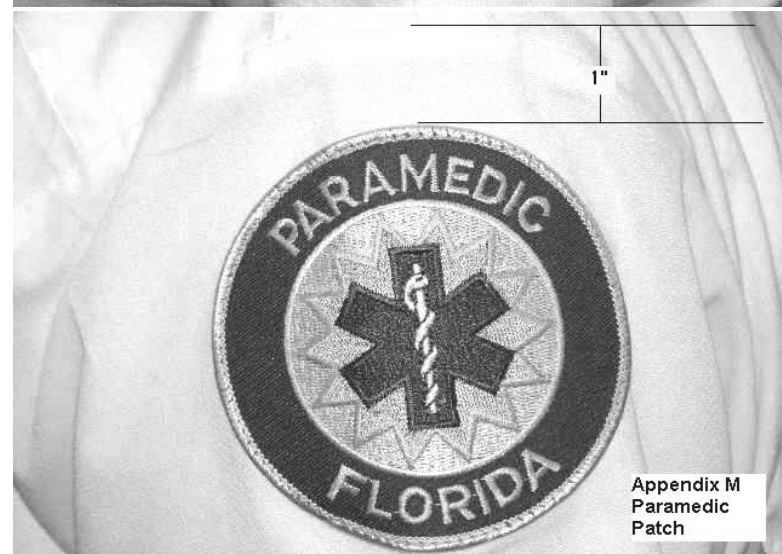
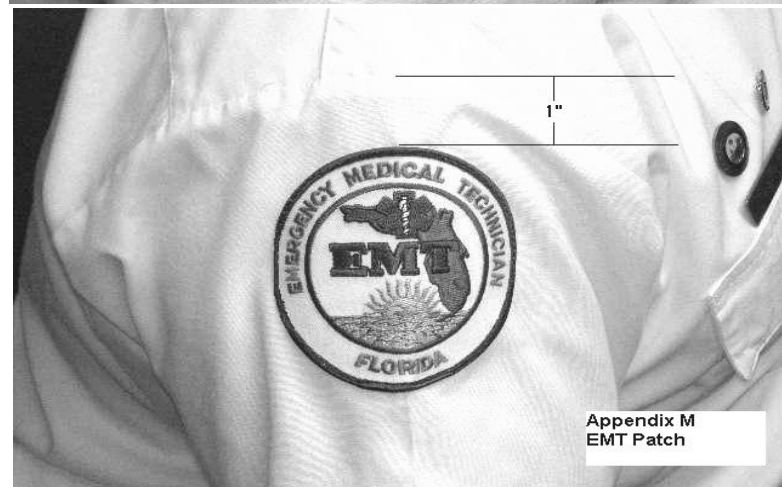
The area directly above the Service Pins are reserved for the SWAT Medic pin.

The SWAT medic pin is authorized for active SWAT medics or SWAT medics that served for a period of five or more years

Officers shall wear a gold pin and Drivers and Firefighters shall wear a Matte black pin.

Center SWAT Medic pin ¼ inch above the top of service pins





CITY OF GAINESVILLE FIRE RESCUE DEPARTMENT

CODE OF CONDUCT AND MINIMUM DISCIPLINARY ACTIONS

DISCIPLINARY ACTION MATRIX

In recognition of the fact that each instance differs in many respects from a somewhat similar situation, the City of Gainesville retains the right to treat each violation of the Code of Conduct on an individual basis without creating a binding precedence for other cases, which may arise in the future. Examples that are given in any rule do not limit the generality of the rule. The Code of Conduct Rules and Regulations are not to be construed as a limitation upon the rights of the City, but rather serve as guidelines. These Rules and regulations provide a minimum rate of penalties, which apply for the specific offenses. This means that a more severe penalty may be issued than that which appears in the standard procedure if sound discretion requires it. In regard to suspension, the City may offer that employee subject to a period of suspension work for an equal period of time at one-half (1/2) pay rather than being charged leave without pay in lieu of the suspension. These penalties are in addition to any other penalties or remedies that may be provided under law, policy, or collective bargaining agreement.

RULE NUMBER	OFFENSES AND DEFICIENCIES ON/OFF JOB	FIRST OFFENSE	SECOND OFFENSE	THIRD OFFENSE	FOURTH OFFENSE
202.02-G	Members may be allowed to reside at a fire station on a temporary basis upon approval of the Fire Chief. Members granted such privileges shall be subject to rules and regulations, as if on duty.	Written instruction and cautioning	Written instruction and 24 hours suspension	Written instruction and 48 hours suspension or dismissal	Dismissal
202.04-D	It is the duty and responsibility of all supervisory personnel and/or those assuming those duties to report any violation of the rules and regulations of GFR and personnel policies of the City to his/her immediate supervisor. The report shall be made orally and in writing.	Written instruction and cautioning	Written instruction and 8 hours suspension	Written instruction and 16 hours suspension	
202.04-E	Company officers are responsible for assigning one member to remain with apparatus at all times unless attending department assigned activity which all members are required to attend.	Written instruction and cautioning	Written instruction and 24 hours suspension	Written instruction and 48 hours suspension	

CITY OF GAINESVILLE FIRE RESCUE DEPARTMENT

CODE OF CONDUCT AND MINIMUM DISCIPLINARY ACTIONS

RULE NUMBER	OFFENSES AND DEFICIENCIES ON/OFF JOB	FIRST OFFENSE	SECOND OFFENSE	THIRD OFFENSE	FOURTH OFFENSE
202.05-A	Members shall at all times conduct themselves in a respectful manner; refrain from immoral conduct, deception, violation, or evasion of any law, official rule, regulation, or lawful order; refrain from the use of harsh, violent, abusive, coarse, or insolent language; be just, firm, impartial, and dignified in their relations with others; make every effort to establish and maintain cooperation and good relations with others; and refrain from any action prejudicial to the performance of the department or its members.	Written instruction and cautioning	Written instruction and 24 hours suspension	Written instruction and 48 hours suspension	
202.05-B	Members shall devote proper attention to their service; exert their greatest energy and full abilities in the performance of their duties; perform every portion of their duties required by rules, regulation, order, common practice or the necessities of the situation involved in a willing and cooperative manner; and exercise proper judgment in their performance.	Written instruction and cautioning	Written instruction and 24 hours suspension	Written instruction and 48 hours suspension	Dismissal
202.05-C	When referring to or addressing another member of GFR, proper respect to members shall be displayed when either one or both parties are on duty. When at official functions, addressing the public, or in emergencies, proper titles of officers shall be used.	Written instruction and cautioning	Written instruction and 24 hours suspension	Written instruction and 48 hours suspension	Dismissal
202.05-D	Members shall acquire and maintain a general knowledge of the streets, roadways, major buildings, and installations in the City of Gainesville and will thoroughly familiarize themselves with the buildings, streets, hydrants, response routes, and any other pertinent factors and conditions affecting proper response and operations at emergencies in their response area.	Written instruction and cautioning	Written instruction and 24 hours suspension	Written instruction and 48 hours suspension	Dismissal
202.05-E	Members shall furnish their name, title, and company whenever such information is requested.	Written instruction and cautioning	Written instruction and 8 hours suspension	Written instruction and 24 hours suspension	Dismissal

CITY OF GAINESVILLE FIRE RESCUE DEPARTMENT

CODE OF CONDUCT AND MINIMUM DISCIPLINARY ACTIONS

RULE NUMBER	OFFENSES AND DEFICIENCIES ON/OFF JOB	FIRST OFFENSE	SECOND OFFENSE	THIRD OFFENSE	FOURTH OFFENSE
202.05-F	All members shall have a home telephone number and shall furnish such number and current home and mailing address to administration.	Written instruction and cautioning	Written instruction and 8 hours suspension	Written instruction and 24 hours suspension	Dismissal
202.05-G	All members shall use due care in the use of departmental equipment and property at all times; misuse of same shall be grounds for disciplinary action, and the member may be required to replace such misused items. A member will be required to replace any personal equipment issued to him/her that is damaged or destroyed due to negligence.	Written instruction and 8 hours suspension or dismissal and/or replacement	Written instruction and 24 hours suspension or dismissal	Written instruction and 48 hours suspension	
202.06-A	No member will enter into or support any conspiracy, combination, or agreement with the purpose of interfering with or obstructing the efficiency of GFR.	Dismissal			
202.06-B	Members shall not place themselves under the influence of intoxicants or drugs in any form while on duty, nor permit or cause the presence of such in or on any property used or occupied by GFR. Medications legally prescribed by a doctor are excluded from this section when proper notification has been provided to the appropriate officer. The use of prescribed medications affecting a member's fitness for duty shall require such affected member to take accrued sick leave for such period, as necessary for treatment, except when such treatment is required from job related injury or illness.	Written instruction and 48 hours suspension and/or dismissal	Dismissal		
202.06-C	Members shall not place firearms or other items that may be classified as weapons in any GFR facility or on any GFR vehicle. Members shall not carry such items on their person while on duty, except when so required by their duty assignment and with the express permission of the Fire Chief.	Written instruction and cautioning and/or 8 hours suspension or dismissal	Written instruction and 24 hours suspension or dismissal	Dismissal	

CITY OF GAINESVILLE FIRE RESCUE DEPARTMENT

CODE OF CONDUCT AND MINIMUM DISCIPLINARY ACTIONS

RULE NUMBER	OFFENSES AND DEFICIENCIES ON/OFF JOB	FIRST OFFENSE	SECOND OFFENSE	THIRD OFFENSE	FOURTH OFFENSE
202.06-D	Except with the official sanction or permission of the Fire Chief, members of GFR shall not directly or indirectly, in their official capacity, in any manner or for any purpose, suggest or request contributions, subscriptions, or donations; nor engage or take part in any scheme or enterprise intended or likely to influence any person or organization to purchase tickets for gatherings or other entertainment or for any purpose; nor make or receive presents, rewards, or gifts in money or goods of any description; nor circulate a petition of any kind.	Written instruction and 8 hours suspension and/or dismissal	Written instruction and 24 hours suspension and/or dismissal	Written instruction and 48 hours suspension and/or dismissal	Dismissal
202.06-E	Members shall not authorize or permit the use of their official position in any endorsement without the express approval of the Fire Chief.	Written instruction and 24 hours suspension or dismissal	Written instruction and 48 hours suspension or dismissal	Dismissal	
202.06-F	Members shall not use, remove, consume, transfer, record, or take possession of any item or data, including electronic, photographic or otherwise recorded images and data, for their personal benefit from any alarm scene, City-owned property, or while on any official duty assignment.	Written instruction and 48 hours suspension or dismissal	Dismissal		
202.06-G	No member shall engage in any fighting, provoke, or instigate a fight with any other member or person while on duty.	Written instruction and 24 hours suspension or dismissal	Dismissal		

CITY OF GAINESVILLE FIRE RESCUE DEPARTMENT

CODE OF CONDUCT AND MINIMUM DISCIPLINARY ACTIONS

RULE NUMBER	OFFENSES AND DEFICIENCIES ON/OFF JOB	FIRST OFFENSE	SECOND OFFENSE	THIRD OFFENSE	FOURTH OFFENSE
202.06-H	Insubordination: Members shall not refuse to obey legitimate orders, work assignments, show disrespect, insolence or like behavior to their supervisors.	Written instruction and 24 hours suspension and/or demotion or dismissal	Written instruction and 72 hours suspension and/or demotion or dismissal	Dismissal	
202.06-I	Members shall not use or cause to be used city equipment or property for illegal or unauthorized purposes.	Written instruction and 24 hours suspension and/or demotion or dismissal	Written instruction and 72 hours suspension and/or demotion or dismissal	Dismissal	
202.06-J	Members shall not bring any equipment to use on city property for the purpose of accessing television channels not approved by the current labor agreement or by rule.	Written instruction and 24 hours suspension and/or demotion or dismissal	Written instruction and 72 hours suspension and/or demotion or dismissal	Dismissal	
202.07	Conduct During Training	Written instruction and cautioning	Written instruction and 8 hours suspension	Written instruction and 24 hours suspension	Written instruction and 48 hours suspension
203.02-G	Members unable to report to work shall notify District 1 no later than 60 minutes prior to start of normal work day that they will be absent or tardy, as in the current labor agreement.	Written instruction and cautioning	Written instruction and 8 hours suspension	Written instruction and 24 hours suspension	Dismissal

CITY OF GAINESVILLE FIRE RESCUE DEPARTMENT

CODE OF CONDUCT AND MINIMUM DISCIPLINARY ACTIONS

RULE NUMBER	OFFENSES AND DEFICIENCIES ON/OFF JOB	FIRST OFFENSE	SECOND OFFENSE	THIRD OFFENSE	FOURTH OFFENSE
203.03-A	Tardiness – two (2) times within a 90-day period	Written instruction and cautioning	Written instruction and 8 hours suspension	Written instruction and 16 hours suspension	Dismissal
203.03-B	Absent without Authorized Leave	Written instruction and 4 hours suspension	Written instruction and 8 hours suspension	Dismissal	
204.02-A	Officers of GFR and members assuming the duties of officers, regardless of rank, shall have the responsibility to maintain discipline and enforce rules and regulations of the City and GFR, as they apply.	Written instruction and cautioning	Written instruction and 8 hours suspension	Written instruction and 48 hours suspension	Written instruction and 48 hours suspension and/or demotion
Section 205	Uniforms	Written instruction and cautioning	Written instruction and 8 hours suspension	Written instruction and 48 hours suspension	Dismissal
Section 206	Grooming Standards	Written instruction and cautioning	Written instruction and 8 hours suspension	Written instruction and 24 hours suspension	Dismissal
207.02-B	Members who are being recalled shall not delay in responding and shall pick up their protective gear prior to reporting for assignment.	Written instruction and cautioning	Written instruction and 24 hours suspension	Written instruction and 48 hours suspension	Dismissal

CITY OF GAINESVILLE FIRE RESCUE DEPARTMENT

CODE OF CONDUCT AND MINIMUM DISCIPLINARY ACTIONS

RULE NUMBER	OFFENSES AND DEFICIENCIES ON/OFF JOB	FIRST OFFENSE	SECOND OFFENSE	THIRD OFFENSE	FOURTH OFFENSE
207.03-C	Off-duty members, when contacted, shall be required to respond to Fire Station No. 1, unless otherwise directed, in the event of emergencies requiring additional personnel. Any member failing to respond to special call, unless specifically excused, shall be subject to disciplinary action.	Written instruction and 24 hours suspension	Written instruction and 48 hours suspension	Dismissal	
207.03-D	If a member is recalled and is unable to respond due to illness or being under the influence of medication or alcohol sufficiently to impair judgment and/or coordination, then said member shall notify the caller that he/she is unable to respond.	Written instruction and cautioning	Written instruction and 24 hours suspension	Dismissal	
Section 208	Visitors	Written instruction and cautioning	Written instruction and 8 hours suspension	Written instruction and 24 hours suspension	Dismissal
Section 209	Physical Exercise	Written instruction and cautioning	Written instruction and 8 hours suspension	Written instruction and 24 hours suspension	Dismissal
Section 210	Smoking and Tobacco Policy	Written instruction and cautioning	Written instruction and 8 hours suspension	Written instruction and 24 hours suspension	Dismissal
Section 211	Use of Computers and Communication Devices	Written instruction and cautioning	Written instruction and 8 hours suspension	Written instruction and 24 hours suspension	Written instruction and 48 hours suspension

VIOLENCE INTERRUPTER

STAFF POLICY MANUAL



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BACKGROUND

In 2020, the City of Gainesville was experiencing increased levels of gun violence. There were 130 incidents of gun violence, with six of those resulting in homicides. Understanding that gun violence was the result of underlying, systemic problems, the collective community sought out effective solutions to combat the growing problem. The Gainesville Police Department's Police Chief, known internationally for his expertise in Community Oriented Policing, led the effort of identifying methods that would place a greater emphasis on grassroots approaches to gun violence. After extensive research that included visits to other cities and states, expert consultations, community workshops, stakeholders embraced the growing national movement of addressing gun violence from a public health lens versus isolated criminal behavior. Violence Interruption became an attractive approach to stakeholders and a plan of implementation proceeded.

In an effort to ensure that the community's role was just as significant as government, leadership sought for a Community-Based Organization (CBO) to serve as the operator. The Black on Black Crime Task Force agreed to serve as the CBO, working in conjunction with the Youth Community Services Bureau of the Gainesville Police Department (YCSB), which would later be named Juvenile Justice and Community Support Program. The initiative proved to be an effective model and accepted by the communities identified as high-crime areas. Even after sunseting in 2023 due to reorganization, the methods were continued by other organizations.

In 2023, the Gainesville City Commission and Alachua County Board of Commissioners declared Gun Violence as a public health crisis. This declaration emphasizes the need to utilize public health concepts to identify and implement solutions to a complex issue. Public health promotes and protects the health of all people and their communities (American Public Health Association).

Working with trusted messengers, conducting high-risk intervention work, and providing trauma informed outreach has been a continuing feature of City Commission policy discussions related to prioritizing gun violence prevention in Gainesville. Commissioners and staff have dedicated time and effort to collaborating with neighborhood groups, faith-based organizations, outreach providers, public safety officials, and other community stakeholders involved in violence prevention. The City desires to implement a violence prevention program that uses a public health approach, using trained street violence interrupters with credibility, public education campaigns, and community mobilization efforts to reduce gun violence.

By connecting community and City resources with on-the-ground needs in neighborhoods experiencing stressors, this initiative is uniquely positioned to maximize the impact of culturally sensitive community-based solutions. The implementation of preventative and responsive services in communities impacted by gun violence will be developed as a collaborative effort involving nonprofits, schools, faith-based organizations, grassroots advocates and formerly justice-involved individuals, among other partners. Our collaborative effort will also enhance awareness to underlying risk factors contributing to gun violence

Violence interruption work will complement other ongoing efforts through the City of Gainesville (IMPACT GNV) and the Gun Violence Prevention Alliance Partners,

Alachua County and Santa Fe College. The Gun Violence Prevention Alliance was formed in May 2024 as a collaborative partnership to identify and implement gun violence solutions in our area, including stakeholders from various sectors within the community. Meetings of the

Alliance have focused on information sharing around what the City and County are doing in the gun violence space, a SWOT analysis of efforts, data sharing from law enforcement, highlighting youth perspectives on gun violence solutions, and extensive feedback from stakeholders on funding opportunities.

DUTIES AND RESPONSIBILITIES

The City of Gainesville's initiative to reduce and eliminate gun violence is a top priority for the City Manager, City Commissioners and community. To combat violence, the City will use public health strategies. Focusing on high-violence target areas, the initiatives will work to prevent gun violence by:

- Mediating conflicts that may result in gun violence
- Changing the thinking of individuals who are most at risk of being victims or perpetrators of violence
- Working closely with a broad coalition of local partners to promote a visible community-wide message that shooting is unacceptable behavior.
- Promote efforts that fosters community mobilization through sustained protective factors.

The **Violence Interrupter (also referred to as Interrupter or VI)** operates in areas where violent occurrences are frequent. An Interrupter leverages their individual reputation and street credibility to disrupt the cycle of violence in various communities. Violence Interrupters are connected to the neighborhoods with the unique ability to identify and intervene in individual, group, and gang-related conflicts before they escalate and intensify to acts of violence. The Interrupter will be assigned primarily to targeted geographic areas throughout Gainesville and Alachua County identified as high risk for gun violence or other crimes leading to gun violence. Locations will be strategic primarily based on local gun violence data, or credible information from neighbors regarding a potential incident involving gun violence. Minimal work is performed in an office environment, while the majority of work will be performed in the community. It is imperative that the Interrupter understands and accepts the nomenclature of the job by working in high-risk areas. Some high-risk areas may experience gangs, drugs, extreme poverty, or other negative factors. The Interrupter's creditability, and comfortability plays a significant role, as it attributes directly to trust levels from the community.

The Interrupter's Role:

Identifying and detecting potential shooting events

- Identifying and detecting individuals and groups at the highest risk of involvement in shootings or homicides.
- Distribution of public education materials promoting conflict resolution.
- Organizing neighborhood gatherings against violent crime.

- Interrupting potential violence by mediating conflicts and preventing retaliation.
- Using data to inform daily efforts and make necessary changes to interruption and outreach strategies.

Community Outreach and Engagement

- Build relationships with Schools, After-school programs, Churches, Groups for justice-involved individuals, Athletic leagues, apartment complexes, community groups, etc.
- Provide warm hand-offs and referrals to local resources to assist with unmet needs of the individual and their family unit.
- Educate and provide mentorship to youth about the dangers of gun violence, appeal to youth to resist gun violence, and offer methods of resolving conflict without resorting to violence.

The goals of Interrupters working with participants are:

1. To prevent or discourage each participant from becoming involved in violence and learn to manage conflict without gunplay when disputes arise.
2. To help participants identify unmet needs and assist with meeting needs (either directly or by referral to appropriate professionals and programs).
3. To help participants develop short-term and long-term goals and plans to achieve them. To help participants imagine alternative activities and gravitate toward nonviolent and lifestyles.
4. Host community engagement opportunities with the aim of: Offering participants and Neighbors new, safe, legal recreational, and learning experiences Thoughtfully bringing small groups of high-risk persons together for positive activities without aggression, confrontations, or violence.
5. Expanding participants' vision of possibilities for a positive, crime-free, violence-free lifestyle.

Violence Interrupters must be individuals with integrity, professional attitude, and commitment to community service. This position involves community outreach, conflict resolution, participant recruitment, and some levels of case management duties. In order to be a successful Violence Interrupter, candidates must:

- Be respected and credible with high-risk individuals and groups in and around the target area.
- Proactive and demonstrates initiative, flexibility, and willingness to try new (approved) approaches.
- Punctual and highly reliable.
- Be outgoing and willing to engage with all people in the target neighborhood.
- Be viewed as suitable for community work by neighborhood residents.
- Possess excellent interpersonal skills.
- Possess excellent oral communication skills.

- Have in-depth knowledge of alliances, groups, crews, gangs, and individuals at high risk of involvement in gun violence in the program target area and surrounding neighborhood.
- Must have an understanding and strong personal relationship with a network of persons in and around the target area.
- Possess a valid Florida driver's license, proof of insurance, and good driving record history. (optional).
- Ability to work in stressful situations.
- Have no pending criminal cases or prior convictions for sexual assault, or child abuse.
- Preventing larger-scale events or retaliatory violence before it occurs.

CANVASSING

Teams of Interrupters should canvas *in pairs or groups* or as the entire outreach team according to the goals set for the day. No team members should canvass the neighborhood alone. Team members should not establish routine (regular, repeated) routes for canvassing. Canvassing routes should vary (**no routine patrolling**), and staff should be engaging briefly with persons they encounter in the neighborhood.

Team members **should not** stand in one place for too long during the work tour (**no posting up**). Canvassing (Interrupter) teams should keep moving along their canvassing routes unless they are engaging in meaningful conversations with neighbors, sports activities, etc. Canvassing at least once every 7-10 days should cover the entire target area (block by block) as much as possible.

Teams should walk assigned sections of the program target area, introducing themselves and their program to persons they do not know, along with greeting and engaging with those they do know.

All team members should affirmatively engage with High-Risk and Low-Risk neighbors, businesses, institution personnel, and others in the program target area to develop relationships. Interrupters should attempt to encourage people in the target area to alert them when they observe or otherwise learn of disputes and conflicts that might lead to violence.

The outreach team should distribute public education materials appropriate to those they encounter in the neighborhood. The program should create and distribute materials for high-risk and low-risk/no-risk persons. Materials should include the telephone numbers of the program office and the outreach team members.

Flyers announcing events (community events, shooting response events, etc.) should be distributed while canvassing and posted in locations **where permission to post** has been **obtained**. Information regarding resources and neighborhood issues (health, services, other resources, community meetings, and events) should be distributed while canvassing.

