

LAW ENFORCEMENT ACCREDITATION

Americus (GA) Police Department

Agency

Americus (GA) Police Department
119 S Lee Street
Americus, GA 31709

Chief Executive Officer

Chief of Police
Mark A. Scott

Methodology Overview

CALEA serves as the premier credentialing association for public safety agencies and provides accreditation services for law enforcement organizations, public safety communication centers, public safety training academies, and campus security agencies. The standards are promulgated by a board of 21 commissioners, representing a full spectrum of public safety leadership. The assessment process includes extensive self-assessment, annual remote web-based assessments, and quadrennial site-based assessments. Additionally candidate agencies are presented to the Commission for final consideration and credentialing.

CALEA Accreditation is a voluntary process and participating public safety agencies, by involvement, have demonstrated a commitment to professionalism. The program is intended to enhance organization service capacities and effectiveness, serve as a tool for policy decisions and management, promote transparency and community trust, and establish a platform for continuous review.

CALEA Accreditation is the Gold Standard for Public Safety Agencies and represents a commitment to excellence.



Law Enforcement Accreditation

CALEA standards reflect the current thinking and experience of Law Enforcement practitioners and researchers. Major Law Enforcement associations, leading educational and training institutions, governmental agencies, as well as Law Enforcement executives internationally, acknowledge CALEA's Standards for Law Enforcement Agencies© and its Accreditation Programs as benchmarks for professional law enforcement agencies.

CALEA's Founding Organizations:

- **International Association of Chiefs of Police (IACP)**
- **Police Executive Research Forum (PERF)**
- **National Sheriffs Association (NSA)**
- **National Organization of Black Law Enforcement Executives (NOBLE)**

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EXECUTIVE SUMMARY

Overview:

The Americus (GA) Police Department is currently commanded by Mark A. Scott. The agency participated in a remote assessment(s), as well as site-based assessment activities as components of the accreditation process. The executive summary serves as a synopsis of key findings, with greater details found in the body of the report.

Compliance Services Review:

CALEA Compliance Services Member(s) Portia Swinson remotely reviewed 198 standards for the agency on 12/5/2020 using Law Enforcement Manual 6.10. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

- 22.1.8 – Employee Identification (LE1) – ISSUE: Bullet A – The directive did not contain provisions for civilian employees when responding to requests to view personnel identification. AGENCY ACTION REQUIRED: It is suggested that the agency provide a directive that contains the provisions for civilian employees when responding to requests to view personnel identification.
- 41.2.7 – Mental Health Issues* (LE1) – ISSUE: Bullet E – The agency directive requires refresher training every three years while the standard requires annual training. AGENCY ACTION REQUIRED: It is suggested that the agency provide a directive that requires documented annual refresher training. AGENCY ACTION TAKEN: The agency revised SOP Chapter 14-16, Mental Illness, to require documented annual refresher training. It is recommended that this standard be reviewed again in future assessments to verify continued compliance.
- 46.1.9 – All Hazard Plan Training* (LE1) – ISSUE: Bullet A and B – The agency directive did not require documented annual training on the agency's All Hazards Plan that included the Incident Command System (ICS) for affected agency personnel; or documented biennial training consisting of a tabletop or full-scale exercise to assess the agency's capabilities with the All Hazards Plan and the Incident Command System. AGENCY ACTION REQUIRED: It is suggested that the agency provide a directive that requires documented annual training on the agency's All Hazards Plan that includes the Incident Command System (ICS) for affected agency personnel and documented biennial training consisting of a tabletop or full-scale exercise to assess the agency's capabilities with the All Hazards Plan and the Incident Command System. AGENCY ACTION TAKEN: The agency revised SOP Chapter 14-12, All Hazard Plan, to require documented annual training on the agency's All Hazards Plan that includes the Incident Command System (ICS) for affected agency personnel and documented biennial training consisting of a tabletop or full-scale exercise to assess the agency's capabilities with the All Hazards Plan and the Incident Command System. It is recommended that this standard be reviewed again in future assessments to verify continued compliance.

CALEA Compliance Services Member(s) Nora Ackerley remotely reviewed 103 standards for the agency on 11/30/2021 using Law Enforcement Manual 6.10. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

CALEA Compliance Services Member(s) Jay Murphy remotely reviewed 100 standards for the agency on 11/28/2022 using Law Enforcement Manual 6.15. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

CALEA Compliance Services Member(s) Louis Moreto remotely reviewed 100 standards for the agency on 7/6/2023 using Law Enforcement Manual 6.17. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

- 61.1.8 – Speed-Measuring Devices – ISSUE: The agency directive did not address operator training and/or certification- AGENCY ACTION NEEDED: It is recommended that the agency modify its directive to match its current practice of operator training and certification.

Site-Based Assessment Review:

Site-Based Assessment Report was not completed.

CHIEF EXECUTIVE OFFICER PROFILE

Mark A. Scott

Chief Mark Scott has served with the Americus Georgia Police Department since March of 2016. Prior to that he completed a twenty-year career with the Thomasville, Georgia Police Department and served for six years as a Deputy Chief for the Albany, Georgia Police Department. Chief Scott has a BFA degree in Communications and an MS Degree in Sociology from Valdosta State University, and an MPA Degree in Public Administration from Columbus State University. He is a graduate of the 194th session of the FBI National Academy and of the 23rd session of the Georgia Command College. Chief Scott has served as a CALEA assessor since 2007. He serves as 1st Vice President of the Georgia Association of Chiefs of Police, is an active member of the IACP and FBINAA, and is a Rotarian. He currently teaches Sociology as an adjunct professor at Southern Regional Technical College and at Tallahassee Community College. Mark and his wife, Julie, are active members of Central Baptist Church in Americus. They have three children and, most importantly, six grandchildren.

COMMUNITY PROFILE

Americus is the county seat for Sumter County, Georgia. As of the 2010 census, the city had a population of 17,041. Americus is the home of Habitat for Humanity's international headquarters, The Fuller Center for Housing International headquarters, The Rosalynn Carter Institute for Caregiving, Georgia Southwestern State University, South Georgia Technical College, Georgia's first Fair Trade coffee roastery (Café Campesino,) and is the center of the glassblowing culture for the South.

Located two and a half hours south of Atlanta on US Highway 19, tourism is one of the major industries for Americus and Sumter County, averaging 280,000 visitors a year with \$46 million in direct tourist spending. Over 442 jobs are supported in this one industry. The historic Windsor Hotel, circa 1892, is the city's most notable landmark and serves as the anchor for tourists visiting the area. The county is home to two national parks, each housing three separate museums/landmarks. The Andersonville National Historic Site contains the Camp Sumter Prison Site, Andersonville National Cemetery, and the National Prisoner of War museum. Plains is the home of 39th President, Jimmy Carter and the Jimmy Carter National Historic Site showcases Carter's life and political career, including his boyhood home and political campaign headquarters. Combined, these two sites bring over 160,000 visitors from all over the world to our county.

AGENCY HISTORY

Sumter County, Georgia was created in December of 1831. The City of Americus was created on December 22, 1832 and established as the "permanent seat of Justice" for Sumter County. Sheriff John Kimmey was elected as the first sheriff and was the first law enforcement officer for Americus and Sumter County. Sheriff Kimmey was killed following an altercation with a political opponent on December 11th, 1839 when he was struck in the face with a bowie knife at the Franklin Hotel and pursued from the scene of the attack and shot to death. The first recorded law enforcement official for the City of Americus was City Marshal Stephen H. Mitchell who was documented in a local newspaper as having been involved in a shootout with the freight agent at the train depot in February of 1865. No one was reported injured in the shootout.

The first recorded Chief of Police in Americus was Chief Wilkes W. Wheeler who is pictured in a photograph dated 1895 with six other officers. In the 124 years since Chief Wheeler, twenty-two police chiefs have served the City of Americus. In the history of the Americus Police Department, five officers have been killed in the line of duty. The first incident occurred in 1907 and the most recent on December 7, 2016 when Americus Police Officer Nick Smarr and Georgia Southwestern State University Police Officer Jody Smith were shot and killed while in a foot chase with a wanted suspect.

Throughout our history, the men and women of the Americus Police Department have worked to provide quality police services to the residents and visitors to Americus. The department achieved certification under the Georgia Law Enforcement Certification Program in 2017 and began working toward CALEA Accreditation in January of 2018. Our goal in all of our activities is to serve our community with honesty, integrity and respect.

AGENCY STRUCTURE AND FUNCTION

The Americus Police Department is a state certified and nationally accredited law enforcement agency serving the residents and visitors of Americus, Georgia. We are a close knit family of people who are dedicated to serving. The department has an authorized strength of 44 sworn officers and 7 civilian employees. The police department is organized into three division; the Office of the Chief, Administrative Services, and Enforcement Services.

The Chief of Police is responsible for giving focus to the various Divisions within the Department through the development and implementation of policy. The Chief's office creates and monitors long-range plans that determine how resources will be applied to achieve the mission of the Americus Police Department. The Office of Professional Standards supervises the Internal Affairs Function of the Police Department and also oversees the Department's Certification and Accreditation Programs.

The Administrative Services Division is headed by a Division Commander who holds the rank of Major. The Administrative Services Division controls the operations of the following Units and Sections:

- a. Evidence and Property Section
- b. Records Section
- c. Animal Control Unit
- d. Fleet Maintenance
- e. GCIC/NCIC/CJIS Terminal Agency Coordinator (TAC)
- f. Quartermaster
- g. Recruitment and Retention Unit
- h. Community Relations and Community Oriented Policing Unit
- i. Facilities Maintenance
- j. Crime Analysis
- k. Alcohol License Applications
- l. Applicant Fingerprinting
- m. Asset Control and Inventory
- n. Other Specialized Units as needed

The Enforcement Services Division is headed by a Division Commander who holds the rank of Major. Uniform Patrol accounts for the greatest allocation of police resources and represents the primary delivery system of police services for the

citizens and businesses of the City of Americus. Through the use of strategic patrol car allocation, Uniform Patrol deploys patrol units in the various areas of the city and during the hours of the day that enable a rapid response to citizens' request for police service as well as provide for optimum patrol coverage for the prevention and suppression of crime and disorder. In addition, the high degree of police visibility in conjunction with the enforcement of traffic laws encourages the orderly and safe movement of traffic on the highways and streets within the city.

Uniform Patrol is divided into A, B, C, and D Patrol Teams and a Special Operations Team. Each patrol team is supervised by a Lieutenant and a Sergeant with up to five Officers. Patrol Teams work 12 hour shifts. The Special Operations Team currently reports directly to the Division Commander and consists of the Team Sergeant/Gang Investigator and one Special Operations Officer. Special Ops is tasked with addressing drug and gang activity as well as street level crime.

The Criminal Investigations Division (CID) performs the investigative functions of the Department. The Division is responsible for the documentation, compilation and distribution of facts on reported incidents of crime with the objective of identification and apprehension of the criminal offender. Areas of responsibility include investigative follow up and crime scene investigations as well as other specialized support functions. CID is supervised by a Sergeant

who reports directly to the Enforcement Services Commander.

AGENCY SUCCESSES

1) Georgia Law Enforcement Certification and CALEA Accreditation

The police department is certified through the Georgia Law Enforcement Certification Program administered through the Georgia Association of Chief of Police. We successfully met all the required standards for the program and were approved for certification in December of 2017 receiving official certification in January of 2018. Since that time we have maintained all standards, achieving recertification in 2022 while also maintaining our CALEA standards

2) Reduction in Part I and Part II Crimes

Each month we report our crime statistics to the FBI along with most of the other law enforcement agencies in the United States. The FBI makes an annual summary of these statistics available to the public each year in a publication called "Crime in the United States". It is available on the FBI's web site and is usually one year behind, meaning that the report posted at the end of 2019 is based on 2018 numbers. Fortunately for us, we can access our crime statistics in real time and are able to provide the public with the information as soon as the calendar year ends. We are pleased to report that our Part I Crime numbers for 2022 continued the downward trend and are the lowest they have been in over 30 years. In fact, the last time our total serious crime count was this low was in 1988. Part I Crimes are the more serious crimes tracked by the FBI and include murder, rape, robbery, burglary, auto theft, theft in general, etc. These are all crimes that are generally reported to the police by the public and are driven by criminal activity, rather than police activity. These type crimes tend to be constant in a community and are a good indicator of trends in criminal activity.

We also track and report Part II Crime numbers to the FBI. These are crimes that the FBI considers to be less serious such as simple assault, criminal trespass, drug charges, disorderly conduct, forgery, DUI of alcohol or drugs, etc. These numbers reflect both crimes reported to the police by citizens and crimes discovered by the police through patrol operations. Part II Crime numbers can vary considerably, based on the activities of the police. For example, felony drug arrests made by the Americus Police Department have increased dramatically over the past two years. We have gone from a low of just 26 felony drug arrests in 2017 to 114 felony drug arrests in 2019, an increase of well over 300%! This is due in part to filling most of the vacancies in patrol and to a more proactive focus on drug enforcement, including the addition of our K-9 Team in 2018.

This can be a two-edged sword. While it is good that we have more officers on the street making more proactive arrests, taking criminals off the streets for minor crimes prevents them from committing major crimes, these arrests cause an increase in the number of Part II crimes we report to the FBI. Consequently, as our Part I Crime Index goes down, our Part II Crime Index can go up. This can make it appear that crime is increasing when it is actually getting better.

3) Fitness Program Update

The law enforcement profession is a dangerous career choice for anyone willing to dedicate their life to serving others. The Americus Police Department recognizes that we have an obligation to our employees and to the community we serve to support a personal fitness initiative. Officers that are physically fit are better able to perform their essential job functions in a safe and efficient manner.

The department has pledged full participation in the city's wellness program. A wellness coach makes regularly scheduled visits to the department and many of our employees, both sworn and civilian, regularly meet with her to track their progress on their personal fitness plans. Several of our employees have set and met very ambitious weight loss and exercise goals. We are currently participating in a competitive fitness challenge with seven other agencies across the state to achieve specific goals for participation and daily exercise activity.

In addition to our focus on individual wellness, we have also begun to emphasize physical strength ability. The State of Georgia is implementing a pre-employment Physical Abilities Test (PAT) that all cadets seeking to attend a state academy will be required to pass as a condition of admission. We are preparing to implement this same PAT into our hiring process to ensure that newly hired cadets will be able to meet the physical standards for academy admission.

4) Recruitment and Retention

The population for the City of Americus has decreased significantly since the 2010 census. Population trends published by the Census Bureau indicate that this trend has slowed and that the city's population should remain fairly stable

through the 2020 census. The department's current authorized strength of 44 sworn officers should allow us to meet the current level of calls for service and also fully staff the Criminal Investigations Division and implement a new Street Crimes Unit.

The department implemented an aggressive recruitment campaign to try to identify and hire qualified personnel to fill the line level vacancies. Unfortunately, we are competing with over 35 other agencies in the surrounding area, and the hundreds of police agencies across the State of Georgia, almost all of whom are hiring. We are actively recruiting experienced sworn officers who might be willing to transition from their current agency to Americus. These officers can typically complete our local Field Training Program within a few weeks and begin working a patrol shift. It takes at least six months from the date of hire for a new uncertified officer to complete required training and be ready fill a vacancy as a patrol officer. We have made tremendous strides in our hiring initiative and hope to transition from aggressive recruitment to career development and retention of employees.

As of January 2022, we have six open positions for patrol officers. We have had to decrease our staffing in Criminal Investigations to cover the shortages on the road. Thanks to a grant from the One Sumter Economic Development Foundation we were able to restart our canine program and now have one fully trained German Shepherd and handler available for drug searches and fugitive tracking.

FUTURE ISSUES FOR AGENCY

Staffing – In March of 2015 the department had fifteen vacant sworn positions. Since that time we have worked to recruit and retain sworn personnel to fill our vacancies. We have at times filled all but four positions but find ourselves at the end of 2022 with eleven sworn vacancies. We will continue to aggressively recruit qualified applicants, but we are competing with other agencies in the region for the same pool of applicants. Our challenge is to provide a work environment and family friendly community that will set us apart from other communities and to encourage our city leaders to keep our pay scale competitive with other agencies in the area..

Staff Development – Over a third of our sworn officers have been employed by the department for less than three years. We are a very young department with several of our senior supervisors planning to retire within the next few years. Our challenge is to provide staff development opportunities for our personnel so that they will be prepared to accept greater responsibility and advance through the ranks. We currently require officers who are eligible for promotion to complete Police Management Certification or obtain an associate degree. We must work to provide meaningful training to our younger officers to keep them engaged and encourage them to plan for a future with the department.

Community Engagement – The Americus Police Department has sought to build community partnerships with individuals and groups working to improve the city and county as well as other law enforcement and criminal justice agencies in the area. We have made a lot of progress, but there is much still to be done. The root causes of crime, such as poverty and lack of employment opportunity are issues that cannot be solved through traditional police activities. We must work collaboratively with community partners such as Family Connections, The One Sumter Economic Development Initiative, The Americus Sumter Transitional Housing Ministry, the NAACP, the Sumter Area Ministerial Association and many other community groups who are working to address the needs of the community and to promote economic development and opportunity in this area.

Technology – The department has made some significant advances in technology with the installation of laptops and printers in all our road patrol vehicles, the purchase of upgraded body cameras for all line personnel, and the purchase of new Conducted Energy Weapons (Tasers) for line personnel. We also completed the installation of a new countywide 700MHz radio system which was funded through a SPLOST initiative coupled with Federal grant funding.

YEAR 1 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Portia Swinson

On 12/5/2020, the Year 1 Remote Web-based Assessment of Americus (GA) Police Department was conducted. The review was conducted remotely and included 198 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.1.1 Oath of Office (LE1) (MMMM)	Compliance Verified
1.1.3 Agency's Role in Criminal Justice Diversion Programs (OOOO)	Not Applicable by Function
1.2.5 Arrest with/without Warrant (LE1) (MMMM)	Compliance Verified
1.2.9 Biased Policing* (LE1) (MMMM)	Compliance Verified
1.2.10 Duty to Intervene (LE1) (MMMM)	Compliance Verified
2 Agency Jurisdiction and Mutual Aid	
2.1.1 Geographical Boundaries (MMMM)	Compliance Verified
2.1.2 Concurrent Jurisdiction (OOOO)	Not Applicable by Function
3 Contractual Agreements for Law Enforcement Services	
3.1.1 Written Agreement for Services Provided (LE1) (MMMM)	Not Applicable by Function
3.1.2 Employee Rights (MMMM)	Not Applicable by Function
4 Use of Force	
4.1.1 Use of Reasonable Force (LE1) (MMMM)	Compliance Verified
4.1.2 Use of Deadly Force (LE1) (MMMM)	Compliance Verified
4.1.3 Warning Shots (LE1) (MMMM)	Compliance Verified
4.1.4 Use of Authorized Less Lethal Weapons (LE1) (MMMM)	Compliance Verified
4.1.5 Rendering Medical Aid Following Police Actions (LE1) (MMMM)	Compliance Verified
4.1.6 Vascular Neck Restrictions (LE1) (MMMM)	Compliance Verified
4.1.7 Choke Holds (LE1) (MMMM)	Compliance Verified
4.2.1 Reporting Uses of Force* (LE1) (MMMM)	Compliance Verified
4.2.2 Written Use of Force Reports and Administrative Review* (LE1) (MMMM)	Compliance Verified
4.2.4 Analyze Reports* (LE1) (MMMM)	Compliance Verified
4.2.5 Assault on Sworn Officer Review* (MMMM)	Compliance Verified
4.3.1 Authorization: Weapons and Ammunition (LE1) (MMMM)	Compliance Verified
4.3.2 Demonstrating Proficiency with Weapons (LE1) (MMMM)	Compliance Verified

Standards	Findings
4.3.3 Annual/Biennial Proficiency Training* (LE1) (MMMM)	Compliance Verified
4.3.4 Prerequisite to Carrying Lethal/Less Lethal Weapons (LE1) (MMMM)	Compliance Verified
4.3.5 Firearms Range (MMMM)	Compliance Verified
11 Organization and Administration	
11.1.1 Description of Organization (LE1) (MMMM)	Compliance Verified
11.3.1 Responsibility/Authority (LE1)	Compliance Verified
11.3.3 Notify CEO of Incident with Liability (LE1)	Compliance Verified
11.4.1 Administrative Reporting Program	Agency Elected 20%
11.5.1 Temporary/Rotating Assignments	Not Applicable by Function
12 Direction	
12.1.1 CEO Authority and Responsibility (LE1)	Compliance Verified
12.1.3 Obey Lawful Orders (LE1)	Compliance Verified
15 Planning and Research, Goals and Objectives, and Crime Analysis	
15.1.1 Activities of Planning and Research	Compliance Verified
15.1.2 Organizational Placement/Planning and Research	Compliance Verified
15.2.1 Annual Updating/Goals and Objectives* (LE1)	Compliance Verified
17 Fiscal Management and Agency Property	
17.1.1 CEO Authority and Responsibility	Compliance Verified
17.4.1 Accounting System*	Compliance Verified
17.4.2 Cash Fund/Accounts Maintenance* (LE1)	Compliance Verified
17.5.2 Operational Readiness (LE1)	Compliance Verified
21 Classification and Delineation of Duties and Responsibilities	
21.2.4 Workload Assessment*	Agency Elected 20%
22 Personnel Management System	
22.1.1 Salary Program	Compliance Verified
22.1.6 Clothing and Equipment	Compliance Verified
22.1.8 Employee Identification (LE1)	Standard Issue
Notes: ISSUE: Bullet A – The directive did not contain provisions for civilian employees when responding to requests to view personnel identification. AGENCY ACTION REQUIRED: It is suggested that the agency provide a directive that contains the provisions for civilian employees when responding to requests to view personnel identification.	
22.2.4 Off-Duty Employment	Compliance Verified
22.2.5 Extra-Duty Employment (LE1)	Compliance Verified
22.3.1 Agency Role	Not Applicable by Function

