



# CITY OF KISSIMMEE

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Office of the City Manager  
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10/30/2024

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The City of Kissimmee (“City”) is committed to addressing the concerns identified in the Grand Jury’s Presentment. This letter is intended to explain to the public, the Grand Jury, and the State Attorney’s Office (“SAO”) how the City has already responded and plans to continue to respond to this Presentment.

## **What We Have Done Already**

The City has accepted Betty Holland’s resignation as Chief of Police. The Kissimmee Police Department (“KPD”) has made two mutual aid requests to the Orange County Sheriff’s Office (“OCSO”). First, KPD requested a member of OCSO’s command staff to serve as Interim Chief of Police. Second, KPD requested that OCSO assign staff to conduct formal internal investigations into eleven current or former KPD officers identified in a letter from the SAO (“Letter”). The Letter raised concerns about the truthfulness or conduct of these current or former officers during the investigation and proceedings that led to this Presentment. Two members of command staff, Betty Holland and Camille Alicea, who were mentioned in the Letter have resigned. After receiving the Letter, KPD has placed an additional two officers on administrative leave. OCSO has granted both requests allowing OCSO Major Robert Anzueto to serve as Interim Chief of Police and OCSO staff to conduct investigations into the eleven current or former employees. The City sincerely thanks OCSO and Sheriff John Mina for all of their support during this transitional period of identifying a new Chief of Police.

KPD has already corrected its failure to report the internal affairs (“IA”) investigations referenced in the Presentment to the Criminal Justice Standards and Training Commission (“Commission”). At the request of KPD, the City Manager approved re-designating an open police officer position as a new IA Manager position, and, on October 4, the City published a job vacancy notice for this new position. During this year’s annual legal training for KPD sworn officers, KPD officers have or will receive instruction on excessive use of force, unlawful searches, including warrantless entry into residences, the duty to intervene, and other important topics. To date, 125 out of 152 KPD officers have completed this training and the remainder will receive this training before the end of the year.



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## What We Will Do Next

The City will begin a search for a new Chief of Police with the expertise, judgement, and leadership skills necessary for KPD to exceed the community's expectations and to continue the City's efforts to address the concerns of this Presentment. In the meantime, the Interim Chief will begin taking the following actions. First, evaluating the capability, experience, and integrity of KPD's command staff. Second, continuing KPD's review of staffing, training, practices, and procedure within the IA Section and implementing any necessary reforms. The Interim Chief has already decided to assign two sergeants, who will serve as investigators, to the IA Section; previously only one corporal staffed the Section. Third, developing a plan for KPD officers to receive training to address the issues identified in the Presentment, including training on crisis management, interacting with citizens who may be experiencing a mental health crisis, the duty to intervene, and search and seizure law, including warrantless entry into residences. Fourth, revising existing policies and creating new policies regarding the criteria for deciding whether to begin a criminal investigation following response to resistance, the review of response to resistance, employee discipline, reporting Brady violations to the SAO, and reporting instances of an officer failing to maintain good moral character to the Commission. Fifth, implementing and carrying out these new changes, enforcing accountability at all levels of the organization, and fairly reviewing response to resistance incidents, including consistently holding officers accountable for excessive use of force.

The City and KPD sincerely thank the members of the Grand Jury for their service and attention to these important matters. The City is committed to working alongside the SAO to provide its residents, business community, and visitors with a police department that serves our community with integrity, accountability, and trust.

Sincerely,

Mike Steigerwald  
City Manager  
City of Kissimmee