Hotspots and locations where high-risk persons are known to congregate should be regularly visited while canvassing to learn about those who frequent those locations.

CONFLICT MEDIATION

When the program is made aware of conflict that has the potential of escalating to violence (either by neighborhood residents, program team members, or other means), the following steps should be taken:

Information Gathering. The Program Coordinator (PC) will immediately convene the outreach team (in-person or by phone) to inform the team about what is known about the conflict, parties involved, how long the conflict has been escalating, and whether the parties involved are high-risk, medium, or low-risk people (known to shoot, known to be armed, known to have access to guns, known to be a member of a violent group, etc.) It is essential to determine whether anyone knows a third party who has a relationship with one or more parties involved in the conflict.

Develop a plan. It is critical that the outreach team attempts to keep the parties apart to avoid further escalation. After separation, the Interrupter team should engage with one or more of the involved parties to hear them out and allow them to discharge anger. By doing this step in the process, the Interrupters are buying time to allow natural de-escalation and increased trust building.

Implementation. The Program Coordinator will assign team members to lead the mediation with other team members in support. No team member should attempt to mediate conflicts alone without the Program Coordinator's knowledge or other team member support. There should be **NO ATTEMPTS AT SOLO MEDIATIONS.**

Parties to conflict should NOT be brought together until significant de-escalation has occurred. If and when both parties (or representatives of the groups in conflict) meet with the mediators, extreme care must be taken to ensure safety concerning:

- Both parties are committed to resolving the conflict
- Ensuring that no one at the meeting is armed
- All parties agree upon the location of the meeting as being safe and secure
- What specific individuals will be present at the meeting
- An agreed upon lead mediator

Mediation leaders should make an earnest attempt to establish contact with the parties involved in the conflict. Mediators should then establish what the conflict is about and work to develop possible solutions that meet all parties' needs and save face. This process requires a high level of detail to ensure we have identified all parts of the conflict, including the origins. After identification, the Mediator will work with all parties to agree to prevent shooting or other occurrences of violence.

Follow up. After the mediation, the VI team should monitor the situation by frequently contacting all involved parties to ensure that the agreement is holding. All mediation activities must be recorded in the approved record keeping methodology. The opening of each meeting or contact with the parties, agreements, and follow-ups should be noted in the records as well.

If conflict mediation is not successful or team members feel like there is a imminent threat to the community's safety the team must notify the Program Coordinator.

Team members should document the types of conflicts mediated during their shift.

General Conflict	These are interventions in the community to resolve a dispute that likely involves or impacts the community and takes place during scheduled shift hours. No guns were present or likely to be used.
After Hours	These are general conflicts (see above) that occurs after normal business hours (i.e., in the middle of the night) and team members are called to respond.
Shooting Responses	This is when a team member goes to the scene of a shooting and works to understand what happened and prevent any potential retaliation.
Dynamic or Retaliatory Gun Violence	When a team member interrupts a conflict where guns are present and/or very likely to be used. Also, where the conflicting parties are/have been engaged in retaliatory gun violence. These conflicts should be reported to the program coordinator immediately.
Social Media (Information)	This is when a team member scans social media and comments on, advises, intervenes to address a post made by someone on various social media (Instagram, Facebook, etc.) that likely antagonizes and could/does stimulate a violent response (Any other information)

DAILY BRIEFINGS, DEBRIEFINGS, and MEETINGS

The Program Coordinator should convene daily briefings (15-30 minutes in duration) with the Interrupters at the start of each work tour to present information on high-risk individuals, violence incidents, mediations, daily goals, and issue instructions for the team on specific assignments for the day. At the end of the day's tour, staff should convene to report observations and issues. Staff should submit daily logs and other required activity data for the day tour.

All staff are required to attend daily briefings and debriefings. Repeated non-attendance could result in separation of employment. Not receiving the necessary information prior to the shift could potentially put the Interrupter in harms way so attendance is critically important.

Weekly Staff Meetings

The Program Manager and Coordinator will convene the entire staff for weekly meetings to review violent incidents, mediations in progress, high-risk persons to be engaged, conditions, changes, and events in the target area, and discuss goals, accomplishments, challenges, etc.

Uniforms

Program outreach staff should wear city issued designated attire whenever they are on a regular work trip or representing the program at events, meetings, etc., unless they have prior supervisors' approval to wear other attire.

Cell Phones

Each Interrupter will be issued a city cell phone. Cell phones are strictly for the use of official business. Any unauthorized use of the device could result in disciplinary action, up to termination. Cell phones are solely for communication for safety and general business related matters. Interrupters are expected to have their cell phones on and operable at all times while on shift.

Protective Vest

Protective vest must be worn at all times while on duty, unless authorization is provided by the Program Coordinator. The vest is provided for the safety of the Interrupter and must be worn properly at all times.

WEAPONS AND FIREARMS

Interrupters should not carry weapons on the job, or any objects that could be perceived as a weapon. Not only is there a significant risk that a weapon might be used against them, but it also minimizes situations where an Interrupter may improperly and illegally use a weapon. Instead, Interrupters should wear their protective vest at all times (unless pre-approved) and carry their City-issued cell phone with them to call during emergencies.

Retrieval of Firearms

In some cases, Interrupters or the Program Coordinator may come in contact with a person desiring to surrender a firearm. Trust building and fostering relationships in the community could directly and indirectly result in less illegal guns circulating in neighborhoods. To assist in trust building, we have engaged our faith-based community. Clergy will play a vital role by offering spiritual advice and offering levels of confidentiality. Florida State Statute 90.505 states the following:

- 1) For the purposes of this section:
 - a) A "member of the clergy" is a priest, rabbi, practitioner of Christian Science, or minister of any religious organization or denomination usually referred to as a church, or an individual reasonably believed so to be by the person consulting him or her.
 - b) A communication between a member of the clergy and a person is "confidential" if made privately for the purpose of seeking spiritual counsel and advice from the member of the clergy in the usual course of his or her practice or discipline and not intended for further disclosure except to other persons present in furtherance of the communication.

(2) A person has a privilege to refuse to disclose, and to prevent another from disclosing, a confidential communication by the person to a member of the clergy in his or her capacity as spiritual adviser.

(3) The privilege may be claimed by:

(a) The person.

(b) The guardian or conservator of a person.

(c) The personal representative of a deceased person.

(d) The member of the clergy, on behalf of the person. The member of the clergy's authority to do so is presumed in the absence of evidence to the contrary.

<https://www.flsenate.gov/Laws/Statutes/2011/0090.505>

The Program Coordinator shall document the time of the call and notify the Supervisor with the update.

Safety Tips for Outreach Team Members

1. Your supervisor needs to know when you are on outreach.
2. Keep your team lead(s) informed of any unusual developments.
3. Outreach is conducted in two-person teams or more. No Violence Interrupter team member should conduct outreach activities alone.
4. If a team member is engaging with a client, one of the other team members should be alert and watch the surrounding area for safety.
5. If possible, do not carry valuables or other personal possessions, such as jewelry, large amounts of money, laptops, etc, when doing outreach as part of your workday.
6. Always carry business cards and identification with you.
7. Do not stand and argue with someone who disagrees with your actions.
8. Maintain confidentiality with all clients you meet, with other clients.
9. In an emergency, call or have another person call 911.
10. Every Interrupter must have an active and working phone with them during outreach.
11. Do not be critical of your team members or other agencies in public while conducting outreach; always present yourselves as a team.
12. Always wear your uniform properly, to include your protective vest unless prior permission is given from the Program Coordinator.

Witnessing Violence

If you witness violence that results in a life-threatening situation, or someone is at immediate risk of harm that could result in a life-threatening situation, you should call 911 and ask for assistance. Make sure you give the 911 staff an accurate description of the incident. Immediately after, contact the Program Coordinator to receive further instructions. The Program Coordinator should inform the Director or assigned designee immediately. If the incident involves a firearm, the Interrupter(s) should remove themselves from the immediate area to remain safe. Under no circumstances shall any Interrupter attempt to intervene in the act of a shooting. If a person is shot, administer first aid when safe until emergency assistance arrives on the scene. You must survey the situation from a safe vantage point before administering **life safety actions**.

When A Shooting Incidents Occur In (or near) The Target Area.

When shooting incidents occur in or near the target area, the entire outreach team (all Interrupters) will be directed to report to a designated, safe location by the Program Coordinator.

The Program Coordinator will proceed to ask questions about the incident, including the identities of victims and persons they are known to conflict with (family and associates) who might attempt violent retaliation.

Fact-finding efforts are not always more productive when the outreach team goes to the shooting scene. In these cases, staff should also have sufficient neighborhood contacts to make telephone, text, social media inquiries, etc. There are some scenarios where visiting a scene consisting of a large crowd could serve as a de-escalation method. A pair of team members may be dispatched to the shooting scene if the team learns about the incident immediately or shortly after it happens. While on the scene, Interrupters should remain in the designated areas determined by Law Enforcement. Still, the rest of the outreach team should make inquiries more widely using their networks.

Interrupter(s) will be assigned to try and obtain more information about the conflict and the shooting.

When appropriate, Interrupters may be assigned by the Program Coordinator to contact victims' family, friends, and associates to assess attitudes, emotions, and potential for attempted retaliation.

If appropriate, the Interrupters should use mediation procedures to prevent retaliation and an ongoing cycle of violence.

The Interrupters will be a part of planning a community response to the shooting incident within 72 hours after the incident, taking place at or near the scene of the incident. The community shooting response may be delayed or conducted at a different location if there are issues of safety or sensitivity of survivors, families, or community residents. However, a community response should be mounted after every shooting incident in the program's target area.

When appropriate, the Interrupters should distribute flyers throughout the neighborhood announcing a community rally in response to a shooting incident to bring as many neighbors as possible to the event.

Members of the Clergy, general community, justice-involved high-risk and low-risk persons, organization leaders and staff should be targeted for their support and attendance at the rally. Law Enforcement should be alerted to when and where the shooting response rally will be held, along with an expected attendance amount. Marches and vigils may be organized in response to shooting incidents, by members of the community. The Interrupter should be presented as much as possible and watch out for any retaliatory activity. Being present also builds community trust.

Interrupters should meet, speak, or have in-person, phone, or text contact with each participant (possible carriers of violence) at least three (3) times weekly (when practical). Each contact should be recorded and tracked within the approved reporting methodology.

Dealing With the Emotional Aspects of Outreach Work.

Outreach workers who deal with a violent population in a community with a high level of violence may be exposed to a great deal of trauma. Secondary Traumatic Disorder (STS) can be defined as the emotional duress that results when an individual hears about the firsthand trauma experiences of another. The longer and more intensely outreach workers deal with traumatic circumstances, both personally and through their clients, the greater the odds that they may experience Secondary Stress Disorder or Compassion fatigue, which is defined as the physical and mental exhaustion and emotional withdrawal experienced by those who care for sick or traumatized people over an extended period. The third condition is Post Traumatic Stress Disorder. This is a result of witnessing shootings or their aftermaths, as well as engaging with victims of violence and family members related to victims.”

Supervisors should be prepared for this and should be trained on the warning signs of compassion fatigue/ STS/ PTSD. They also should create a therapeutic setting designed to prevent the development of negative symptoms. This might include regular group/team meetings where outreach staff can safely discuss traumatic and emotionally draining experiences, support one another, and openly address their feelings about these experiences with people who understand. It may be necessary to have these meetings coordinated by a professional with expertise in PTSD. If required, outreach workers should be referred to our professional service provider for support and therapeutic intervention without being stigmatized.

The Program Coordinator should conduct regularly scheduled debriefs outside of daily meetings for team members to discuss their experiences in the field and to process feelings, emotions, and thoughts related to the impact of violence interruption work. Debriefs may be led by the supervisor or by a mental health professional.

If any team members witness a shooting and/or responds to a shooting where victims are present, they must be offered support services and should meet with their direct supervisor after the incident to assess the impact of the response on the team member. This should occur before the team member is scheduled for another shift. If needed, the team member should be referred to professional services and allowed an appropriate time to process the event without penalty.

DATA INTAKE AND REPORTING

All staff must have daily logs recording their activities of each workday. Program activities should be recorded in the approved method of recording. This should include firearm incidents and activities in the assigned area for the month. The data should also include:

- Number and type of community outreach activities conducted throughout the duration of the project.
- Number of field contacts
- Number of Home visits
- Number of referrals made to services during outreach
- Areas/Neighborhoods of focus for Interrupters
- Number of conflicts mediated
- Type of conflicts mediated
- Hours spent providing violence interruption
- Trainings taken by staff

INFORMATION SHARING ISSUES

All Interrupters need to clearly understand their roles to avoid violating information-sharing boundaries. Information obtained from Interrupters should be carefully protected by other team members. Several types of information-sharing issues may arise during both street outreach and Intervention Teamwork.

Interrupters fall into the category of mandated reporters. This means that they have a legal obligation to make a report to the proper authorities when they observe or suspect abuse, neglect, or maltreatment of children, the disabled, elderly persons, or other vulnerable populations. For this reason, Interrupters need regular training on mandatory reporting issues and relevant state laws. Second, Interrupters may encounter scenarios that pose a risk to the safety of clients, their peers, community members, or Intervention Team members (and their participating agencies). In these cases, Interrupters need training and assistance to help them identify the best way in which this information can be shared while protecting themselves and their families.

Interrupters are not:

- Confidential informants
- Extensions of Law Enforcement activities or personnel or licensed therapists.

It is very important that community members see the Interrupters as intervention-focused and not as Law Enforcement adjuncts.

The work of an Interrupter is not a 9:00 a.m. to 5:00 p.m. desk job in a comfortable office. Most of the Interrupter's time is spent on the street, working with persons with multiband risk factors. The Interrupter must be relaxed and willing to work in high-risk community settings during non-traditional hours, including weekends and holidays. The outreach worker must be able to think quickly on their feet and make quick decisions when working with populations that may make rash decisions to act out violently over menial issues.

Confidentiality

Street outreach staff shall confidentially maintain the identity of all persons encountered through their professional efforts unless there is explicit consent to share that information with others. Where consent is in place, street outreach staff are encouraged to share necessary information with other parties that are instrumental in helping the person resolve their concerns.

Electronic information records shall be password-protected to decrease the potential for a privacy breach. The city is committed to providing an environment that encourages the use of technology to improve customer service and support the City's business. General examples of the equipment used include computers, telephones, and smart devices. It is the responsibility of each employee to ensure that this technology is used for proper business purposes and in a manner that does not compromise the confidentiality of proprietary or other sensitive information. Physical notes on paper relating to street outreach efforts shall remain confidential and secure. during and after work hours. If stored in a personal vehicle, these notes shall be in a locked box.

OUTREACH SAFETY AND GUIDELINES

These safety guidelines for Interrupters do not address how to handle difficulties once they arise. Instead, they address the needs of a VI who operates in a very different work environment than office-based staff.

Outreach is conducted in a minimum of two-person teams. No team member should conduct outreach activities alone. Stay together. **If one person needs a break, the whole team takes a break.**

Always stay on well-lit streets in designated areas when possible. (Code of Conduct rule 30-Violating a safety rule or practice.)

Always carry business cards, identification, and a cell phone issued to you. Do not hesitate to identify yourself and your work. Do not give out personal information such as your address or phone number. Refer people to the office.

To increase safety measures, Interrupters will be issued concealed protective vests to where underneath their clothing. While working, all Interrupters must wear their protective vest, unless you are engaged in a physical activity such as playing sports with youth. In the event that an Interrupter will be removing their protective vest, permission must be granted by the Program Coordinator.

When asked by Law Enforcement, Interrupters must identify themselves. Interrupters must be polite to Law Enforcement and follow their instructions. Be sure to get badge numbers and note the time of any interactions with Law Enforcement. Be sure to report the interaction to the Program Coordinator and the report.

- Do not stand and argue with someone who disagrees with what you are doing. Avoid confrontation or debate of any kind.
- DO NOT outreach while smoking.
- DO NOT give away cigarettes or lighters to clients while performing outreach duties.
- Wear assigned attire and shoes when working unless approved otherwise by a supervisor.
- Be aware of your surroundings and location if you have to summon immediate assistance. Do not walk in front of moving vehicles.
- Never enter any client's home without permission from the client.
- Inform the supervisor of any unusual developments, questions, or concerns.
- In an emergency, call or have another team member call 9-1-1. Alert the on-call supervisor to the end of each shift once this occurs.

CODE OF CONDUCT

All employees in the City of Gainesville are members of a select group working together to serve the community. Employees who fail to follow the necessary rules and regulations governing their conduct are penalized and are doing a disservice to other City employees. The Code of Conduct Rules and Regulations are not intended to restrict or impose on the individual but are designed to

ensure the rights and safety of all City employees and to provide working guidelines to assure we promote an equitable and business-like department to efficiently service the community effectively.



Human Resources Policies

Number E-3
(Replaces Policy 19)

Code of Conduct/Disciplinary Procedures

I. Objective:

All employees in the City of Gainesville are members of a select group working together for the main purpose of serving the community. Any employee who fails to follow the necessary rules and regulations governing their conduct is not only penalizing themselves, but is also doing a disservice to all of the other City employees. The Code of Conduct Rules and Regulations are not intended to restrict or impose on the individual, but are designed to insure the rights and safety of all City employees and to provide working guidelines to assure equitable and businesslike department to efficiently service the community effectively.

II. Administration:

In recognition of the fact that each instance differs in many respects from a somewhat similar situation, the City retains the right to treat each violation of the Code of Conduct on an individual basis without creating a binding precedent for other cases which may arise in the future. Examples that are given in any rule do not limit the generality of the rule. The Code of Conduct Rules and Regulations are not to be construed as a limitation upon the retained rights of the City, but rather serve as guidelines. These rules and regulations provide a minimum range of penalties which apply for the specific offenses. This means that a more severe penalty may be issued than that which appears in the standard procedure if sound discretion requires it. When a position has become designated as a Director of a Department (Article III of the City Charter), the provisions of this Policy, E-3, shall no longer be applicable to an employee holding such position as a regular employee, except that such employee shall remain protected by the provisions of City Charter Section III(G).

III. Procedures:

A. Written Instruction and Cautioning:

Whenever an employee's performance or attitude falls below an acceptable level, the supervisor should inform the employee promptly of such lapses in performance and give counsel and assistance to the employee. An Employee Notice form should be issued defining the nature of the infraction under the Code of Conduct and an explanation that future occurrences will result in progressive disciplinary action, up to and including dismissal. Instances of violations of the Code of Conduct should be specifically referred to by date and incident.

B. Employee Notice Form:

In all cases of disciplinary action, the Department Head, Division Head or Supervisor initiating the process is required to complete an Employee Notice form (available online under HR forms) informing the employee of the action taken. An Employee Notice Form which requires suspension, demotion or termination must be signed as reviewed by the Human Resources/Organizational Development (HR/OD) Department prior to issuance and a copy of such notice must be sent immediately to the HR/OD Department following the discussion with the employee for placement in the employee's personnel folder. The employee's immediate supervisor usually initiates an Employee Notice.

C. Suspensions:**1. In General:**

An employee may be suspended indefinitely or for any specified period of time without pay for offenses as defined by the Code of Conduct or for violation of departmental rules and regulations by the immediate supervisor or other superiors subject to the approval of the HR/OD Department and the appropriate Department Head. In the case of a public safety agency, the immediate supervisor or other superior may suspend an employee and later obtain the necessary review by the HR/OD Department and approval of the Department Head. Only in extraordinary circumstances and with the express approval of the Human Resources Director/Designee shall employees be suspended with pay.

In all cases of suspension, an Employee Notice form must be completed, signed as reviewed by the HR/OD Department and submitted to the employee along with a copy to the Human Resources Director.

2. Normal Suspensions:

Except in cases of suspensions in contemplation of termination, and except where the employee's presence poses a continuing danger to persons or to the orderly operation of City government, the employee shall be notified orally or in writing of the accusations/charges against the employee and the factual basis therefor prior to the effectiveness of the suspension. Prior to issuance of said notice, and prior to a suspension, the Supervisor, Superior, or Department Head must give the accused employee a reasonable opportunity to explain the employee's version of the facts surrounding the accusations. Immediately thereafter, the Supervisor, Superior, or Department Head may take such action as is deemed appropriate.

3. Extraordinary Suspensions:

In cases where the employee's presence poses a continuing danger to persons or to the orderly operation of City government, the employee may be immediately suspended, but shall be notified in writing of the charges against the employee and shall be given an opportunity to rebut same within ten (10) days after the suspension.

D. Demotion and Decrease in Pay:

Department Heads may demote an employee in pay grade with a decrease in salary and job responsibilities, as appropriate, for such time as is necessary to correct deficiencies in job performance or job qualifications. The duration of such demotion and reduction in pay and responsibilities, as appropriate, may be temporary or permanent, as appropriate, under the circumstances. A permanently demoted employee is entitled to advance under the pay plan as any other employee based upon job performance. Prior to the proposed demotion, the employee shall be given written notice of the reasons for the proposed demotion and further shall be given the opportunity to rebut said reasons before the appropriate Department Head.

If the Department Head determines demotion is proper, an Employee Status Maintenance Transaction (ESMT) form shall be completed which shall include the specific reasons for the demotion.

E. Terminations:

1. In General:

These procedures for dismissal are promulgated to minimize the risk of improper terminations associated with any such processes. The term "Charter Officer" as used herein shall refer to the City Manager, the General Manager, the Clerk of Commission, the Equal Opportunity Director, the City Auditor and the City Attorney for employees under general direction of those offices. Such terminology shall also include a duly authorized designee of the Charter Officer.

A probationary or temporary employee may be dismissed with or without cause at the sole discretion of the Department Head (if any) with review by the HR/OD Department. A regular employee may be dismissed only for cause as outlined in the Code of Conduct and Disciplinary Procedures and this policy by the Department Head (if any) with review by the HR/OD Department.

Other than probationary or temporary, such dismissals shall be accomplished by means of an Employee Status Maintenance Transaction

(ESMT) form accompanied by a full and detailed Employee Notice form prepared by the Supervisor and Department Head, copies of which shall be submitted to the employee, and the Human Resources Department.

2. Normal Termination Procedure:

Prior to the proposed termination, the employee shall be suspended without pay pending the outcome of the informal conference and shall concurrently, or immediately thereafter, receive written notice of the reasons for the proposed termination either by hand delivery or by registered U.S. mail. Such notice shall also specify a time, no sooner than two (2) working days nor later than five (5) working days, following the employee's receipt of such notice, for an informal conference to be held before the appropriate Department Head to afford the employee an opportunity to rebut the charges made against the him/her. The employee will also be allowed to respond in writing to the appropriate Department Head and/or to bring a representative of the employee's choosing to the meeting with the appropriate Department Head. After such informal conference and after considering all evidence before the Department Head, the appropriate Department Head shall take such action upon the dismissal as the Department Head deems appropriate with the Charter Officer's approval. Failure of an employee to attend said informal conference after being given notice of same shall waive any rights of the employee hereunder. The appropriate Department Head's decision shall be forthwith furnished the employee.

3. Special Employee's Termination Procedure:

For employees in the City Manager's Office, the City Attorney's Office, the General Manager's Office, the City Auditor's Office, the Equal Opportunity Office and the Clerk of Commission's Office, and for employees who are Department Heads, the procedures in this subsection #3 and not those in subsection #2, shall apply. For these special employees, prior to the proposed termination, the employee shall be suspended without pay pending the outcome of the hearing specified below and shall concurrently, or immediately after such suspension, receive written notice of the reasons for the proposed termination either by hand delivery or registered U.S. mail. Such notice shall also specify a time, no sooner than two (2) working days nor later than twenty (20) working days following the employee's receipt of such notice, for an evidentiary hearing to be held before the Charter Officer. At such evidentiary hearing, the employee may present witnesses, testimony, briefs, or other evidence to support the employee's position. The employee may also have a representative of the employee's own choosing present. Thereafter, the Charter Officer shall consider all evidence which the Charter Officer has before him/her, both from the employee and from any other source, and shall render the Charter Officer's written decision to terminate or not to terminate the employee within ten (10) days of the

hearing. The employee may thereafter appropriately appeal to the courts within sixty (60) days of the Charter Officer's decision. The appeal procedure provided in Section F below shall not apply in situations involving special employees.