Standards	Findings
22.3.2 Ratification Responsibilities	Not Applicable by Function
22.4.3 Annual Analysis*	Compliance Verified
26 Disciplinary Procedures and Internal Investigations	
26.1.1 Code of Conduct (LE1)	Compliance Verified
26.1.2 Employee Awards	Compliance Verified
26.1.3 Harassment (LE1)	Compliance Verified
26.2.3 CEO Direct Accessibility	Compliance Verified
26.2.5 Annual Statistical Summaries; Public Availability*	Compliance Verified
26.3.2 CEO, Notification (LE1)	Compliance Verified
26.3.5 Statement of Allegations/Rights (LE1)	Compliance Verified
26.3.8 Conclusion of Fact	Compliance Verified
31 Recruitment and Selection	
31.1.1 Agency Participation	Compliance Verified
31.2.3 Equal Employment Opportunity Plan	Compliance Verified
31.3.3 Maintaining Applicant Contact	Compliance Verified
31.4.5 Notification of Ineligibility	Compliance Verified
31.4.7 Selection Criteria (LE1) (MMMM)	Not Applicable by Function
31.5.3 Truth Verification	Compliance Verified
31.5.4 Conducted by Certified Personnel	Compliance Verified
33 Training and Career Development	
33.1.3 Outside Training Reimbursement	Compliance Verified
33.1.5 Remedial Training (LE1)	Compliance Verified
33.2.1 Academy Administration and Operation	Not Applicable by Function
33.2.2 Academy Facilities	Not Applicable by Function
33.5.1 Annual In-Service Training Program* (LE1) (M M M M)	Compliance Verified
33.6.2 Tactical Team Training Program (LE1)	Not Applicable by Function
33.7.1 Non-sworn Orientation	Compliance Verified
33.8.4 Educational Incentives	Compliance Verified
35 Performance Evaluation	
35.1.2 Annual Evaluation* (LE1)	Compliance Verified
35.1.9 Personnel Early Intervention System* (LE1)	Compliance Verified
40 Crime Analysis and Intelligence	

Standards	Findings
40.2.3 Criminal Intelligence Procedures* (LE1)	Compliance Verified
41 Patrol	
41.1.2 Shift Briefing	Compliance Verified
41.2.2 Pursuit of Motor Vehicles* (LE1)	Compliance Verified
41.2.3 Roadblocks and Forcible Stopping* (LE1)	Compliance Verified
41.2.7 Mental Health Issues* (LE1)	Standard Issue
Notes: ISSUE: Bullet E – The agency directive requires refresher training every three years while the standard requires annual training. AGENCY ACTION REQUIRED: It is suggested that the agency provide a directive that requires documented annual refresher training. AGENCY ACTION TAKEN: The agency revised SOP Chapter 14-16, Mental Illness, to require documented annual refresher training. It is recommended that this standard be reviewed again in future assessments to verify continued compliance.	
41.3.5 Protective Vests (LE1)	Compliance Verified
41.3.6 Protective Vests/Pre-Planned, High Risk Situations (LE1)	Compliance Verified
41.3.9 License Plate Recognition Systems	Not Applicable by Function
42 Criminal Investigation	
42.2.3 Communication with Patrol Personnel	Compliance Verified
42.2.4 Investigative Task Forces	Compliance Verified
44 Juvenile Operations	
44.1.1 Juvenile Operations Policy (LE1)	Compliance Verified
44.1.3 Annual Program Review*	Compliance Verified
45 Crime Prevention and Community Involvement	
45.1.3 Prevention Input	Agency Elected 20%
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.1 Planning Responsibility (LE1)	Compliance Verified
46.1.3 Command Function* (LE1)	Compliance Verified
46.1.8 Equipment Inspection*	Compliance Verified

Standards	Findings
46.1.9 All Hazard Plan Training* (LE1)	Standard Issue
<p>Notes: ISSUE: Bullet A and B – The agency directive did not require documented annual training on the agency's All Hazards Plan that included the Incident Command System (ICS) for affected agency personnel; or documented biennial training consisting of a tabletop or full-scale exercise to assess the agency's capabilities with the All Hazards Plan and the Incident Command System. AGENCY ACTION REQUIRED: It is suggested that the agency provide a directive that requires documented annual training on the agency's All Hazards Plan that includes the Incident Command System (ICS) for affected agency personnel and documented biennial training consisting of a tabletop or full-scale exercise to assess the agency's capabilities with the All Hazards Plan and the Incident Command System. AGENCY ACTION TAKEN: The agency revised SOP Chapter 14-12, All Hazard Plan, to require documented annual training on the agency's All Hazards Plan that includes the Incident Command System (ICS) for affected agency personnel and documented biennial training consisting of a tabletop or full-scale exercise to assess the agency's capabilities with the All Hazards Plan and the Incident Command System. It is recommended that this standard be reviewed again in future assessments to verify continued compliance.</p>	
46.1.10 Active Threats* (LE1)	Compliance Verified
46.1.11 Personnel Identification	Agency Elected 20%
46.2.2 Tactical Team Selection	Not Applicable by Function
46.2.3 Tactical Team Equipment	Not Applicable by Function
46.2.4 Crisis Negotiator Selection	Not Applicable by Function
46.2.5 Search and Rescue	Not Applicable by Function
46.3.2 Hazmat Awareness (LE1)	Compliance Verified
53 Inspectional Services	
53.2.1 Staff Inspections*	Agency Elected 20%
54 Public Information	
54.1.3 Media Access (LE1)	Compliance Verified
61 Traffic	
61.1.6 Enforcement Practices	Compliance Verified
61.1.7 Stopping/Approaching (LE1)	Compliance Verified
61.1.9 Impaired Driver Enforcement Program	Compliance Verified
61.1.10 DUI Procedures (LE1)	Compliance Verified
61.1.12 Parking Enforcement	Compliance Verified
61.3.3 Escorts (LE1)	Compliance Verified
61.3.4 School Crossing Guards*	Not Applicable by Function

Standards	Findings
61.4.2 Hazardous Roadway Conditions (LE1)	Compliance Verified
70 Detainee Transportation	
70.1.2 Searching Transport Vehicles (LE1)	Compliance Verified
70.1.7 Procedures, Escape* (LE1)	Compliance Verified
71 Processing and Temporary Detention	
71.1.1 Designate Rooms or Areas (LE1)	Compliance Verified
71.2.1 Training of Personnel* (LE1)	Compliance Verified
71.3.2 Immovable Objects	Not Applicable by Function
71.4.3 Inspections* (LE1)	Compliance Verified
72 Holding Facility	
72.1.1 Training User Personnel* (LE1)	Not Applicable by Function
72.1.2 Access, Nonessential Persons	Not Applicable by Function
72.2.1 Minimum Conditions	Not Applicable by Function
72.3.1 Fire, Heat, Smoke Detection System, Inspections*	Not Applicable by Function
72.3.2 Posted Evacuation Plan	Not Applicable by Function
72.3.3 Sanitation Inspection*	Not Applicable by Function
72.4.1 Securing Weapons (LE1)	Not Applicable by Function
72.4.2 Entering Occupied Cells	Not Applicable by Function
72.4.3 Key Control	Not Applicable by Function
72.4.4 Facility Door Security	Not Applicable by Function
72.4.5 Security Checks	Not Applicable by Function
72.4.6 Security Inspections*	Not Applicable by Function
72.4.7 Tool and Culinary Equipment	Not Applicable by Function
72.4.8 Alerting Control Point	Not Applicable by Function
72.4.9 Panic Alarms* (M M M M)	Not Applicable by Function
72.4.10 Procedures, Escape	Not Applicable by Function
72.4.11 Report, Threats to Facility*	Not Applicable by Function
72.5.1 Detainee Searches	Not Applicable by Function
72.5.2 Intake	Not Applicable by Function
72.5.3 Sight and Sound Separation (LE1)	Not Applicable by Function
72.5.4 Segregation	Not Applicable by Function
72.5.5 Procedure, Outside Detainees	Not Applicable by Function

Standards	Findings
72.5.6 Procedure, Exceeding Capacity	Not Applicable by Function
72.5.7 Identification, Released Detainees	Not Applicable by Function
72.6.1 Procedure, Medical Assistance	Not Applicable by Function
72.6.2 First Aid Kit*	Not Applicable by Function
72.6.3 Posted Access to Medical Service	Not Applicable by Function
72.6.4 Dispensing Pharmaceuticals	Not Applicable by Function
72.7.1 Procedure, Detainee Rights	Not Applicable by Function
72.8.1 Monitoring of Detainees (M M M M)	Not Applicable by Function
72.8.2 Audio/Visual Surveillance	Not Applicable by Function
72.8.3 Supervision, Opposite Gender	Not Applicable by Function
72.8.4 Receiving Mail/Packages	Not Applicable by Function
72.8.5 Visiting	Not Applicable by Function
73 Court Security	
73.1.1 Role, Authority, Policies* (LE1)	Compliance Verified
73.3.1 Weapon Lockboxes (LE1)	Not Applicable by Function
73.3.2 Use of Restraints	Compliance Verified
73.4.2 External Communications (LE1)	Compliance Verified
73.4.3 Duress Alarms*	Compliance Verified
73.5.1 Training*	Not Applicable by Function
73.5.2 Detainee Searches	Not Applicable by Function
73.5.3 Detainee Property Security	Not Applicable by Function
73.5.4 Segregation	Not Applicable by Function
73.5.5 Procedure for Medical Assistance	Not Applicable by Function
73.5.6 First Aid Kit*	Not Applicable by Function
73.5.7 Access of Nonessential Persons	Not Applicable by Function
73.5.8 Minimum Conditions*	Not Applicable by Function
73.5.9 Fire Alarm System*	Not Applicable by Function
73.5.10 Evacuation Plan	Not Applicable by Function
73.5.11 Pest Control Inspection*	Not Applicable by Function
73.5.12 Securing Weapons (LE1)	Not Applicable by Function
73.5.13 Entering Occupied Cells	Not Applicable by Function
73.5.14 Key Control	Not Applicable by Function

Standards	Findings
73.5.15 Facility Door Security	Not Applicable by Function
73.5.16 Cell Security Checks	Not Applicable by Function
73.5.17 Facility Security Inspections*	Not Applicable by Function
73.5.18 Designated Control Point (LE1)	Not Applicable by Function
73.5.19 Panic Alarms*	Not Applicable by Function
73.5.20 Escape Procedures	Not Applicable by Function
73.5.22 Posted Access to Medical Service	Not Applicable by Function
73.5.23 Audio/Visual Surveillance	Not Applicable by Function
73.5.24 Supervision of Opposite Gender	Not Applicable by Function
74 Legal Process	
74.1.2 Execution/Attempt Service, Recording	Compliance Verified
74.2.1 Procedure, Civil Process	Not Applicable by Function
74.3.2 Arrest Warrants Require Sworn Service	Compliance Verified
81 Communications	
81.2.9 Alternative Methods of Communication	Not Applicable by Function
81.3.2 Alternate Power Source* (LE1)	Compliance Verified
82 Central Records	
82.1.6 Computer File Backup and Storage* (LE1)	Compliance Verified
82.2.5 Reports by Phone, Mail or Internet	Compliance Verified
82.3.4 Traffic Citation Maintenance (LE1)	Compliance Verified
84 Property and Evidence Control	
84.1.6 Inspections and Reports* (LE1)	Compliance Verified
91 Campus Law Enforcement	
91.1.1 Risk Assessment and Analysis* (LE1)	Not Applicable by Function
91.1.2 Out of Agency Budget Coordination	Not Applicable by Function
91.1.3 Campus Background Investigation (LE1)	Not Applicable by Function
91.1.4 Campus Security Escort Service (LE1)	Not Applicable by Function
91.1.5 Emergency Notification System (LE1)	Not Applicable by Function
91.1.6 Behavioral Threat Assessment (LE1)	Not Applicable by Function
91.1.7 Security Camera Responsibilities* (LE1)	Not Applicable by Function
91.1.8 Emergency Only Phones and Devices* (LE1)	Not Applicable by Function
91.1.9 Administrative Investigation Procedures (LE1)	Not Applicable by Function

Standards	Findings
91.2.1 Agency Role and Responsibilities (LE1)	Not Applicable by Function
91.2.2 Personnel Assigned to Medical Centers	Not Applicable by Function
91.2.3 First Responses Responsibilities	Not Applicable by Function
91.3.1 Agency Role and Responsibilities* (LE1)	Not Applicable by Function
91.4.1 Position Responsible for Clery Act* (LE1)	Not Applicable by Function

Comments:

No report comments provided.

Response from Agency Regarding Findings:

Compliance Services Member, Portia Swinson is to be commended for a very thorough review of 198 standards during our year 1 Remote Web Based Assessment. She maintained contact with our Accreditation Manager throughout the process and communicated questions and concerns clearly and directly. We had four standards that were identified as having issues with the wording of written directives. All four issues have been addressed and in all four cases, adequate proofs of compliance were in place. We look forward to the next round of review.

YEAR 2 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Nora Ackerley

On 11/30/2021, the Year 2 Remote Web-based Assessment of Americus (GA) Police Department was conducted. The review was conducted remotely and included 103 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.1.2 Code of Ethics* (LE1) (MMMM)	Compliance Verified
1.2.4 Search and Seizure (LE1) (MMMM)	Compliance Verified
1.2.6 Alternatives to Arrest (MMMM)	Compliance Verified
1.2.8 Strip/Body Cavity Search (LE1) (MMMM)	Compliance Verified
1.2.9 Biased Policing* (LE1) (MMMM)	Compliance Verified
4 Use of Force	
4.2.4 Analyze Reports* (LE1) (MMMM)	Compliance Verified
4.2.5 Assault on Sworn Officer Review* (MMMM)	Compliance Verified
11 Organization and Administration	
11.4.3 Accreditation Maintenance	Compliance Verified
12 Direction	
12.1.2 Command Protocol (LE1)	Compliance Verified
15 Planning and Research, Goals and Objectives, and Crime Analysis	
15.1.4 Succession Planning	Compliance Verified
15.2.2 System for Evaluation/Goals and Objectives	Compliance Verified
17 Fiscal Management and Agency Property	
17.2.1 Budget Process and Responsibility Described	Compliance Verified
17.2.2 Functional Recommendations to Budget*	Agency Elected 20%
17.4.3 Independent Audit	Compliance Verified
17.5.1 Inventory and Control	Compliance Verified
21 Classification and Delineation of Duties and Responsibilities	
21.2.2 Job Description Maintenance and Availability* (LE1) (M M M M)	Compliance Verified
21.2.3 Position Management System	Compliance Verified
22 Personnel Management System	
22.1.3 Benefits Program (LE1)	Compliance Verified

Standards	Findings
22.1.4 Personnel Support Services Program	Compliance Verified
22.1.8 Employee Identification (LE1)	Compliance Verified
22.1.10 Bonding/Liability Protection (M M M M)	Compliance Verified
22.2.3 Fitness and Wellness Program	Compliance Verified
22.4.1 Grievance Procedures (LE1)	Compliance Verified
22.4.2 Coordination/Control of Records	Compliance Verified
22.4.3 Annual Analysis*	Compliance Verified
26 Disciplinary Procedures and Internal Investigations	
26.1.6 Appeal Procedures	Compliance Verified
26.1.7 Termination Procedures	Compliance Verified
26.2.4 Complaint/Commendation Registering Procedures (LE1)	Compliance Verified
26.3.3 Investigation Time Limits (LE1)	Compliance Verified
26.3.4 Informing Complainant	Compliance Verified
31 Recruitment and Selection	
31.2.1 Recruitment Plan (LE1)	Compliance Verified
31.2.2 Annual Analysis	Compliance Verified
31.5.1 Background Investigations (LE1)	Compliance Verified
31.5.2 Training	Compliance Verified
31.5.6 Medical Examinations	Compliance Verified
31.5.7 Emotional Stability/Psychological Fitness Examinations (LE1)	Compliance Verified
33 Training and Career Development	
33.1.6 Employee Training Record Maintenance (LE1)	Compliance Verified
33.4.1 Recruit Training Required (LE1)	Compliance Verified
33.4.4 Limited Function Alternate Training Requirements (LE1) (M M M M)	Compliance Verified
33.5.4 Accreditation Manager Training	Compliance Verified
33.8.2 Skill Development Training Upon Promotion (LE1)	Compliance Verified
34 Promotion	
34.1.1 Agency Role, Authority and Responsibility (LE1)	Compliance Verified
34.1.4 Promotional Announcement	Compliance Verified
34.1.5 Eligibility Lists	Compliance Verified
35 Performance Evaluation	
35.1.6 Unsatisfactory Performance	Compliance Verified

Standards	Findings
35.1.7 Employee Consultation	Compliance Verified
35.1.9 Personnel Early Intervention System* (LE1)	Compliance Verified
40 Crime Analysis and Intelligence	
40.2.1 Criminal Intelligence Data Collection	Compliance Verified
41 Patrol	
41.2.1 Responding Procedures (LE1)	Compliance Verified
41.2.2 Pursuit of Motor Vehicles* (LE1)	Compliance Verified
41.2.7 Mental Health Issues* (LE1)	Compliance Verified
42 Criminal Investigation	
42.1.2 Case-Screening System	Compliance Verified
42.1.3 Case File Management (LE1)	Compliance Verified
42.2.8 Interview Rooms (LE1)	Compliance Verified
43 Vice, Drugs, and Organized Crime	
43.1.1 Complaint Management (LE1)	Compliance Verified
44 Juvenile Operations	
44.2.1 Handling Offenders (LE1)	Compliance Verified
44.2.3 Custodial Interrogation and Interviews (LE1)	Compliance Verified
45 Crime Prevention and Community Involvement	
45.2.2 Citizens Survey*	Compliance Verified
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.4 Operations Function (LE1)	Compliance Verified
46.1.5 Planning Function (LE1)	Compliance Verified
46.1.9 All Hazard Plan Training* (LE1)	Compliance Verified
46.1.10 Active Threats* (LE1)	Compliance Verified
46.1.12 Crowd Control Response Training	Agency Elected 20%
54 Public Information	
54.1.4 Public Information Officer Training	Compliance Verified
55 Victim/Witness Assistance	
55.1.2 Review Need/Services*	Compliance Verified
55.2.6 Next-of-Kin Notification	Compliance Verified
61 Traffic	
61.1.4 Informing The Violator (LE1)	Compliance Verified

Standards	Findings
61.1.5 Uniform Enforcement Policies (LE1)	Compliance Verified
61.4.1 Motorist Assistance (LE1)	Compliance Verified
70 Detainee Transportation	
70.1.4 Interruption of Transport	Compliance Verified
70.1.5 Prisoner Communication	Compliance Verified
70.1.6 Procedures, Transport Destination (LE1)	Compliance Verified
70.1.8 Notify Court of Security Risk (LE1)	Compliance Verified
70.2.1 Detainee Restraint Methods (LE1)	Compliance Verified
70.4.2 Rear Compartment Modifications (LE1)	Compliance Verified
71 Processing and Temporary Detention	
71.3.3 Security in Designated Temporary Detention Processing and Testing Rooms/Areas (LE1)	Compliance Verified
71.4.1 Physical Conditions (LE1)	Compliance Verified
71.4.2 Fire Prevention/Suppression (LE1)	Compliance Verified
71.4.3 Inspections* (LE1)	Compliance Verified
73 Court Security	
73.2.1 Facilities, Equipment, Security Survey*	Compliance Verified
73.4.1 Identification, Availability, Operational Readiness	Compliance Verified
81 Communications	
81.1.1 Agreements, Shared/Regional Facility	Compliance Verified
81.1.2 Operations Meet FCC Requirements	Compliance Verified
81.2.2 Continuous, Two-Way Capability (LE1)	Compliance Verified
81.2.6 Calls for Service Information Victim/Witness Calls (LE1)	Compliance Verified
81.2.10 Emergency Messages (LE1)	Compliance Verified
81.2.11 Misdirected Emergency Calls (LE1)	Compliance Verified
81.2.13 First Aid Over Phone (LE1)	Compliance Verified
82 Central Records	
82.1.1 Privacy and Security (LE1)	Compliance Verified
82.1.2 Juvenile Records (LE1)	Compliance Verified
82.1.5 Report Accounting System	Compliance Verified
82.2.3 Case Numbering System (LE1)	Compliance Verified
82.3.5 Operational Component Record	Compliance Verified

Standards	Findings
82.3.6 ID Number and Criminal History	Compliance Verified
83 Collection and Preservation of Evidence	
83.1.1 24-Hour Availability (LE1)	Compliance Verified
83.2.4 Equipment and Supplies (LE1)	Compliance Verified
83.2.6 Report Preparation (LE1)	Compliance Verified
83.3.1 Collecting from Known Source	Compliance Verified
84 Property and Evidence Control	
84.1.2 Storage and Security (LE1)	Compliance Verified
84.1.3 Temporary Security (LE1)	Compliance Verified
84.1.5 Records, Status of Property (LE1)	Compliance Verified
84.1.6 Inspections and Reports* (LE1)	Compliance Verified
84.1.8 Property Acquired through the Civil Process	Compliance Verified

Comments:

No report comments provided.

Response from Agency Regarding Findings:

CEO Feedback not provided.

