

Sean O'Keefe

From: Reneé Lannaman
Sent: Wednesday, October 4, 2023 3:37 PM
To: Sean O'Keefe
Cc: John Brock; Martha Macfarlane
Subject: Request to Add-on Council Meeting Agenda 10.9.23

Good morning Sean/John,

Trust you all are well today...

I am requesting to add **discussion and vote to agenda having Howey Police Department to report to Council**. In my research, it revealed that many of their police departments report to council; due to their unique responsibilities and performance in Town or City government.

Also, in my experience of over 20 years working in an environment within the City of New York that encompassed both uniformed law enforcement and civilian staff members many times communications can be difficult between the two groups of employees. Why? Law enforcement responsibilities, duties, budgets and even thought process is different on many levels. While civilian staff many times do not understand the work that is performed by trained uniform staff and other requirements when incidents occur. During my time of serving in this capacity, we learned having a moderator or liaison team that have experienced working both side of these groups has been successful in deterring and/or mediating:

- EEO Complaints
- Lawsuits
- Internal Affairs Investigations
- Union Actions & Complaints

All of the named bullet points, are disrupters to forward moving progress in any administration and/or city government. I understand that Howey In The Hills is not as vast as NYC government, but many of the internal precautions works in any sized organization.

It is important regardless of any administration, government or private entity that, all employees are consider TEAM members, not subordinates...this is the language is used by many in leaders do not succeed well and leave themselves open to negative allegations. For those of us who lived through turbulent problems that occurred within Howey and private work lives, there were red flags prior to the implosion; but were overrode or ignored without, a plan in place to be proactive as oppose to reactive. Lack of proactivity and short-sightedness is why the Town of Howey are seeking solutions in 2023 on pressing issues such as water and road repairs. As staff expands and grow, consistent policies and procedures is important.

I gave this longer than normal explanation of the "why" for this request, but thought it is something I would like to see happen and the reason why it should happen. Howey In The Hills is growing, expanding on many levels and even moreso in the next 3-5 years. Those in leadership now may not be in place next year or the years to come, but setting a protocol in place builds a strong foundation for the future. The mark of extraordinary leadership is setting good consistent patterns that others will have as a guide for future uses.

It is important to me as a Councilor and taxpayer that the Town of Howey grow and go well in the future. Thank you in advance for your attention with this agenda request to add-on.

Kindest regards,



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