F. Appeals:

1. In General:

If an employee is aggrieved at any disciplinary action specified herein, except termination, the employee must pursue any applicable grievance procedure.

If an employee is aggrieved at a termination hereunder and said employee desires to appeal same, the employee must either pursue the grievance procedure or serve a notice within ten (10) days after the effective date of termination by hand delivery to the Charter Officer, which notice shall request a full evidentiary hearing on the action. The employee's election to pursue one course of review under this provision shall preclude and waive the use by that employee of any other method or review (i.e., either grievance procedure or evidentiary hearing).

Any employee who has received any specified disciplinary action shall be immediately advised of the employee's right to appeal the action through the use of the grievance procedure or the procedures hereunder.

2. Terminations - Evidentiary Hearings:

If the employee files notice as specified above within ten (10) days after the termination, the Charter Officer shall hold an evidentiary hearing within thirty (30) days of the request whereat the discharged employee may present witnesses, testimony, briefs, or other evidence to support the employee's position. The employee may also have a representative of the employee's own choosing present. Thereafter, the Charter Officer shall consider all evidence which the manager has before him/her, both from the employee and from any other source, and shall render the Charter Officer's decision in writing within twenty (20) days of the hearing. The employee may thereafter appropriately appeal to the courts within sixty (60) days of the Charter Officer's decision.

G. Employees are protected against reprisal for the lawful disclosure of information which the employee reasonably believes evidences:

1. Violation of any law, rule, policy or regulation, or

2. Mismanagement, a gross waste of funds, an abuse of authority, or a substantial and specific danger to public health or safety.

Any such disclosure shall be submitted directly to the Charter Officer for investigation and may be submitted orally or in writing. In the event the disclosure involves a Charter Officer, such disclosure shall be submitted to any member of the City Commission. The name of the employee making such disclosure shall not be unreasonably revealed.

- H. Any employee who has authority to take, direct others to take, recommend or approve any personnel action shall not, with respect to authority, take a personnel action with respect to any employee as a reprisal for the lawful disclosure of information as set forth in Section G, as stated above.

III. Code of Conduct:

The Code of Conduct is not intended to supersede departmental rules and regulations approved by the Charter Officer, such as police and fire employees, but is intended to supplement them.

IV. Use of Past Record:

In imposing disciplinary measures by incremental steps based on successive deficiencies in job performance, on a current charge the Department Head will not take into consideration prior infractions of the same rule which occurred more than two (2) years previously, except in discharge cases in which the overall disciplinary record of the employee may be taken into consideration.

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Date Revised: 12/12/05
Date Revised: 12/29/09
Date Revised: 11/17/11

CODE OF CONDUCT AND MINIMUM DISCIPLINARY ACTIONS

RULE NUMBER	OFFENSES and DEFICIENCIES ON/OFF JOB	FIRST OFFENSE	SECOND OFFENSE	THIRD OFFENSE	FOURTH OFFENSE
1	Gambling, lottery or engaging in any game of chance at City work stations at any time.	Written Instruction and Cautioning	Written Instruction and 3 days suspension	Written Instruction and 5 days suspension or dismissal	Dismissal
2	Engaging in horseplay, scuffling, wrestling, throwing things, malicious mischief, distracting the attention of others, catcalls or similar types of disorderly conduct.	Written Instruction and Cautioning	Written Instruction and 3 days suspension	Written Instruction and 5 days suspension	Dismissal
3	Sleeping during working hours unless otherwise provided as in the Fire Service.	Written Instruction and Cautioning	Written Instruction and 5 days suspension or dismissal	Dismissal	
4	Disregarding job duties by loafing or neglect of work during working hours.	Written Instruction and Cautioning	Written Instruction and 3 days suspension	Written Instruction and 5 days suspension or dismissal	Dismissal
5	Wasting time, loitering or leaving assigned work area during working hours without authorization.	Written Instruction and Cautioning	Written Instruction and 3 days suspension	Written Instruction and 5 days suspension or dismissal	Dismissal
6	Threatening, intimidating, coercing, or interfering with fellow employees or supervisors at any time, including abusive language.	Written Instruction and Cautioning	Written Instruction and 3 days suspension	Written Instruction and 5 days suspension or dismissal	Dismissal
7	Unauthorized distribution of written or printed material of any description.	Written Instruction and Cautioning	Written Instruction and 5 days suspension or dismissal	Dismissal	
8	Unauthorized vending, soliciting, or collecting contributions for any purpose whatsoever at any time on City premises.	Written Instruction and Cautioning	Written Instruction and 5 days suspension or dismissal	Dismissal	

CODE OF CONDUCT AND MINIMUM DISCIPLINARY ACTIONS

RULE NUMBER	OFFENSES and DEFICIENCIES ON/OFF JOB	FIRST OFFENSE	SECOND OFFENSE	THIRD OFFENSE	FOURTH OFFENSE
9	Deliberately destroying, misusing, or damaging public property or any City property or equipment or the property and equipment of any employee.	Written Instruction and 5 days suspension or dismissal	Dismissal		
10	Unauthorized use, possession or operation of any City property or equipment or the property and equipment of any employee.	Written Instruction and Cautioning	Written Instruction and 5 days suspension or dismissal	Dismissal	
11	Tardiness (Guide: three (3) times in a thirty day period)	Written Instruction and Cautioning	Written Instruction and 3 days suspension	Written Instruction and 5 days suspension or dismissal	Dismissal
12	Excessive absenteeism (Guide: three (3) times in a thirty day period)	Written Instruction and Cautioning	Written Instruction and 3 days suspension	Written Instruction and 5 days suspension or dismissal	Dismissal
13	Productivity or workmanship not up to required standard of performance.	Written Instruction and Cautioning	Written Instruction and 3 days suspension	Written Instruction and 5 days suspension or dismissal	Dismissal
14	Reporting to work under the influence of intoxicating beverages or drugs.	Written Instruction and 3 days suspension	Written Instruction and 5 days suspension or dismissal	Dismissal	
15	Being in possession of intoxicating beverages or narcotics during the time while on duty.	Written Instruction and 3 days suspension	Written Instruction and 5 days suspension or dismissal	Dismissal	
16	Using intoxicating beverages or narcotics during the time while on duty.	Written Instruction and 5 days suspension or dismissal	Dismissal		
17	Fighting, provoking or instigating a fight.	Written Instruction and 5 days suspension or dismissal	Dismissal		

CODE OF CONDUCT AND MINIMUM DISCIPLINARY ACTIONS

RULE NUMBER	OFFENSES and DEFICIENCIES ON/OFF JOB	FIRST OFFENSE	SECOND OFFENSE	THIRD OFFENSE	FOURTH OFFENSE
18	Insubordination by the refusal to perform work assigned or to comply with written or verbal instructions of the supervisory force or discourtesy to persons with whom he/she comes in contact while in the performance of his/her duties.	Written Instruction and 5 days suspension or dismissal	Dismissal		
19	Immoral, unlawful, or improper conduct or indecency, whether on or off the job which would tend to affect the employee's relationship to his/her job, fellow workers' reputations or goodwill in the community.	Written Instruction and 5 days suspension or dismissal	Dismissal		
20	Absence without authorized leave or permission. If the absence is for 3 consecutive workdays, the employee will have been deemed to have abandoned the position and resigned from City employment.	Written Instruction and 3 days suspension	Written Instruction and 5 days suspension or dismissal	Dismissal	
21	Falsification of personnel or City records including but not limited to: employment applications, accident records, purchase orders, time sheets, or any other report, record or application.	Written Instruction and 3 days suspension	Written Instruction and 5 days suspension or dismissal	Dismissal	
22	Theft or removal from City locations without proper authority <u>any</u> City property or property of any employee.	Written Instruction and 5 days suspension or dismissal	Dismissal		
23	Carelessness which affects the safety of personnel, equipment, tools, or property or causes materials, parts, or equipment to be damaged or scrapped.	Written Instruction and Cautioning	Written Instruction and 5 days suspension or dismissal	Dismissal	

CODE OF CONDUCT AND MINIMUM DISCIPLINARY ACTIONS

RULE NUMBER	OFFENSES and DEFICIENCIES ON/OFF JOB	FIRST OFFENSE	SECOND OFFENSE	THIRD OFFENSE	FOURTH OFFENSE
24	Wanton or willful neglect in their performance of assigned duties.	Written Instruction and 3 days suspension	Written Instruction and 5 days suspension or dismissal	Dismissal	
25	Wanton or willful violation of statutory authority, rules, regulations or policies.	Written Instruction and 3 days suspension or dismissal	Written Instruction and 5 days suspension or dismissal	Dismissal	
26	Continual and willful failure to pay just debts or continual and willful failure to make provision for the payment of just debts.	Written Instruction and Cautioning	Written Instruction and 3 days suspension	Written Instruction and 5 days suspension or dismissal	Dismissal
27	Failure to work overtime, special hours or special shifts after being scheduled according to overtime and stand-by duty policies or failure to respond to call during adverse weather conditions or emergencies.	Written Instruction and Cautioning	Written Instruction and 3 days suspension or dismissal	Written Instruction and 5 days suspension or dismissal	Dismissal
28	Taking more than specified time for meals or rest periods.	Written Instruction and Cautioning	Written Instruction and 3 days suspension	Written Instruction and 5 days suspension or dismissal	Dismissal
29	Where the operations are continuous, an employee shall not leave his/her post at the end of his/her scheduled shift until he/she is relieved by his/her supervisor or his/her relieving employee on the incoming shift.	Written Instruction and Cautioning	Written Instruction and 3 days suspension	Written Instruction and 5 days suspension or dismissal	Dismissal
30	Violating a safety rule or safety practice.	Written Instruction and Cautioning	Written Instruction and 3 days suspension	Written Instruction and 5 days suspension or dismissal	Dismissal
31	Failure to report an accident or personal injury in which the employee was involved while on the job.	Written Instruction and Cautioning	Written Instruction and 3 days suspension	Written Instruction and 5 days suspension or dismissal	Dismissal

CODE OF CONDUCT AND MINIMUM DISCIPLINARY ACTIONS

RULE NUMBER	OFFENSES and DEFICIENCIES ON/OFF JOB	FIRST OFFENSE	SECOND OFFENSE	THIRD OFFENSE	FOURTH OFFENSE
32	Creating or contributing to unsafe and unsanitary conditions or poor housekeeping.	Written Instruction and Cautioning	Written Instruction and 3 days suspension	Written Instruction and 5 days suspension or dismissal	Dismissal
33	Failure to keep the department and/or Human Resources notified of proper address or telephone number (if any).	Written Instruction and Cautioning	Written Instruction and 3 days suspension	Written Instruction and 5 days suspension or dismissal	Dismissal
34	Making or publishing of false, vicious, or malicious statements concerning any employee, supervisor, the City or its operations.	Written Instruction and Cautioning	Written Instruction and 5 days suspension or dismissal	Dismissal	
35	Posting or removing any material on bulletin boards or City property at any time unless authorized.	Written Instruction and Cautioning	Written Instruction and 5 days suspension or dismissal	Dismissal	
36	Refusal to give testimony in accident investigations	Written Instruction and Cautioning	Written Instruction and 5 days suspension or dismissal	Dismissal	
37	Habitual failure to punch your own time card (Guide: three (3) times in a thirty (30) day period.	Written Instruction and Cautioning	Written Instruction and 3 days suspension	Instruction and 5 days suspension or dismissal	Dismissal
38	Knowingly punching the time card of another employee; having one's time card punched by another employee or unauthorized altering of a time card.	Written Instruction and 5 days suspension or dismissal	Dismissal		
39	Making false claims or misrepresentations in an attempt to obtain sickness or accident benefits, workers' compensation benefits.	Written Instruction and 5 days suspension or dismissal	Dismissal		

CODE OF CONDUCT AND MINIMUM DISCIPLINARY ACTIONS

RULE NUMBER	OFFENSES and DEFICIENCIES ON/OFF JOB	FIRST OFFENSE	SECOND OFFENSE	THIRD OFFENSE	FOURTH OFFENSE
40	Unauthorized possession of firearms, explosives, or weapons on City property.	Written Instruction and 5 days suspension or dismissal	Dismissal		
41	Failure to return from an authorized leave of absence. If the absence is for three (3) consecutive workdays, consider the employee to have abandoned the position and resigned from the City.	Dismissal			
42	Knowingly harboring a communicable disease.	Dismissal			
43	Concerted curtailment or restriction of production or interference with work in or about the City's work stations, including, but not limited to, instigating, leading, or participating in any walkout, strike, sit-down, stand-in, slow-down, refusal to return to work at the scheduled time for the scheduled shift.	Dismissal			
44A	Pleading guilty or nolo contendere to, or being found guilty by a jury or court of a misdemeanor involving physical violence, theft, driving under the influence of alcohol or drugs or possession or sale of drugs, regardless of whether or not adjudication is withheld and probation imposed.	Written Instruction and 5 days suspension or dismissal	Dismissal		
44B	Pleading guilty or nolo contendere, or being found guilty by a jury or court of a felony, regardless of whether or not adjudication is withheld and probation imposed.	Written Instruction and 10 days suspension or dismissal	Dismissal		
45	Use of bribery or political pressure to secure appointment or advantages.	Dismissal			
46	Continual abuse of Personnel Policies and safety rules.	Dismissal			

CODE OF CONDUCT AND MINIMUM DISCIPLINARY ACTIONS

RULE NUMBER	OFFENSES and DEFICIENCIES ON/OFF JOB	FIRST OFFENSE	SECOND OFFENSE	THIRD OFFENSE	FOURTH OFFENSE
47	No employee shall request, use, or permit the use of, whether directly or indirectly, any publicly owned, public-supported property, vehicle, equipment, or labor service, or supplies (new, surplus, scrap or obsolete) for the personal convenience or the private advantage of said employee or any other person.	Written Instruction and 5 days suspension or dismissal	Dismissal		
48	Engaging in any act(s) of sexual harassment.	Written Instruction and 5 days suspension or dismissal	Written Instruction and Suspension or dismissal		
49	Violation of the City's Code of Ethics.	Written Instruction and 3 days suspension or dismissal	Written Instruction and Suspension or dismissal		
50	Violation of Drug Free Workplace Program and/or Addenda thereto by any covered employee. This rule/penalty is in addition to any other action required by the Program or Addenda and supersedes any other Rules of Conduct applicable to the same conduct.	Written Instruction and 5 days suspension or dismissal	Dismissal		

File Attachments for Item:

15. Afterschool Program Results (Bonnie Wagner)

**Item:**

Afterschool Program Results (Bonnie Wagner)

Requested Action:

The Board is asked to receive this update.

Background:

An executive summary of evaluation results for FY2025 afterschool programs will be presented. In FY2025, the Trust provided funding for 366 youth in Alachua County to participate in afterschool programming. These youth participated in an average of 7.5 months in duration and for 103 days of programming. Middle and high school youth were offered and engaged in enrichment topics including career exploration, healthy relationships, leadership development, and more. Parents and youth report high levels of satisfaction with programming. Parents overwhelmingly reported satisfaction of 90% or higher across all areas. Aspects of programming parents and youth appreciated most were activities offered, connecting positively with peers, and support from staff. Over the course of the school year, 90% of youth served demonstrated proficiency or made gains in socio-emotional skills. Among programs with an academic focused curriculum component, 80% exhibited improvements in literacy and 70% in math skills.

Attachments:

Board Presentation – Afterschool Program Results on 10-13-2025

Programmatic Impact:

This program supports:

Goal 2: Children learn what they need to be successful.

Fiscal Impact:

FY2025 Budget:

Afterschool – \$1,167,886

Recommendation:

Receive the information.



CHILDREN'S TRUST

OF ALACHUA COUNTY

Afterschool Program Results

Year 4: 2024-2025

Children Served

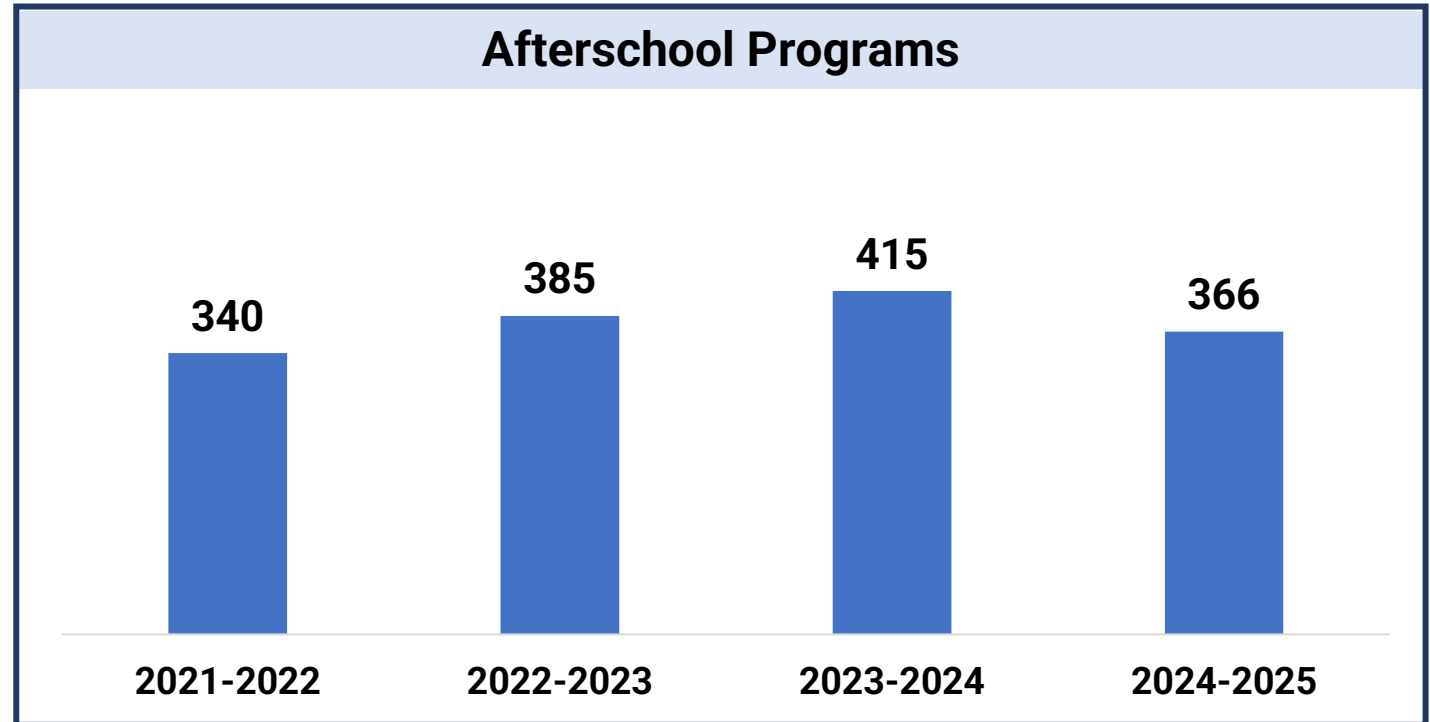


Children served with funding from Children's Trust of Alachua County:

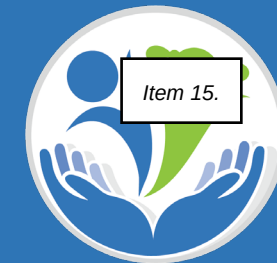


CHILDREN'S TRUST
OF ALACHUA COUNTY

Afterschool Programs

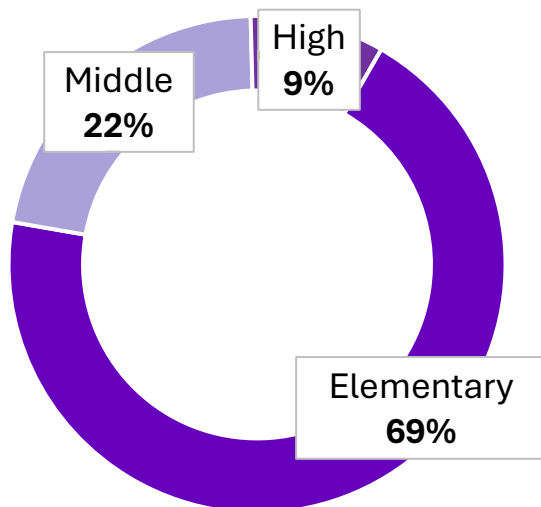


Who are the Children Served?

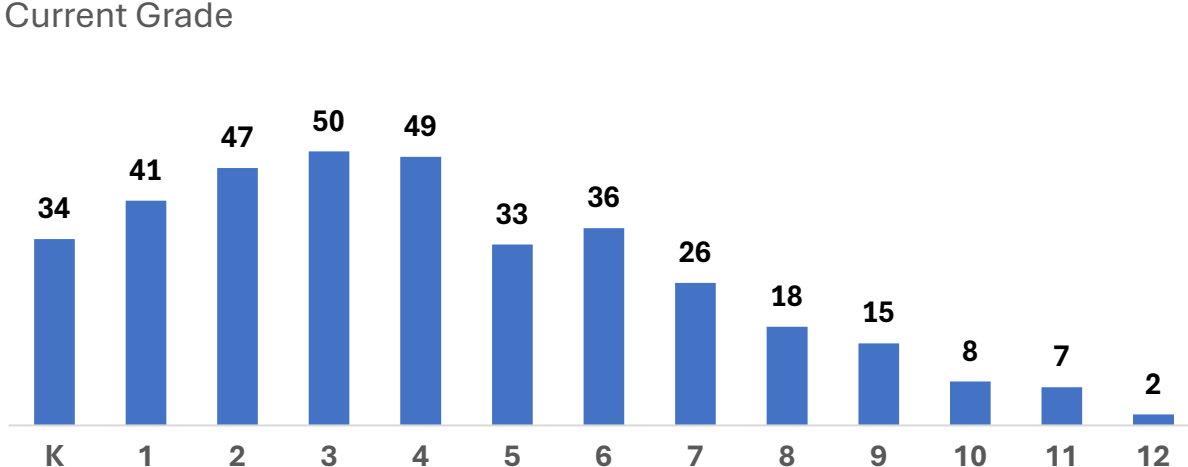


The average age of youth served is 9 years old.