YEAR 3 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Jay Murphy

On 11/28/2022, the Year 3 Remote Web-based Assessment of Americus (GA) Police Department was conducted. The review was conducted remotely and included 100 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.1.4 Consular Notification (MMMM)	Compliance Verified
1.2.1 Legal Authority Defined (LE1) (MMMM)	Compliance Verified
1.2.2 Legal Authority to Carry/Use Weapons (MMMM)	Compliance Verified
1.2.3 Compliance with Constitutional Requirements (LE1) (MMMM)	Compliance Verified
1.2.7 Use of Discretion (MMMM)	Compliance Verified
4 Use of Force	
4.2.3 Removal from Line of Duty Assignment (LE1) (MMMM)	Compliance Verified
12 Direction	
12.2.1 The Written Directive System (LE1)	Compliance Verified
12.2.2 Dissemination and Storage (LE1)	Compliance Verified
21 Classification and Delineation of Duties and Responsibilities	
21.1.1 Job Analysis	Compliance Verified
21.2.1 Classification Plan (N/A O O O)	Compliance Verified
22 Personnel Management System	
22.1.5 Victim Witness Services/Line of Duty Death (LE1)	Compliance Verified
22.1.9 Military Deployment and Reintegration (LE1)	Compliance Verified
22.2.1 Physical Examinations	Compliance Verified
22.2.2 General Health and Physical Fitness (LE1)	Compliance Verified
26 Disciplinary Procedures and Internal Investigations	
26.1.4 Disciplinary System (LE1)	Compliance Verified
26.2.1 Complaint Investigation (LE1)	Compliance Verified
26.2.2 Records, Maintenance and Security (LE1)	Compliance Verified
31 Recruitment and Selection	
31.4.1 Selection Process Described (LE1)	Compliance Verified
33 Training and Career Development	

Standards	Findings
33.4.2 Recruit Training Program (LE1)	Compliance Verified
33.4.3 Field Training Program (LE1) (M M M M)	Compliance Verified
33.5.3 Accreditation Process Orientation (LE1)	Compliance Verified
35 Performance Evaluation	
35.1.1 Performance Evaluation System	Compliance Verified
35.1.4 Evaluation Criteria	Compliance Verified
35.1.5 Evaluation Components	Compliance Verified
40 Crime Analysis and Intelligence	
40.1.1 Crime Analysis Procedures	Compliance Verified
40.2.2 Intelligence Analysis Procedures	Compliance Verified
41 Patrol	
41.1.5 Police Service Canines (LE1)	Compliance Verified
41.2.4 Notification Procedures (LE1)	Compliance Verified
41.2.5 Missing Persons (LE1)	Compliance Verified
41.2.6 Missing Children (LE1)	Compliance Verified
41.3.2 Equipment Specification/Replenishment (LE1)	Compliance Verified
41.3.7 Mobile Data Access	Compliance Verified
41.3.8 In-Car Audio/Video/Body-Worn (LE1)	Compliance Verified
42 Criminal Investigation	
42.2.1 Preliminary Investigations Steps (LE1)	Compliance Verified
42.2.6 Informants (LE1)	Compliance Verified
43 Vice, Drugs, and Organized Crime	
43.1.2 Records, Storage and Security	Compliance Verified
43.1.3 Confidential Funds	Compliance Verified
43.1.4 Equipment, Authorization and Control	Compliance Verified
43.1.5 Covert Operations (LE1)	Compliance Verified
44 Juvenile Operations	
44.1.2 Policy Input, Others	Compliance Verified
44.2.2 Procedures for Custody (LE1)	Compliance Verified
44.2.4 School Services Program	Compliance Verified
44.2.5 Community Youth Programs	Compliance Verified
45 Crime Prevention and Community Involvement	

Standards	Findings
45.3.1 Program Description	Compliance Verified
45.3.2 Training	Compliance Verified
45.3.3 Uniforms	Compliance Verified
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.2 All Hazard Plan (LE1)	Compliance Verified
46.1.6 Logistics Function (LE1)	Compliance Verified
46.1.7 Finance/Administration Function (LE1)	Compliance Verified
46.1.13 Continuity of Operations Plan (LE1) (M M M M)	Compliance Verified
46.2.1 Special Operations Activities	Compliance Verified
46.2.6 VIP Security Plan	Compliance Verified
46.2.7 Special Events Plan (LE1)	Compliance Verified
46.2.8 Event Deconfliction Process	Compliance Verified
46.3.1 Providing Awareness Information	Compliance Verified
53 Inspectional Services	
53.1.1 Line Inspections	Compliance Verified
54 Public Information	
54.1.1 Activities	Compliance Verified
54.1.2 Policy Input	Compliance Verified
55 Victim/Witness Assistance	
55.1.1 Victim/Witness Assistance	Compliance Verified
55.2.1 Initial Assistance	Compliance Verified
55.2.2 Assistance, Threats	Compliance Verified
55.2.3 Assistance, Preliminary Investigation	Compliance Verified
55.2.4 Assistance, Follow-Up Investigation	Compliance Verified
55.2.5 Assistance, Suspect Arrest	Compliance Verified
61 Traffic	
61.1.2 Uniform Enforcement Procedures (LE1)	Compliance Verified
61.3.2 Direction/Control Procedures (LE1)	Compliance Verified
61.4.3 Towing (LE1)	Compliance Verified
70 Detainee Transportation	
70.1.1 Pre-Transport Prisoner Searches (LE1)	Compliance Verified
70.1.3 Procedures, Transporting by Vehicle	Compliance Verified

Standards	Findings
70.3.1 Sick, Injured, Disabled	Compliance Verified
70.3.2 Hospital Security and Control	Compliance Verified
70.3.3 Special Situations	Compliance Verified
70.4.1 Vehicle Safety Barriers	Compliance Verified
71 Processing and Temporary Detention	
71.3.1 Procedures (LE1)	Compliance Verified
74 Legal Process	
74.1.1 Information, Recording (LE1)	Compliance Verified
74.1.3 Warrant/Wanted Person Procedures	Compliance Verified
74.3.1 Procedure, Criminal Process	Compliance Verified
81 Communications	
81.2.1 24 Hour, Toll-Free Service (LE1)	Compliance Verified
81.2.3 Recording Information (LE1)	Compliance Verified
81.2.4 Radio Communications Procedures (LE1)	Compliance Verified
81.2.5 Access to Resources (LE1)	Compliance Verified
81.2.7 Recording and Playback (LE1)	Compliance Verified
81.2.8 Local/State/Federal CJI Systems	Compliance Verified
81.3.1 Communications Center Security (LE1)	Compliance Verified
81.3.3 Mobile/Portable Radios	Compliance Verified
82 Central Records	
82.1.3 Records Retention Schedule	Compliance Verified
82.1.4 Crime Reporting	Compliance Verified
82.2.1 Field Reporting System (LE1)	Compliance Verified
82.2.2 Reporting Requirements (LE1)	Compliance Verified
82.2.4 Report Distribution	Compliance Verified
82.3.1 Master Name Index	Compliance Verified
82.3.2 Index File	Compliance Verified
83 Collection and Preservation of Evidence	
83.2.1 Guidelines and Procedures (LE1)	Compliance Verified
83.2.2 Photography, Video and Audio Evidence	Compliance Verified
83.2.3 Fingerprinting	Compliance Verified
83.2.5 Procedures, Seizure of Electronic Equipment	Compliance Verified

Standards	Findings
83.3.2 Evidence, Laboratory Submission (LE1)	Compliance Verified
84 Property and Evidence Control	
84.1.1 Evidence/Property Control System (LE1)	Compliance Verified
84.1.4 Security of Controlled Substances, Weapons for Training (LE1)	Compliance Verified
84.1.7 Final Disposition	Compliance Verified

Comments:

No report comments provided.

Response from Agency Regarding Findings:

CEO Feedback not provided.

YEAR 4 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Louis Moreto

On 7/6/2023, the Year 4 Remote Web-based Assessment of Americus (GA) Police Department was conducted. The review was conducted remotely and included 100 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
2 Agency Jurisdiction and Mutual Aid	
2.1.3 Written Agreements for Mutual Aid (OOOO)	Compliance Verified
2.1.4 Requesting Assistance: Federal LE/National Guard (MMMM)	Compliance Verified
11 Organization and Administration	
11.2.1 Direct Command, Component	Compliance Verified
11.3.2 Supervisory Accountability	Compliance Verified
11.3.4 Police Action Death Investigations	Compliance Verified
11.4.2 Accountability for Agency Forms	Compliance Verified
11.4.4 Computer Software Policy	Compliance Verified
11.4.5 Electronic Data Storage	Compliance Verified
12 Direction	
12.1.4 Functional Communication/Cooperation	Compliance Verified
15 Planning and Research, Goals and Objectives, and Crime Analysis	
15.1.1 Activities of Planning and Research	Compliance Verified
15.1.2 Organizational Placement/Planning and Research	Compliance Verified
15.1.3 Multiyear Plan	Compliance Verified
17 Fiscal Management and Agency Property	
17.1.1 CEO Authority and Responsibility	Compliance Verified
17.3.1 Requisition and Purchasing Procedures	Compliance Verified
17.4.2 Cash Fund/Accounts Maintenance* (LE1)	Compliance Verified
17.5.2 Operational Readiness (LE1)	Compliance Verified
22 Personnel Management System	
22.1.1 Salary Program	Compliance Verified
22.1.2 Leave Program	Compliance Verified
22.1.6 Clothing and Equipment	Compliance Verified
22.1.7 Employee Assistance Program	Compliance Verified

Standards	Findings
22.2.4 Off-Duty Employment	Compliance Verified
22.2.5 Extra-Duty Employment (LE1)	Compliance Verified
26 Disciplinary Procedures and Internal Investigations	
26.1.2 Employee Awards	Compliance Verified
26.1.3 Harassment (LE1)	Compliance Verified
26.1.5 Role and Authority of Supervisors	Compliance Verified
26.1.8 Records	Compliance Verified
26.2.3 CEO Direct Accessibility	Compliance Verified
26.2.5 Annual Statistical Summaries; Public Availability*	Compliance Verified
26.3.1 Complaint Types	Compliance Verified
26.3.6 Submission to Tests, Procedures	Compliance Verified
31 Recruitment and Selection	
31.1.2 Assignment/Recruitment	Compliance Verified
31.3.1 Job Announcements	Compliance Verified
31.3.2 Notification Expectations	Compliance Verified
31.4.2 Job Relatedness	Compliance Verified
31.4.3 Uniform Administration	Compliance Verified
31.4.4 Candidate Information	Compliance Verified
31.4.6 Records	Compliance Verified
31.4.8 Sworn Appointment Requirements (M M M M)	Compliance Verified
31.5.3 Truth Verification	Compliance Verified
31.5.4 Conducted by Certified Personnel	Compliance Verified
31.5.5 Use of Results	Compliance Verified
33 Training and Career Development	
33.1.1 Training Committee	Compliance Verified
33.1.2 Training Attendance Requirements	Compliance Verified
33.1.4 Lesson Plan Requirements	Compliance Verified
33.1.7 Training Class Records Maintenance	Compliance Verified
33.2.3 Outside Academy, Role	Compliance Verified
33.2.4 Outside Academy, Agency Specific Training	Compliance Verified
33.3.1 Instructor Training	Compliance Verified
33.5.1 Annual In-Service Training Program* (LE1) (M M M M)	Compliance Verified

Standards	Findings
33.5.2 Shift Briefing Training	Compliance Verified
33.6.1 Specialized Training	Compliance Verified
33.7.2 Non-Sworn Pre-Service and In-Service Training	Compliance Verified
33.8.1 Training for Career Development Personnel Training	Compliance Verified
33.8.3 Career Development Program	Compliance Verified
33.8.4 Educational Incentives	Compliance Verified
34 Promotion	
34.1.2 Promotional Process Described	Compliance Verified
34.1.3 Job Relatedness	Compliance Verified
34.1.6 Promotional Probation	Compliance Verified
35 Performance Evaluation	
35.1.2 Annual Evaluation* (LE1)	Compliance Verified
35.1.8 Rater Evaluation	Compliance Verified
41 Patrol	
41.1.1 Shift/Beat Assignment	Compliance Verified
41.1.2 Shift Briefing	Compliance Verified
41.1.3 Special-Purpose Vehicles	Compliance Verified
41.1.4 Agency Service Animals	Not Applicable by Function
41.2.3 Roadblocks and Forcible Stopping* (LE1)	Compliance Verified
41.3.1 Patrol Vehicles Lights, Sirens	Compliance Verified
41.3.3 Occupant Safety Restraints	Compliance Verified
41.3.4 Authorized Personal Equipment	Compliance Verified
42 Criminal Investigation	
42.1.1 On-Call Schedule	Compliance Verified
42.1.4 Accountability, Preliminary/Follow-Up Investigations	Compliance Verified
42.1.5 Habitual/Serious Offenders	Compliance Verified
42.1.6 Exculpatory Evidence (LE1) (M M M M)	Compliance Verified
42.2.2 Follow-Up Investigations Steps	Compliance Verified
42.2.3 Communication with Patrol Personnel	Compliance Verified
42.2.5 Deception Detection Examinations	Compliance Verified
42.2.7 Cold Cases	Compliance Verified
42.2.9 Line-ups	Compliance Verified

Standards	Findings
42.2.10 Show-ups	Compliance Verified
45 Crime Prevention and Community Involvement	
45.1.1 Crime Prevention Activities*	Compliance Verified
45.1.2 Community Involvement and Organizing Community Groups	Compliance Verified
45.2.1 Community Input Process*	Compliance Verified
45.2.3 Accreditation Public Comment (LE1) (M M M M)	Compliance Verified
54 Public Information	
54.1.3 Media Access (LE1)	Compliance Verified
61 Traffic	
61.1.1 Selective Enforcement Activities*	Compliance Verified
61.1.8 Speed-Measuring Devices Notes: ISSUE: The agency directive did not address operator training and/or certification- AGENCY ACTION NEEDED: It is recommended that the agency modify its directive to match its current practice of operator training and certification.	Standard Issue
61.1.11 License Reexamination Referrals	Compliance Verified
61.2.1 Crash Scene Response Reporting and Investigation	Compliance Verified
61.2.2 Collision/Crash Scene Duties	Compliance Verified
61.3.1 Traffic Engineering	Compliance Verified
61.3.3 Escorts (LE1)	Compliance Verified
61.4.4 Traffic Safety Materials	Compliance Verified
70 Detainee Transportation	
70.1.2 Searching Transport Vehicles (LE1)	Compliance Verified
70.1.7 Procedures, Escape* (LE1)	Compliance Verified
70.5.1 Prisoner ID and Documentation	Compliance Verified
71 Processing and Temporary Detention	
71.1.1 Designate Rooms or Areas (LE1)	Compliance Verified
71.2.1 Training of Personnel* (LE1)	Compliance Verified
74 Legal Process	
74.3.2 Arrest Warrants Require Sworn Service	Compliance Verified
81 Communications	
81.2.12 Private Security Alarms	Compliance Verified
81.3.2 Alternate Power Source* (LE1)	Compliance Verified
82 Central Records	

Standards	Findings
82.3.3 Traffic Records System	Compliance Verified

Comments:

Area of Interest Interviews - Year 4 - No Interviews Required - CSM Lou Moreto

Agency Name: Americus (GA) Police Department (Year 4)

No Area of Interest Interviews Required

Public Portal Summary: The agency's CALEA Public comments portal was open and operational, but no comments were received.

Statistical Data Tables: The data tables provided by the agency are complete and consistent with the established reporting parameters.

Compliance Data Summary: All standards identified as Not Applicable by the agency have been verified.

Statistical data on compliance with applicable standards to ensure that the agency complies within the identified limits:

Number of Interviews Conducted 1

CSM Name Louis Moreto

Annual Review Start and End Dates 06/23/23-07/01/23

Mandatory (M) Compliance 304

Other-Than-Mandatory (O) Compliance 57

Standards Issues 0

Waiver 0

(O) Elect 20% 7

Not Applicable 93

Total 461

Percentage of applicable other-than-mandatory standards 89%

Notes:

Findings

Public Portal Summary

Statistical Data Tables

Summary:

Number of Interviews Conducted: 35

Compliance Services Member(s): Mark Palmer

Web-Based Assessment Start Date: 08/06/2023

Web-Based Assessment End Date: 08/10/2023

Standards Issues	0
Waiver	0
Applicable Mandatory (M)	304
Applicable Other-Than-Mandatory (O)	57
Not Applicable	93
Total:	461
Elect 20% (O)	9

Percentage of applicable other-than-mandatory standards:

84.211 %

Response from Agency Regarding Findings:

CEO Feedback not provided.

SITE-BASED ASSESSMENT

3/4/2024

Observable Standards Review

Summary of Agency Adjustments to Standards Issues

Summary Public Access Portal

Findings

Interview: Agency

Interview: Parent/Partner Agencies

Interview: Community

Planning and Methodology:

The following site-based assessment report is provided herein, pursuant to the new assessment process reporting requirement, as temporary placement until CIMRS is redesigned to accommodate the information.

Americus GA Police Department

Assessor Mark Palmer

Observable Standards Review:

During the site-based assessment from August 7 through August 10, 2023, Assessor Palmer made observations relating to areas that were identified on the list of observable standards.

The agency has a temporary detention area in which arrestees perform sobriety testing or are held for short periods of time pending release or transportation to the Sumter County Jail. All applicable equipment and accommodations were observed.

The agency contracts with the Middle Flint Regional 911 Center. This Public Safety dispatch center serves 70 agencies in eight counties. Assessor Palmer observed the operations of the facility and verified compliance with the observable standards. Although not a yet a CALEA accredited communications facility, the 911 center has adopted policies, standards and practices that are in compliance with applicable standards for the Communications function.

The Property and Evidence storage area is housed in a separate building located on the property of the Public Safety facility. The building is within a fenced-in area and is under surveillance by security cameras and has an exterior intrusion alarms and interior motion sensor alarms. There is a locked cabinet to store drugs and a safe for money and other high-value items. Firearms are stored on shelves separate and adjacent to the office area. Necessary security measures are in place to protect the integrity of items of evidence and property.

The Municipal Court of Americus is located within the Public Safety Building. The Court handles city ordinance violations, traffic offences and various state offenses. The Administrative Services Commander is responsible for providing staff in the courtroom for the duration of the session. Two officers provide security for the court. An officer remains in the lobby at the metal detector where people are screened prior to entry into the court. A second officer remains in court to provide general security duties. There is no court detention or holding area. The municipal court Solicitor Patrick Calcutt indicated that the police department does a commendable job with court security.

Summary of Agency Adjustments to Standards Issues:

No adjustments were necessary during the site-based assessment.

Summary Public Access Portal:

Seven comments were received about the agency on the Public Access Portal. Three commenters identified themselves while four comments were from anonymous persons. Six of the comments were positive, complimenting Chief Scott and members of the agency for their visibility in the community and attendance at numerous events and meetings throughout the year, which showed the agency's investment in the community. A commenter felt that the agency was drastically understaffed and was concerned about the number of incidents of gun violence in the city but complimented the agency in keeping citizens informed and what they can do to protect themselves. Another commenter said that the agency was very responsive when needed and that the officers are positive role models in the community.

The single comment that was not complimentary was from an unidentified commenter who wrote that they have observed officers using their phones while driving.

Summary of Overall Agency Processes:

Area of Interest - Use of Force

Brett Murray, the Law Enforcement Program Director at South Georgia Technical College was interviewed regarding the training recruit officers receive in the area of use of force. Officers receive instruction on state laws and court decisions, as well as civil liability relating to the use of force. Officers are provided training on firearms, less lethal options and use of force tactics.

The agency's use of force policy includes the Georgia law on the legal use of force and limitations and language on the objectively reasonable standard as set forth in *Graham v. Connor*. The use of choke holds and vascular neck restraints are prohibited except in situations during which deadly force would be authorized. There were no uses of these techniques during the accreditation reporting period.

Agency policy specifies all firearms, ammunition and less lethal weapons that are authorized. Officers are permitted to carry a second personally-owned 'back-up' handgun with written approval from the department's armorer, firearms instructor and Chief of Police. Those officers requesting to carry a back-up weapon must complete a department training course with that weapon. All required training with lethal and less lethal weapons had been completed during the previous accreditation period. The agency conducts scenario-based simunitions firearms training at the range.

Officers are required to complete a department 'Response to Resistance' report anytime an officer uses any type of physical force. Basic data about the incident is included by means of a series of checkboxes or fillable areas on the form. A detail narrative is also required. Once complete, the report is reviewed by the officer's immediate supervisor, the Division Commander and the Chief of Police. Officer body camera video is viewed as part of the Use of Force review.

The agency completes a comprehensive Use of Force analysis each year which identifies any patterns or trends in relation to the use of force. A summary of each incident is included as well as an overall analysis of the age, race and

gender of the officers using force and the persons involved in the incident against whom force was used. There were no policy or training issues identified.

A review of the Use of Force data submitted by the agency shows that there was a total of 85 uses of force during the four-year reaccreditation reporting period which is an average of 21 uses of force each year. With a total of 4655 custody arrests during the four-year period, force was used in approximately 1.8% of all custody arrests. There was a single complaint of excessive force during the four-year period. This complaint was investigated and it was determined that the use of force was justified. However, as a result of the investigation, it was determined that the officer drove at an excessive speed during the incident and was given verbal counselling.

Mr. Eugene Edge, President of the Sumter County NAACP stated that he was not aware of any complaints or concerns from his constituents of allegations of excessive force by members of the department. He is aware of the complaint process at the department and if he was made aware of an allegation of excessive force, he could assist in filing a complaint, but more likely, he would reach out to Chief Scott directly. Rev. Mathis Wright, former president of the NAACP was also asked about his perception of the force used by officers. Rev. Wright indicated he was not aware of any complaints or concerns regard excessive use of force by members of the agency.

Area of Interest - Personnel Complaints and Internal Investigations

The Americus Police Department has a robust and transparent personnel complaint and investigation process. Agency policy outlines the objectives are to a) protect the public; b) to protect the department; c) to protect the employee; d) to remove personnel who are unfit for law enforcement; and e) to correct faulty procedures. From time to time, Chief Scott and other members of the agency make presentations to community groups to explain the personnel complaint and investigation process. Agency policy distinguishes between an inquiry from the public which may deal with a question about policy, procedure or the type of action taken by the department. These types of inquiries may be addressed by the person receiving the inquiry or referred to a supervisor.

Complaints are accepted from any source and are thoroughly investigated. The agency uses a form to received complaints that citizens may complete by themselves, or with assistance from an agency member or third party. The form is available at police headquarters and on the agency's website. A document attached to the complaint form details the various ways in which the complaint can be made including in-person, through email, by phone, by postal mail, and through the agency's Facebook page.

Once received, the supervisor will complete and 'Allegation of Misconduct' form and send a copy to the Major in charge of the division to which the employee is assigned. The original complaint form and any associated documents are sent to the sergeant of the Professional Standards Unit. A case number is assigned to all complaints. Any complaints alleging serious misconduct such as excessive use or force or potential violations of the law are brought to the attention of the Chief of Police as soon as the complaint is received. Depending upon the nature and seriousness of the complaint, the Chief may request an investigation by the Georgia Bureau of Investigation (GBI).

Typically, the sergeant of the Professional Standards (who reports directly to the Chief) conducts internal investigations however, the Chief may assign other supervisory personnel to an investigation. A review of body camera footage of the involved officer(s) is part of the investigation. An investigation must be completed within 30 days, with provisions for extensions by the Chief.

Once an investigation is complete, it is submitted to the Major of the Enforcement Services Division with a recommendation on how to address the allegation. If there is discipline as a result of the investigation, a Disciplinary Action Form is completed which must be approved by the Chief of Police and signed by the employee who is the subject of the discipline. Employees may file an appeal pursuant to the City of Americus Personnel Policies.

Assessor Palmer interviewed Eugene Edge, president of the Sumter County branch of the NAACP during the site-

based assessment. Mr. Edge indicated that he was familiar with the personnel compliant process for the police department. He indicated that compliant forms are available at the police department and on their website. He further stated that he has contacted Chief Scott directly regarding compliant he has received.

An interview with Rev. Mathis Wright, former president of the Sumter County branch of the NAACP confirmed that he also was aware of the personnel compliant process and he has facilitated complaints that he had received in the past.

A total of 52 personnel complaints were received during the four-year accreditation period. Twenty-one of those complaints were sustained, twenty-six were unfounded and five were categorized as exonerated. These complaints resulted in seven suspensions, three demotions, four terminations and one resignation in lieu of termination.

Area of Interest - Line of Duty Deaths

Officer Nick Smarr of the Americus Police Department and Officer Jody Smith of Georgia Southwestern State University Police Department were tragically killed on December 7th, 2016 by a suspect fleeing from a domestic violence incident. The suspect, a convicted felon who had an outstanding warrant for kidnapping and other charges, killed himself the next day after barricading himself inside a home. According to news reports, Georgia Bureau of Investigation director Vernon M. Keenan said at the time that the subject “wreaked havoc” on the small Georgia community.

The community eventually recovered to some degree, but the memory of Officer Smarr and Officer Smith endures in many ways. The Smarr-Smith Foundation was incorporated in 2017 to honor the relationship between law enforcement professionals and the residents of Sumter County. The Foundation seeks to cultivate rich relationships and a strong community by providing dynamic engagement opportunities for residents and officers to enjoy as neighbors.

