

Earlier today, a news reporter contacted me and advised that members of the MCPBA had made several troubling allegations, including that I have discriminated against African Americans in Executive Command Staff promotions and mismanaged the Homicide Unit. I believe this agency's employees deserve to know the facts regarding these allegations. Many of you take extraordinary risks every day to protect the public, and I would hate for you to believe that you are putting your lives on the line for an organization that systematically discriminates against its employees or routinely mismanages its most serious investigations.

I am deeply concerned by the MCPBA's allegations of discrimination, especially when the data so clearly refutes their position. Here are the facts regarding African American representation in the Miami Police Department:

- According to the 2010 US Census, approximately 19% of the City of Miami's population is African American.
- Approximately 26% of the Miami Police Department's current sworn personnel are African American.
- Approximately 25% of the Homicide Unit is African American.
- Approximately 28% of the Internal Affairs Section is African American.
- Approximately 26% of the current Executive Command Staff is African American.
- 31% of the individuals I have promoted to Command Staff positions over the course of my tenure as Chief are African American.
- Over the last year, 80% of the individuals I promoted to Command Staff positions were African American.

As for the effectiveness of our Homicide Unit, I believe the clearance rates speak for themselves. Here are the clearance rates for the five years preceding my administration:

Year	Clearance Rate
2013	46%
2014	21%
2015	62%

2016	63%
2017	41%
Average	46.6%

And here are our clearance rates for the last two years:

Year	Clearance Rate
2018	72%
2019 (YTD)	78%
Average	75%

I am disappointed that the MCPBA would choose to disparage the efforts of their colleagues in the Homicide Unit, especially considering their superlative performance over the last two years. I am personally grateful for the Homicide Unit's exemplary work in bringing closure to so many families whose lives have been forever changed by violence.

It is even more disturbing that the MCPBA leadership have gone on record as saying that African American women "don't count." This kind of thinking is offensive, misogynistic, and has no place in a modern law enforcement organization. I will not apologize for the fact that some of the strongest leaders in this agency happen to be women, and refuse to pass over exceptional candidates for higher office because they happen to have been born with a different set of reproductive organs. Furthermore, I have never and will never promote anyone under political pressure – I promote leaders I believe in, because I believe that is the only way to make this organization stronger.

Despite the disheartening negativity being promoted by the MCPBA, I would like the men and women of this agency to know how proud I am of their

accomplishments over the past two years. Thanks to your hard work, our crime rates last year were at their lowest levels since the 1960s. I am currently in Kentucky accepting CALEA's Tri Arc Award on behalf of our agency - we are the first department in Florida and one of only 20 in the world to have achieved CALEA Accreditation in Law Enforcement, Communications and Training, a feat which could not have been accomplished without your tireless efforts. Thank you all for your professionalism, dedication, and commitment to excellence. Be safe.

A handwritten signature in black ink, appearing to read "J. Colina", with a stylized flourish at the end.

Jorge Colina

Chief of Police

Reference Statistics:

Executive Personnel:

	Command Staff	Appointed Sworn Personnel
Total Employees	36	42
Total African American employees	9	11
Percentage of employees who are African American	25%	26%
Total employees Promoted Since 1/26/2018	13	15
Total African Americans Promoted Since 1/26/2018	5	5
Percentage Promoted Since 1/26/2018 who are African American	38%	33%
Total employees Promoted over the last year	5	5
Total African Americans Promoted over the last year	4	4
Percentage Promoted over the last year who are African American	80%	80%

Homicide Unit Clearance Rates 2013-2017:

Year	Clearance Rate
2013	46%
2014	21%
2015	62%
2016	63%
2017	41%
Average	46.6%

Homicide Unit clearance rates 2018-2019:

Year	Clearance Rate
2018	72%
2019 (YTD)	78%
Average	75%