Grade Level



Current Grade



Race

Black or African American

64%

White

27%

Multiracial

6%

Other Race

3%

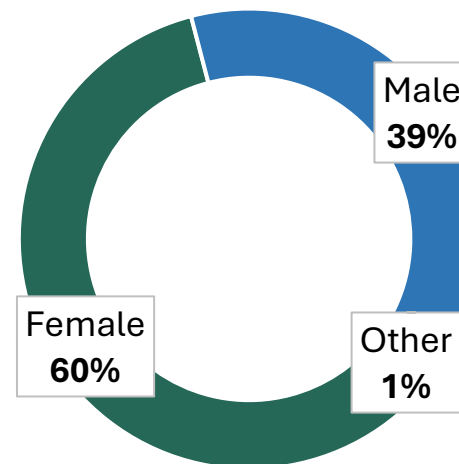
Asian

<1%

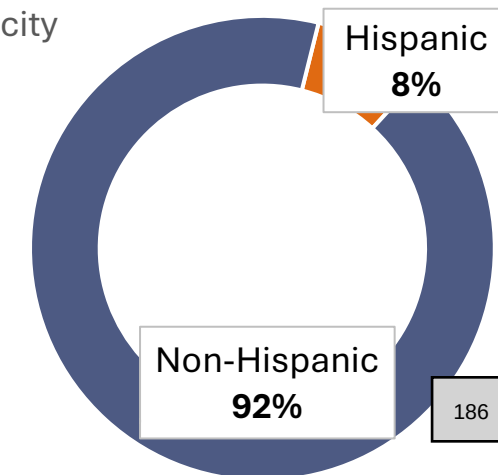
Native American

<1%

Gender

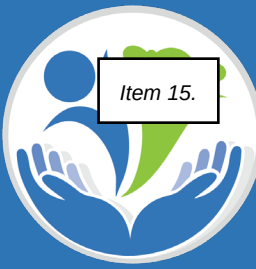


Ethnicity



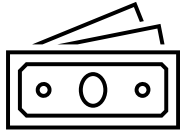
186

Scholarship Eligibility



The Children's Trust scholarships are received by children with economic and/or other needs. Families must meet one of the following scholarship eligibility criteria, however, are encouraged to report on all criteria.

Average
Household
Income
\$43,321



Average
Family Size

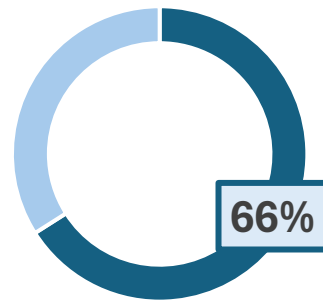
4.1



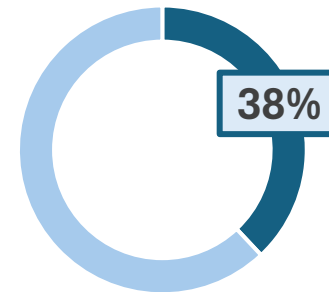
Average
Children in the
Household

2.5

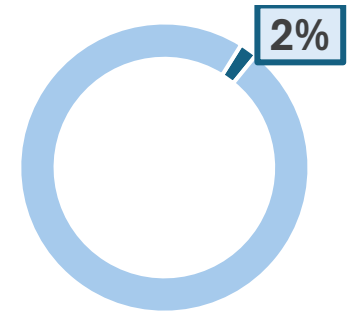
**Income below 200% of the
Federal Poverty Level**



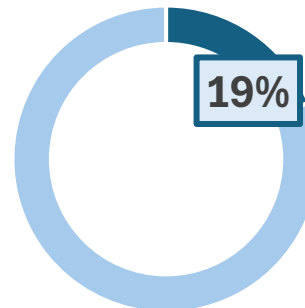
**Family receives
SNAP benefits**



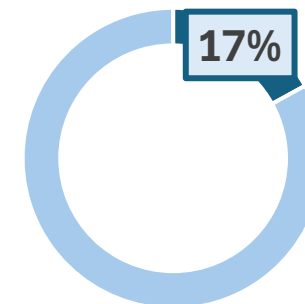
**Foster Care, Formal Kinship Care,
or Case Management Supervision**



**Income between 200-400%
of Federal Poverty Level**

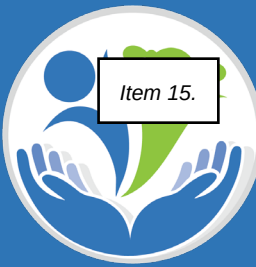


IEP / 504 Plan*



*School special education plan; child must also be below 400% or meet an additional criteria.

How much Programming was Offered?



Program Days

Providers offered an average of **170 program days** ranging from 157 to 195. All providers exceeded the target for program days.

Enrichment Programming

Starting in the 2023-2024 school year, afterschool programs serving middle and high school youth were to offer each of the following enrichment content areas at least once.

Middle School

Content/Topic	Total Days Offered
Social & Emotional Development	34
Career Exploration	22
Healthy Relationship Boundaries	11
Transition to High School	8
Internet and Social Media Safety	6

High School

Content/Topic	Total Days Offered
Academic Support & Enrichment	83
Career Exploration	15
Life Management Skills	12
Leadership Development	9
College Prep	5
Workforce Development	2

How much did Youth Participate?

Daily Attendance

Youth attended an average of 103 days of programming. On average, youth attended **60%** of the total program days offered and **74%** of program days available during the time they were enrolled in the program.

Average across Programs	Child Attendance	Average Attendance	Program Utilization	Days Offered
	74%	103 days	60%	170 days

Duration in Program

Two thirds of youth began in the program’s starting month and stayed for the duration of the school year (66%). There were some children who exited the program early or joined later in the year. Across providers, youth attended for an **average of 7.5 months** with **81%** participated for a duration of **4 months or longer**.

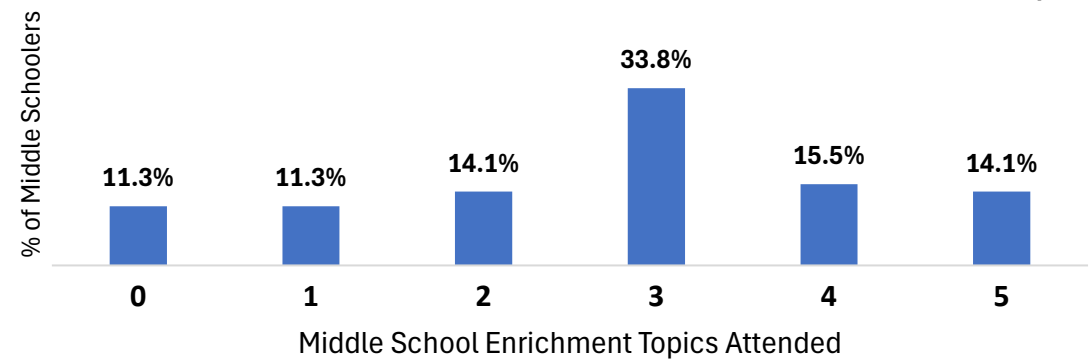
Average across Programs	Child Participated for 4+ months	Average Duration
	81% (295 of 366)	7.5 months

Participation in Enrichment Content

Enrichment Attendance

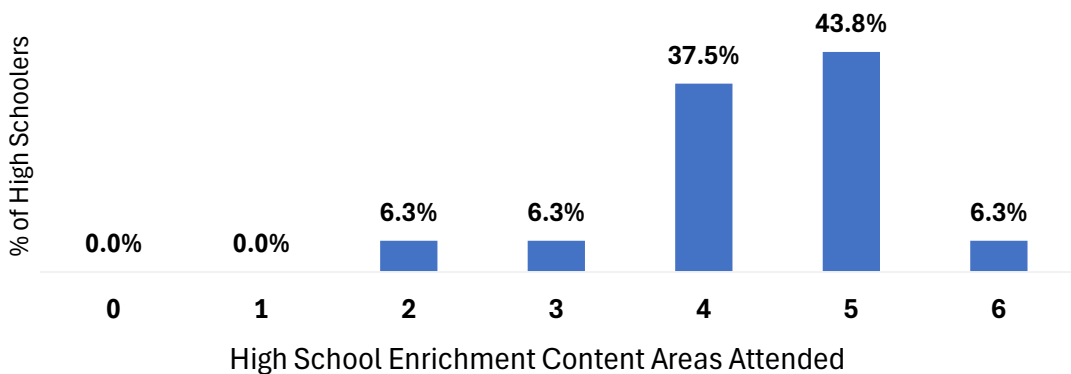
Social & Emotional Development was the most highly attended middle school enrichment offering, while **Academic Support & Enrichment** had the greatest attendance among high school students. The goal was for youth to participate in 3 or more enrichment content areas.

63% of middle schoolers attended 3+ enrichment topics.



Middle School Topic	% Attended
Social & Emotional Development	75%
Healthy Relationship Boundaries	70%
Career Exploration	69%
Transition to High School	30%
Internet and Social Media Safety	30%

94% of high schoolers attended 3+ enrichment topics.



High School Topic	% Attended
Academic Support & Enrichment	100%
Career Exploration	94%
Life Management Skills	91%
College Prep	78%
Workforce Development	53%
Leadership Development	22%

What impact did we see?

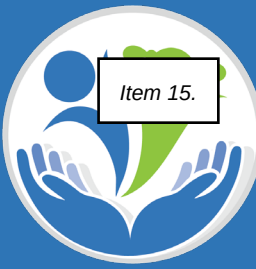


Social Emotional Development

- **62%** of youth **demonstrate pre-post gains** among those participating in 4 months or more of afterschool.
- **90%** exhibited **proficient skills** or **demonstrated improvement** in social emotional skills on the post-survey.

Assessment	Pre-Post Improvement	Proficiency or Improvement	Number Assessed
Total	62%	90%	270

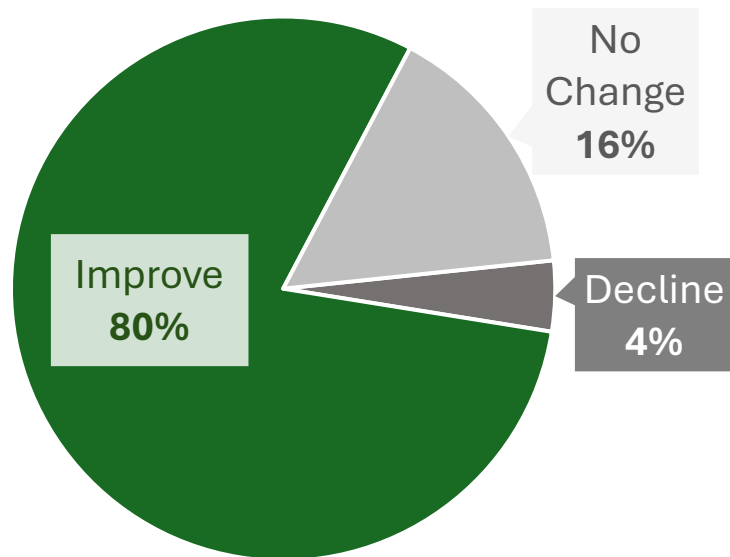
Academic Improvement



Among afterschool programs with an academic focused curriculum component, 80% exhibited improvements in literacy and 70% math skills.

Literacy

80% of youth saw improvement in their literacy skills assessment.

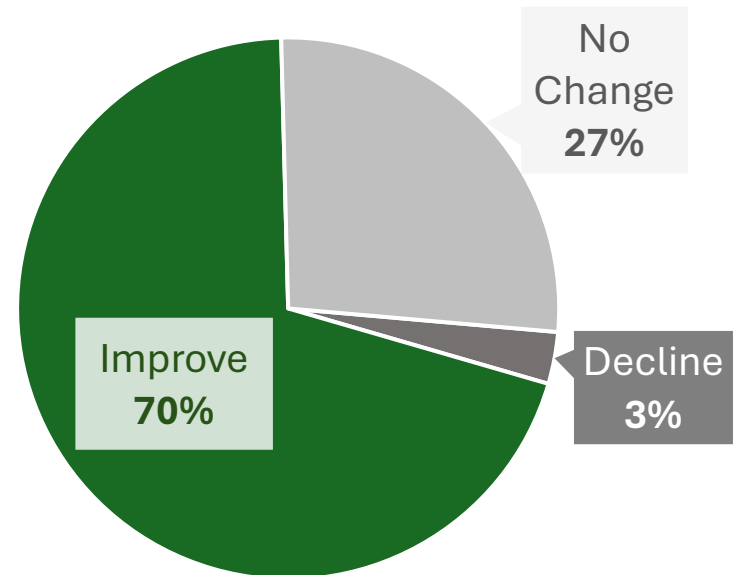


5 programs

N=212

Mathematics

70% of youth saw improvement in their math skills assessment.



3 programs

N=97

Performance Measures

How Much?

Item 15.

Measure	Target	Actual
Children Served	297	366
Program Days	1,350	1,531
Enrichment (MS)	20	20
Enrichment (HS)	12	12

How Well?

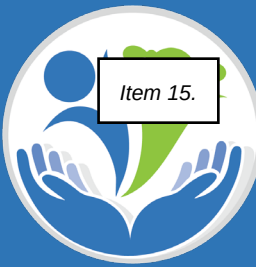
Measure	Target	Actual
Daily Attendance (ES)	75%	85%
Attendance Enrichment (MS)	75%	63%
Attendance Enrichment (HS)	75%	94%
Youth Felt Cared About	85%	87%
Communication	90%	97%
Overall Experience	90%	99%

Better Off?

Measure	Target	Actual
Parents Felt Kids were Safe	90%	98%
Youth Felt Safe	85%	90%
Homework Help	85%	92%
Proficiency or Improvements on Socio-Emotional Skills	70%	90%



Thank you!



Aces in Motion



Boys & Girls Clubs



Deeper Purpose



Kids Count



Gainesville Circus



Girls Place



Willie Mae Stokes Center



File Attachments for Item:

16. Community Literacy Collaborative's Literacy Expert Gathering

**Item:**

Community Literacy Collaborative's Literacy Expert Gathering

Requested Action:

1. The Board is asked to accept this update on the Community Literacy Collaborative's Literacy Expert Gathering

Update

The Literacy Expert Gathering was held on September 17, 2025, both in person and via Zoom. The session was facilitated by Dr. Theresa Beachy of the Center for Nonprofit Excellence and included representatives from the following organizations:

- Alachua County School District
- Peak Literacy
- Kids Count
- Girls Place
- Gainesville Thrives
- University of Florida Literacy Institute (UFLI)
- AIM
- Ask Meno
- United Way of North Central Florida
- UF College of Education
- UF Lastinger Center
- UF Anita Zucker Center

Dr. Beachy opened the meeting by presenting the proposed framework and team structure for the Community Literacy Collaborative. The Board of County Commissioners (BoCC) has also contracted with Peak Literacy to develop a countywide Literacy Catalyst Plan. Dr. Sunshine Moss of Peak Literacy shared an overview of that plan, while Kelly McCluney and Heather Harbour from the Alachua County School District outlined the district's current literacy strategies and initiatives. Dr. Holly Lane with UFLI provided an overview of key reading concepts and definitions of literacy.

The meeting concluded with an open discussion on ways participants could contribute to the effort, next steps, and an invitation to the upcoming Community Town Halls on Literacy:

- October 29, 5:30–7:00 PM: Eastside High School Auditorium
- October 30, 5:30–7:00 PM: Santa Fe High School Auditorium

Programmatic Impact:

Goal 2: Children & Youth Can Learn What They Need To Be Successful

Fiscal Impact:

\$550,000.00

Recommendation:

Accept the recommended action.

..... Alachua County

COMMUNITY LITERACY
COLLABORATIVE



Collective Impact Works

.....

Why we are here

The Gap

Historic reports, observations, and feedback show that there is gap in literacy achievement in our community. The Alachua County Literacy Needs Assessment reinforced this information and identified priorities for addressing the issue.

The Call to Action

Local leaders recognize the importance of literacy to the well-being of our community. By making a multi-year investment in community-based initiatives, they hope to change past patterns of individual response into a collective impact model through coordination and replication.

The Process

Using a framework that builds teams to work in parallel with school system models, the collaborative will develop strategies, activities, and outcomes that will improve literacy from pre-k to adult in our county that can grow for years to come.



The Framework

Teams

The funder investment involves teams of people working together to reinforce what the schools are doing to build literacy

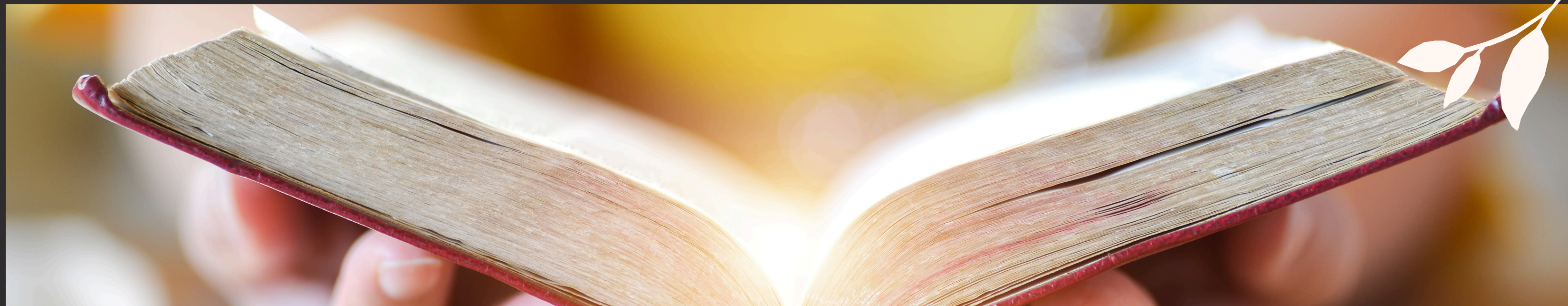
Community

The goal is to work across the community, in all ages, and in underserved locations, using mutually reinforced programs that can show improvement and make change

Expansion

Results of shared measures and goals can be replicated and expanded in future years to expand the work





Why Partner?

Expertise

We need your expertise, in both evidence and practice based methods, to create and identify *what works*

Implementation

We are committed to implementing what works across as many community based programs and sites as possible, *building replicable results*

Community

Engaging stakeholders across the community and *developing access points* for all learners will ensure buy in and participation and move the needle on grade level reading



What Comes Next

.....

Develop the Teams

Partnering with the experts, practitioners and implementers

Train

As activities are created, train the community based groups to integrate what works into existing programs and models.

Capacity

Build capacity through investment in staff, materials, and ongoing professional development to ramp up access and results

Messaging

Through the Advisory Council and community feedback, create messaging that highlights how to engage, results of the investments, and where to access help. Town Hall meetings in October will kick this off

How We Can Collaborate

AGREEMENTS AND OUTCOMES

.....

Invitation to Partner



Invitations to partner will outline the timelines and request your capacity needs (money and support)

The goal is to invest in capacity that can be replicated for more programs in the community

Deliverables and Data



Partnership Agreements will outline the data to be collected and the deliverables for success that partners identify



Questions



+ 352-318-7766



tbeachy@cnencf.org

..... Alachua County

Thank You

.....

Literacy Collabortive

Alachua County Literacy Catalyst

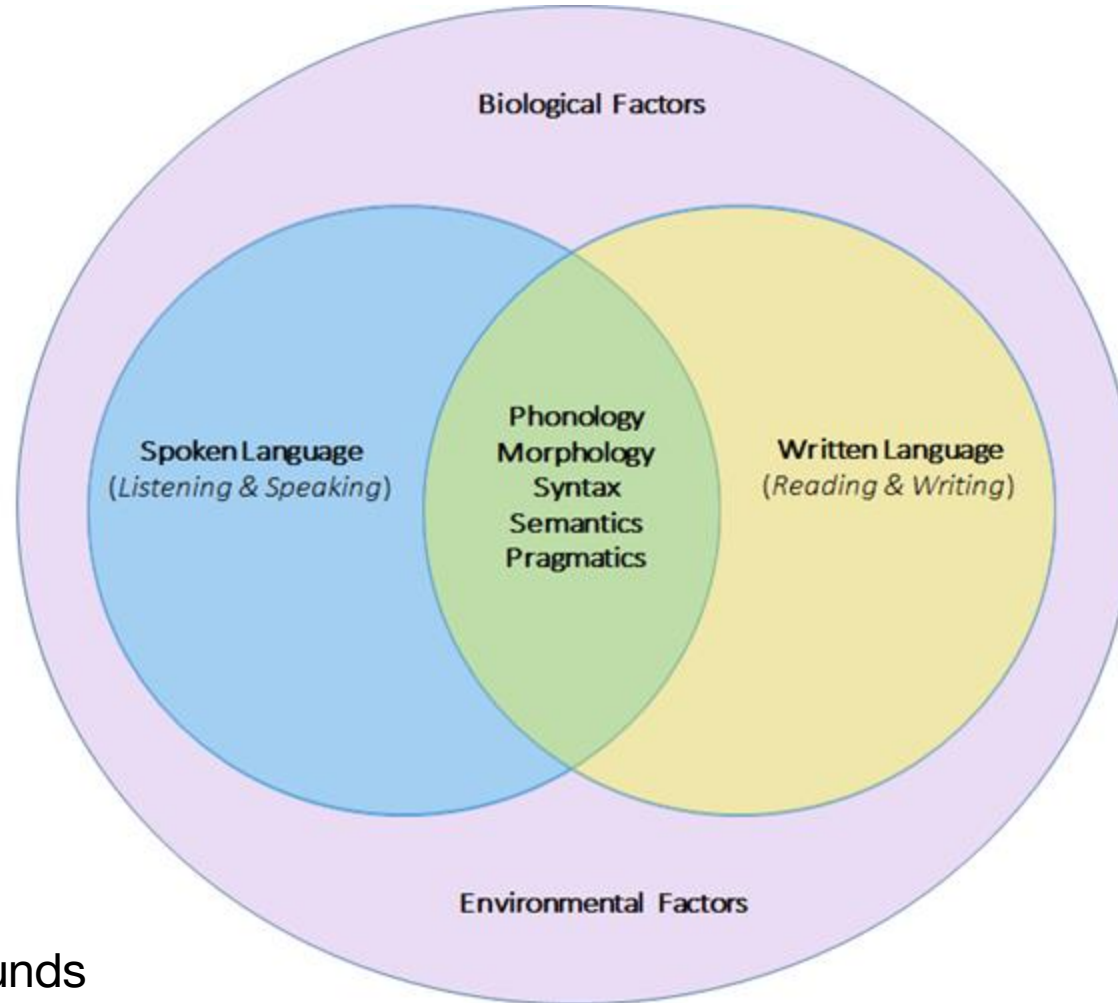
Leah Galione, Executive Director, PEAK Literacy
Sunshine Moss, Ph.D.