Foundation board members Donne McCrary and Jessi Simmons stated that through fundraising efforts, the foundation provides scholarships for recruit officers to the police academies at Georgia Southwestern State University and South Georgia Technical College, and thus far has provided over \$36,000. The Foundation also provides funds to the Americus Police Department, the Georgia Southwestern State University Police Department and the Sumter County Sheriff's Office for training and equipment. As of the end of 2022, the Foundation had given a combined total of over \$144,000 in grants to the agencies.

The agency has an active Chaplaincy program. A team of law enforcement chaplains, all ordained members of the clergy, volunteer their service to the Americus Police Department. Chaplains Daryl Brown, Warren Sibley and RT Beverly provide spiritual guidance, counseling and comfort to the members of the department and the community at large. Department chaplains receive specialized training in crisis intervention and peer counseling and maintain membership in the Georgia Association of Law Enforcement Chaplains. Agency policy states that Police Chaplains are available to assist in those cases where his/her counsel and advice might be helpful. Likewise, the Police Chaplain is available to the officer's family and to all who are associated in any way with the Americus Police Department. Police Chaplains will make every effort to be available to listen to the problems and concerns within the Department and to share grief, sorrows, and the joys, both individually and collectively.

The City of Americus in partnership with the Americus Junior Service League designed and built a Public Safety Memorial in front of the Russell Thomas Public Safety Building. The monument commemorates all those public safety officers who have given their lives in service to their community and is dedicated to all the men and women of Sumter County who serve as Law Enforcement Officers, Firefighters and Emergency Medical Technicians. It was dedicated on December 7th, 2021. The eternal flame was installed in the summer of 2022.

Since the murders of Officer Smarr and Officer Smith, Chief Scott has focused on officer wellness in the Americus Police Department and advocates for other law enforcement executives to do the same. Chief Scott felt that an area of need was for peer support for law enforcement chief executives, and he has become a certified peer counselor himself.

Chief Scott, who recently became the president of Georgia Association of Chiefs of Police will be advocating for executive-level peer counselling through the association.

One of the goals in the agency's strategic plan is for 100% participation from the police department in the City's wellness program. Each year, the agency officers voluntary meetings with an Employee Assistance counsellor. While not all officers take advantage of this program, participation is increasing.

Special Agent Wes Horne of the Georgia Department of Public Safety is the Director of the Office of Public Safety Support (OPSS) which was established in 2020 to provide psychological first aid, by providing both Peer Support as well as Professional Mental Health Services, to all of those that serve in the State of Georgia's Public Safety community. The OPSS consists of trained public safety peers as well as mental health professionals who are available to departments that have experiences a critical incident.

Area of Interest - Community Partnerships

Chief Mark Scott is proud of the partnerships that he and the members of the department have developed within the community and feels this as one of the real strengths of the agency. It became very clear that the agency excels in this regard and should be commended for its efforts to build partnerships through outreach to the community. Nearly all of the citizens interviewed during the site-based assessment commented on Chief Scott's visibility in the community and his participation in a variety of activities in an effort to improve the lives of those who live and work in Americus. A number of these partnerships focus on reducing violent behavior and the increase of crimes involving guns, many of them committed by young people.

In addition to officer recruitment, Sergeant Carolina Pittman manages community outreach activities. These include activities organized by the agency and those organized by the city as well as by community organizations and groups. These events include First Friday themed activities sponsored by the city, officers visiting nursing homes to have coffee with residents, an annual 'Back to School Bash' during which backpacks and school supplies are given to school-aged children, and the Cops that Care toy giveaway.

Sergeant Pittman said that the department often brings events directly into particular neighborhoods in which they are trying to build positive relationships, particularly with young people. The department has organized 'Water Days' during the summer where they will rent a water slide and bring it into a neighborhood for the children to enjoy. Members of the department also organize flag football games, or sometimes several officers go hand out popsicles to children.

In an effort to reach out and inform the community on various activities of the department, Chief Scott is a frequent guest on Sumter Broadcasting Co., Americus Radio 94.7 WEDC. The program host will conduct an interview with Chief Scott about a current topic or the Chief will talk about issues facing the city. A number of people that were interviewed commented on how this station has a wide following in Americus and Sumter County and how informative the chief is regarding safety and law enforcement issues of concern to citizens.

The One Sumter Foundation is a community-wide initiative to support and enhance economic activity in Sumter County and to build community collaboratives to address challenges. Tammy Pettyjohn Jones and Mary Beth Brownlee who are in leadership roles with One Sumter spoke very highly of Chief Scott and his involvement with One Sumter and his active participation in a variety of initiatives sponsor by the group. In February of 2023, Chief Scott participated in a gun violence summit where community leaders and other interested persons were invited to hear about crime issues in Americus and the increase in gun violence. As a follow up to this summit, Chief Scott and Sumter County Sheriff Eric Bryant collaborate with One Sumter in creating a video entitled "The Reformation Project" which provides interviews with crime victims, law enforcement officials, mental health workers, and others, meant to foster a better understanding of the root causes and effects impacting criminal justice reform. The group believes that the film will further contribute to the ongoing dialogue and progress in pursuit of a more just and equitable society.

School Superintendent Walter Knighton spoke about the police department's partnership with the school district in the area of Emergency Preparedness planning and Emergency Management. Members of the department participate in periodic safety team meetings and conduct site surveys with school administrator to inspect for security vulnerabilities and give guidance on responding to emergency situations that may occur within a school. Chief Scott periodically meets with school students and parents regarding gun violence prevention and other safety issues. Dr. Leslie Hazel Bussey is the Executive Director of the Georgia Leadership Institute for School Improvement. The organization is a not-for-profit that partners with public school districts to develop strategic visions for improving public education. Dr. Bussey commented that Chief Scott's approach to his department's involvement with the community is creating conditions for rural prosperity, compassion and hope that people left behind are cared about and being tended to in the spirit of honoring people that his department serves.

Findings:

The Americus Police Department has a very strong presence in the community. Chief Scott and the members of the agency are focused on reducing crime, serving the public, and collaborating with other city department and non-governmental agencies to have positive outcomes on the quality of life for those who live and work in Americus.

The department's Strategic Planning document lays out the department's goals and objectives, capital and equipment needs, along with a timetable for accomplishing those goals. The agency also assesses its collaborative efforts with various group which help improve the standard of living of residents of Americus and Sumter County. A common theme from people who were interviewed during the site-based assessment was how willing the agency is in collaborating with any group or individual who works to benefit the welfare of the city and its residents.

Daily briefings are attended by all on-duty members including patrol officers and investigators. The Chief and command staff also attend which allows them to be appraised of day-to-day activity and allows them to make the officers aware of any administrative matters that may impact them.

All uses of force are reviewed by the first line supervisor, command staff and the Chief of Police. The agency conducts a comprehensive review of the data on uses of force. The annual reports include a detailed summary of each incident and an analysis of the aggregate which allows identification of any patterns or trends. The report includes a number of charts a graphs which helps in giving an overview of the data to the command staff and others who read the report. The report is reviewed by command staff and supervisors.

The agency has an accessible and transparent personnel compliant process. Each complaint is assigned a case number by the Professional Standards Unit. A form is completed for each complaint and forwarded to the Major of the division to which the employee is assigned. Records of complaints and internal investigations are maintained in the Professional Standards Office in a neat and orderly manner with all available documentation filed in the case jacket. The Sergeant of Professional Standards keeps a leg of all complaints for each calendar year. If discipline is warranted after an investigation, a Disciplinary Action Report is completed by the Chief of Police. Complainants are notified in writing by the Chief of the outcome for each investigation

The department performs regular reviews of department policies to ensure they are employing contemporary best practices as well as to confirm continued compliance with CALEA standards. The agency collects and uses data to conduct internal reviews and analyses as well as to keep the public informed about agency activities. The department prepares a comprehensive annual 'Report to the Community' which includes statistical summaries of criminal activity, traffic enforcement, an analysis of traffic stops for any bias-based profiling, vehicle pursuit, uses of force by officers, personnel complaints and recruitment and hiring efforts.

Chief Scott is a respected leader in the community. As an experienced police chief and CALEA assessor, he understands the value of law enforcement accreditation and reinforces that with his staff and promotes the benefits of accreditation in the community.

Interviews:

In addition to those mentioned in the area of interest interviews, the following interviews were conducted.

Agency:

Major Herman Lamar
Sergeant John Norton
Sergeant Cedric Smith
Sergeant John Webb
Detective Ezell Stuart
Officer Chad Smith
Officer Joshua Calcutt

Parent/Partner Agencies:

Judge J. Michael Green Americus Municipal Court Judge
Special Agent Joe Chestnut Georgia Bureau of Investigation
Sheriff Eric Bryant Sumpter County Sheriff
SAC Eric Schwalls SW Region Drug Enforcement Task Force – GBI
Nicole Smith Americus City Council member
Mayor Lee Kinnamon Mayor of Americus

Community:

Rene Smith President/CEO of Sumpter Electric Membership Corp.
Summer Murray Sumpter County Family Connections

All interviewed have favorable impressions and comments regarding the Americus Police Department, appreciate the work that is accomplished in the community, and the professionalism of the agency. Additionally, all support the reaccreditation efforts of the agency.

Summary:

Number of Interviews Conducted: 0

Assessors' Names:

Site-Based Assessment Start Date:

Site-Based Assessment End Date:

STATISTICS AND DATA TABLES

Overview

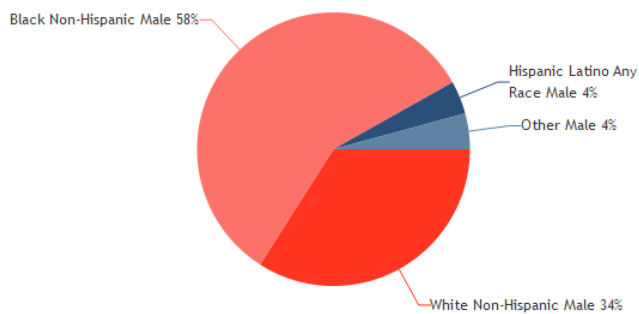
The following information reflects empirical data submitted by the candidate agency specifically related to CALEA Standards. Although the data does not confirm compliance with the respective standards, they are indicators of the impact of the agency's use of standards to address the standards' intent

Traffic Warnings & Citations - Reaccreditation Year 1

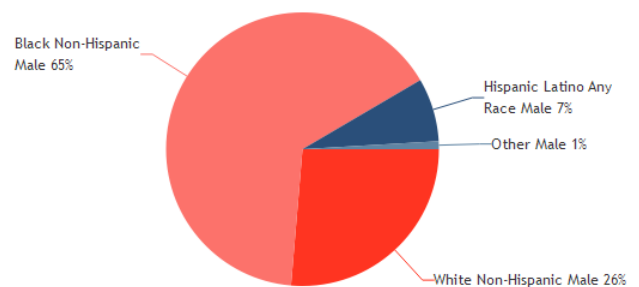
Data Collection Period: 1/1/2019 - 12/31/2019

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	608	369	977
Black Non-Hispanic Male	1033	914	1947
Hispanic Latino Any Race Male	70	105	175
Other Male	75	13	88
White Non-Hispanic Female	480	240	720
Black Non-Hispanic Female	1140	724	1864
Hispanic Latino Any Race Female	41	48	89
Other Female	51	10	61
TOTAL	3498	2423	5921

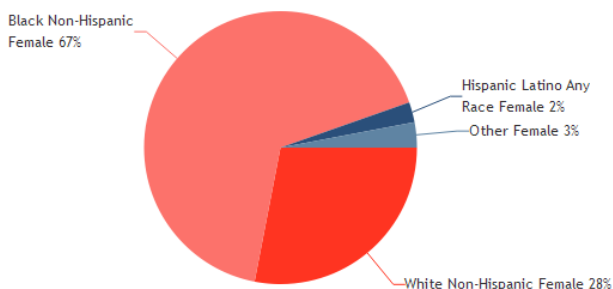
Male Warnings



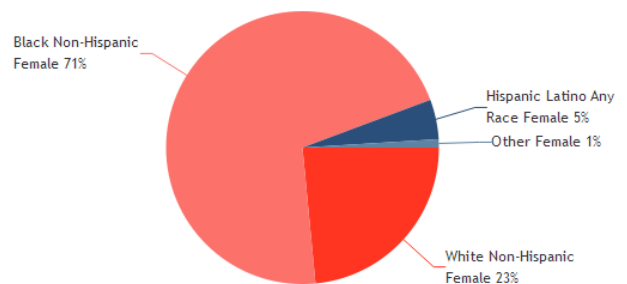
Male Citations



Female Warnings



Female Citations



Legend

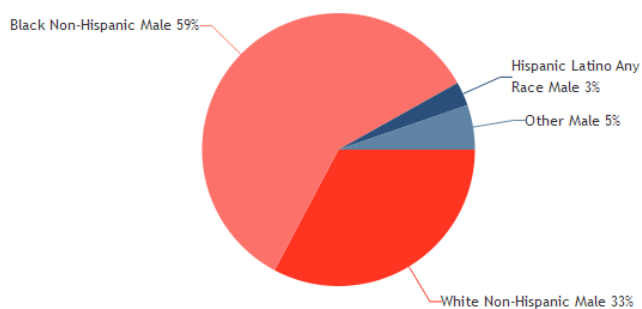
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Other Male	

Traffic Warnings & Citations - Reaccreditation Year 2

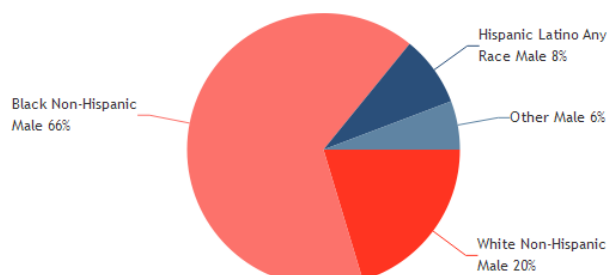
Data Collection Period: 1/1/2020 - 12/31/2020

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	242	180	422
Black Non-Hispanic Male	437	580	1017
Hispanic Latino Any Race Male	21	74	95
Other Male	39	51	90
White Non-Hispanic Female	197	137	334
Black Non-Hispanic Female	413	499	912
Hispanic Latino Any Race Female	19	28	47
Other Female	30	36	66
TOTAL	1398	1585	2983

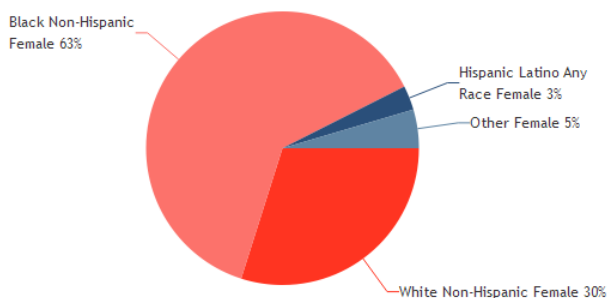
Male Warnings



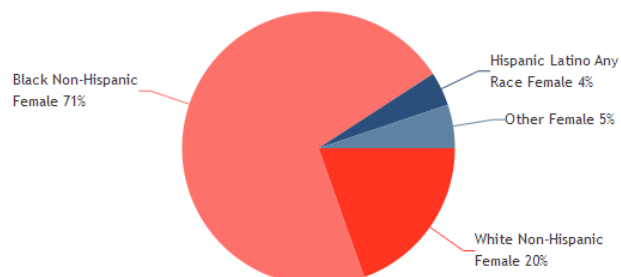
Male Citations



Female Warnings



Female Citations



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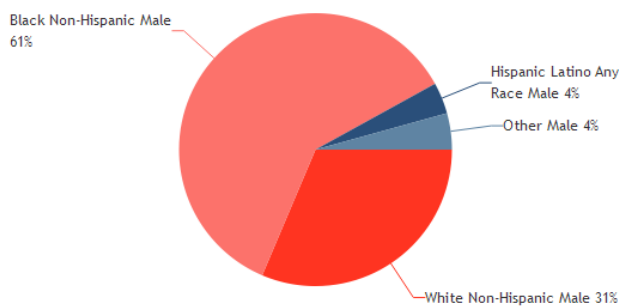
White Non-Hispanic Male	
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Hispanic Latino Any Race Male	
Other Male	

Traffic Warnings & Citations - Reaccreditation Year 3

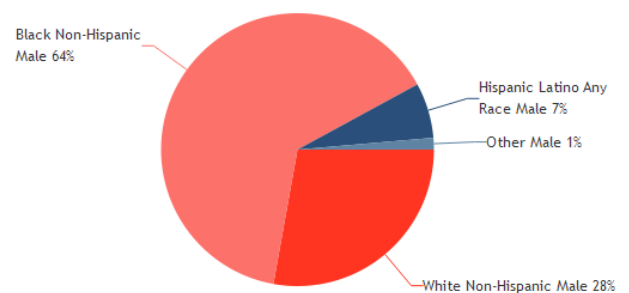
Data Collection Period: 1/1/2021 - 12/31/2021

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	439	442	881
Black Non-Hispanic Male	848	1021	1869
Hispanic Latino Any Race Male	52	104	156
Other Male	60	22	82
White Non-Hispanic Female	326	251	577
Black Non-Hispanic Female	862	776	1638
Hispanic Latino Any Race Female	43	59	102
Other Female	28	2	30
TOTAL	2658	2677	5335

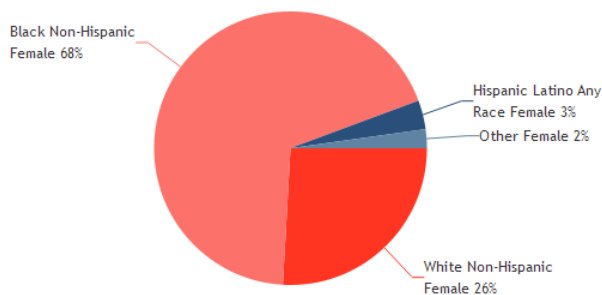
Male Warnings



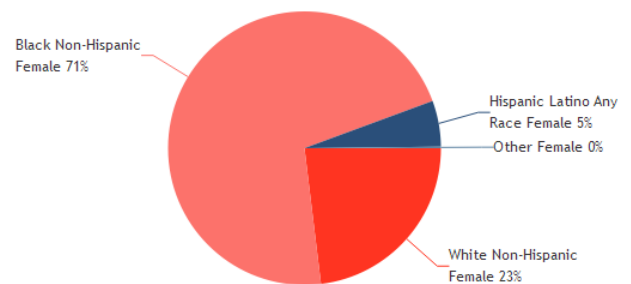
Male Citations



Female Warnings



Female Citations



Legend

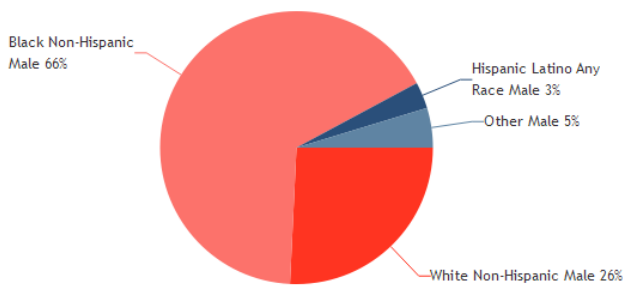
White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

Traffic Warnings & Citations - Reaccreditation Year 4

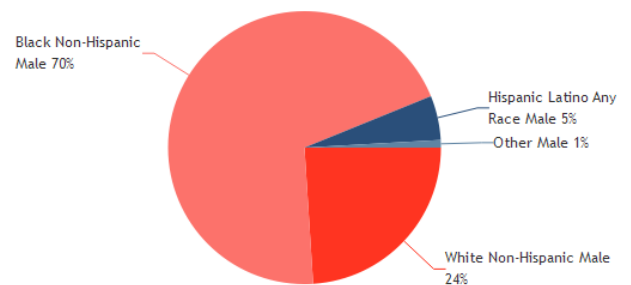
Data Collection Period: 1/1/2022 - 12/31/2022

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	681	512	1193
Black Non-Hispanic Male	1756	1491	3247
Hispanic Latino Any Race Male	83	112	195
Other Male	124	19	143
White Non-Hispanic Female	444	286	730
Black Non-Hispanic Female	815	641	1456
Hispanic Latino Any Race Female	43	54	97
Other Female	105	8	113
TOTAL	4051	3123	7174

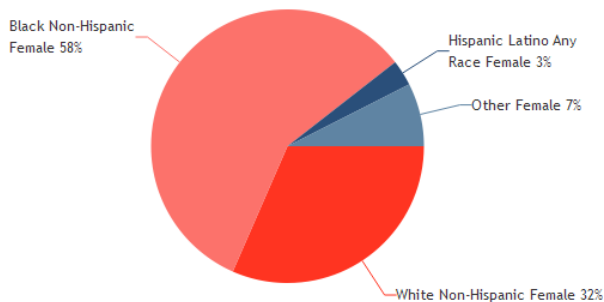
Male Warnings



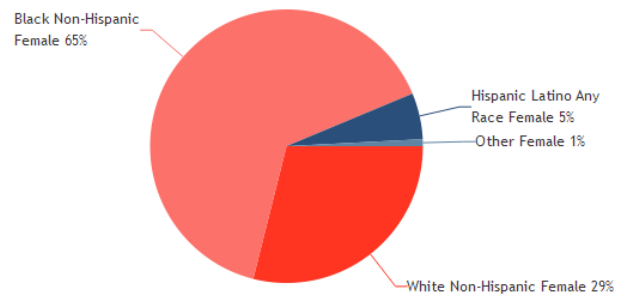
Male Citations



Female Warnings



Female Citations



Legend

White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

Biased Based Profiling

Year 1 Data Collection Period: 1/1/2019-12/31/2019

Year 2 Data Collection Period: 1/1/2020-12/31/2020

Year 3 Data Collection Period: 1/1/2021-12/31/2021

Year 4 Data Collection Period: 1/1/2022-12/31/2022

Complaints from:	Year 1	Year 2	Year 3	Year 4
Traffic Contacts	0	0	0	1
Field Contacts	1	0	0	0
Asset Forfeiture	0	0	0	0

Reaccreditation Year 1 Notes:

There was one complaint made through the local office of the NAACP alleging that officers profiled a subject who was arrested on an outstanding warrant. The allegation was investigated, and it was determined that the officers involved had legal reason to stop the subject and check his identity and then had probable cause to believe that he had a valid active warrant for his arrest.

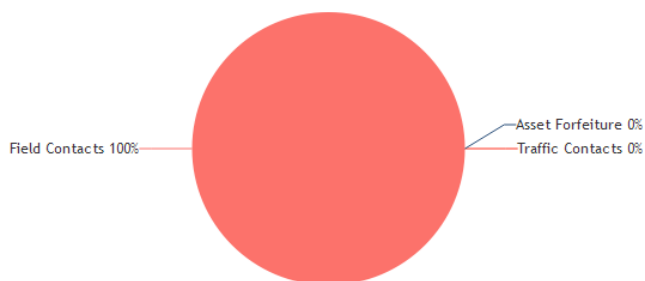
Reaccreditation Year 2 Notes:

There were no complaints of Biased Based Profiling mde during the 2020 calendar year.

