

MIAMI BEACH

OFFICE OF THE CITY MANAGER

NO. LTC#

LETTER TO COMMISSION

TO: Mayor Dan Gelber and Members of the City Commission

FROM: Jimmy L. Morales, City Manager

DATE: April 5, 2019

SUBJECT: **RETIREMENT OF CHIEF DAN OATES**

The purpose of this Letter to Commission is to announce the retirement of Miami Beach Police Chief Dan Oates, effective at the expiration of his contract on June 10, 2019. Chief Oates has decided to bring his illustrious 38-year career in municipal law enforcement to a close, a career which included Chief of Intelligence and General Counsel to the New York City Police Department, Chief of the Ann Arbor, MI police department and Chief of the Aurora, CO Police Department (where he distinguished himself in response to the tragic mass shootings at the movie theater). Attached please find a copy of the letter he delivered to me today.

As you know, I hired Chief Oates five years ago to address serious issues involving the lack of professionalism, discipline, ethics and integrity in the MBPD. At the time, I felt that, while there were many good officers in the department, a crisis of leadership had permeated that department for years. The reputation of the department had been seriously damaged and public trust of the department had suffered. Bringing a police chief from outside an organization to change the culture of that organization is never an easy task and is certainly no way to win popularity contests for the individual in question. The only other chief who had been brought in from outside the department in the past lasted less than two years. But I felt then that Chief Oates was up to the task, and I am proud to say that he has done exactly what he was tasked to do.

When Chief Oates moves on to spend time with family (including a grandchild) and undoubtedly pursue other ventures, he will leave a police department that has become a local, regional and even national leader in many respects. He has implemented effective discipline across the organization, including a proactive Internal Affairs unit. As one example of the impact of these changes, I recently shared with you a report of the City's Risk Management division which showed how, since Chief Oates took over the department, claims against the City related to Police misconduct have gone from as much as over \$1,000,000 a year to not having a claim filed against the city since November 2017. He has focused on training and education of officers, which has clearly resulted in increased professionalism. For example, he increased minimum annual in-service training for every officer from 10 hours a year to 40 hours. He also increased the recruitment standards for new officers, and as a result, today most of our recruits either have a four-year college degree or military service.

Chief Oates has also modernized the department through implementation of technology and best practice policing strategies. He fully implemented a Body Worn Camera program; and obtained a DOJ grant to study MBPD's program and the impact of BWCs on policing. He created the nationally recognized Homeless Resources Unit and supported its award-winning use of the Marchman Act to save lives of homeless persons in danger of dying on the streets because of extreme substance abuse. The Chief developed and vastly expanded the License Plate Reader

and Surveillance Camera programs. He partnered with the State Attorney's Office on Human Trafficking investigations, providing a sergeant and two detectives to lead the SAO's Task Force and direct additional regional resources to address prostitution-related crime in Miami Beach. He assigned a detective to the FBI Joint Terrorism Task Force, beginning a first-time full partnership with the FBI on all counter-terrorism issues that might impact Miami Beach. At no cost to the City, he acquired two surplus military vehicles that not only provide armored protection for SWAT officers, but also can be used as rescue vehicles in natural emergencies. He also used the military surplus program to acquire, re-purpose and re-outfit a used Coast Guard boat for our Marine Patrol. Finally, under his leadership (including recruiting a veteran former Chief of Detectives from NYPD), he has built a detective and investigative unit that continually solves crimes with often scant evidence. There is no better deterrent than catching the bad guys and putting them away. No surprise that from 2013 to 2018, there was a 26.73% reduction in the Part 1 major crime index.

While trying to improve the quality and caliber of the department, he has also cared about the quality of the lives of the men and women who daily put themselves in harms' way. He has implemented programs focusing on physical and mental health, including creating the first-ever confidential Peer Support Program in the region, wherein highly-trained police officers serve as peer counselors to colleagues undergoing stress in their personal lives. He has brought in speakers and programs to help officers deal with stress. He has fought to obtain funding for the latest equipment and gear for our officers, including a state-of-the-art public safety radio system. Finally, he has emphasized diversity in the department, both in hiring and promotions. By the way, he has equally shown caring and sensitivity to all communities in our city, just one reason why he was the recipient of SAVE's 2018 "Champions of Equality" award.

For these and many other reasons, Dan Oates has certainly earned the right to retire, and I know his skills, experience and can-do attitude will be missed. I appreciate that he has made the announcement with the required 60 days' notice under his contract, thereby affording me the time to engage in a selection process to identify the best candidate to replace him prior to the expiration of his contract. My goal is to bring a candidate for your approval by the City Commission meeting in June.

In conclusion, I want to reiterate my thanks to Chief Oates for his outstanding work on behalf of the City and his friendship, and I wish him much happiness and good health in the next chapter of his life. We look forward to celebrating his career and giving him a proper Miami Beach farewell in June.

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Miami Beach Police Department, 1100 Washington Ave, Miami Beach, FL 33139, www.miamibeachfl.gov

OFFICE OF THE CHIEF OF POLICE

Tel: 305.673.7925, E-mail: danieloates@miamibeachfl.gov

April 5, 2019

Jimmy L. Morales
City Manager
City of Miami Beach
1700 Convention Center Drive
Miami Beach FL 33139

Dear Jimmy,

I am nearing completion of my five-year contractual commitment to the City of Miami Beach. It's been a great experience working for you and with your leadership team, but it finally feels right to end my 38-year career in law enforcement. I write today to ask that you begin to prepare for my retirement and departure when my contract ends in June.

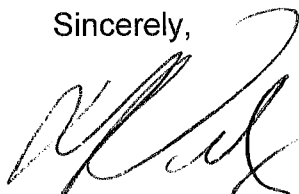
As you know, it was always my plan to end my career here with the Miami Beach Police Department. It has been an absolute honor to serve with the extraordinary men and women of MBPD. They give so much every day to keep this city safe. They are super heroes.

As we discussed, I am willing to stay on while you select and make arrangements for a successor. I will provide my every assistance to the new Chief in the transition. I wish him or her the very best.

I know that under your leadership, the good fortune and success of the City of Miami Beach will continue. Meanwhile, I look forward to retirement and to new opportunities outside law enforcement.

I will always cherish my time in Miami Beach. Thank you for the wonderful opportunity you have given me these past five years.

Sincerely,



Daniel J. Oates
Chief of Police