Alachua County Literacy Catalyst

Alachua County Board of County Commissioners

Five Focus Areas

- 1) High-Dosage Tutoring
- 2) Provider Capacity Building
- 3) Parent Empowerment
- 4) Adult Literacy
- 5) Collaboration & Coordination



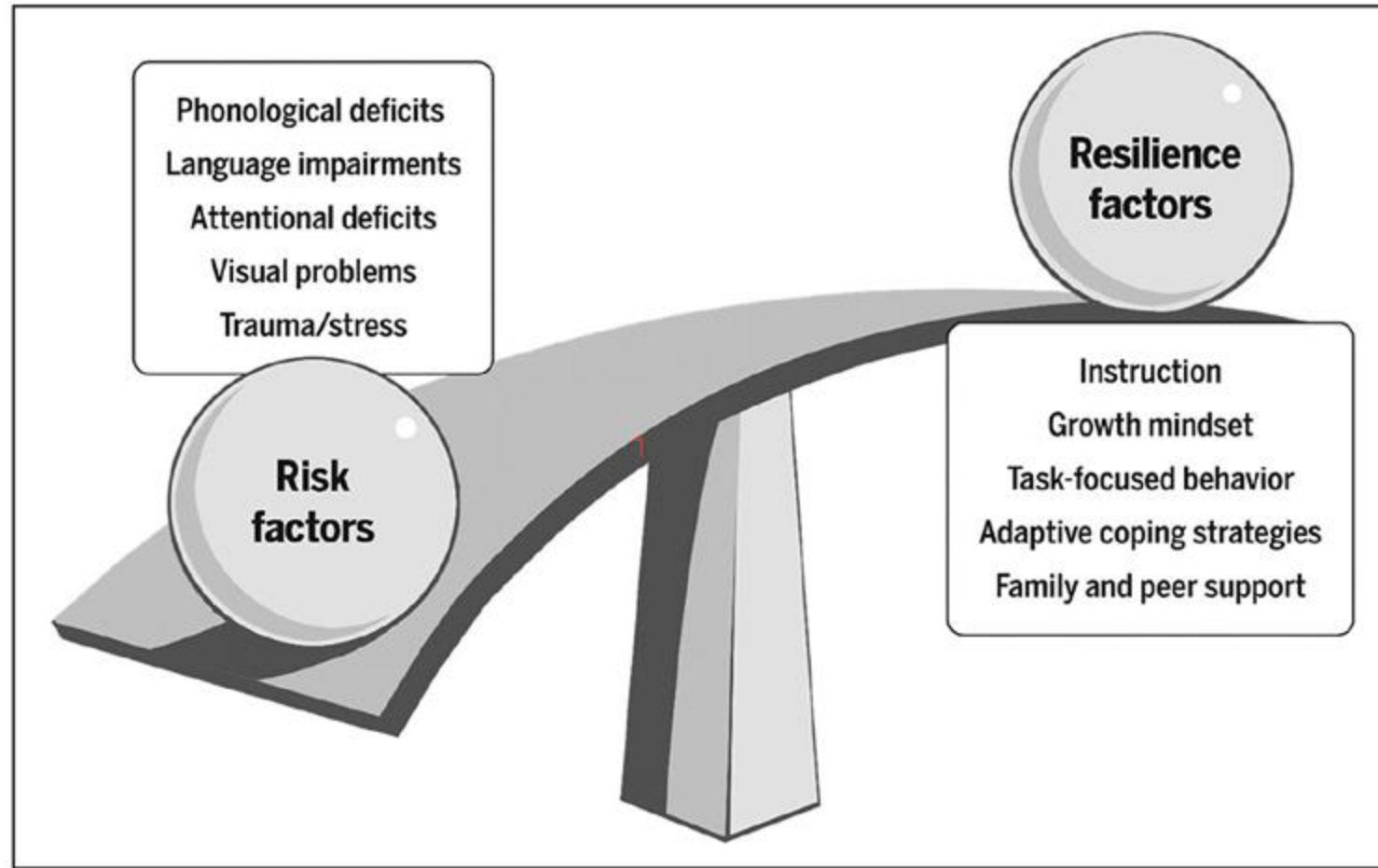
Phonology = speech sounds

Morphology = word parts

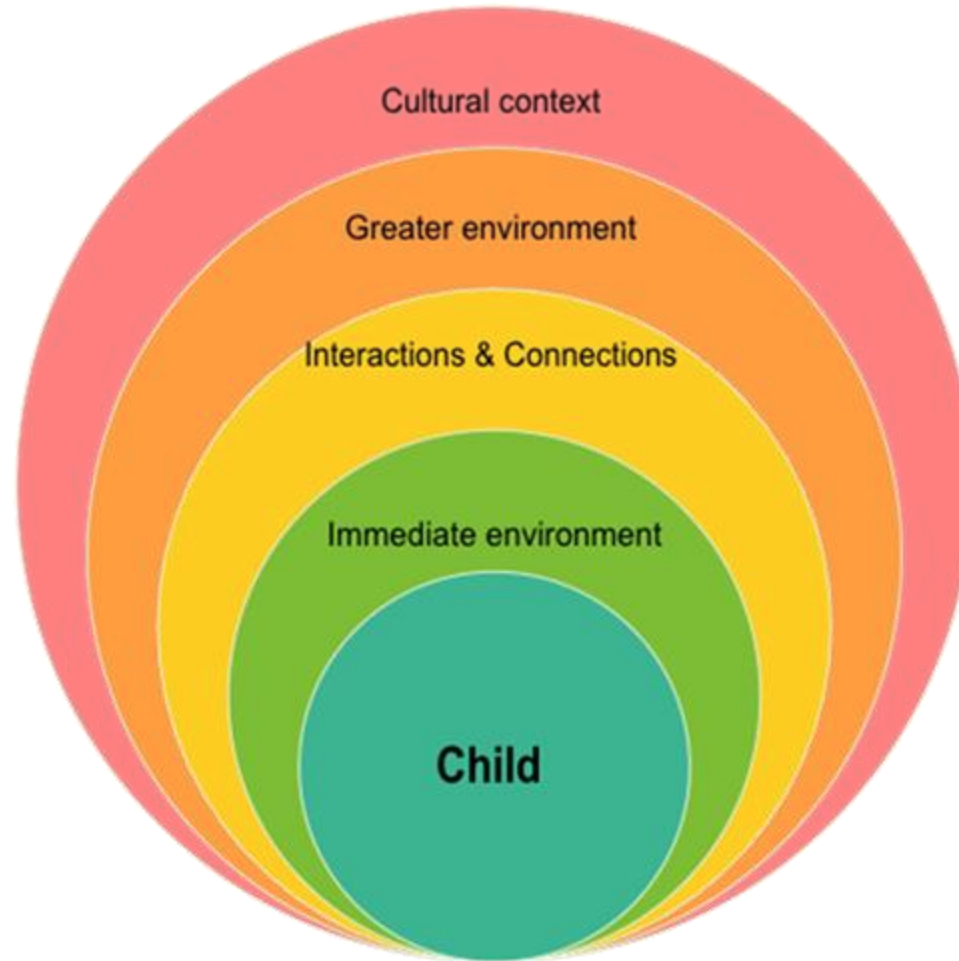
Semantics = word meanings in isolation or together

Syntax = word order

Pragmatics = context/social language discourse



Cumulative Risk & Resilience Mode of Dyslexia



(Image from Showman & Comins, 2024)

Program Readiness Draft

	Advanced	Established	Developing	Emerging
Capacity	Currently providing direct literacy services. Need additional technical support and professional development to refine programs.	Well established program with capacity for building direct literacy services.	Established program structure, but basic program support still needed.	Needs basic program structure
Current support	Director, Instructional Director, program coordinator, and staff	Site Director, Instructional Director, and staff No Program Coordinator	Site Director and staff. No Instructional Director or Program Coordinator	No or limited established staff

PEAK Literacy

Leah Galione

leah@peakliteracy.org

Sunshine Moss, Ph.D.

sunshine@peakliteracy.org



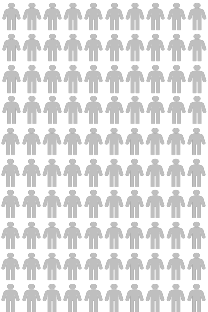
The Science
of Reading

The Nation's Report Card

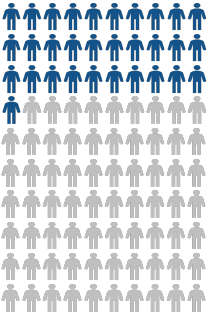
National Assessment of Educational Progress

NAEP Achievement Levels

- **Advanced** signifies superior performance.
- **Proficient** represents solid academic performance. Students reaching this level have demonstrated competency over challenging subject matter.
- **Basic** denotes partial mastery of the knowledge and skills that are fundamental for proficient work at a given grade level.

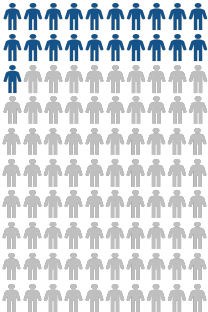


2024 National Assessment of
Educational Progress (NAEP)



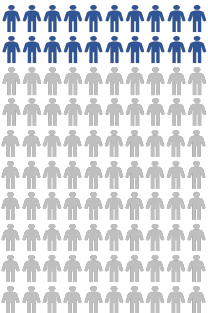
2024 National Assessment of
Educational Progress (NAEP)

Only **31%** of
4th grade
students
performed at or
above
Proficient Level



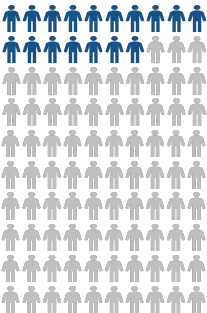
2024 National Assessment of
Educational Progress (NAEP)

Only **21%** of
Hispanic
4th grade students
performed at or
above
Proficient Level



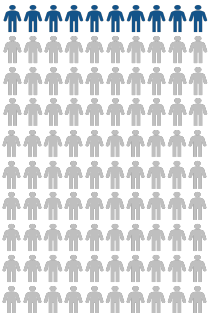
2024 National Assessment of
Educational Progress (NAEP)

Only **20%** of
economically
disadvantaged
4th grade students
performed at or
above
Proficient Level



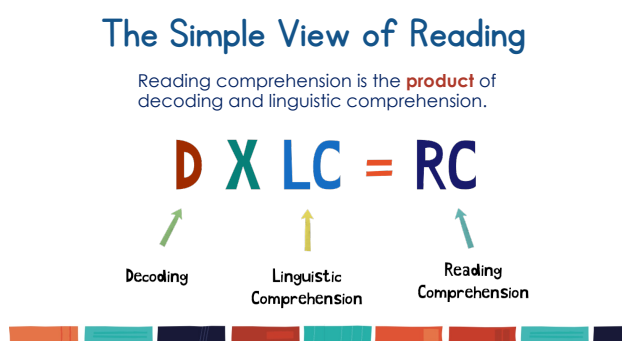
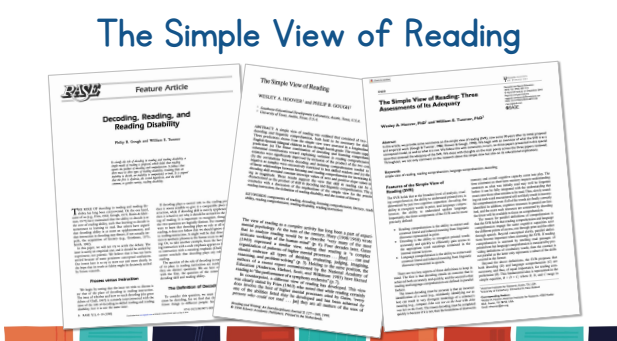
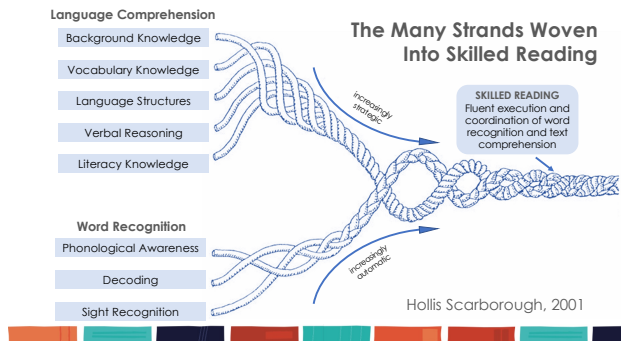
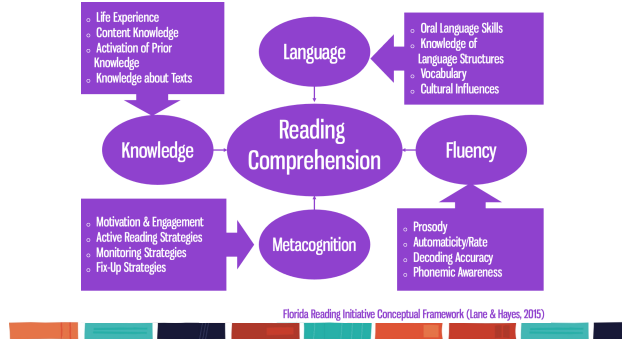
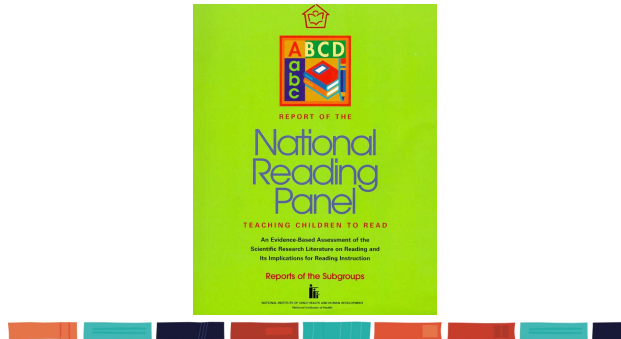
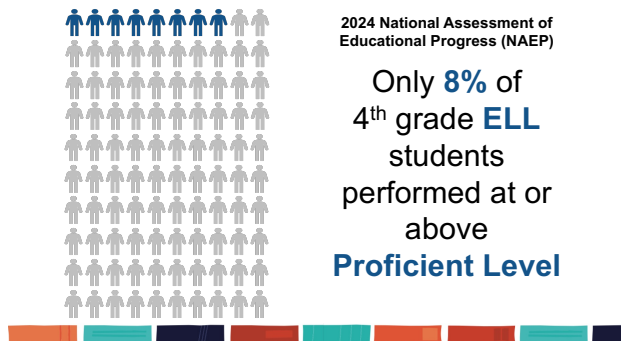
2024 National Assessment of
Educational Progress (NAEP)

Only **17%** of
Black
4th grade students
performed at or
above
Proficient Level



2024 National Assessment of
Educational Progress (NAEP)

Only **10%** of
4th grade students
with **disabilities**
performed at or
above
Proficient Level



File Attachments for Item:

17. Strategic Plan Update

1

Children and Youth are Healthy and Have Nurturing Caregivers and Relationships



A

Focus Area: Maternal Child Health Programs
Indicator: Babies are born healthy and meet appropriate milestones as they grow.



D

Focus Area: Care Coordination and Navigation Services
Indicator: XXXZZZ



B

Focus Area: Programs for Children and Youth with Special Needs
Indicator: Children with special needs and their families have timely access to available programs and resources for assessment and services.



E

Focus Area: System of Care Building
Indicator: XXXZZZ



C

Focus Area: Family Resource Centers
Indicator: Families requiring services will be able to access those services without difficulty.



F

Focus Area: Access to Comprehensive Care
Indicator: XXXZZZ

11/21

6

2

Children and Youth can Learn What They Need to Be Successful



A

Focus Area: Quality Early Care and Education
Indicator: Children and families have access to affordable and high-quality early care and education.



E

Focus Area: Reading and Academic Performance
Indicator: XXXZZ



B

Focus Area: Out of School-time Activities
Indicator: Children and youth have access to available high quality supplemental education and enrichment services.



F

Focus Area: Facilitate Advanced Involvement
Indicator: XXXZZ



C

Focus Area: VPK Outreach and Messaging
Indicator: Children enter kindergarten ready to succeed.



G

Focus Area: Mentoring and Character Building
Indicator: XXXZZ



D

Focus Area: Programs for Children and Youth with Special Needs
Indicator: XXZZZ



H

Focus Group: Community Advisory Board
Indicator: XXXZZZ

12/21

7

3

Children and Youth Live in a Safe Community



Focus Area: Out of School-Time Activity
Indicator: Children and youth have access to safe and available places to work, play and build relationships.



Focus Area: Addressing Childhood Trauma
Indicator: XXXZZZ



Focus Area: Community Safety Convener/Participant
Indicator: XXXXZZZZ



Focus Area: Address Issues of Youth and Guns
Indicator: XXXZZZ



Focus Area: Mentoring and Character Building (Board asked Staff to advise)
Indicator: XXXZZZ

13/21

8

4

Support the Success of Our Provider Community



Focus Area: Quality Early Care and Education
Indicator: Children and families have access to affordable and high-quality early care and education.



Focus Area: Providers will have access to tools and resources to enhance services to those with unique circumstances, particularly those with physical and mental challenges.
Indicator: XXXZZZ



Focus Area: Providers will receive training and support to build their capacity to serve Alachua's children youth and families
Indicator: XXXZZZ



Focus Area: Provider Life Cycle Stage Funding
Indicator: All providers will be funded based on their maturity stage of the life cycle gauge using the "Selfie"



Focus Area: Providers will have access to research and tools to assist in writing competitive grant applications.
Indicators: XXXZZZ

14/21

9

Indicators and Impact Measurements



1. Write down for each Focus Area of your assigned Goal the:
 1. Indicators
 2. Impact Measurements
2. Find a partner that has the same Goal and share as many Indicators and Impact Measurements you formed
3. Work in your assigned group to develop Indicators and Impact Measurements for remaining Focus Areas in your assigned Goal.
4. Develop Impact Measurements to be a SMART Goals. 15/21

10

1

Children and Youth are Healthy and Have Nurturing Caregivers and Relationships

★
A

Focus Area: Maternal Child Health Programs

Indicator: Babies are born healthy and meet appropriate milestones as they grow.

Impact Measurement: Number of mothers with second and third trimester prenatal cares, rate of low-birth-weight births.

★
D

Focus Area: Care Coordination and Navigation Services

Indicator: XXXZZZ

★
B

Focus Area: Programs for Children and Youth with Special Needs

Indicator: Children with special needs and their families have timely access to available programs and resources for assessment and services.

Impact Measurement: Wait times for services does not exceed 30 days.

★
E

Focus Area: System of Care Building

Indicator: XXXZZZ

★
C

Focus Area: Family Resource Centers

Indicator: Families requiring services will be able to access those services without difficulty.

Impact Measurement: 80% or surveyed families who use the resource centers reported having not difficulties

★
F

Focus Area: Access to Comprehensive Care

Indicator: XXXZZZ

16/21

11

2

Children and Youth can Learn What They Need to Be Successful



A

Focus Area: Quality Early Care and Education

Indicator: Children and families have access to affordable and high-quality early care and education.

Impact Measurement: ≥ 80% rate of participation in early education and the number of centers with 4 keystone stars.



E

Focus Area: Reading and Academic Performance

Indicator: XXXZZ



B

Focus Area: Out of School-time Activities

Indicator: Children and youth have access to available high quality supplemental education and enrichment services.

Impact Measurement: Promotion rates for each grade and percent of children at grade level or higher for math and reading.



F

Focus Area: Facilitate Advanced Involvement

Indicator: XXXZZ



C

Focus Area: VPK Outreach and Messaging

Indicator: Children enter kindergarten ready to succeed.

Impact Measurement: An 80% kindergarten readiness rate for the children supported by the CTAC.



G

Focus Area: Mentoring and Character Building

Indicator: XXXZZ



D

Focus Area: Programs for Children and Youth with Special Needs

Indicator: XXZZZ



H

Focus Group: Community Advisory Board

Indicator: XXXZZZ

17/21

12

3

Children and Youth Live in a Safe Community



A

Focus Area: Out of School-Time Activity

Indicator: Children and youth have access to safe and available places to work, play and build relationships.

Impact Measurement: Crime within ¼ mile of a County park and accessibility to County parks.



D

Focus Area: Addressing Childhood Trauma

Indicator: XXXZZZ



B

Focus Area: Community Safety Convener/Participant

Indicator: XXXXZZZZZ



E

Focus Area: Address Issues of Youth and Guns

Indicator: XXXZZZ



C

Focus Area: Mentoring and Character Building (Board asked Staff to advise)

Indicator: XXXZZZ

18/21

13

4 Support the Success of Our Provider Community

A

Focus Area: Certified META programing
Indicator: Providers will receive META program training to increase the quality of services provided
Impact Measurement: Training will be offered to providers on a quarterly basis, and the quality matrix will be at a rating of ≥ 4

B

Focus Area: Providers will receive training and support to build their capacity to serve Alachua’s children youth and families
Indicator: XXXZZZ

C

Focus Area: Providers will have access to research and tools to assist in writing competitive grant applications.
Indicators: XXXZZZ

D

Focus Area: Providers will have access to tools and resources to enhance services to those with unique circumstances, particularly those with physical and mental challenges.
Measurement: XXXZZZ

E

Focus Area: Provider Life Cycle Stage Funding
Indicator: All providers will be funded based on their maturity stage of the life cycle gauge
Impact Measurement: $\geq 50\%$ of providers will conduct a Selfie determine their allocation of funds in the first year of implementation of the Strategic Plan. > 90% will meet the Life Stage Funding criteria within 24 months of the Strategic Plan.



Program	Agency	Tentative 2026	Original Goal	Stage	Health & Nurture	Education	Safety	# of Goals
Afterschool Programming	Boys and Girls Clubs of Alachua County	\$136,160	Education	Growth	3	1	2	3
Afterschool Programming	Deeper Purpose Community Church	\$126,749	Education	Growth	3	1	2	3
Afterschool Programming	Gainesville Area Tennis Association Aces in	\$286,191	Education	Growth	3	1	2	3
Afterschool Programming	Girls Place	\$141,047	Education	Growth	3	1	2	3
Afterschool Programming	Kids Count in Alachua County	\$207,400	Education	Growth	3	1	2	3
Afterschool Programming	Gainesville Circus Center	\$156,133	Education	Maturity	3	1	2	3
Afterschool Programming	Willie Mae Stokes Community Center	\$172,601	Education	Start Up	3	1	2	3
Childcare Tuition Assistance Program	Early Learning Coalition of Alachua County	\$650,000	Education	Growth		1	2	2
Dolly Parton Imagination Library	Gainesville Thrive	\$63,000	Education	Maturity		1		1
Enrichment Programming	CE's Underground Kitchen	\$135,518	Education	Growth	1			1
Enrichment Programming	Cultural Arts Coalition	\$35,173	Education	Growth		1		1
Enrichment Programming	Dream on Purpose	\$18,556	Education	Growth		1		1
Enrichment Programming	IGB Education	\$25,675	Education	Growth		1		1
Enrichment Programming	Inifinite Dream Builders	\$14,978	Education	Growth		1		1
Enrichment Programming	Lee's Preschool Center	\$92,424	Education	Growth		1		1
Enrichment Programming	Motiv8U of North Central Florida	\$165,375	Education	Growth		1		1
Enrichment Programming	Music & Arts Program for Youth	\$63,374	Education	Growth		1		1
Enrichment Programming	Santa Fe College	\$95,770	Education	Maturity		1		1
Enrichment Programming	UF Musuem of Natural History	\$58,966	Education	Maturity		1		1
Enrichment Programming	Crafty Gemini Youth Development	\$78,750	Education	Start Up		1		1
Enrichment Programming	DJ ELO Global	\$38,651	Education	Start Up		1		1
Enrichment Programming	All Well Health Services	\$4,624	Education	Growth	1	2	3	3
Junior Achievement	3DE Program (Eastside HS)	\$157,500	Education	Growth		1		1
Junior Achievement	BizTown	\$50,000	Education	Growth		1		1
Peak Literacy Program Expansion	PEAK	\$121,275	Education	Growth		1		1
Summer Bridge for Head Start	Episcopal Childrens' Services	\$262,820	Education	Maturity		1	2	2
SUMMER CAMP	Behavior Bricks	\$167,607	Education	Growth	2	3	1	3
SUMMER CAMP	Boys and Girls Clubs of Alachua County	\$110,252	Education	Growth	2	3	1	3
SUMMER CAMP	Camp Makerie	\$128,625	Education	Growth	2	3	1	3
SUMMER CAMP	Deeper Purpose Community Church	\$188,999	Education	Growth	2	3	1	3
SUMMER CAMP	Gainesville Area Tennis Association	\$59,535	Education	Growth	2	3	1	3
SUMMER CAMP	Girls Place	\$140,909	Education	Growth	2	3	1	3
SUMMER CAMP	Greater Duval Neighborhood Association	\$44,100	Education	Growth	2	3	1	3
SUMMER CAMP	Hagios Early Learning Center	\$27,302	Education	Growth	2	3	1	3
SUMMER CAMP	I Am Stem	\$189,042	Education	Growth	2	3	1	3
SUMMER CAMP	IGB Education	\$110,502	Education	Growth	2	3	1	3
SUMMER CAMP	Just For Us Education	\$125,538	Education	Growth	2	3	1	3
SUMMER CAMP	Kids Count in Alachua County	\$41,929	Education	Growth	2	3	1	3
SUMMER CAMP	Star Center Children's Theatre	\$80,262	Education	Growth	2	3	1	3
SUMMER CAMP	UF CROP Full Steam	\$36,750	Education	Growth	2	3	1	3
SUMMER CAMP	UF Veterinary Medicine	\$9,187	Education	Growth	2	3	1	3
SUMMER CAMP	Gainesville Circus Center	\$26,459	Education	Maturity	2	3	1	3
SUMMER CAMP	Traveling Art Camp	\$306,543	Education	Maturity	2	3	1	3
SUMMER CAMP	Community Impact Corporation	\$135,616	Education	Start Up	2	3	1	3
SUMMER CAMP	Dance Alive	\$7,350	Education	Start Up	2	3	1	3
SUMMER CAMP	Limitless Adventures	\$53,325	Education	Start Up	2	3	1	3
SUMMER CAMP	Mirror Image Education and Leadership	\$65,520	Education	Start Up	2	3	1	3
SUMMER CAMP	The Concrete Rose Foundation	\$37,779	Education	Start Up	2	3	1	3
SUMMER CAMP	Williams Temple	\$8,442	Education	Start Up	2	3	1	3
Summer Programming	Freedom School - Gainesville	\$143,574	Education	Maturity		1	2	2
Summer Programming	Freedom School - Hawthorne	\$84,000	Education	Start Up		1	2	2
TeensWork Alachua (TWA)	Goodwill Industries of North Florida	\$992,250	Education	Maturity		1	2	2
The Education Foundation	Alachua County Amplify	\$125,000	Education	Growth		1		1
V'Locity Master Class Series & Accredited	Business Leadership Institute for Early Learn	\$360,000	Education	Maturity		1		1
ACCESS Program (MCH)	UF Health	\$85,660	Health	Growth	1			1
Doula Friendly Initiative (MCH)	A&A Doula	\$49,197	Health	Growth	1			1
Family Resource Centers	TBD	\$150,000	Health	?	2		1	2
Family Resource Centers	Partnership for Strong Families Community N	\$673,001	Health	Maturity	2		1	2
Family Resource Centers	Partnership for Strong Families Consultant C	\$153,874	Health	Maturity	2		1	2
Family Resource Centers	City of Hawthorne	\$150,000	Health	Start Up	2		1	2
Family Resource Centers	One Community Health & Wellness Resource	\$165,375	Health	Start Up	2		1	2
Family Resource Centers	Willie Mae Stokes Community Center	\$165,375	Health	Start Up	2		1	2
Flourish Alachua (MCH)	BEAM Birth Network, LLC	\$60,000	Health	Start Up	1			1
Help Me Grow	Partnership for Strong Families	\$253,000	Health	Maturity	2	1	3	3