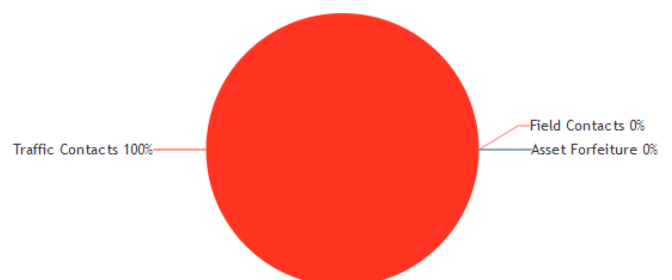
Reaccreditation Year 4 Notes:

One complaint of biased based profiling was made regarding a traffic stop. The complaint was investigated and found to be unfounded.

Complaints



Complaints



Complaints

Complaints

Legend

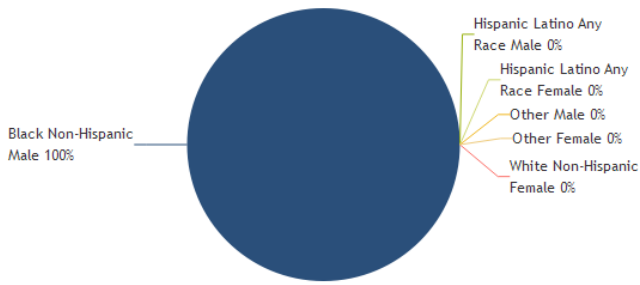
Traffic Contacts	
Field Contacts	
Asset Forfeiture	

Use Of Force - Reaccreditation Year 1

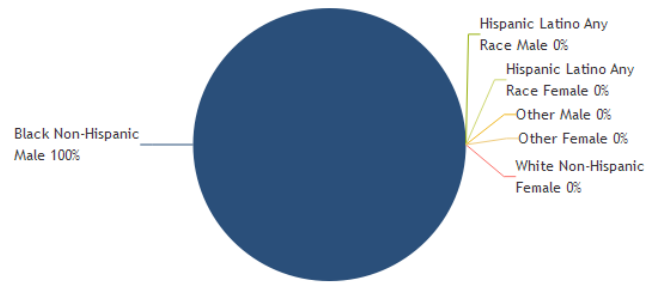
Data Collection Period: 1/1/2019 - 12/31/2019

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									6
Discharge	0	0	0	0	0	0	0	0	0
Display Only	0	0	6	0	0	0	0	0	6
ECW									11
Discharge Only	0	0	4	0	0	0	0	0	4
Display Only	0	0	6	1	0	0	0	0	7
Baton	0	0	0	0	0	0	0	0	0
Chemical/OC	0	0	1	0	0	0	0	0	1
Weaponless	1	0	2	1	0	0	0	0	4
Canine									0
Release Only	0	0	0	0	0	0	0	0	0
Release and Bite	0	0	0	0	0	0	0	0	0
Total Uses of Force	1	0	19	2	0	0	0	0	22
Total Number of Incidents Resulting In Officer Injury or Death	0	0	2	0	0	0	0	0	2
Total Use of Force Arrests	1	0	19	2	0	0	0	0	22
Total Number of Suspects Receiving Non-Fatal Injuries	0	0	4	0	0	0	0	0	4
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	115	60	701	317	23	15	66	36	1333
Total Use of Force Complaints	0	0	0	0	0	0	0	0	0

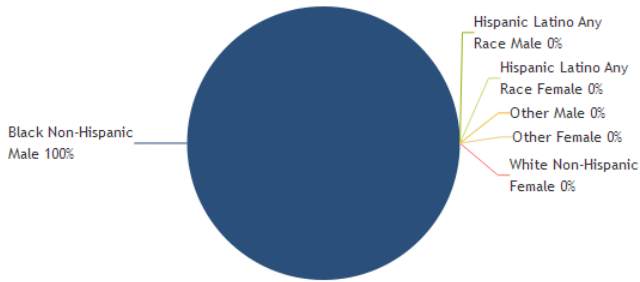
Total Firearm



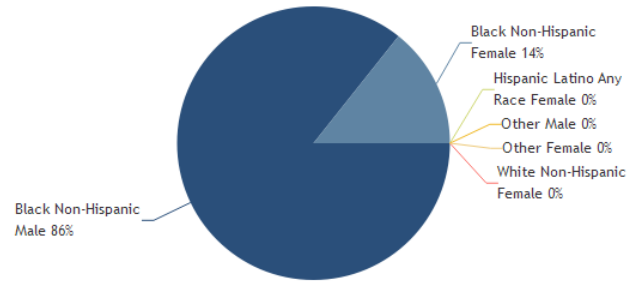
Firearm Display



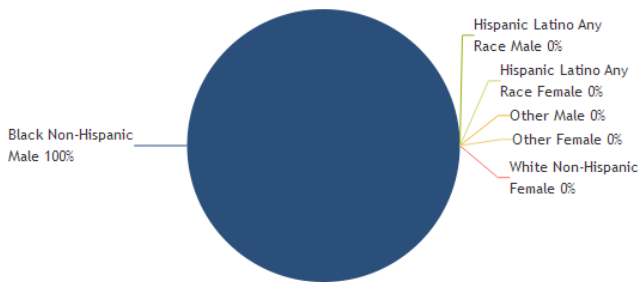
ECW Discharge



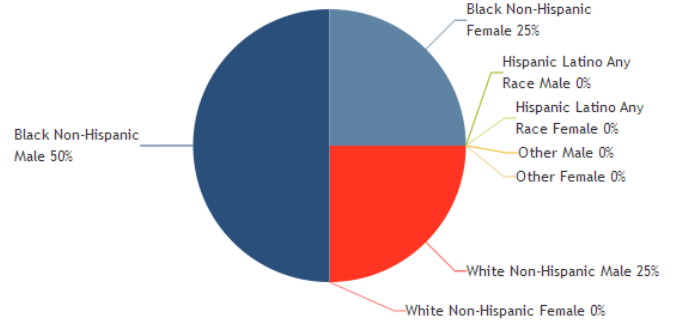
ECW Display



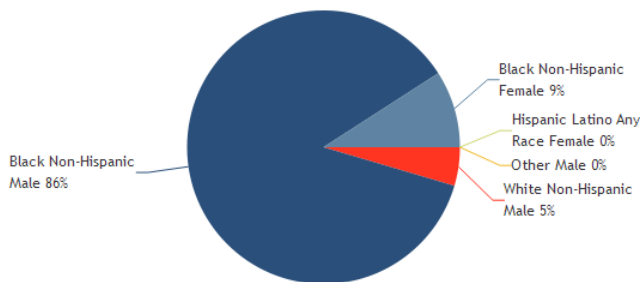
Chemical/OC



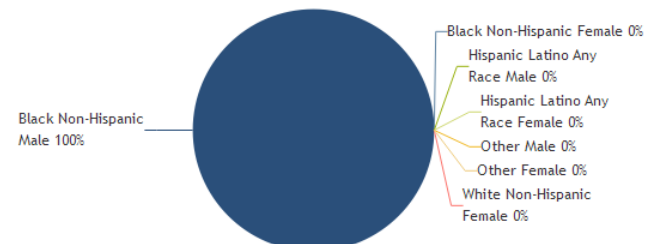
Weaponless



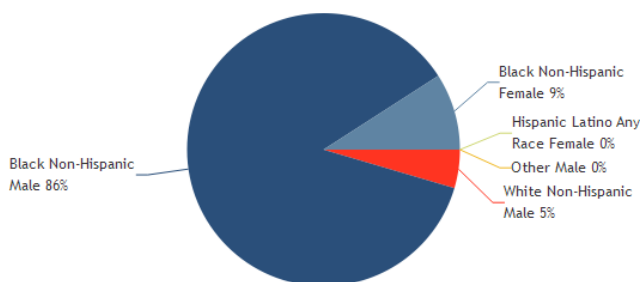
Total Uses of Force



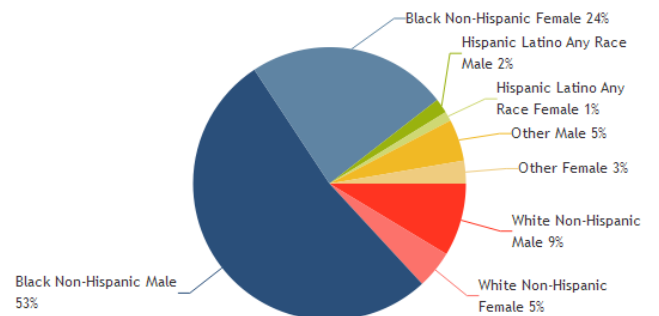
Total Number of Incidents Resulting in Officer Injury or Death



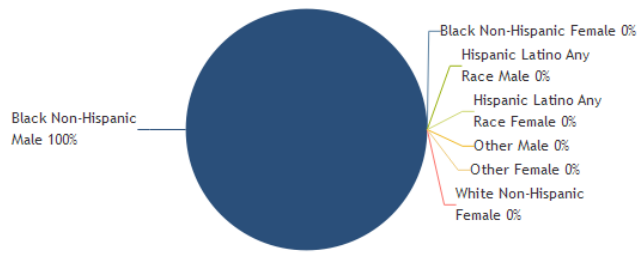
Total Use of Force Arrests



Total Agency Custodial Arrests



Total Number of Suspects Receiving Non-Fatal Injuries



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Use Of Force - Reaccreditation Year 2

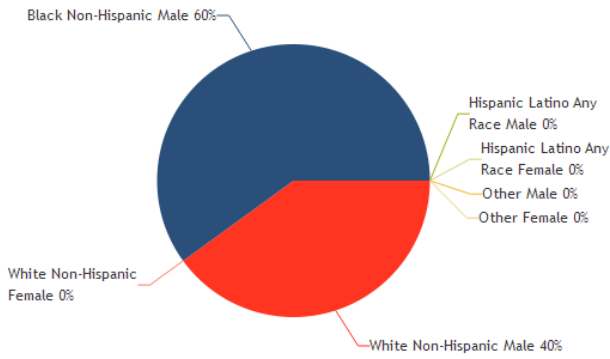
Data Collection Period: 1/1/2020 - 12/31/2020

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									5
Discharge	0	0	0	0	0	0	0	0	0
Display Only	2	0	3	0	0	0	0	0	5
ECW									7
Discharge Only	1	0	2	0	0	0	0	0	3
Display Only	1	0	3	0	0	0	0	0	4
Baton	1	0	0	0	0	0	0	0	1
Chemical/OC	0	1	0	0	0	0	0	0	1
Weaponless	1	0	1	0	0	0	0	0	2
Canine									0
Release Only	0	0	0	0	0	0	0	0	0
Release and Bite	0	0	0	0	0	0	0	0	0
Total Uses of Force	6	1	9	0	0	0	0	0	16
Total Number of Incidents Resulting In Officer Injury or Death	1	0	1	0	0	0	0	0	2
Total Use of Force Arrests	6	1	9	0	0	0	0	0	16
Total Number of Suspects Receiving Non-Fatal Injuries	0	0	1	0	0	0	0	0	1
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	65	61	434	230	12	7	100	44	953
Total Use of Force Complaints	0	0	0	0	0	0	0	0	0

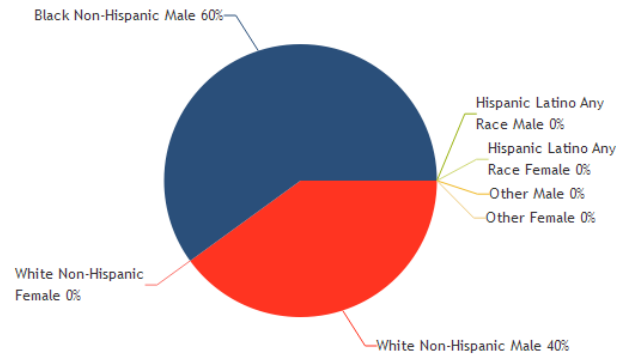
Reaccreditation Year 2 Notes:

There were no complaints of excessive or improper use of force during 2020.

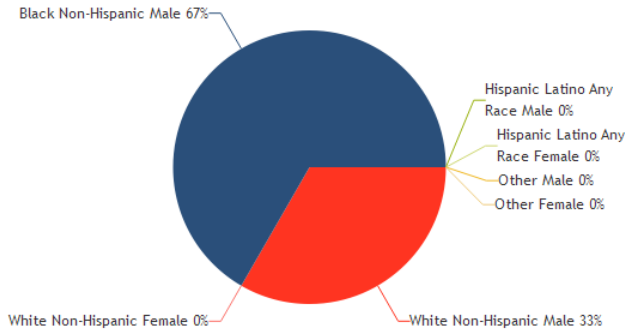
Total Firearm



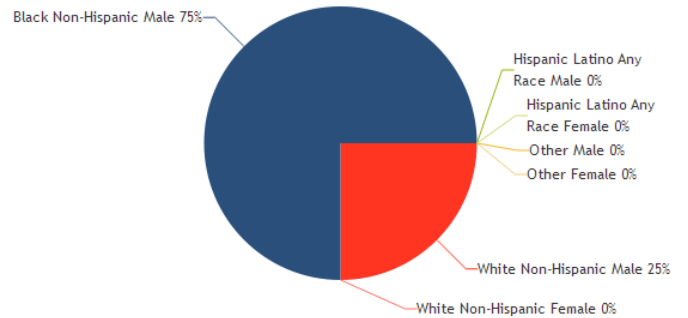
Firearm Display



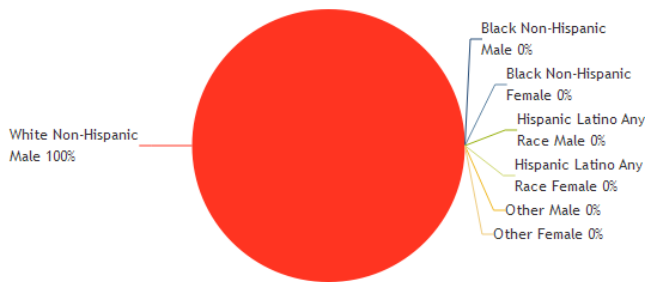
ECW Discharge



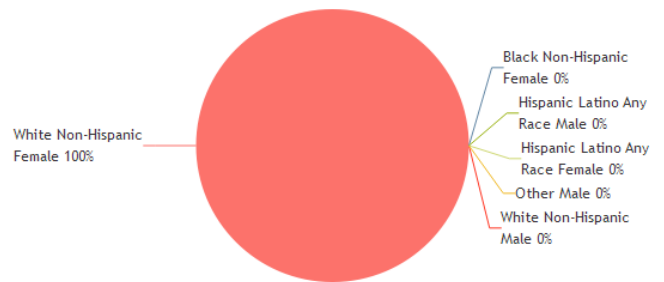
ECW Display



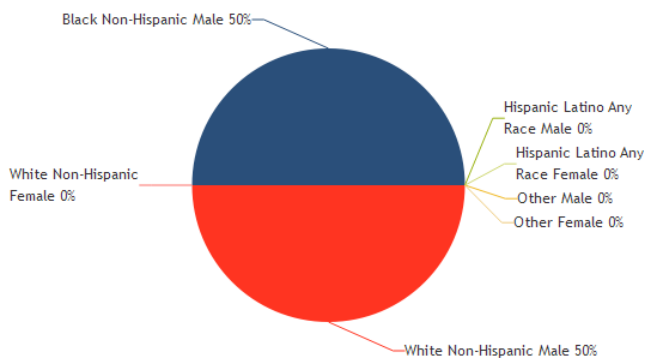
Baton



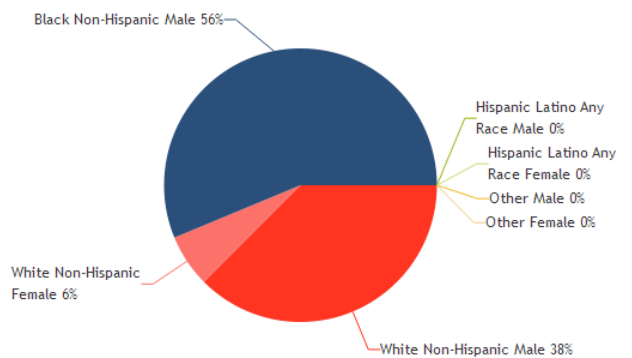
Chemical/OC



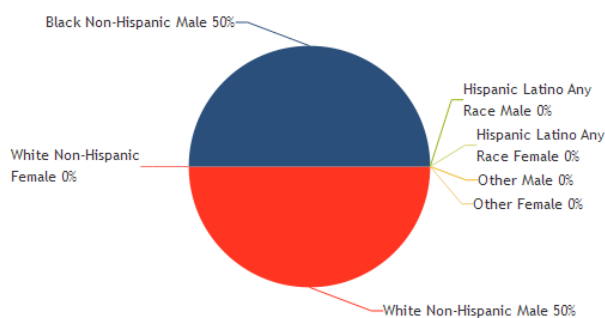
Weaponless



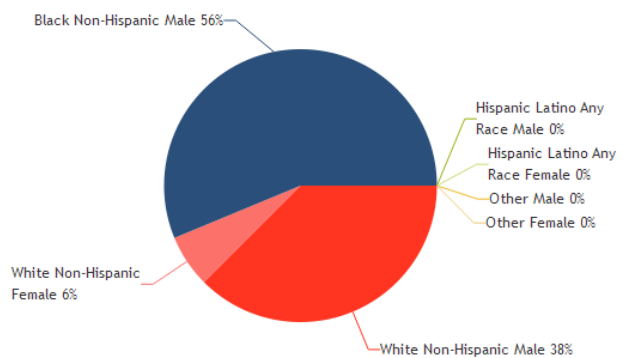
Total Uses of Force



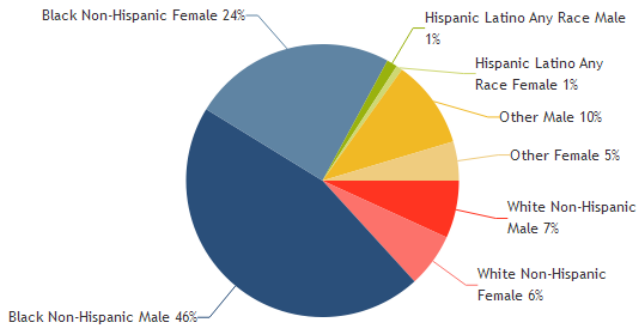
Total Number of Incidents Resulting in Officer Injury or Death



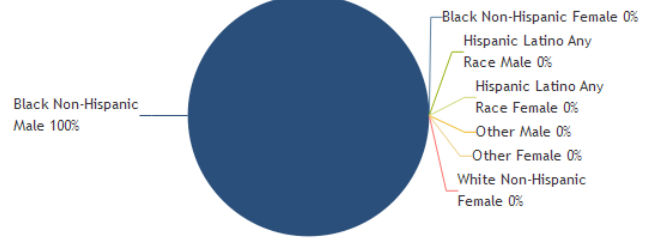
Total Use of Force Arrests



Total Agency Custodial Arrests



Total Number of Suspects Receiving Non-Fatal Injuries



Legend

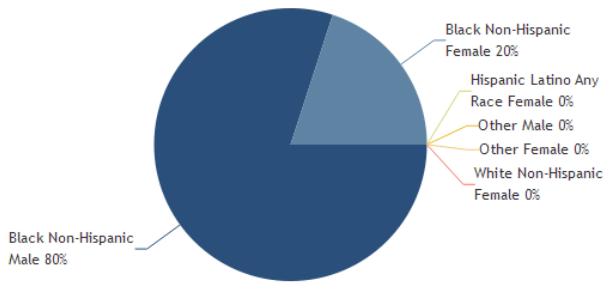
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Use Of Force - Reaccreditation Year 3

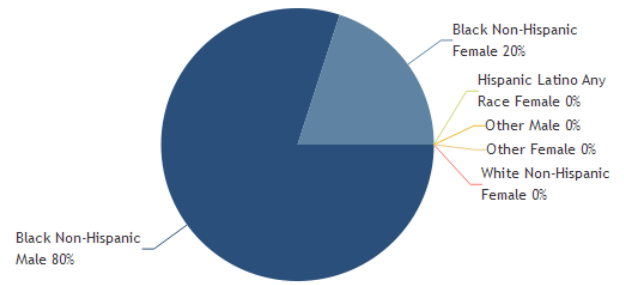
Data Collection Period: 1/1/2021 - 12/31/2021

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									5
Discharge	0	0	0	0	0	0	0	0	0
Display Only	0	0	4	1	0	0	0	0	5
ECW									8
Discharge Only	0	0	5	0	0	0	0	0	5
Display Only	0	0	2	1	0	0	0	0	3
Baton	0	0	0	0	0	0	0	0	0
Chemical/OC	0	0	0	0	0	0	0	0	0
Weaponless	0	0	2	1	0	0	0	0	3
Canine									0
Release Only	0	0	0	0	0	0	0	0	0
Release and Bite	0	0	0	0	0	0	0	0	0
Total Uses of Force	0	0	13	3	0	0	0	0	16
Total Number of Incidents Resulting In Officer Injury or Death	1	0	1	0	0	0	0	0	2
Total Use of Force Arrests	0	0	12	3	0	0	0	0	15
Total Number of Suspects Receiving Non-Fatal Injuries	0	0	4	0	0	0	0	0	4
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	116	86	537	319	17	10	33	28	1146
Total Use of Force Complaints	0	0	0	0	0	0	0	0	0

