

When Assistant Chief Terry Pierce arrived in Gainesville, we all learned fast that he was someone special. It wasn't just that he came from a big city and had a high level of experience. And it wasn't just that he brought the innovative ideas we needed to raise our agency to the next level. It was that Chief Pierce had something extra—actually two things. First, he was driven to do his job as perfectly as humanly possible. And second, he truly loved people. These traits combined in Chief Pierce in the most wonderful way. Because when you're a people person who's also a perfectionist, you develop very high—and yet extremely helpful—standards. Chief Pierce wanted to help everyone do their best work. He wanted that pretty aggressively. He wanted everyone to understand that you don't get to be exceptional by accident—but you also don't get there alone.

For those who worked with Chief Pierce, none of this comes as a surprise. He talked the talk and walked the walk. He was devoted to the people around him. Whether he was cooking for the kids at Reichert House, or advocating for his vision of community policing, or sharing lessons he'd learned while policing in Baltimore, the things he found valuable were all aimed at making Gainesville better and safer with more opportunity for everyone. He gave young people a second chance by establishing the city's Drug Market Intervention program. And it was Chief Pierce who insisted that the Gainesville Police Department should work toward national accreditation. Which you did, and you achieved.

The final thing I want to say about Chief Pierce is something his family, friends and colleagues already know. In January, he was back in these halls. By then he knew his life expectancy wasn't what he once had believed it to be. He'd fought valiantly for a long time already. But here he was, picking up his laptop so he could work from home. Chief Scott had assigned a task, and so it was time to buckle down. Chief Pierce was going to do that assignment. He was going to do it perfectly—because that's who he

was. He always showed up. He did the work. He did it for his friends, his fellow officers, his family and his community.

And the many ways Chief Pierce made our city—and this agency—better?

That will be his legacy.