Program	Agency	Tentative 2026	Original Goal	Stage	Health & Nurture	Education	Safety	# of Goals
NewboRN Home Visiting Program	Healthy Start of North Central Florida	\$495,477	Health	Maturity	1	3	2	3
Partners in Adolescent Lifestyle Support	UF Health Shands	\$120,164	Health	Maturity	1	3	2	3
REACH Community Counseling Services	PACE Center for Girls	\$120,164	Health	Growth	1	3	2	3
Reducing Trauma to Abused Children	Child Advocacy Center	\$157,500	Health	Growth	1	3	2	3
Saving Smiles	UF College of Dentistry	\$362,167	Health	Maturity	1	2		2
Wellness Healthcare Navigator	Children's Home Society of Florida	\$265,259	Health	Maturity	1	2		2
Mentoring Programs	Provider engagement, training, and capacity	\$50,000	Safety	?	2	3	1	3
YOUTH SAFETY INITIATIVES	Youth Engagement	\$75,000	Safety	?			1	1
YOUTH SAFETY INITIATIVES	Alachua County Sheriff's Office - Cops & Bur	\$60,000	Safety	Maturity			1	1
YOUTH SAFETY INITIATIVES	AMI Kids	\$210,000	Safety	Maturity			1	1
YOUTH SAFETY INITIATIVES	Gun Violence Initiative	\$150,000	Safety	Maturity			1	1

\$ 11,136,320.00
 \$ 100,000.00 emergent
 \$ 610,000.00 Literacy
 \$ 60,000.00 Sponsorships
 \$ 733,500.00 Capacity

\$ 12,639,820.00

CTAC Programs by Goal and Stage

Health and Nurture

Goal Rank	Health & Nurture	Sum of Tentative 2026
1	11	\$1,855,730
2	31	
3	7	
Grand Total	49	

49 programs support the Trust's health goal in total.
 11 programs support the health goal as their primary focus.
\$1,855,730 is tentatively allocated to these programs for FY2026.

Education

Goal Rank	Education	Sum of Tentative 2026
1	30	\$5,176,392
2	3	
3	28	
Grand Total	61	

61 programs support the Trust's education goal in total.
 30 programs support the education goal as their primary focus.
\$5,176,392 is tentatively allocated to these programs in FY2026.

Safety

Goal Rank	Safety	Sum of Tentative 2026
1	34	\$4,104,198
2	16	
3	2	
Grand Total	52	

52 programs support the Trust's safety goal in total.
 34 programs support the safety goal as their primary focus.
\$4,104,198 is tentatively allocated to these programs in FY2026.

As Originally Defined

Goal	Programs	Sum of Tentative 2026
Health	16	\$3,426,213
Education	54	\$7,165,107
Safety	5	\$545,000
Grand Total	75	#####

Number of Goal Areas per Program

Row Labels	Count of Goals	% of Goals
1	25	33.3%
2	13	17.3%
3	37	49.3%
Grand Total	75	100.0%

33% of programs support one goal area.
 17% of programs support two goal areas.
 49% of programs support all three goal areas.

Non-Profit Lifecycle Stage

Guess at Stage	# of Stage	% of Stage
?	3	4.0%
Start Up	14	18.7%
Growth	38	50.7%
Maturity	20	26.7%
Grand Total	75	100.0%

Dollar Allocated per Non-Profit Lifecycle Stage

Stage	Sum of Tentative 2026
?	\$275,000
Growth	\$4,430,079
Maturity	\$5,208,457
Start Up	\$1,222,784
Grand Total	\$11,136,320

File Attachments for Item:

18. City of Gainesville FY25 Year End Review

A Steady Path Forward



City Operations Year in Review *October 2025*

City of
Gainesville



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Economic Development

Explored opportunities for economic growth by:

- Researching and reviewing source materials, plans and projects from previous economic development initiatives
- Reviewing existing funding streams to support potential projects
- Conducting interviews with external partners in the public, private and non-profit sectors to determine opportunities for strategic partnerships
- Developing a list of catalytic economic development projects for funding
- Formulating a strategy to fund these projects using a combination of partnerships, new funding opportunities and existing sources
- Presented these findings to the City Commission in late April 2025

A Very GNV Holiday Parade

Handled planning and logistics for the 2024 A Very GNV Holiday Parade

- Secured Shaquille O'Neal as grand marshal
- Supported by 30 community sponsors
- Featured approximately 110 parade units
- Brought an estimated 5,000 participants and spectators to downtown Gainesville
- Initiated planning for the 2025 A Very GNV Holiday Parade

Event Leadership

Provided leadership in planning and logistics for several additional events:

- Oath of Office for GPD Chief Nelson Moya – Nov. 21
- Holiday Carolers in the Chamber – Dec. 20
- City Commission Swearing-In Ceremony – Jan. 6
- City Commission Retreat – Jan. 23
- Mayor's State of the City Address – Jan. 29

Workplace Stewardship Committee

Organized a Workplace Stewardship Committee and currently is examining feedback from the Organizational Health Survey completed in Fiscal Year 2024.

Has created subcommittees to examine:

- The city's health insurance options
- The city's overall benefits package
- Held an Employee Awards Ceremony on Nov. 14, 2024
- Held an Employee Rally on March 14, 2025
- Organized two Employee Awards Ceremonies – Nov. 14, 2024 and July 30, 2025

American Rescue Plan Act

Item 18.

American Rescue Plan Act funding in the amount of \$23,842,825.63 (73.6%) has been spent as of Aug. 31, 2025. Staff remains vigilant in overseeing full expenditures of all grants through Dec. 31, 2026.

Government Affairs and Community Relations

Community F.I.R.S.T.

- Attended regular Neighborhood meetings in the Community FIRST neighborhoods
- Assisted Community First Neighborhoods with various events
- Provided support to Impact GNV and directors regarding meetings, events, etc.

Project Coordination

- City Services Fairs – Summer Blitz and Senior Spotlight
- Journey to Juneteenth Kickoff Ceremony
- Bright Community Trust Ribbon-Cutting Ceremonies
- Teens Work Summer Employment Program for the City of Gainesville
- September 11 Ceremony of Remembrance
- Miami Dade-Broward County Cultural Arts Trip for Commissioner Duncan-Walker

Project Co-Planning

- Emergency financial empowerment grant initiatives
- City of Gainesville's Earth Day Celebration
- ADU Groundbreaking Ceremony
- Securing the Bag Summit
- Athens, GA delegation visit with the Chamber of Commerce and UF

Project Participation

- Championship visual displays with Jordan Brand, UAA and Sweetwater Apts
- UF Men's Basketball Championship Emergency Operations Center
- Liaison to GHA HUD Choice Neighborhood grant initiatives
- RFA 26-44-PM Annual Gun Violence Prevention Grant (GVPG) - Evaluation Team
- Project Homeless Action Team

City Event Participation

- Employee Rally (planning team member) – March 14
- Community Excellence Awards Celebration – March 27
- Tom Petty Park Improvements Groundbreaking Ceremony – March 4
- Basic Recruit Class #167 Graduation Ceremony – April 8
- 4th Annual City Historic Preservation Awards – May 12
- GPAL United Flag Football Event (guest speaker) – May 24

- Memorial Day Commemoration Evergreen Cemetery – May 26
- Fleet Tour- City Resiliency Academy – May 28
- NV5 Community Workshop – May 29
- GHA Elite Force Training Center Open House – May 29
- Pine Ridge Clean-up (Keep Alachua County Beautiful) – June 4
- GPD Awards Ceremony – June 6
- Gun Violence Awareness “Wear Orange-Midnight Basketball” – June 6
- Impact GNV Open House – June 11
- Duval Nature Park Ribbon Cutting Ceremony- June 20
- Gainesville Fire Rescue Oath of Office Ceremony – June 26
- Congratulations event Emmanuel Garilus – June 30
- EHEDI Infrastructure Ribbon Cutting Ceremony – July 18
- Pine Ridge Refresh Community Cleanup – July 19
- Basic Recruit Class #169 Academy Graduation – Aug. 5
- Woodland Park Phase II Groundbreaking – Aug. 22

Community Event Participation

- Free to Learn Re-entry Project – March 3
- Jesse’s Village Ribbon Cutting – March 11
- Pine Ridge Food Drive – March 21
- GHA Elite Force Training Center Ribbon Cutting Ceremony, March 26
- Santa Fe College Downtown Advisory Board Meeting, March 27
- Martin Luther King Annual Prayer Breakfast – March 28
- 100 Black Men Event – April 24
- Mirror Image 2025 Gala- May 15
- Juneteenth Breakfast NAACP- June 19
- Responsible Hospitality Institute President Lunch- June 19
- Anthony Richardson Football Skills Academy (city co-sponsored) – June 21
- Tensley Family Home’s Groundbreaking – June 25
- PAVE Stop the Violence Rally – July 26
- Legislative Review with State Representative Yvonne Hinson – July 24
- Summer Teens Work Recognition Ceremony – Aug. 7
- UF/FDOT Safety Kickoff – Aug. 21
- UF Rental Walk Through/Off Campus and City of Gainesville Rental Welcome – Aug. 28

Recurring Neighborhood and Organizational Meetings

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- Creekside Villas
- Kirkwood
- Fifth Avenue
- University Park Neighborhood Association
- Ridgeview
- Rock Creek
- North Lincoln Heights
- Duval
- Black-on-Black Crime Task Force
- Gun Violence Alliance stakeholders

Legislative Affairs

- Monitored the state legislative session, targeted committee hearings and other gubernatorial activities
- Drafted and secured letters of support from Chamber, UF Health, HCA, IAFF, sheriff and state attorney for state appropriations projects
- Provided organizational support between chief resiliency officer and City Manager's Office on various UF NSF grant letter-of-support requests
- Hosted newly appointed U.S. Sen. Moody staff visit at City Hall
- Coordinated meetings with US Soccer League and pertinent GG staff for possible partnership on Eighth Ave. and Waldo Road
- Supported chief resiliency officer on crafting agenda items and submitting for EMPOWER agreement, LEED recognition, and Earth Day youth awards; provided research support on carbon banking feasibility and other ongoing related sustainability legislative issues
- Organized National Park Service call meeting, another site visit for Job Corps, edited GPD/GFR draft applications, and coordinated meetings with special advisors, dept. heads, and management to ascertain relevant costs for potential acquisition
- Collaborated with federal lobbyists and Finance to target areas of concern for possible federal funding rescission or claw backs
- Provided narrative revision and submission support for COO and GCRA staff on the ICMA Economic and Mobility Opportunity Special Assistant grant (\$354,000)
- Organized state lobbyist post-session presentation for CC agenda
- Coordinated FL Sen. Jennifer Bradley visit with mayor and Homeless Action Task Force
- Drafted and secured letters of support from U.S. Rep. Cammack on FTA buses/facilities & FEMA FP&S federal grants
- Actively engaged with HUD Choice Neighborhood task force addressing strategies, planning, and liaising other needs for the grant program
- Convened GFR, IAFF reps, federal lobbyist and congressional staff to draft and consider a new fire apparatus bill that will help reduce unnecessary maintenance costs; U.S. Rep. Cammack agreed to review and take up the

Community Workshops and Site Tours

- Earth Day proclamation : community awards and a children's art contest
- Transportation: site visit to RTS headquarters
- Food system: site visit to UF Field and Fork

Hosted Presentations/Events (with)

- UF College of Design, Construction and Planning
- UF Alumni Association
- UF College of Medicine
- UF Facilities
- UF College of Liberal Arts and Sciences
- UF College of Agricultural and Life Sciences

Youth and Community Engagement

- The Heat Playbook is being developed in collaboration with Sustainability Development, Gainesville Fire Rescue, Public Works and Communications. It will be an activity book with coloring pages and key tips for staying safe and cool, with a focus on youth engagement.
- Tree planting at daycares in collaboration with Public Works
- Launched the UF/City internship program CiviGators

Grant Projects

- Implementing multiple grants awarded last year in collaboration with RTS, Public Works and other departments
- Actively exploring new funding opportunities

Leadership & Strategic Engagement

- Contributing to the city's Economic Development Framework
- Continuing to present and engage with counterparts through professional gatherings
- Joined the International Union for Conservation of Nature (IUCN) and the Southeast Sustainability Directors Network (SSDN) as a board member

Communications & Marketing

Events

Coordinated the following:

- Celebrate City Government Day – Oct. 23
- Sine Die – Dec. 5
- Swearing-In Ceremony – Jan 6
- City Commission Retreat – Jan. 23

- State of the City Address – Jan. 29
- Communications tour for UF students – Jan. 31
- Communications tour for Emerging Leaders – Feb. 19
- P.K. Yonge Wayfinders City Hall visit – June 12
- Mirror Image Leadership Academy City Hall visit – Jun 16
- Brazilian delegation City Hall visit – July 16
- Employee Awards Ceremony – July 30
- Tajik delegation City Hall Visit – Aug. 13

Supported the following:

- Key to the City (Hot Water Music) – Oct. 24
- Key to the City (Willy Chirino) – Nov. 2
- Downtown Festival & Art Show – Nov. 9 and 10
- Employee Awards Ceremony – Nov. 14
- Oath of Office for GPD Chief Nelson Moya – Nov. 21
- Employee Service Recognition Awards – Nov. 21, Feb. 20, May 15, Aug. 21
- A Very GNV Holiday Parade (including dignitary brunch and float design) – Dec. 7
- Holiday Carolers in the Chamber – Dec. 20
- Alachua County's 200th Birthday Celebration – Jan. 11
- Hoggetowne Medieval Faire – Jan. 25 and 26
- Summer Blitz – March 1
- Employee Rally – March 14
- Tom Petty Pickleball Groundbreaking – April 4
- NCAA Final Four Game – April 5
- NCAA Championship Game – April 7
- Earth Day Celebration – April 22
- Sweetwater Wetlands Park 10th Anniversary Celebration – April 26
- ADU groundbreaking – April 30
- Survivors of Gun Violence Memorial – May 31
- Wear Orange at Midnight Basketball – June 6
- IMPACT GNV Open House – June 11
- Duval Nature Park ribbon-cutting celebration – June 20
- Bright Community Trust groundbreaking – July 16
- EHEDI infrastructure ribbon-cutting celebration – July 18
- Hippodrome elevator ribbon-cutting celebration – Aug. 22
- Senior Spotlight – Aug. 23
- September 11 Ceremony of Remembrance – Sept. 11

Community Relations

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- Developed and executed outreach efforts, secured in-kind donations, worked with vendors and assisted with logistical coordination for the following:
 - Summer Blitz – March 1
 - Securing the Bag – June 28
 - Senior Spotlight – Aug. 23
- Hosted and supervised two students from the Alachua County TeensWork Summer Program
- Community F.I.R.S.T.
 - Provided support by engaging with neighbors, organizing outreach efforts, attending community meetings and events, and working to identify how the City of Gainesville can better serve neighborhoods
 - Produced the first quarterly Community F.I.R.S.T. newsletter
- IMPACT GNV
 - Provided community relations and communications marketing support for the following events and posts connected to Gun Violence Awareness Month:
 - > Production and broadcast of gun violence awareness PSA
 - > Survivors of Gun Violence Memorial – May 31
 - > Proclamation for Gun Violence Awareness Day – June 5
 - > Wear Orange at Midnight Basketball – June 6
 - > IMPACT GNV Open House – June 11
 - Worked with IMPACT GNV and B.O.L.D. on continuing community outreach efforts
 - Recruited student participants from A. Quinn Jones, Department of Juvenile Justice (DOJ), YouthBuild and SIATech, strengthening program outreach and impact preparing students for Dr. Micah Johnson's upcoming play celebrating World Mental Health Day
 - Coordinated use of the Clarence R. Kelly (CRK) Center as a central hub for violence interrupters, facilitating outreach to students and the community with the goal of reducing violence while rebuilding trust and strengthening positive community relationships

Creative Services

- 52 GNV News e-newsletters and 99 email updates (external)
- 353 internal emails, including Inside GNV e-newsletters, GNV News Wraps and other emails (internal)
- Social media analytics:
 - Views: 4,989,777
 - Reach: 993,025
- Received 3,183,110 views on the City of Gainesville website
- Social Media Campaigns:
 - Gun Violence Awareness Month
 - Hispanic Heritage Month

- One Nation One Project – Apollo Theater and post-project reporting
- Employee recognition, community proclamations
- Road closures, street sweeping schedule
- UF basketball safety
- Journey to Juneteenth
- Grant applications
- Streatery renaming
- Community workshops and surveys
- Apollo Theatre wins
- Pineridge cleanup
- Print and Digital Collateral Produced (partial list):
 - PRCA Seasonal Guide (print and digital)
 - Open enrollment booklet
 - Depot Park signage
 - Earth Day
 - Journey to Juneteenth
 - Family Financial Empowerment Summit
 - Great Pumpkin Bash
 - Sweetwater Wetlands sticker
 - Updated BigBelly designs
 - Beat the Heat coloring book
 - Impact GNV “Rx for Success” posters
- Facilities Improvements – panels added to CM’s office, paintings installed in fourth floor lobby
- Website Updates
 - Migrated Depot Park forms for ADA-accessibility and cost-savings
 - Migrated GCRA website to CoG website
 - Progress made migrating Depot Park, A. Quinn Jones and Thomas Center websites
- Monthly meetings of the Communications Advisory Group
- Streatery renaming survey and feedback
- Helped promote more than 150 City programs, events, meetings and initiatives

Broadcast

- Meeting Broadcasts and Livestreams
 - 227.38 hours of live meeting broadcasts
 - 1,261.64 hours of replayed meeting broadcasts
 - 22,124 Facebook Live meeting stream views

- 14,122 city website meeting stream views
- 53 new videos, VNRs, radio spots and other non-broadcast programs
- 240 hours of maintenance (studio, auditorium, control room, broadcast equipment)
- 46 new video productions on Channel 12
 - 11 episodes of GNV On The Move – (402 runs)
 - Dylan Roberts Crosswalk Ceremony (29 runs)
 - Downtown Festival & Art Show PSA (47 runs)
 - Indigenous People’s Day Ceremony (10 runs)
 - Cane Boil & Fiddle Fest PSA (33 runs)
 - City Government Day TV 12 promo (80 runs)
 - A Very GNV Holiday Parade PSA (35 runs)
 - Meet Your Community Builders: Matt Buszko (48 runs)
 - Shaq Holiday Parade PSA (17 runs)
 - Downtown Festival & Art Show Preview (48 runs)
 - Morningside Nature Center Overview (33 runs)
 - A Very GNV Holiday Parade Preview (47 runs)
 - A Very GNV Holiday Parade - entire coverage (19 runs)
 - Hoggetowne Medieval Faire PSA - Episode 4 (30 runs)
 - City Commission Swearing-in Ceremony (17 runs)
 - Mobility on Demand (37 runs)
 - Meet Your Community Builders: Carlos Moore (37 runs)
 - Free Fridays PSA - Episode 4 (121 runs)
 - Sweetwater Park Birthday Celebration: 3 Versions (37 runs)
 - Downtown Parking Options (41 runs)
 - J2J Overview PSA (32 runs)
 - Gun Violence Prevention Month (34 runs)
 - J2J 34th Street Wall (14 runs)
 - J2J Avery Sunshine PSA (21 runs)
 - J2J Emancipation Day Ceremony (8 runs)
 - Memorial Day Closure PSA (4 runs)
 - Meet Your Community Builders: Karen Pruss (27 runs)
 - Mirror Image Learning Academy TV 12 Promo (7 runs)
 - How to Apply for a Parking Permit (8 runs)
 - Chief Moya on TB McPherson Shooting (39 runs)
 - Mosquito Control Program (39 runs)

- Hurricane Preparedness – English (34 runs)
- Serenity Art Show (34 runs)
- myGNV App (33 runs)
- Duval Park Upgrades (19 runs)
- 48 videos for sources other than Channel 12
- Replacement of timer in City Commission Chamber

News Releases, Information and Media Relations

- 82 news releases distributed
- 8 hurricane updates
- 40 Mayor’s media open doors
- 577 media requests
- 15 corrections
- 21 public records requests
- Upcoming list of city events provided for each City Commission agenda

Financial Services

Annual Comprehensive Financial Report (ACFR)

- Financial Services successfully completed the Fiscal Year 2024 ACFR with a clean audit opinion, which was presented to the City Commission on March 27
- This is a significant achievement, as it is the first time since 2017 the city has received this level of opinion
- The department also submitted the 2024 ACFR to the Government Finance Officers Association (GFOA) for consideration for the Certificate of Achievement for Excellence in Financial Reporting and expects to continue the tradition of receiving this award, which dates back to 1951

Workday Stabilization

- Phase 2 concluded in April 2025 with 56 requirements deployed to production and 24 knowledge transfer sessions delivered to train city staff
- Phase 3 began in June 2025 and is progressing with an agile approach, with deployments to production every two weeks
 - To date, nine requirements have been deployed to production and 12 knowledge transfer sessions have been conducted to train city staff
 - Phase 3 is expected to continue through Fiscal Year 2026

Financial Management & Reconciliations

- Closed the general ledger monthly by the 20th of the following month, ensuring timely financial reporting
- Issued 3,293 customer invoices totaling \$89.5 million in receivables
- Processed over 24,450 payables invoices, resulting in \$114 million in payments
- Completed over 3,473 ad hoc bank transactions and reconciled 5,262 bank transactions