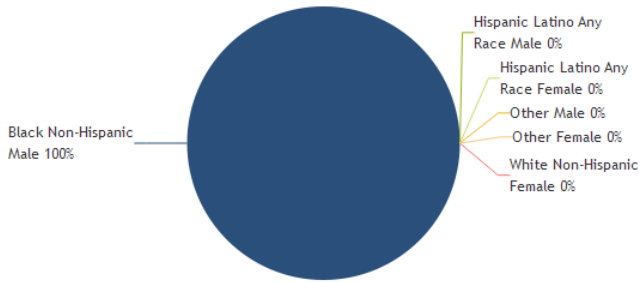
Total Firearm



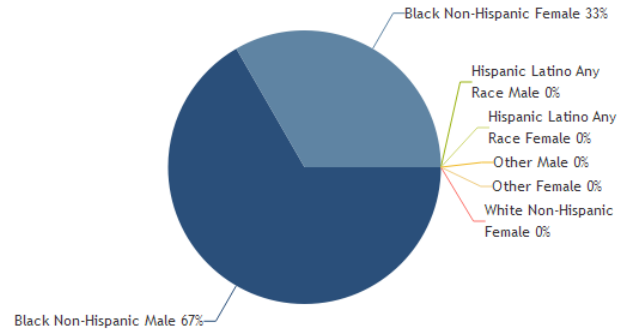
Firearm Display



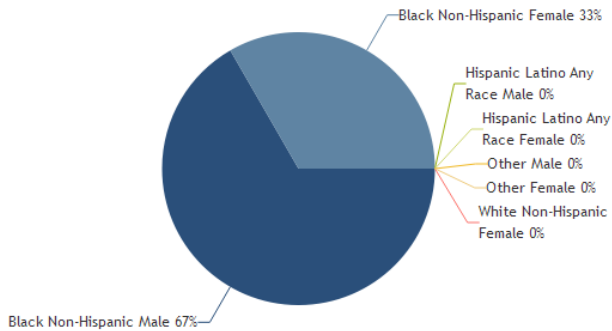
ECW Discharge



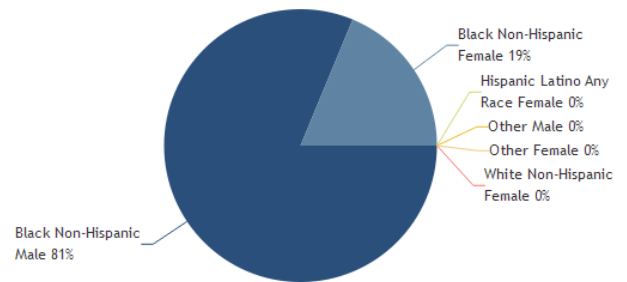
ECW Display



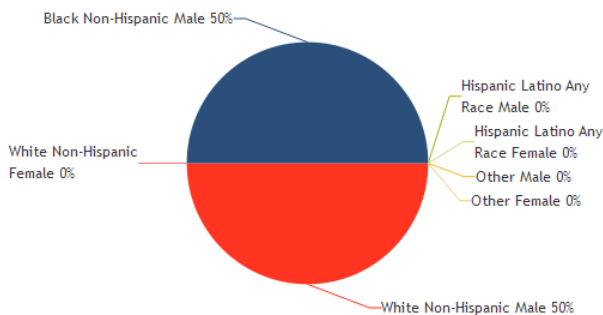
Weaponless



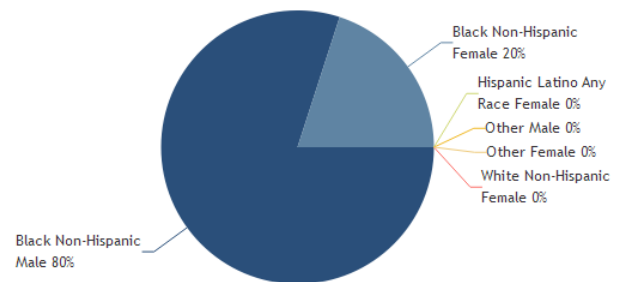
Total Uses of Force



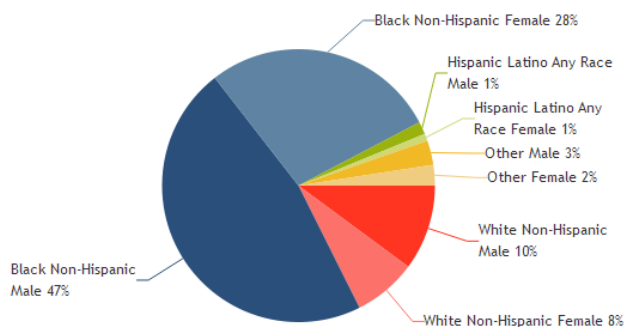
Total Number of Incidents Resulting in Officer Injury or Death



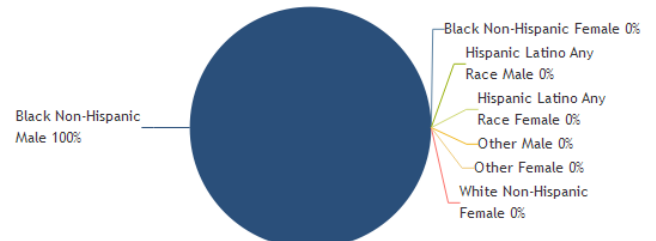
Total Use of Force Arrests



Total Agency Custodial Arrests



Total Number of Suspects Receiving Non-Fatal Injuries



Legend

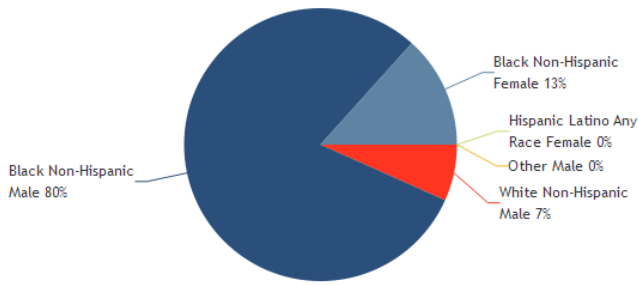
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Use Of Force - Reaccreditation Year 4

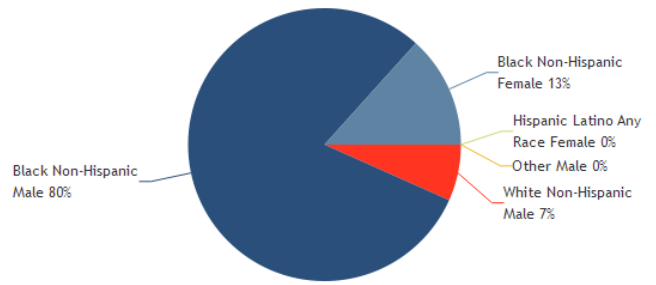
Data Collection Period: 1/1/2022 - 12/31/2022

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									15
Discharge	0	0	0	0	0	0	0	0	0
Display Only	1	0	12	2	0	0	0	0	15
ECW									14
Discharge Only	0	0	8	2	0	0	0	0	10
Display Only	1	0	2	1	0	0	0	0	4
Baton	0	0	0	0	0	0	0	0	0
Chemical/OC	0	0	0	0	0	0	0	0	0
Weaponless	0	0	2	0	0	0	0	0	2
Canine									0
Release Only	0	0	0	0	0	0	0	0	0
Release and Bite	0	0	0	0	0	0	0	0	0
Total Uses of Force	2	0	24	5	0	0	0	0	31
Total Number of Incidents Resulting In Officer Injury or Death	1	0	1	0	0	0	0	0	2
Total Use of Force Arrests	2	0	22	5	0	0	0	0	29
Total Number of Suspects Receiving Non-Fatal Injuries	0	0	5	1	0	0	0	0	6
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	106	67	607	327	16	8	54	38	1223
Total Use of Force Complaints	0	0	1	0	0	0	0	0	1

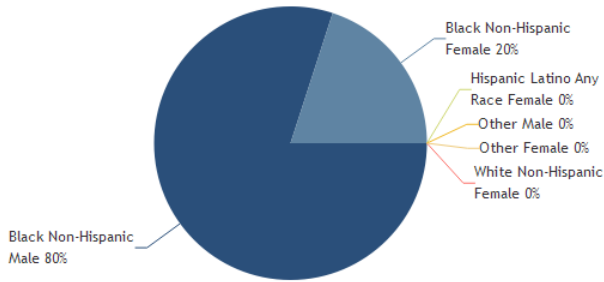
Total Firearm



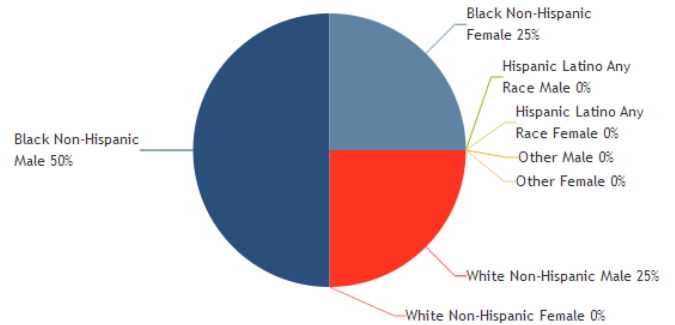
Firearm Display



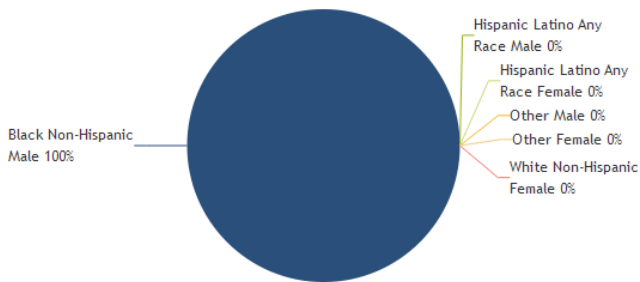
ECW Discharge



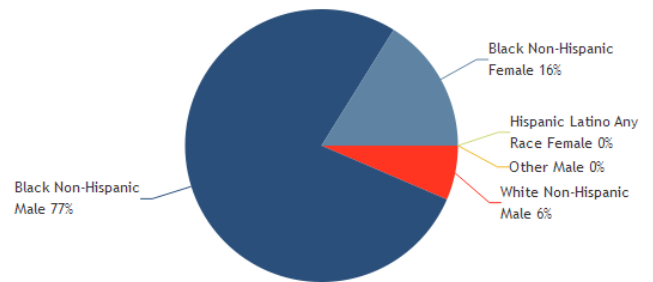
ECW Display



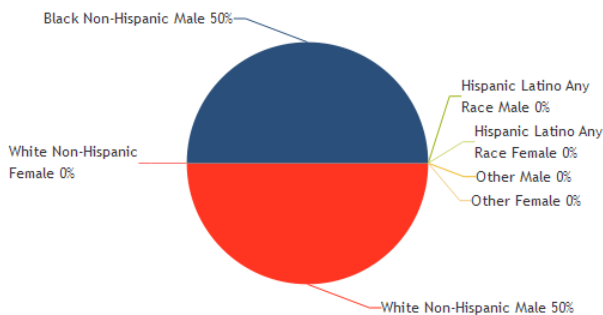
Weaponless



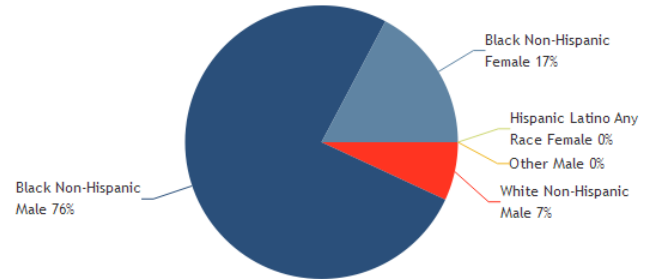
Total Uses of Force



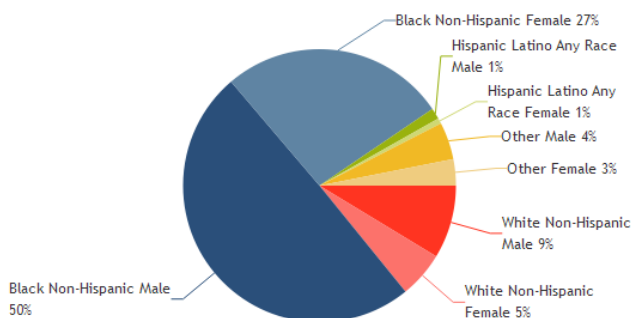
Total Number of Incidents Resulting in Officer Injury or Death



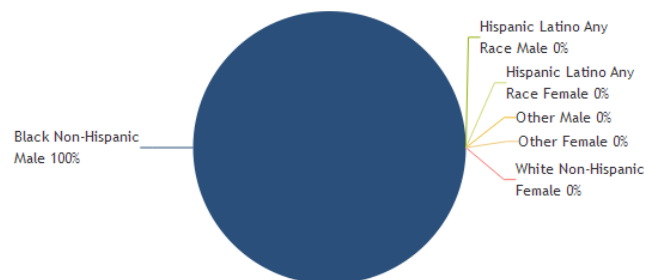
Total Use of Force Arrests



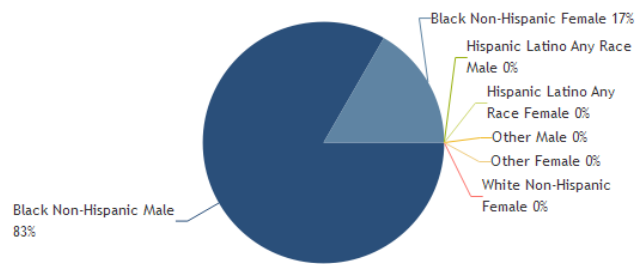
Total Agency Custodial Arrests



Total Use of Force Complaints



Total Number of Suspects Receiving Non-Fatal Injuries



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Grievances

Year 1 Data Collection Period: 1/1/2019-12/31/2019

Year 2 Data Collection Period: 1/1/2020-12/31/2020

Year 3 Data Collection Period: 1/1/2021-12/31/2021

Year 4 Data Collection Period: 1/1/2021-12/31/2021

Grievances	Year 1	Year 2	Year 3	Year 4
Number	0	0	0	0

Reaccreditation Year 2 Notes:

No Grievances filed in 2020

Reaccreditation Year 3 Notes:

There were no grievances filed in 2021

Reaccreditation Year 4 Notes:

There were no Grievances filed in 2022.

Personnel Actions

Year 1 Data Collection Period: 1/1/2019-12/31/2019

Year 2 Data Collection Period: 1/1/2020-12/31/2020

Year 3 Data Collection Period: 1/1/2021-12/31/2021

Year 4 Data Collection Period: 1/1/2022-12/31/2022

	Year 1	Year 2	Year 3	Year 4
Suspension	1	3	2	1
Demotion	2	0	0	1
Resign In Lieu of Termination	0	1	0	0
Termination	1	2	1	0
Other	1			0
Total	5	6	3	2
Commendations		5		

Reaccreditation Year 3 Notes:

One probationary employee terminated after failing the police academy.

Complaints and Internal Affairs - Reaccreditation Year 4

Data Collection Period: 1/1/2018 - 12/31/2022

	Year 1	Year 2	Year 3	Year 4
External/Citizen Complaint				
Citizen Complaint	17	8	8	19
Sustained	7	5	4	5
Not Sustained	0	0	0	0
Unfounded	8	3	2	13
Exonerated	2	0	2	1
Internal/Directed Complaint				
Directed Complaint	3	0	0	1
Sustained	3	0	0	1
Not Sustained	0	0	0	0
Unfounded	0	0	0	0
Exonerated	0	0	0	0

Calls For Service / Crime Data - Reaccreditation Year 4**Data Collection Period:** 1/1/2019 - 12/31/2022

	Year 1	Year 2	Year 3	Year 4
Calls for Service				
Calls for Service	45219	36842	35752	35401
Crime Data				
Murder	4	2	6	2
Forcible Rape	8	6	6	4
Robbery	28	18	10	11
Aggravated Assault	82	90	109	105
Burglary	130	92	57	70
Larceny-Theft	689	683	353	458
Motor Vehicle Theft	37	27	30	33
Arson	4	3	2	3

Motor Vehicle Pursuit

Year 1 Data Collection Period: 1/1/2018-12/31/2018

Year 2 Data Collection Period: 1/1/2020-12/31/2020

Year 3 Data Collection Period: 12/1/2020-12/31/2021

Year 4 Data Collection Period: 12/1/2022-12/31/2022

	Year 1	Year 2	Year 3	Year 4
Pursuits				
Total Pursuits	6	1	1	4
Forcible stopping techniques used	1	0	1	0
Terminated by Agency	4	1	0	0
Policy Compliant	5	0	1	4
Policy Non-Compliant	1	1	0	0
Collisions				
Injuries				
Total Collisions	0	1	0	2
Officer	0	0	0	0
Suspect	0	1	0	0
ThirdParty	0	0	0	0
Reason Initiated				
Traffic	4	1	0	0
Felony	2	0	1	4
Misdemeanor		0		0

Reaccreditation Year 2

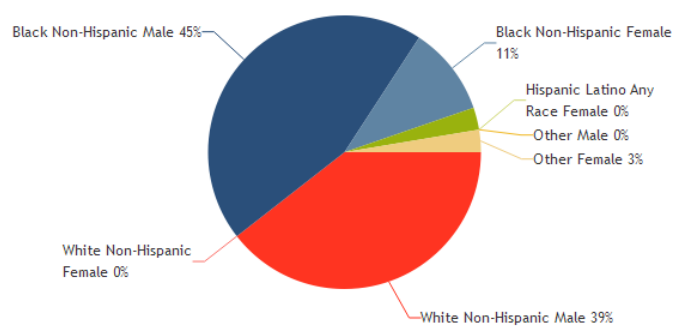
There was only one pursuit during 2020. The officer initiated the pursuit for a traffic violation, but terminated it shortly thereafter. He was counseled on department policy regarding pursuit for traffic violations.

Agency Breakdown Report - Reaccreditation Year 1

Data Collection Period: 1/1/2019 - 12/31/2019

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	1								1
Command	1		1						2
Supervisory Positions	4		6	2					12
Non-Supervisory Positions	9		10	2	1			1	23
Sub Total									38
Non Sworn Personnel									
Executive									
Managerial									
Supervisory Positions									
Non-Supervisory Positions	1			6					7
Sub Total									7
Total									45

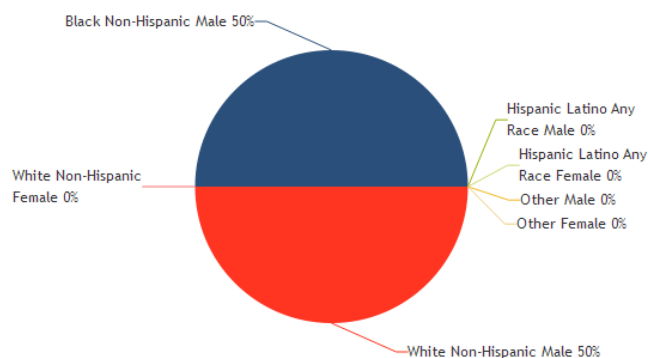
Total Sworn Personnel



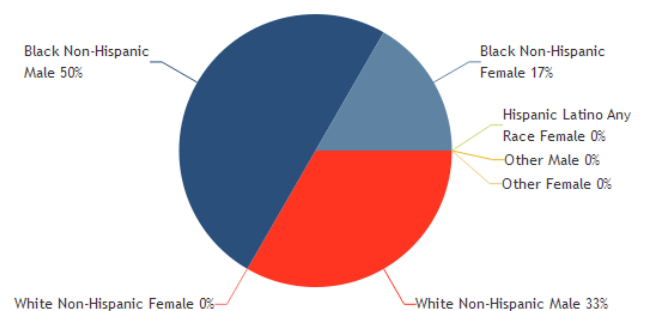
Sworn Personnel: Executive



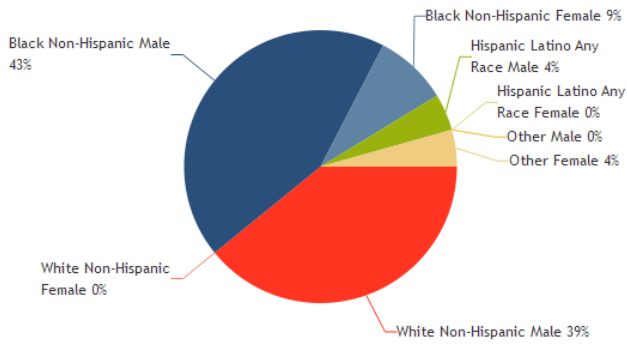
Sworn Personnel: Command



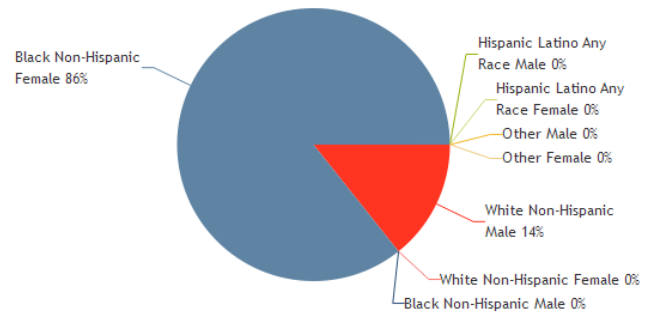
Sworn Personnel: Supervisory Positions



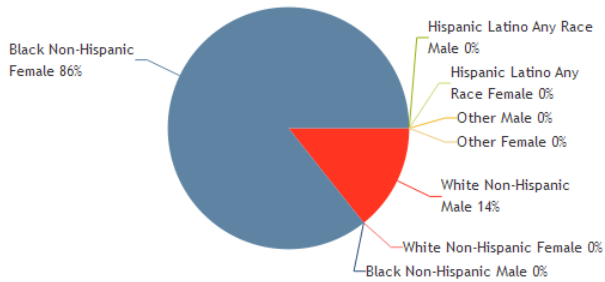
Sworn Personnel: Non-Supervisory Positions



Total Non-Sworn Personnel



Non-Sworn Personnel: Non-Supervisory Positions



Legend

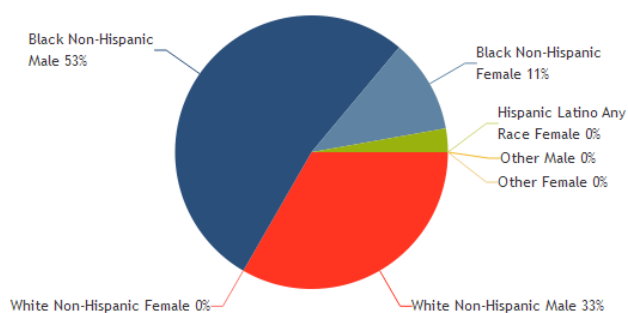
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Agency Breakdown Report - Reaccreditation Year 2

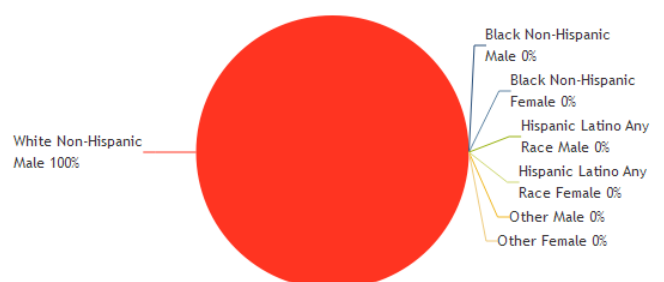
Data Collection Period: 1/1/2020 - 12/31/2020

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	1	0	0	0	0	0	0	0	1
Command	1	0	1	0	0	0	0	0	2
Supervisory Positions	3	0	8	2	0	0	0	0	13
Non-Supervisory Positions	7	0	10	2	1	0	0	0	20
Sub Total									36
Non Sworn Personnel									
Executive	0	0	0	0	0	0	0	0	0
Managerial	0	0	0	0	0	0	0	0	0
Supervisory Positions	0	0	0	0	0	0	0	0	0
Non-Supervisory Positions	0	0	1	6	0	0	0	0	7
Sub Total									7
Total									43