- Processed 26 biweekly payroll cycles for \$165 million in gross pay
- Processed 12 monthly retiree pay cycles for \$68 million in gross distribution
- Oversaw administration and investment management of \$1.5 billion in assets for the city's operating funds, General Employees' Pension Plan, Police Officers & Firefighters' Pension Plan and Retiree Health Insurance/OPEB Fund

Strengthening Internal Controls

- Assist the City Manager in addressing corrective action plans for RTS, Ironwood and Procurement (management watch)
- Work with the City Manager, DFS, WSPP, Ironwood, RTS, GPD and the Clerk to develop, review and update operational procedures
- Assisted city departments audited by the City Auditor's Office with inquiries and MAP, ensuring their timely implementation
- Assisted City Manager, GPD and GFR with memorandum of understanding (MOU) established for donations received through the Community Foundation of North Central Florida (CFNCF)
- Assisted in implementing the Power DMS application as a central repository for policies, procedures, guidelines and departmental processes, transferring and updating 80 documents to the application
- Assist GPD management in controlling and recording the expenditure of federal and state forfeited funds

Gainesville Fire Rescue

- On Nov. 1, 2024, Fire Chief Joe Dixon handed over the reins to interim Chief Shawn Hillhouse

New 24/72 Schedule

- The implementation of the firefighters' new 24/72 schedule has put Gainesville in the spotlight for the past several months relative to improved recruitment
 - Agencies across the United States are reaching out to learn more about its benefits
 - Gainesville firefighters are involved with Florida State University researchers studying the overall health of firefighters working different schedules

Department Statistics

- In Fiscal Year 2025 (through Aug. 31), GFR responded to 29,471 calls for service:
 - 3,842 alarms
 - 18,433 medical incidents
 - 5,573 fire incidents
 - 530 Hazmat
 - 1,093 service calls

Gainesville Fire Rescue Operations

- Weekly workload averaged roughly 400–480 calls for service
 - Majority are calls for emergency medical services (EMS)

- Achieved multiple return of spontaneous circulation (ROSC) saves
- Managed significant structure fires (including fast interior attacks and defensive operations)
- Completed a vent-enter-search (VES) life save
- Provided hazardous materials and bomb-threat assists, technical rescues, and multi-patient motor-vehicle crashes
- Reinforced the Incident Command System cadence
- Reemphasized the department's staff cancer-reduction practices
- Improved interagency coordination for dual-discipline scenes EMS and law enforcement

Emergency Preparedness and Special Events

- Planning, Operations and Training
 - **University of Florida:** Multi-agency incident action plans (IAPs) and unified commands for Final Four and National Championship operations; planning for University of Florida special events; city IAPs for high-tempo event days
 - **Disaster Preparedness:** Family reunification planning advanced with county emergency management; city emergency operations Center (CEOC) training delivered to all sections; hurricane-season readiness executed; threat intelligence from the Regional Fusion Center actioned (hospital security posture increased)
 - **Partnership Efforts:** Participation in the Regional Domestic Security Task Force (RDSTF) and the local emergency planning committee (LEPC); regional Incident Command System (ICS) courses delivered locally; shelter contract scope drafted; special-event reviews (for example, Blue and White weekend and football game days) and staffing plans completed
- Notable actions
 - Road barriers were acquired for crowd control, enhanced interagency communications during major incidents, and after-action reviews were completed for large events
 - Ongoing open-source monitoring, protest and rally tracking, and suspicious-death protocol alignment with the Gainesville Police Department and the Alachua County Sheriff's Office

Training, Risk Reduction and Compliance

- Training, Leadership and Readiness
 - 40-hour company officer course, state hydraulics, technical rescue skills, paramedic in-service and special weapons and tactics (SWAT) medic training completed
 - Lieutenant assessment center executed (practicals and interviews); company officer development series sustained
 - Annual hose testing completed; annual pump testing scheduled with a contractor; hydrant database fully updated for the new four-shift format; hydrant testing underway
 - American Heart Association (AHA) training center activities managed; blue card incident command training center maintained
- Risk Reduction Bureau
 - **Audit Response:** Risk Reduction Bureau database review largely complete; on-site verification phase through early September; standard operating guideline and quality assurance improvements in

- **Occupancy Compliance:** Holiday Inn brought substantially into compliance (reduced fire watch); University Inn progressing under a cease-and-desist order; school inspections coordinated for fall opening; fireworks tents inspected and cleared; special magistrate actions maintained maximum fines when warranted
- **Inspections:** Inspection volume and revenue are trending higher than Fiscal Year 2024; frontline inspection pilots and risk-based targeting refinement are underway
- **Investigations:** Backup investigator program has been established; certifications earned; supported several significant investigations with the Gainesville Police Department and the State Fire Marshal's Office

Community Resource Paramedicine Program

- Staffing, Systems and Training
 - Approximately 250 new community resource paramedicine (CRP) patients enrolled in the period; ongoing caseload growth from Gainesville Fire Rescue crews, Gainesville Police Department co-responders and community partners
 - One new Responder I onboarded in June; team certifications renewed; interns trained; transition to HealthCall electronic patient care reporting (EPCR) completed
 - Program coordinator now co-chair of the Florida Department of Health State Access to Care Committee
 - Regular participation and presentations at mobile integrated healthcare/community paramedicine conferences and Florida Emergency Medical Services (EMS) forums
- Patient Impact (selected highlights)
 - Hundreds of linkages, including transportation assistance, PCP and specialist connections, behavioral health referrals, detox and inpatient SUD placements, durable medical equipment, utility and food assistance, and housing transitions (for example, Atrium, U.S. Department of Veterans Affairs Domiciliary, and assisted living)
 - Repeated successful de-escalations averting mental health crises; caregiver and elder-care linkages were strengthened
 - Rapid family stabilization achieved through support including restored utilities and coordinated repairs (for example, enabling hospice discharge home for a multigenerational household)
 - Standing community presence (for example, weekly Bo Diddley outreach), hands-only cardiopulmonary resuscitation (CPR) classes, and multiple car seat safety events

Gun Violence Prevention Initiatives

- Governance and Coordination
 - City, county, Santa Fe College memorandum of understanding (MOU) fully executed for the Gun Violence Prevention Alliance (GVPA); regular Alliance stakeholder meetings held (at locations including the Santa Fe College Blount Center, Gainesville Fire Rescue Administration, City of Alachua and City of High Springs)
 - Violence interrupter program transitioned to Gainesville Fire Rescue; onboarding, orientation, equipment and uniforms completed
 - Bold Outstanding Leaders of Distinction (BOLD) donation account approved with the Community Foundation of North Central Florida; case management platform configured and legacy cases migrated; staff trained

- IMPACT GNV office space established for full operations (furnishings and devices in place; Gainesville Regional Utilities Communications fiber [GRUCom] being coordinated)
- Children’s Trust of Alachua County (CTAC) approved continued Fiscal Year 2025 fund drawdown and an additional \$150,000 for interruption services; American Rescue Plan Act (ARPA) quarterly reviews completed
- Programs, Events, and Response
 - Gun Violence Awareness Month observed (Wear Orange events, midnight basketball, Survivors of Violence Memorial at Squirrel Ridge Park, media public service announcements)
 - Community Care Callouts and Community Safety Day executed; “Stop the Violence” Rally and neighborhood outreach supported
 - “On Sight” performance planning with Dr. Micah Johnson advanced for fall activation; coordination initiated with the Alachua County Sheriff’s Office for performance logistics
 - Rapid support following shooting incidents (including the incident on Easter Sunday at T. B. McPherson Park), with post-incident community engagement and family services
- Data, Planning, and Communications
 - GVPA strategic planning consultant selected; planning meetings initiated; IMPACT GNV newsletter released each quarter
 - Spend-down plans for ARPA gun violence funds drafted; GVPA technology hub concept developed
 - Ongoing Community F.I.R.S.T. department head check-ins and data collection ongoing

Community Health Improvement Plan

- Overall Progress and Funding
 - Community Health Improvement Plan (CHIP) 2023–2024 progress report finalized
 - Community Development Block Grant (CDBG) funding aligned to multiple CHIP initiatives (final confirmations received)
 - Continued participation in the Bloomberg Data Track
- Mental Wellbeing
 - **Overdose Prevention:** Gainesville Overdose Prevention Plan activities continued; regular data reviews with partners; International Overdose Awareness Day event held on August 28 at Depot Park
 - **Medication-Assisted Treatment (MAT):** Year-one report completed; data dashboard built; Coordinated Opioid Recovery (COPRe) funding executed with Lutheran Services Florida (LSF); one new staff member onboarded; hospital emergency department and re-entry partnerships expanded
 - **Training and Outreach:** Mental Health First Aid delivered; Crisis Intervention Team (CIT) panel participation; multiple successful de-escalations documented through CRP fieldwork; First Responder and Family Wellness events supported; continued coordination with Gainesville Police Department Co-Responder Teams; behavioral health linkages increased through Meridian Behavioral Healthcare Treatment for Individuals Experiencing Homelessness (TIEH) peer support
- Safe Mobility for All
 - **Child Passenger Safety:** Multiple car seat check events (for example, May 30 and June 2, with ongoing appointments through June–August); distribution of new car seats and booster seats

- **Coalitions and Certifications:** Active participation in Safe Kids North Central Florida and the Florida Occupant Protection Coalition; several staff members certified or recertified; ongoing bicycle helmet fittings as needed
- **Healthy Lifestyle Events:** Healthy Afternoons with Fire Rescue was delivered across multiple sites (including Abby Wambach Park and the IMPACT Gainesville Open House), co-sponsored by the Children's Trust of Alachua County; family-focused resource fairs and faith-based events supported (for example, Williams Temple and other community wellness days)
- **Chronic Disease Management**
 - Fresh Fades and Healthy Hearts barbershop blood pressure pilot funded (Coverys Foundation) and moving into implementation
 - Community Resource Paramedicine (DRP) Unit increased disease-specific education (for example, diabetes and chronic obstructive pulmonary disease), Meals on Wheels linkages, and primary care provider (PCP) and specialist connections

Outreach for Neighbors Experiencing Homelessness

- **Partnerships and Capacity**
 - CRP expanded field coordination with GRACE Marketplace Street Outreach, Gainesville Police Department, Alachua County Fire Rescue Mobile Integrated Healthcare/Community Paramedicine (MIH/CP), and Meridian Behavioral Healthcare (including TIEH peer specialist)
 - Weekly staging at Bo Diddley Plaza established for direct service access; increased collaboration with Block by Block outreach (downtown ambassadors)
- **Activity and Placements**
 - Approximately 120 or more homeless outreach and prevention (HOP)-specific new patients enrolled and more than 40 encampment referrals received during the period
 - Multiple "city beds at GRACE" placements completed; increased use of detoxification, inpatient substance use disorder (SUD) treatment, and assisted living facility (ALF) or long-term care referrals
 - Field teams and Block by Block report interactions with unhoused neighbors nearly doubled compared to the same period last year

Upcoming Events (near-term)

- Continue to respond with a duty to act on behalf of all neighbors
- Launch the barbershop blood pressure pilot
- Continue gun violence strategic planning with the selected consultant
- Execute the fall "On Sight" performance event
- Expand CRP field capacity (interns)
- Sustain weekly plaza outreach
- Deepen coordinated opioid recovery and medication-assisted treatment integration with hospital and reentry partners
- Complete Risk Reduction Bureau audit close-outs, finalize standard operating guidelines and quality assurance, and scale risk-based inspections
- Maintain hurricane posture and city Emergency Operations Center readiness

- Maintain University of Florida Game Day incident action plans
- Continue alliance event support

Gainesville Community Reinvestment Area

Business Improvement Grant Program (BIGP)

- In November 2024, the Gainesville City Commission approved a revised version of BIGP
 - GCRA launched two grant cycles in February and August
 - March 4, 2025 – DAB reviewed and scored eight completed applications, prioritizing funding for the top five and awarded \$169,799
 - Sept. 9, 2025 – DAB reviewed and scored four completed applications, prioritizing funding for the top score

Downtown Events Grant Program

- In late 2024, the Gainesville City Commission approved the Downtown Events Grant
 - Awarded \$30,000 in funding to seven grant applicants
 - In early 2025, the GCRA developed revisions to the Downtown Events Grant Program
 - > Requiring a 50% match from applicants
 - > Allocating awards up to \$5,000 for small events (\$40,000 in funding)
 - In spring and summer, GCRA awarded \$25,000 to five events

Downtown Ambassador Program Statistics (December 2024 – August 2025)

- Supporting the Unhoused Community
 - Engaged with 2,609 unhoused individuals
 - Made 289 contacts with agencies and resource provides to coordinate care
 - Secured housing for 72 of those assisted
 - Helped 88 individuals obtain essential documents
 - Made 39 connections of clients with government departments
- Cleaning and Maintenance
 - Removed 1,303 painted graffiti and stickers
 - Collected 952 bags of trash
- Business and Public Safety Assistance
 - Conducted 5,892 safety interactions with businesses
 - Handled 511 service calls related to assisting unhoused individuals in need
- Community Assistance and Emergency Response
 - Provided 120 automobile assists (such as jump-starts and lockout help)
 - Made 53 emergency calls offering immediate assistance and coordination with first responders

Community Partnership Grant

During FY 2025, GCRA launched four cycles of the CPG. Events funded are identified below according to the

quarterly grant cycle (\$40,000 was disbursed in Fiscal Year 2025).

- Quarter 1
 - Slick Garden Corp. – Farmers Market at Porters Quarters
 - Neighborhood Housing & Development – Family Empowerment Workshop
 - Florida Community Innovation – Gentrification Community Dialogue
 - Maypop Coop – Disaster Relief Skill Share
 - Greater Duval Association – Community Garden Upgrade
- Quarter 2
 - Health Education and Training Center - Diaper Distribution Bundle of Joy Program
 - Baird Treasures dba Heartwood Soundstage - Live on the Lawn
 - Cultural Arts Coalition - 45th Annual Fifth Avenue Arts Festival
- Quarter 3
 - How Bazar - Bazar Block Party
 - Peaceful Paths - Strength in Strides
 - Barry McLeod - Barry M Live
 - Gainesville Circus Center - Brazil Fest Gainesville
 - Dion Dia Records - Florida Core: A Sunshine State Dance Series
 - The Fest - Fest

Gainesville Teaching and Entrepreneurial Community Center (GTEC Center)

- Supported the economic growth of 18 small and local entrepreneurs
- Finalizing construction refresh with Walker Architects to provide a more functional and supportive environment
- GCRA is working with Mitchell Gullledge Engineering to re-engineer the existing HVAC system

Heartwood Neighborhood

- November 2024 hosted the first annual Heartwood Neighborhood Open House & Block Party
- Sold three properties in February and March 2025
- Current status:
 - 11 affordable “Dreams to Reality” homes sold
 - 7 market rate homes sold
 - 16 remaining lots to be sold
 - 34 original total lots

Porters Quarters Neighborhood Improvements

A neighborhood preference survey conducted in Summer 2024 identified the following projects:

- Fence replacement completed in March 2025
- “Pink House” redesign for community use on the grounds of the Porters Community Center. Construction

expected to begin in December 2025

- May 2025 neighborhood workshop conducted to elicit Porters' opinion on the rezoning of a city-owned property
- Rezoning and land use change application submitted in August 2025
- Home design(s) for the infill lot in Porters; groundbreaking expected in 2026

NE Eighth and Waldo – Citizens Field Transformational Project

- Public engagement efforts:
 - Internal stakeholder meetings in October 2024
 - Three community engagements in November 2024, February 2025 and May 2025
 - Presented plans to the GCRA Board, city commissioners and Alachua County School Board members
- On June 12, City Commission was presented with two design scenarios for the site, one with Citizens Field, and one without
 - The commission voted for scenario one, which includes constructing a new Citizens Field on its current footprint
 - The plan also includes a new and relocated Dr. M.L. King Jr. Recreation Center with 55,000 square-feet fronting on NE Waldo Road
- On July 17, School Board of Alachua County offered to purchase the Citizens Field property and expend up to \$25 million to construct a new 3,000-seat stadium with a rubberized track, locker rooms, and a willingness to cost-share with the city on stormwater management and parking
- The City Commission will discuss alternative project scenarios and funding options, including the GCRA and Wild Spaces Public Places funds, and evaluate the potential for a general obligation bond

The Streatery

- In October 2024, the City Commission voted to keep the two blocks of SW First Avenue permanently closed and directed staff to proceed with the total reconstruction
- As of August 2025
 - Final design elements include placing furnishings in the center of the corridor with additional seating scattered throughout
 - The \$1 million cost of a gateway for the Streatery was deemed prohibitive.
 - The city undertook two rounds of surveys in 2025 to identify a permanent name for the Streatery – with the public voting to retain “Streatery”
 - Staff provided three different options for regulating programming on the Streatery for events, vendors and food trucks, and will return with more detail
- The current projected cost for the Streatery is \$4.5 million, with funds coming from the GCRA (\$2 million), the local option gas tax (\$2 million), and the tree mitigation fund
- Construction is expected to commence in early 2026 with completion anticipated later in the year

Cornerstone/Eastside Health and Economic Development Initiative (EHEDI)

- The Cornerstone 2/EHEDI Development Project has significantly progressed since August 2024 with the

opening of the UF Health Clinic

- The infrastructure network, including a road network connecting Cornerstone 1 and 2 and SE Hawthorne Road with SE Eighth Avenue, as well as stormwater facilities, was completed by Andrews Paving in July 2025
- Design and construction permitting for the RTS transfer station design and construction permitting is currently underway
 - The transfer hub will enhance connectivity and public transit access
 - Construction is slated to begin in winter 2026

Fifth Avenue / Pleasant Street Historic Heritage Trail Project

- April 2025: The community participated in the fourth workshop to finalize the wording and ensure historical accuracy
- May 2025: GCRA staff and the Community Planning Collaborative (CPC) presented the proposed marker designs, locations and narratives to the GCRA Advisory Board
- June 2025: GCRA staff and CPC presented the proposed marker designs, locations and narratives to the Alachua County Historical Commission
- July 2025: GCRA staff and CPC presented the proposed marker designs, locations and narratives to the City of Gainesville Historic Preservation Board
- August 2025: City Commission approved the NW Fifth Avenue / Pleasant Street Historic Heritage Trail project plan, including the Rose Theater Garden component, and authorized procurement of vendors to fabricate and install the historical markers and to design and construct the garden

Housing & Community Development

America Rescue Plan Act (ARPA)

- Neighborhood Housing & Development Corporation (NHDC) has completed construction and sold four single-family homes to income eligible homebuyers
- Hutchinson Foundation has commenced construction on Jessie's Village to build 22 units in Southeast Gainesville; groundbreaking was held March 11
 - The city provided support through: American Rescue Plan Act-ARPA (\$280,000); Home Investment Partnership-HOME (\$97,000); Community Development Block Grant (\$47,000); and ConnectFree Program (\$87,700)
- Gainesville Housing Authority & Newstar Development: Woodland Park Phase II held a groundbreaking ceremony on Aug. 22, 2025 to commemorate construction commencement on this 144-unit apartment complex.
 - The city has committed \$4,285,000 in ARPA funding and the staff is currently evaluating an application for additional support through ConnectFree
- Bright Community Trust (BCT) completed construction and sold three single-family homes in the city's land trust
 - Under the original agreement, the city provided BCT with \$1 million in ARPA funding and 10 lots previously owned by the city to construct 10 affordable housing units
 - A fourth home was completed in the last quarter and is currently being marketed for sale

- The balance of the lots are in the pre-development stage with construction completion set for the 1st quarter of the next calendar year

Item 18.

Community Development Block Grant (CDBG) & HOME Investment Partnership (HOME)

- HUD announced the award of \$1,442,129 in CDBG and \$605,269 in HOME funding for FY26
 - The city was awarded \$1,386,148 in CDBG for FY25 to support the city's housing programs and provide support to outside agencies
 - The city was awarded \$548,431 in HOME funding for FY25 to support the city's housing programs and provide support to outside agencies
- In July, the City Commission awarded 16 outside agencies with CDBG and three outside agencies with HOME funding for Fiscal Year 2026
 - Last year, the city awarded 14 outside agencies with CDBG funding and four outside agencies with HOME funding
- Annual Action Plan was developed by staff and approved by the City Commission during this reporting period

HOME-ARP

- Under the HOME-ARP program, the Department of Housing and Community Development and the Department of Sustainable Development are collaborating to redevelop five city-owned lots which will be used as a model to encourage the development of more affordable accessory dwelling units (ADUs) and add rental units to the city's housing stock
 - Each parcel will contain a primary single-family unit and up to two accessory dwelling units (ADUs)
 - Construction contracts have been awarded on the first two sites and third project is in the design stage
 - Staff held a groundbreaking ceremony in April for one of the units

State Housing Initiative Partnership (SHIP)

- The SHIP annual report prepared by staff and submitted to the state showed a significant increase in the number of households assisted.
- In FY25, the city received \$1,122,596 million in SHIP funding to support owner-occupied home rehabilitation, mortgage foreclosure intervention assistance, down payment assistance and developer's subsidies to produce affordable housing
 - As a part of the \$1.65M affordable housing developers' subsidy set-aside, \$650K was from the SHIP allocation
- For FY26, the state awarded the city \$1,048,888

ConnectFree

- Alachua Habitat for Humanity received funding to develop two single-family homes and staff approved nine well and septic conversion to water/wastewater projects
- Through the third quarter of Fiscal Year 2025, the program funded 11 projects totaling \$129,038

General Fund

- The City Commission approved a \$1.65 million set-aside for affordable housing
 - \$1 million (plus \$650,000 in SHIP funding) will support the development of affordable housing

> Four affordable housing developers were awarded a total of \$500,000 in funding in the homeownership category to produce 12 units

> Five affordable housing developers were awarded a total of \$1,150,000 million in the rental category to produce or preserve 210 units

- In addition to processing monthly GRACE invoices, there are two outside agencies funded through the General Fund:
 - Early Learning Coalition of Alachua County (\$65,000)
 - St. Francis House, Inc. (\$30,000)

Total Investment

Total investment through the third quarter of Fiscal Year 2025 (\$5,616,223):

- Down Payment Assistance \$375,000
- Homeowner Rehabilitation \$1,750,281
- Housing Replacement \$501,532
- ConnectFree (Individual) \$203,937
- ConnectFree (RPA) \$292,807
- Outside Agency Support \$2,451,130
- Mortgage Foreclosure \$41,536

Human Resources

- Processed over 8,000 employment applications for 400 new hires
 - Approximately 1/4 of those were internal promotions, with an average of 58 days to fill a position
- Over 4,200 training courses completed
- Turnaround times for Classification and Compensation requests have improved, reducing job audits from 90 days to 70 days
- Continued work with the Workplace Stewardship Committee – held a professional development retreat and coordinated the Employee Rally
- Ratified ATU, CWA and PBA contracts
- Continued negotiations with FOP and IAFF
- The Emerging Leaders program concluded in June and a new program cycle will launch in January 2026
- Ongoing participation in Workday stabilization project to optimize the system and improve efficiency, with 25+ HR requirements already successfully deployed in the system
- Serve as a partner to GRU leadership and actively guide the start of transition of shared HR functions to a GRU People Resources department

Office of Management & Budget

- Following the successful completion of the Fiscal Year 2025 budget process, Executive Chief of Staff Cintya Ramos led the Office of Management & Budget (OMB) staff in analyzing likely revenue changes for Fiscal Year 2026.

- For the FY 2026 budget, OMB has held meetings with individual departments to compare budgets vs. a Item 18. and plan for Fiscal Year 2026 adjustments. On Sept. 24, 2025, the FY 2026 Financial and Operating Plan was unanimously approved by the City Commission.
- In February 2025, Gainesville received the Government Finance Officers Association's (GFOA) Distinguished Budget Presentation Award for the 37th time, making our city second in the state for the number of awards received.

Parks, Recreation and Cultural Affairs

PRCA Seasonal Guide

- Worked with Communications to produce Spring, Summer and Fall/Winter Seasonal Guides
 - Feedback from neighbors and staff has shown an increase in awareness of programs and better dissemination of program information to the public
 - The Summer Seasonal Guide introduced the many partnerships that PRCA has with community organizations to provide programming throughout the parks

Events

- 35,000 attendees at city-sponsored or produced events at Bo Diddley Plaza
- 35,000 attendees at the Downtown Festival & Art Show
- 50,000 attendees at the Hoggetowne Medieval Faire at Depot Park
- 3,307 attendees at the GNVArts participatory arts programs at Rosa B. Williams
- 3,887 attendees to various other festivals and special events produced by PRCA (Star Wars Day, Asian Festival, Evergreen Cemetery and holiday events)

Youth Services + Education Programs

- Held youth programs at all City of Gainesville after-school sites and satellite sites
 - YMCA Teen Center
 - Residences at Oakview Apartments
 - Monthly YMCA Teen Level Up Nights
 - After-school attendance at all sites totaled over 4,800
 - Over 8,000 youth and adults participated in environmental education programming
- Enrollment capacity for Spring Break Camp, Summer Camp and Earth Academy was met at the majority of sites

Youth Steering Committee

- Revamped the committee's recruitment and representation strategies
- Onboarded new co-facilitator, funded by the Children's Trust of Alachua County
- Held youth-led interviews with new applicants
- Added new members from Eastside High School, Project Youthbuild, Santa Fe College Adult Education and PACE Center for Girls

Recreation Operations

- Enrolled 155 in Youth Basketball
 - 8 out of 16 teams won their bracket championships
- Enrolled 107 in Pop Warner Football and Cheer
- 352 athletes participated in the adult softball program
- More than 100,000 visitors at the aquatic facilities
- More than 38,000 rounds of golf played at Ironwood Golf Course
 - New concessionaire has begun operations

Park Operations

- Provided 38,000 hours of park maintenance
- Removed over 90 tons of trash and over 1,500 cubic yards of debris
- Targeted 24 acres for invasive plant removal
- Treated 100 acres with prescribed burns
- Logged 204,996 users on the city's nature trails
- Over 500,000 trail users in nature parks counted using trail counters

Gainesville Police Department

Gun Violence Prevention

The following is a comparison between Fiscal Year 2024 (Oct. 1, 2023 – Aug. 15, 2024) and Fiscal Year 2025 (Oct. 1, 2024 – Aug. 15, 2025):

- The incidents of stolen firearms rose from 106 to 118 (up 12%)
- The incidents of shots fired declined from 119 to 72 (down 39%)
- The incidents of persons shot declined from 49 to 18 (down 63%)
- The incidents of homicides declined from 12 to 3 (down 75%)

In Fiscal Year 2025 to date (Oct. 1, 2024 – Aug. 15, 2025), proactive efforts resulted in the following numbers of firearms seized and arrests of convicted felons in possession of firearms:

- 231 firearms seized or recovered by law enforcement
- 30 stolen firearms seized or recovered by law enforcement
- 27 arrests of convicted felons found in possession of a firearm
- 4 adjudicated delinquent arrests (related to seized firearm incidents)

Traffic Safety and Vision Zero

In Fiscal Year 2025 to date (Oct. 1-Aug. 15), the traffic safety team has:

- Completed 71 educational events in the community
- Assisted with several motorcycle escorts
- Received approximately \$121,878.89 from FDOT grants (impaired driving, distracted driving, occupant

Homelessness Support

- Four co-responder teams responded to 2,149 calls for service in Fiscal Year 2025 through July 31, 2025
- During the same period, the teams completed:
 - 91 Baker Act diversions
 - 48 jail diversions
 - 35 emergency room diversions

Recruitment

- Starting pay raised to \$60,000 to stay competitive
 - In the 2025 calendar year (Jan. 1 – Aug. 15, 2025), the department hired 44 individuals compared to 35 individuals the previous year (Jan. 1 – Aug. 15, 2024), a 25% increase
 - In the 2025 calendar year (Jan. 1 – Aug. 15, 2025), GPD received 334 applications compared to 287 applications in the previous year (Jan. 1 – Aug. 15, 2024), a 16% increase
 - In Fiscal Year 2025 (Oct 1 to Aug. 15) GPD received 432 applications for police officer positions

Community Engagement

- GPD currently has 48 active Neighborhood Crime Watch groups

Community F.I.R.S.T.

- The Phoenix neighborhood is GPD's assigned neighborhood for Community F.I.R.S.T.
- The department has hosted multiple events – (40 days of summer camp, multiple events in the Phoenix neighborhood around holiday times)
- The neighborhood has a community center where the Police Athletic League utilizes the space for mentoring and tutoring students (PEAK Literacy provided tutoring regularly)

Public Works

- Completed sidewalk construction:
 - SE Fourth Place (S. Main St. to SE First St.)
 - NE 15th St. (NE 12th Ave. to NE 16th Ave.)
 - NW Second St. (NW Ninth Ave. to NW 14th Ave.)
 - NW 42nd Ave. sidewalk (NW 13th St. to NW Sixth St.)
 - N. Main St. at NW Fourth Ave. midblock crossing project
 - SW Eighth Ave. raised crosswalk (west of NW 13th St.)
- Completed roadway construction/rehabilitation:
 - NW Eighth Ave. resurfacing (Newberry Rd. to NW 40th Dr.)
 - NW Eighth Ave./NW Sixth St. Vision Zero improvements
 - SW 43rd St. roadway rehabilitation

- Completed approximately 13.59 miles of pavement management work
 - rejuvenator, surface treatments and milling and resurfacing
- Commenced construction:
 - NW First St./NW First Ave. unit block reconstruction project
 - SW Fifth Ave. Sidewalk
 - SW 10th St. Sidewalk
- Finalized the design phase:
 - NE Eighth Ave. curb ramp replacement (NE Ninth St. to Waldo Rd.)
 - NW Eighth Ave./Eighth St. crosswalk
 - NW 1st Ave. resurfacing and restriping
 - NW 31st Drive sidewalk (Westwood Middle School)
- Commenced the design phase:
 - SW Sixth St. Vision Zero improvements (Depot Ave. to SW 16th Ave.)
 - NE Ninth St. Streets, Stations and Strong Foundations (SSSF) and Cedar Grove drainage remediation (University Ave. to NE 23rd Ave.)
 - NW 45th Ave. multiuse path - LAP
 - SW Fourth Ave. sidewalk
 - Cedar Grove stormwater improvements
- Completed stormwater management fee utility sufficiency study
- Completed the stormwater vulnerability assessment
- Purchased 6.29 acres of urban forestry conservation
- Updated Solid Waste fees
- Completed the Lot 4 dumpster enclosure
- Finalized the invitation to negotiate (or ITN) documents for the residential curbside and municipal solid waste and recycling collection
- Commenced educational efforts for re-use planning and food waste components of the Zero Waste ordinance

Streets, Stations and Strong Foundations (Public Works projects)

- Eastside Health and Economic Development Initiative (EHEDI)
 - UF Health Urgent Care Center – Eastside opened July 27, 2024 (jointly funded by the Gainesville City Commission and the Alachua County Board of County Commissioners with \$2.25 million each in ARPA funds)
 - Roadway and infrastructure network opened July 18, 2025
- RTS Eastside Station
 - Currently under design procurement
 - Funded by a grant from the Federal Transit Administration (FTA), the transit station will consist of a building reception area, office space, community center and public bathrooms, designated bus bays, bus shelter canopy, micro-mobility amenities, on-demand designated area and up to 50 park-and-ride spaces.

- GFR Fire Station
 - Currently under design
 - Construction of a new 22,000 square-foot, three-bay fire station is planned
- Food hub/Grocery store
 - Pad-ready site
- Commission and neighborhood approval on remaining development plans
- Fire Station #1 property disposal
 - Staff has made two attempts to sell the property, the first time with a \$5 million reserve price and the second time with a \$1.5 million reserve price
 - Both attempts failed to bring offers
 - Latest attempted offering closed July 16, 2025
- Central receiving facility at Meridian Behavioral Health (ARPA project)
 - This facility opened Nov. 19, 2024

Streets, Stations and Strong Foundations (additional projects)

- GRACE Marketplace: Homeless Support Services
 - \$600k of \$700k (85%) expended as of Aug. 1, 2025
- City Hall Network Refresh Project
 - Replacement of all ethernet cabling in City Hall is complete
- City Hall Plaza Project
 - Construction documents are 90% complete
 - The goal is to begin construction in November 2025
- Technology Department
 - Planning phase for building out office space for Technology Department in the RTS maintenance facility

Risk Management

Benefits Division

- The Benefits Division completed the education and integration of the second health plan option into the city's annual open enrollment in the first quarter of Fiscal Year 2025 and have set up educational material for calendar year open enrollment.
 - Fewer than 85 community builders enrolled in the lower cost option
 - Over time, more community builders may consider the lower cost option
- Benefits Team completed marketing of the city's group life insurance program that will save close to \$125,000 annually over the next three years.
- Benefits Team is working with the Workplace Stewardship Committee to better understand member needs in terms of benefits and educational opportunities

Employee Health Services

- Employee Health Services (EHS) changed direction to focus on non-occupational contacts with community builders
- Nurse practitioner participates in new employee orientation
 - Led to overall community builder contacts increasing, diverting over 250 urgent care visits and saving the health plan over \$50,000
 - Diverted over 100 work-place injuries to EHS, providing care savings in excess of \$20,000
 - More community builders are seeing the value-added benefit of having an onsite health

Wellness Division

- Completed 2025 ProClub assessments
- Both the Step Challenge and Lighten Up programs remain popular

Worker's Compensation

- The city continued to be a leader amongst its peer group with respect to its Worker's Compensation modification factor
 - The factor is holding at 0.70 (30% below our peers). This is accomplished through actively managing an injured employee's claim to ensure access to care and a successful return to a normal life and work schedule and life
 - Reduced lost-time workers compensation claims by 33% and medical-only claims by 40% when compared to Fiscal Year 2024, while reducing the average costs by 80%

Safety and Loss Control

- Annual Safety Awards program occurred in November
- Safety Awards were given to nearly 100 community builders
- Actively managed compensable injuries and conducted job site safety checks on a daily basis
- Received a 7% reduction in the city's Worker's Compensation premium
- Received a 5.9% rate reduction on the city Property Insurance Program

Department of Sustainable Development

Comprehensive Plan

- Revising the Comprehensive Plan draft to a more traditional format
 - Draft chapters will be presented to the City Commission in October 2025, with a complete re-draft and adoption by the end of next fiscal year

Inclusionary Zoning and Lot-Size Reform

- Developing implementation procedures associated with inclusionary zoning and single-family lot-size reform in collaboration with other departments, property owners and stakeholders
 - Numerous changes in state statute, both adopted and proposed, have demanded significant alterations to development review processes and procedures

- DSD will provide the following data in quarterly updates to the commission
 - > Volume of requests
 - > Characteristics of requests
 - > Data on performance metrics as they relate to statutory requirements and internal goals

Community F.I.R.S.T.

- DSD, in close collaboration with the Gainesville Police Department and Public Works, is working with the University Park Neighborhood to address recurring complaints of noise, trash, illegal parking and underage drinking
- Planning and Code Enforcement staff are working closely with neighbors to develop an action plan and suggestions for Land Development Code revisions
- DSD staff will also continue to coordinate with GPD and PW to help provide services to houseless neighbors

Affordable Housing Dashboard and ADUs

- DSD continues to maintain the Affordable Housing Dashboard
- In support of this, DSD has developed “in-house” design plans for accessory dwelling units (ADUs) with design work by the city architect and the deputy chief plans examiner
- Four permit-ready plan sets are currently available to the public
- Two more plans will be available to the public for use in designing their own ADUs in early Fiscal Year 2026

South Main Street and Southwest Gainesville Land Use and Zoning Study

- Planning staff will work with eda to evaluate potential land-use and zoning changes for the South Main St./ Depot Park area and portions of southwest Gainesville
- The two initiatives will begin in early FY26 and will take approximately 24 months for completion and adoption of any proposed changes

Technology Department

The Technology Department is bringing technology service delivery in-house to provide a user-centric approach that delivers both innovation and value, while enhancing the overall service experience for our residents and community builders.

- Organizational Design
 - Developed and approved a technology organizational structure aligned with city priorities
 - Defined roles, responsibilities and reporting relationships to support accountability and service excellence
- Leadership Recruiting and Onboarding
 - Successfully recruited key technology leadership roles, including technology director, information security officer, infrastructure manager and service desk manager
 - Implementing a structured onboarding program to accelerate knowledge transfer and alignment with city culture and objectives
 - Built a leadership team with diverse expertise and commitment to user-centric service delivery excellence
- Operational Transition Plan
 - Developed a comprehensive roadmap for transitioning from outsourced to insourced services, including

staffing, processes, systems and vendor management

- Identified priority services and staged the transition to minimize operational disruption
- Integrated risk mitigation and continuity strategies to maintain service levels during transition
- Transitional Service Level Agreement (SLA)
 - Negotiated and expect to have a fully executed transitional SLA in place prior to the start of the next fiscal year to ensure continuity of critical services
 - Defined key performance indicators (KPIs) for responsiveness, availability and issue resolution
 - Established transition governance approach to ensure compliance and track progress
- User-Centric Service Delivery
 - Introduced a service delivery framework focused on customer experience, responsiveness and transparency
 - Began development of a service catalog to provide clear visibility into available services and expectations
 - Created initial feedback loops via department collaboration meetings to align technology services with existing support structures and city department needs
- Foundation for Future Success
 - Positioned the Technology Department to serve as a strategic partner to city departments while enabling a sustainable model for ongoing service improvement and innovation

Transportation Department

Transportation Projects

- University Avenue PD&E is complete for the segment between Waldo Rd. and SE 31st St.
- Received an FDOT grant for \$1.5 million to complete construction plans for East University Avenue
- Received an FDOT grant of \$2 million for the construction of intersection modifications at Northeast Third Avenue/Waldo Road
- Received an FDOT grant of over \$600,000 for curb ramp retrofits
- Received an FDOT grant of over \$1 million for the design of a shared-use path along Glen Springs Road
- In collaboration with the Florida Department of Transportation (FDOT)
 - Devised proposed modifications to the intersection of SW 13th Street and Archer Road
 - Secured funding for the design and implementation of safety modifications at the intersection of SW 13th Street and SW Fourth Avenue/Stadium Road

Vision Zero Projects

- The Vision Zero Plan was completed in October 2024
- Second Vision Zero Open House was held Feb. 26, 2025
- Assisted with the development of the countywide Vision Zero Action Plan for future safety investments within city limits
- Investigated 25 neighbor concerns associated with traffic safety
- Evaluated signalized intersections system-wide to improve safety conditions related to left turns

- Assisted with the development of regulations pertaining to automated enforcement of red-light running reduce the incidence of severe and fatal crashes
- Continued to monitor crash incidence, effectiveness of measures and increase transparency of efforts through:
 - the development of an online crash dashboard
 - online interactive projects map
 - evaluation of before and after conditions

Transportation Planning

- Completed the ADA Transition Plan, finding that approximately \$5.1 million is needed to bring all curb ramps within city limits into compliance with current ADA standards
- Assisted with the development and implementation of the Trail Wayfinding Plan in Fiscal Year 2025
- The Transportation Mobility Plan is in progress with estimated completion in early 2026
- Secured over \$1.5 million in federal grants for the city
- Assisted in the development of the countywide Bike and Pedestrian Master Plan for future safety investments within city limits
- Continued to promote Mobility on Demand and Micromobility services
- Participated in the land development review process attending over 250 First-Step meetings, reviewed over 75 land development applications and collected over \$1.8 million in transportation mitigation fees

Parking

- Overall in Fiscal Year 2025, the parking program generated approximately \$1.2 million in revenues, representing a 46% increase over the same period in Fiscal Year 2024
- Downtown parking changes were implemented at the end of Fiscal Year 2024 and staff continued to monitor and adjust the conditions to enhance the availability of parking spaces and to facilitate the user experience
- Valet ordinance was adopted by the City Commission
- The parking unit was fully staffed in Fiscal Year 2025 with a total of four officers covering approximately 1.5 square miles from downtown to neighborhoods around the University of Florida
 - Parking enforcement officers issued 13,511 parking citations and 3,993 warnings promoting compliance with regulations and enhancing safety
- Processed and issued 1,325 neighborhood parking permits and 2,568 parking permits for the SW Downtown Parking Garage

Fleet

- Reviewed the city Service Level Agreement (SLA) with Gainesville Regional Utilities (GRU) and it is ready for approval
- Working with the City of Alachua on a new SLA for part of the city's fleet
- Vehicle Utilization Plan was revised and completed, with the disposition of underutilized vehicles
- Audit report has been conducted with the division implementing all recommendations

- Replaced
 - 43 emergency vehicles
 - 22 light-duty vehicles
 - 9 heavy-duty vehicles
 - 12 trailers
- Currently filling Fiscal Year 2025 vehicle order banks, while implementing the new citywide fuel system
 - 681 vehicles have had fuel system modules installed and the fuel site upgrades are imminent
- The City of Gainesville was awarded \$14.6 million through the CFI Grant NOFO, which is currently on hold due to executive action
 - The grant application was led by Fleet Management in partnership with City of Gainesville staff, Alachua County and GRU
 - The funding will install 47 chargers at 17 proposed sites in both city and county areas

Regional Transit System (RTS)

- While ridership decreased, the productivity increased due to the significant reduction of hours of service
- Purchased 21 hybrid-electric buses (\$22 million low- or no-emission [LowNo] grant)
 - Buses are expected to arrive by end of calendar year 2026
- RFP in progress for a solar facility array at the RTS employee parking lot (\$4.4 million LowNo grant)
- Completed construction of Phase I of ADA improvements on 87 bus stops, including the installation of 23 new shelters
- Completion of Phase II engineering and design of approximately 250 bus stops
- New University of Florida service contract started July 1, 2025
- Completed FTA-sponsored Transit Route Restoration Plan (TRRP) and implementation on some of the recommendations in fall 2026
- Completed FDOT-required Transit Development Plan major update (2025-2035)
- Received FTA certification to continue to use APC to collect transit ridership data
 - Certifications are valid for only three years
- Completed and submitted FTA-required Title VI Report which qualifies RTS to receive FTA grants
- Completed and submitted FTA-required Title Equity Analysis to justify major reductions in fall 2025 transit service levels
- Completed and submitted FTA-required Zero Emissions Fleet Transition Plan as a requirement for future LowNo funding
- Chosen for first round of funding of FDOT Transit Corridor Development Grant for transit service on FDOT-maintained major corridors (over \$1 million in operating assistance per year)
- Took delivery of four paratransit vans with grant funding assistance and ordered one more for delivery next fiscal year
- Initiated recovery of grant funds to support the senior portion of the Age-Based, Fare-Free Transit Program from the state

- The City of Gainesville was awarded \$14.569 million through the CFI Grant NOFO, which is currently on Item 18. due to executive action
 - The grant application was led by Fleet Management in partnership with City of Gainesville staff, Alachua County and GRU
 - The funding will install 47 chargers at 17 proposed sites in both city and county areas

Wild Spaces Public Places

- Thelma A. Boltin Center: The City Commission voted to demolish the center at their Sept. 4, 2025 meeting; work began on Sept. 16, 2025
- Tom Petty Park Pickleball Courts and Improvements
 - Construction of the pickleball courts began in May and are anticipated to be completed in spring of 2026
 - Planned improvements include the addition of eight dedicated pickleball courts, new seating areas, parking lot lighting and a pedestrian entrance from the NE 16th Ave. crosswalk
 - The project will also re-route the existing multi-purpose trail to enhance ADA accessibility and improve the landscaping and stormwater management on-site
 - A dedicated project webpage has been created for Tom Petty Park improvements with public meeting information, an archive of past meeting notices, minutes, presentations, handouts and ongoing project updates
- Boulware Springs Nature Park and Historic Waterworks: Revitalization is currently in permitting. Construction is anticipated to begin in late 2025 or early 2026 and will take approximately 12 months to complete
- Morningside Nature Center
 - Construction of upgrades at Morningside Nature Center's living history farm to install new livestock pens, lean-to structures, a new grazing area and utility upgrades began in June with an anticipated completion in October 2025
 - Master planning was completed in the summer of 2025 with a presentation to the City Commission pending
- NE 31st Avenue Multiuse Trail (NE 15th Street to Waldo Road)
 - The project is currently in procurement. Construction is anticipated to begin in September and will take approximately 12 months to complete.
- Sweetwater Recreational Multiuse Trail (Sweetwater Wetlands Park to Depot Park): The project is currently in procurement. Construction is anticipated to in early 2026 and will take approximately 12 months to complete.
- Ironwood Golf Course: Replacement of the irrigation controls, pump and motor completed in August 2025
- City Hall Plaza
 - The project is currently in the design phase
 - The goal is to begin construction in early 2026
 - Next steps include cost estimating, a community meeting and a City Commission presentation
- Fred Cone Park: Resurfacing of the track was completed in June 2025
- Hidden Gem Park: Reconstruction of the basketball court was completed in March 2025
- Dwight H. Hunter Pool: Installation of a new pool slide was completed in March 2025

- Kiwanis Challenge Park: Track and ADA improvements were completed in March 2025
- Hippodrome Theatre: Gutter improvements, elevator restoration and replacement of the southeast awning completed in August 2025
- Alfred A. Ring Park: The boardwalk replacement work was completed in February 2025
- Greentree Dog Park: ADA improvements are currently in the project design phase and are expected to begin construction in early 2026
- Abby Wambach Park: Renovation of the restroom completed in March 2025

File Attachments for Item:

19. Clarification on GPD Monthly Gun Related Statistics Handout

**Item:**

Clarification on GPD Monthly Gun Related Statistics handout

Requested Action:

The Board is asked to receive the information.

Background

At its September 22nd meeting, the Board requested of the term “RMS” as it appears on the information below provided from the City of Gainesville.

****The reference to RMS is regarding Gainesville Police Department’s Record Management System. RMS for short.***

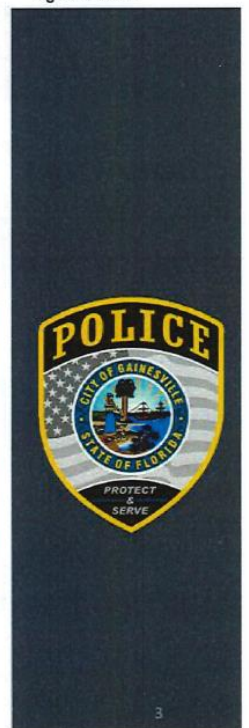
GPD Monthly Gun Related Statistics

Crime	August 2024	August 2025	% Change
Stolen Firearms*	8 (5 Conveyance Burglary)	6 (5 Conveyance Burglary)	-25.00%
Firearms Seized/Recovered by LEO**	23	10	-56.52%
Number of Shots Fired*	9	2	-77.77%
Number of Persons Shot or Injured by a Gunfire*	3	0	-100.00%
Homicides *	0	0	N/A

* Numbers can change due to updates in RMS.

**Numbers include any firearms seized as a result of criminal activity, as well as instances where a firearm was located, and could not be tracked back to an owner (i.e. found firearm with no record of being stolen and no owners located).

Agenda Item:



Programmatic Impact: N/A

Fiscal Impact: N/A

Recommendation: N/A