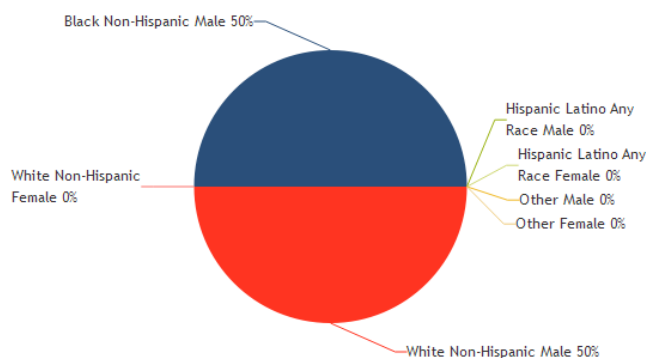
Total Sworn Personnel



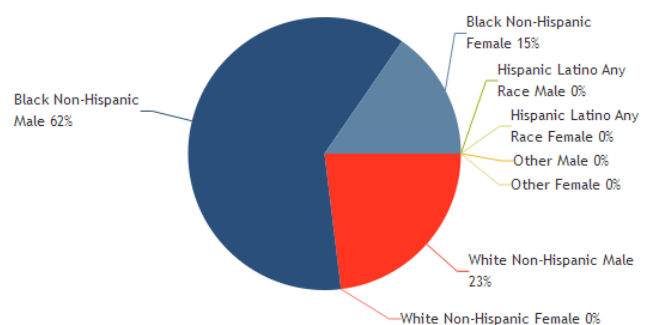
Sworn Personnel: Executive



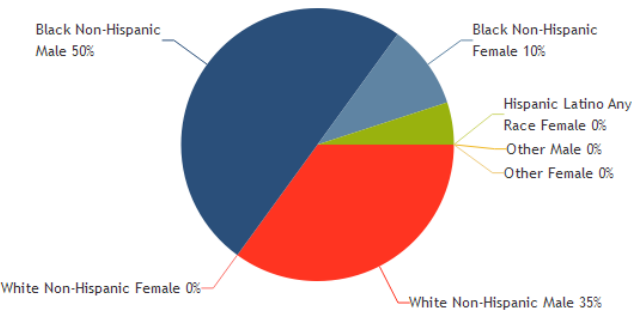
Sworn Personnel: Command



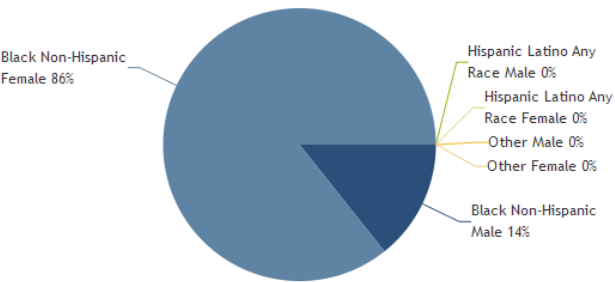
Sworn Personnel: Supervisory Positions



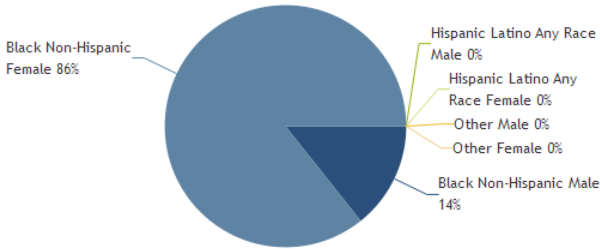
Sworn Personnel: Non-Supervisory Positions



Total Non-Sworn Personnel



Non-Sworn Personnel: Non-Supervisory Positions



Legend

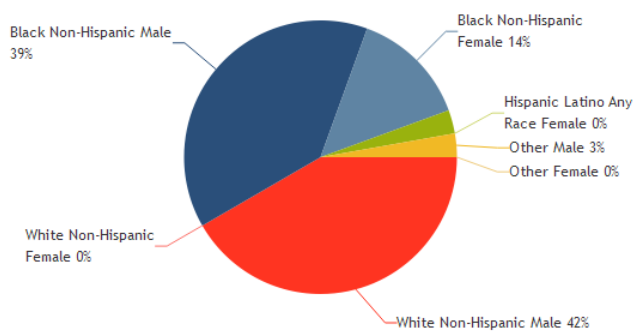
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Agency Breakdown Report - Reaccreditation Year 3

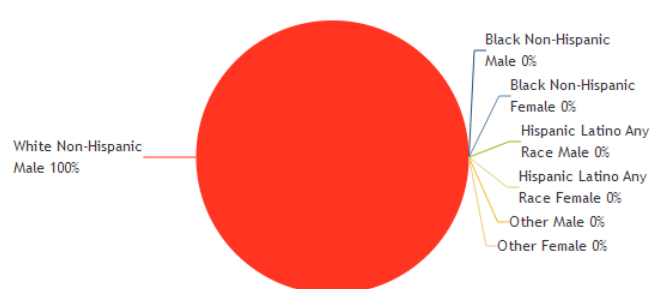
Data Collection Period: 1/1/2021 - 12/31/2021

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	1	0	0	0	0	0	0	0	1
Command	1	0	1	0	0	0	0	0	2
Supervisory Positions	3	0	7	2	0	0	1	0	13
Non-Supervisory Positions	10	0	6	3	1	0	0	0	20
Sub Total									36
Non Sworn Personnel									
Executive	0	0	0	0	0	0	0	0	0
Managerial	0	0	0	0	0	0	0	0	0
Supervisory Positions	0	0	0	0	0	0	0	0	0
Non-Supervisory Positions	0	0	1	6	0	0	0	0	7
Sub Total									7
Total									43

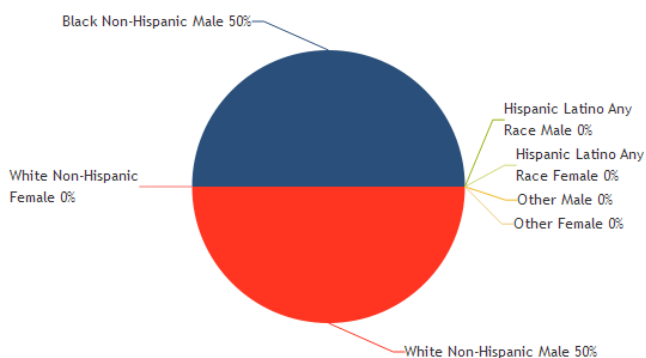
Total Sworn Personnel



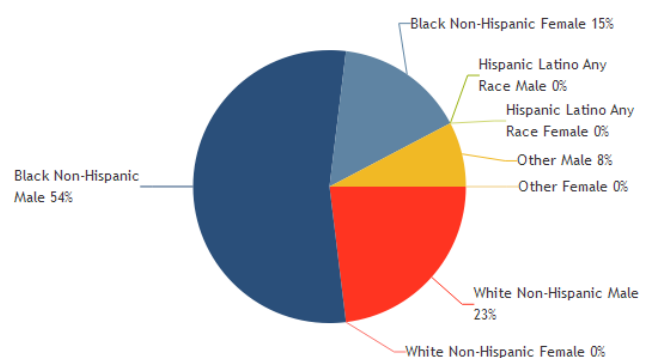
Sworn Personnel: Executive



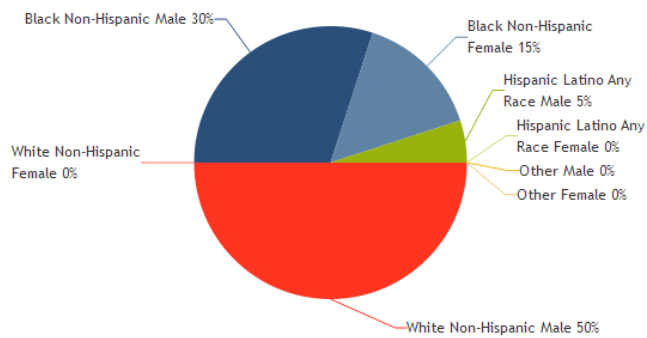
Sworn Personnel: Command



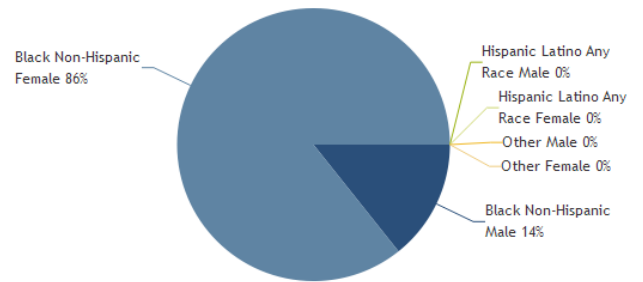
Sworn Personnel: Supervisory Positions



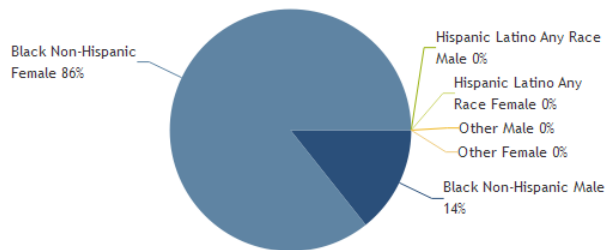
Sworn Personnel: Non-Supervisory Positions



Total Non-Sworn Personnel



Non-Sworn Personnel: Non-Supervisory Positions



Legend

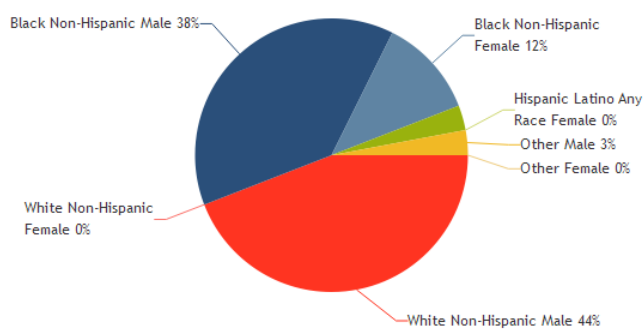
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Agency Breakdown Report - Reaccreditation Year 4

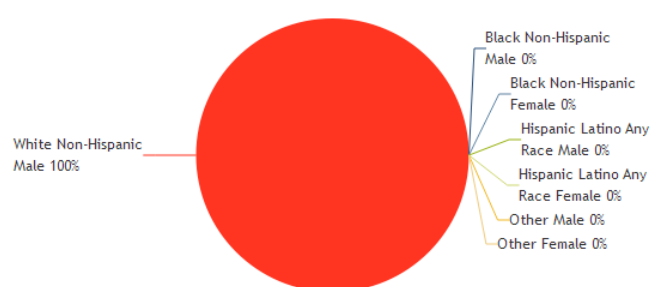
Data Collection Period: 1/1/2022 - 12/31/2022

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	1	0	0	0	0	0	0	0	1
Command	1	0	1	0	0	0	0	0	2
Supervisory Positions	4	0	6	2	1	0	1	0	14
Non-Supervisory Positions	9	0	6	2	0	0	0	0	17
Sub Total									34
Non Sworn Personnel									
Executive	0	0	0	0	0	0	0	0	0
Managerial	0	0	0	0	0	0	0	0	0
Supervisory Positions	0	0	0	0	0	0	0	0	0
Non-Supervisory Positions	0	1	1	5	0	0	0	0	7
Sub Total									7
Total									41

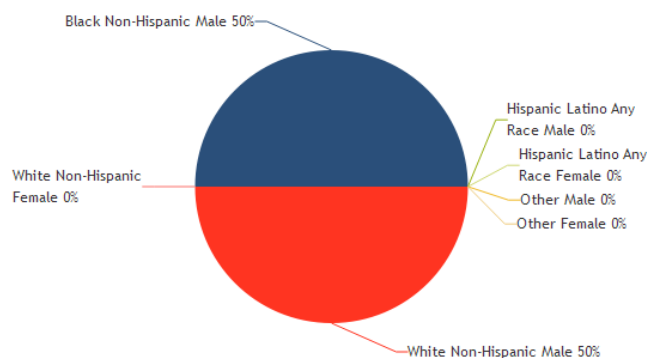
Total Sworn Personnel



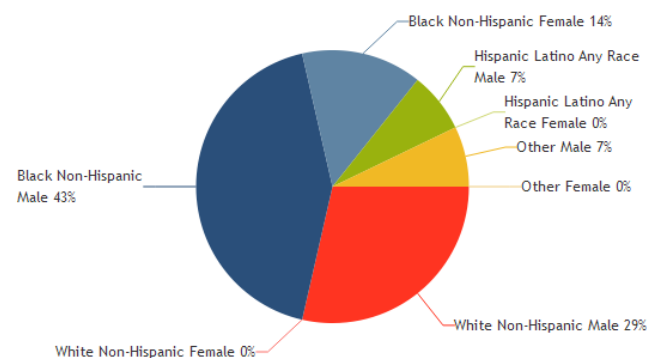
Sworn Personnel: Executive



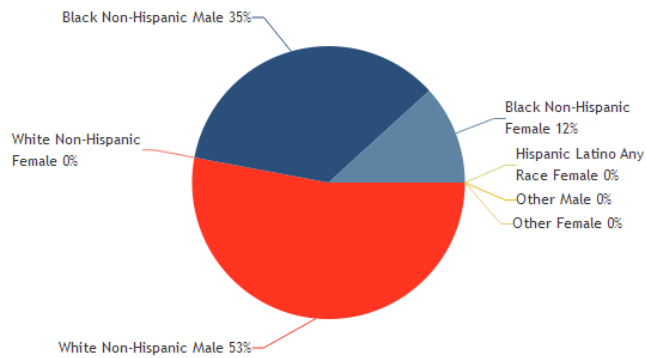
Sworn Personnel: Command



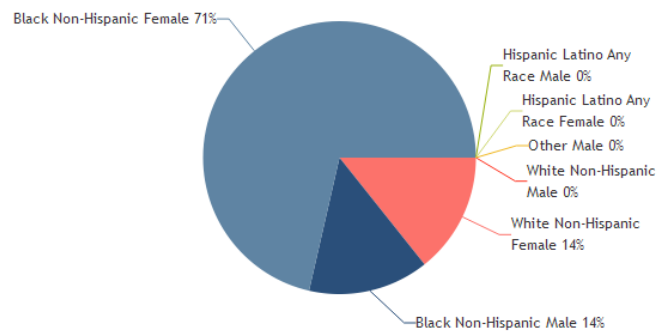
Sworn Personnel: Supervisory Positions



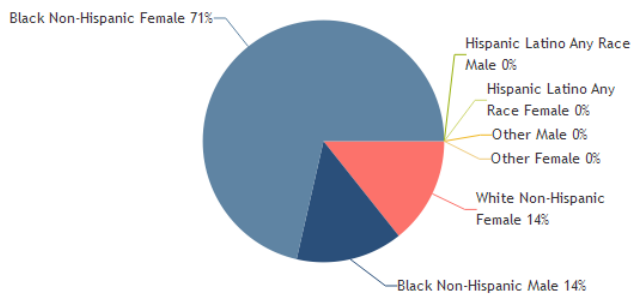
Sworn Personnel: Non-Supervisory Positions



Total Non-Sworn Personnel



Non-Sworn Personnel: Non-Supervisory Positions



Legend

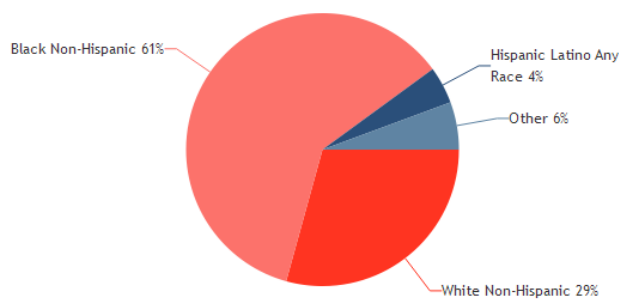
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Agency Demographics Report - Reaccreditation Year 1

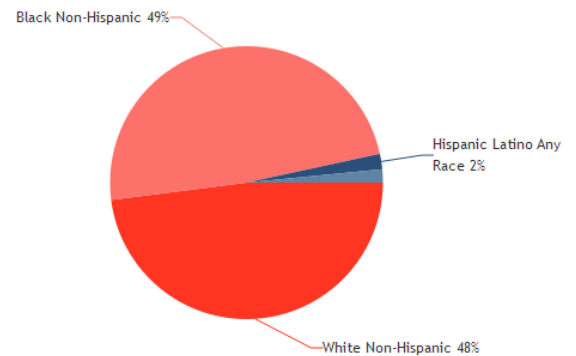
Data Collection Period: 1/1/2019 - 6/6/2020

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	5219	29%	34505	48 %	13	39%	0	0%	13	34%	0	0%
Black Non-Hispanic	10818	61%	34980	49 %	19	58%	3	9%	22	58%	4	11%
Hispanic Latino Any Race	786	4%	1310	2 %	1	3%	0	0%	2	5%	0	0%
Other	1004	6%	1122	2 %	0	0%	0	0%	1	3%	1	3%
Total	17827		71917		33		3		38		5	

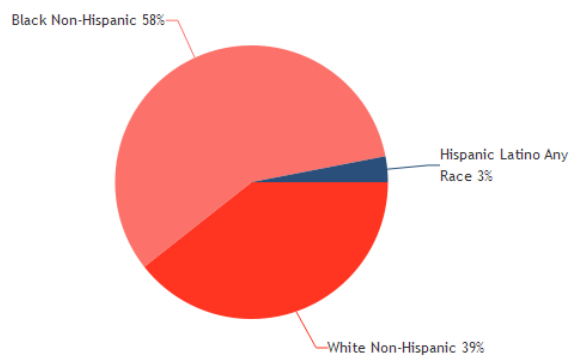
Service Population



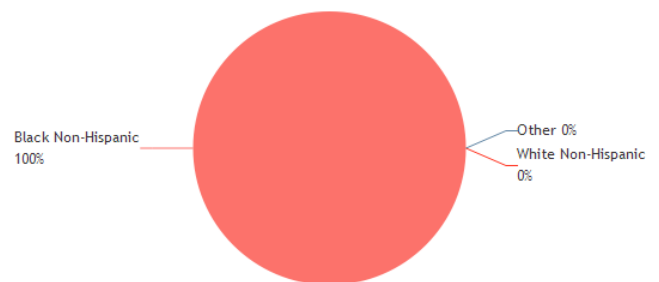
Available Workforce



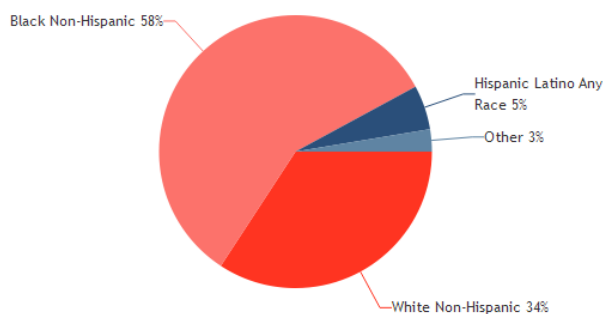
Current Sworn Officers



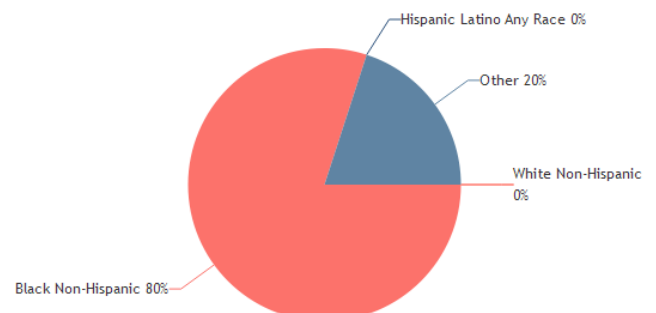
Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers

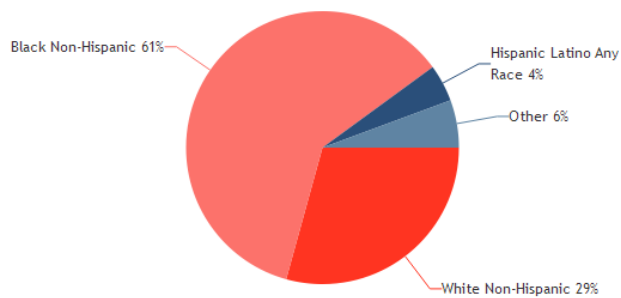


Agency Demographics Report - Reaccreditation Year 2

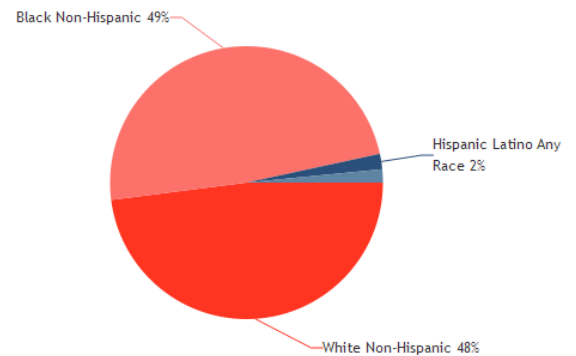
Data Collection Period: 1/1/2020 - 6/6/2021

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	5219	29%	34505	48 %	12	38%	0	0%	13	39%	0	0%
Black Non-Hispanic	10818	61%	34980	49 %	19	59%	5	16%	19	58%	3	9%
Hispanic Latino Any Race	786	4%	1310	2 %	1	3%	0	0%	1	3%	0	0%
Other	1004	6%	1122	2 %	0	0%	0	0%	0	0%	0	0%
Total	17827		71917		32		5		33		3	

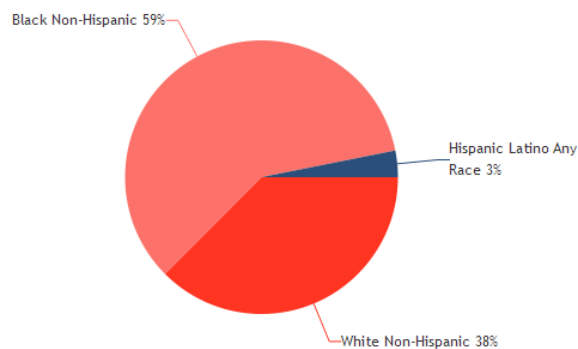
Service Population



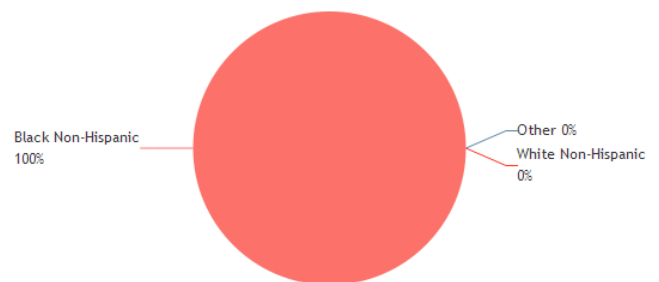
Available Workforce



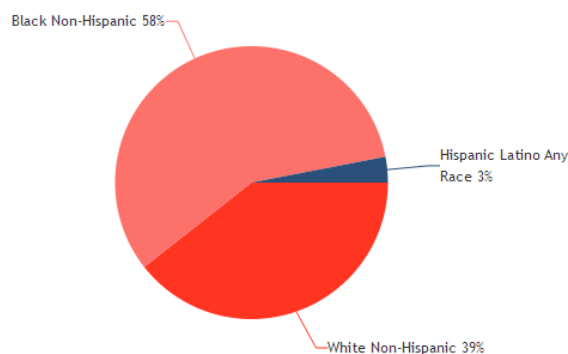
Current Sworn Officers



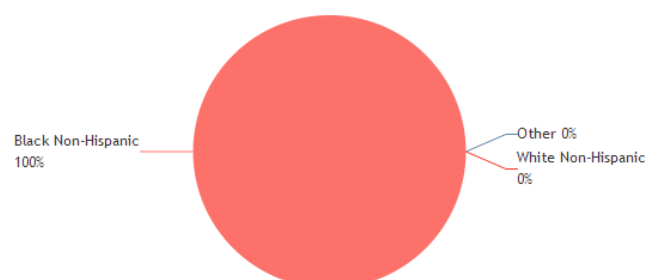
Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers

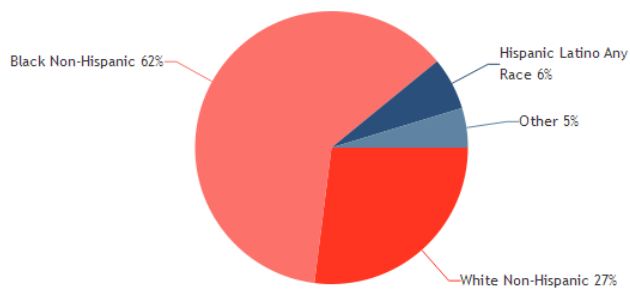


Agency Demographics Report - Reaccreditation Year 3

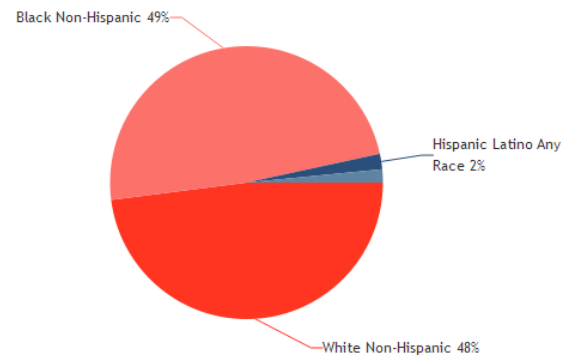
Data Collection Period: 1/1/2021 - 12/31/2021

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	4382	27%	34505	48 %	16	43%	0	0%	12	36%	0	0%
Black Non-Hispanic	10079	62%	34980	49 %	19	51%	5	14%	19	58%	5	15%
Hispanic Latino Any Race	1009	6%	1310	2 %	1	3%	0	0%	1	3%	0	0%
Other	760	5%	1122	2 %	1	3%	0	0%	1	3%	0	0%
Total	16230		71917		37		5		33		5	

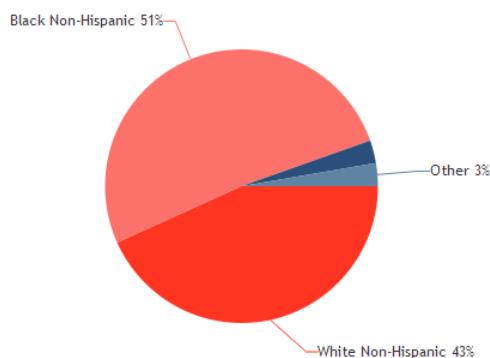
Service Population



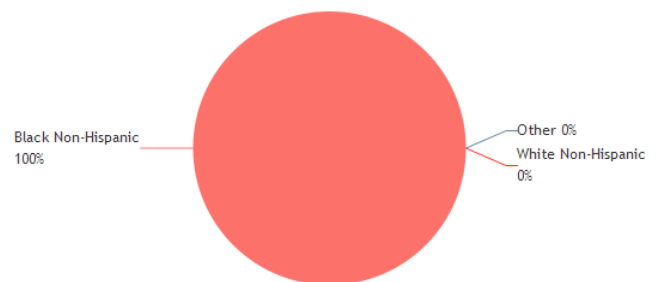
Available Workforce



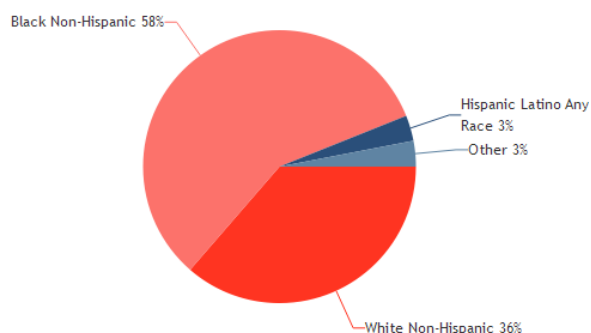
Current Sworn Officers



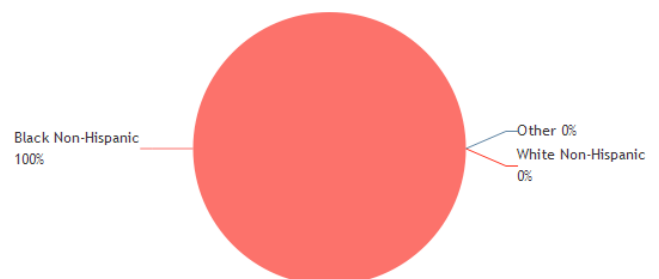
Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers

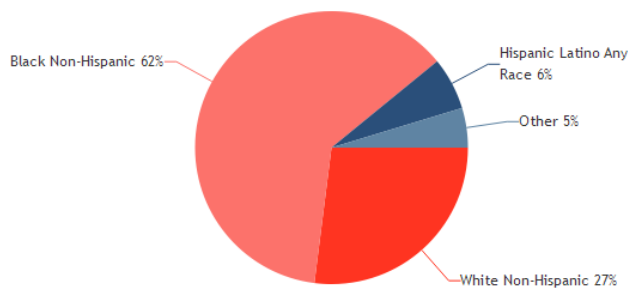


Agency Demographics Report - Reaccreditation Year 4

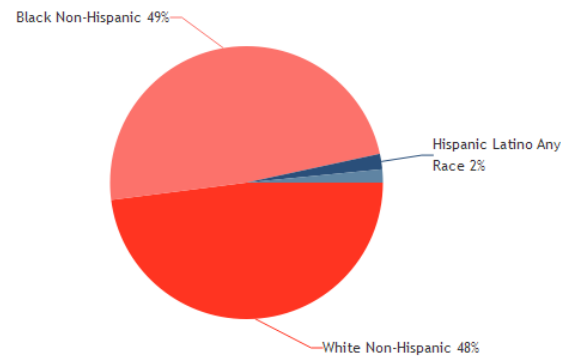
Data Collection Period: 1/1/2022 - 12/31/2022

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	4382	27%	34505	48 %	15	42%	0	0%	16	43%	0	0%
Black Non-Hispanic	10079	62%	34980	49 %	19	53%	5	14%	19	51%	5	14%
Hispanic Latino Any Race	1009	6%	1310	2 %	1	3%	0	0%	1	3%	0	0%
Other	760	5%	1122	2 %	1	3%	0	0%	1	3%	0	0%
Total	16230		71917		36		5		37		5	

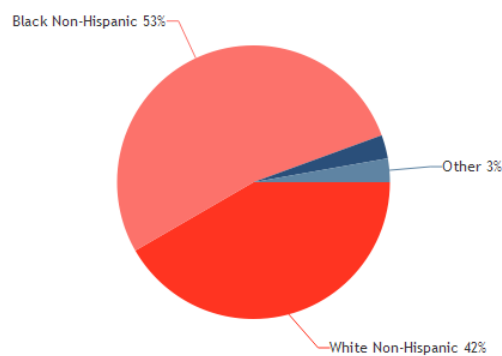
Service Population



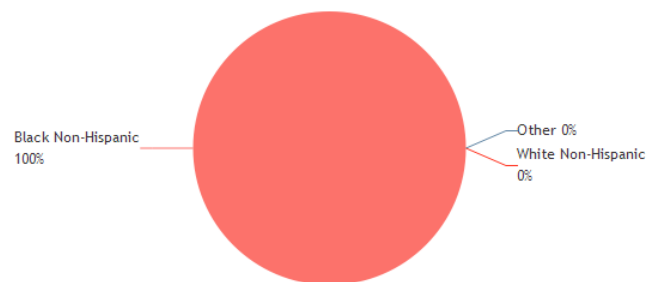
Available Workforce



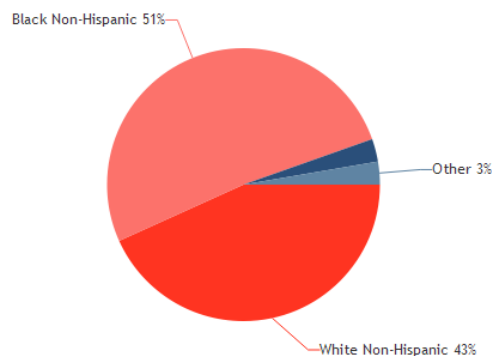
Current Sworn Officers



Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers

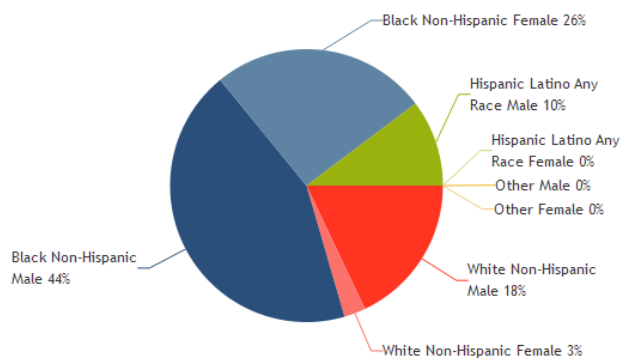


Sworn Officer Selection - Reaccreditation Year 1

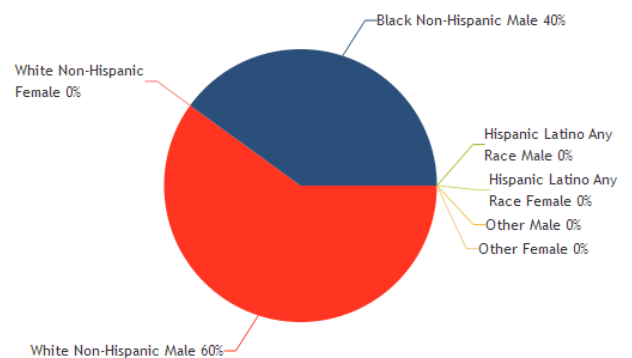
Data Collection Period: 1/1/2019 - 12/31/2019

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	7	1	17	10	4	0	0	0	39
Applicants Hired	3	0	2	0	0	0	0	0	5
Percent Hired	43%	0%	12%	0%	0%	%	%	%	N/A
Percent of Workforce Population	9%		6%		0%		0%		N/A

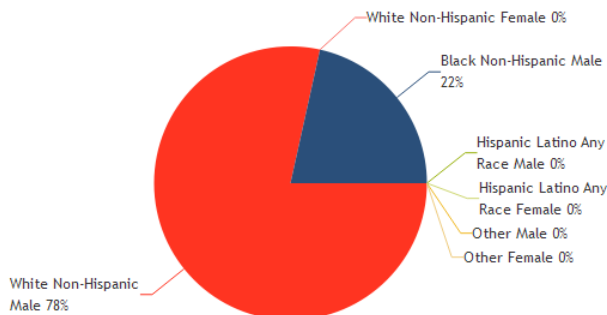
Applications Received



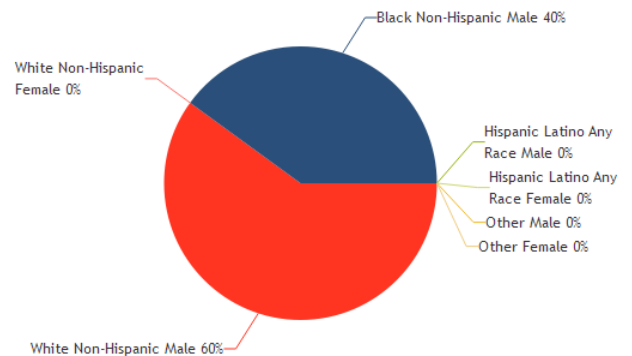
Applicants Hired



Percent Hired



Percent of Workforce Population



Legend

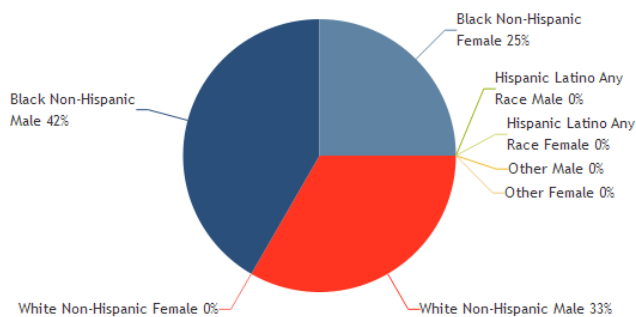
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Selection - Reaccreditation Year 2

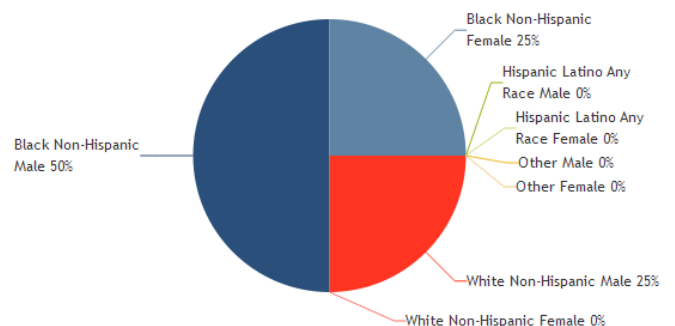
Data Collection Period: 1/1/2020 - 12/31/2020

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	8	0	10	6	0	0	0	0	24
Applicants Hired	1	0	2	1	0	0	0	0	4
Percent Hired	13%	%	20%	17%	%	%	%	%	N/A
Percent of Workforce Population	3%		9%		0%		0%		N/A

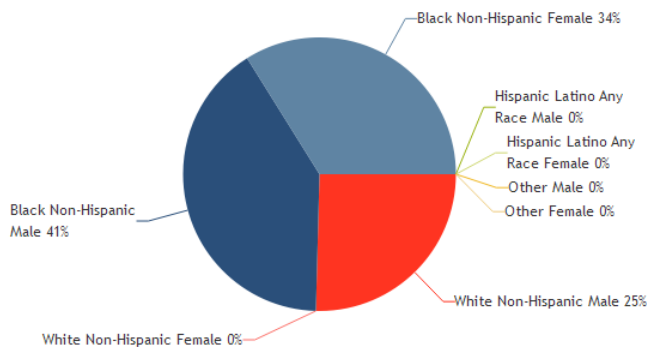
Applications Received



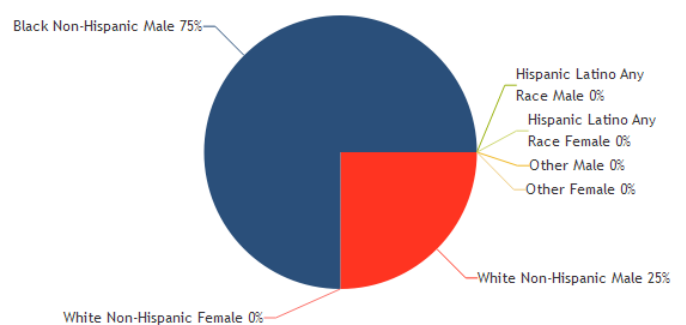
Applicants Hired



Percent Hired



Percent of Workforce Population



Legend

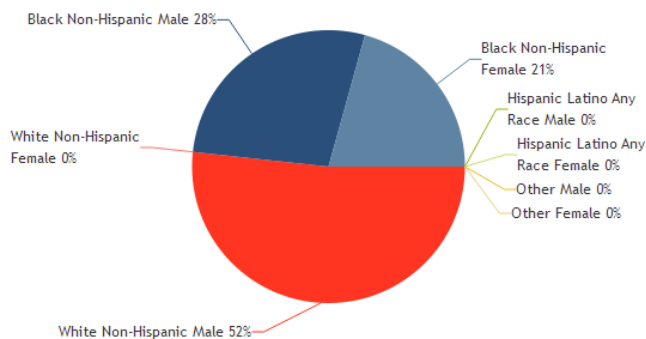
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Selection - Reaccreditation Year 3

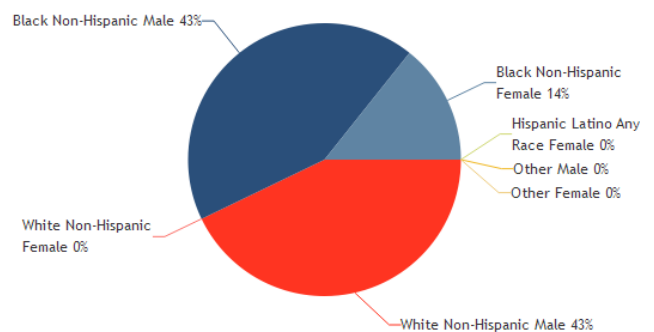
Data Collection Period: 1/1/2021 - 12/31/2021

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	15	0	8	6	0	0	0	0	29
Applicants Hired	3	0	3	1	0	0	0	0	7
Percent Hired	20%	%	38%	17%	%	%	%	%	N/A
Percent of Workforce Population	8%		11%		0%		0%		N/A

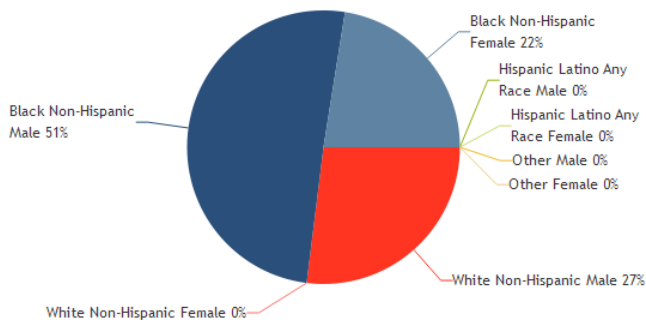
Applications Received



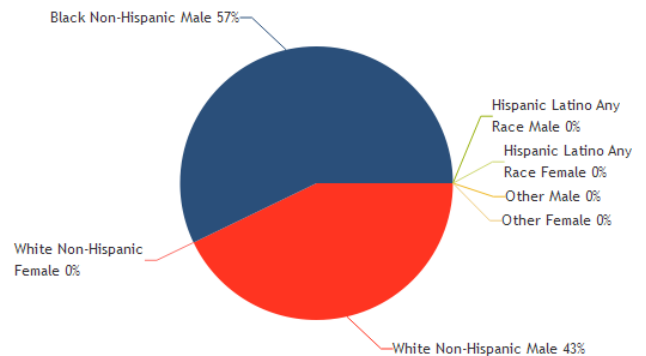
Applicants Hired



Percent Hired



Percent of Workforce Population



Legend

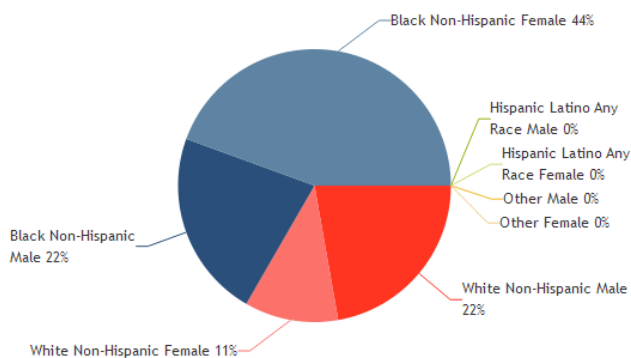
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Selection - Reaccreditation Year 4

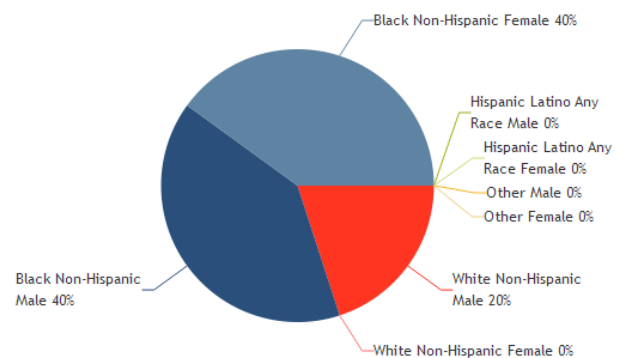
Data Collection Period: 1/1/2021 - 12/31/2021

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	2	1	2	4	0	0	0	0	9
Applicants Hired	1	0	2	2	0	0	0	0	5
Percent Hired	50%	0%	100%	50%	%	%	%	%	N/A
Percent of Workforce Population	3%		11%		0%		0%		N/A

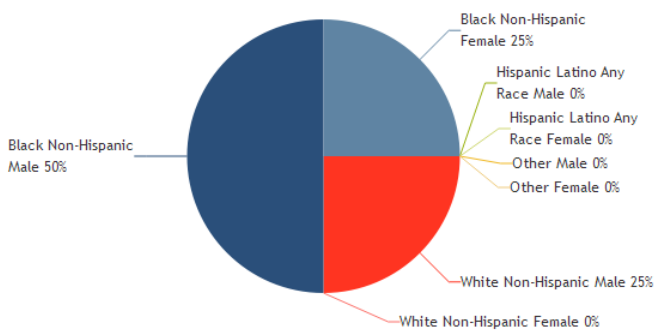
Applications Received



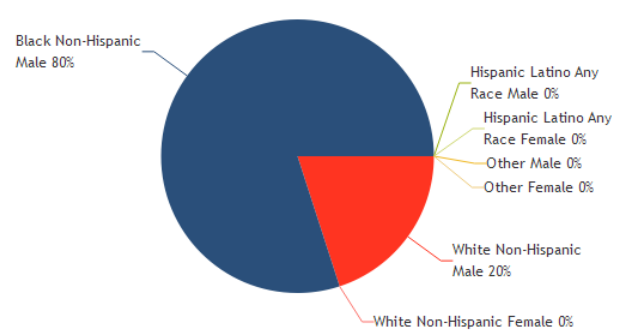
Applicants Hired



Percent Hired



Percent of Workforce Population



Legend

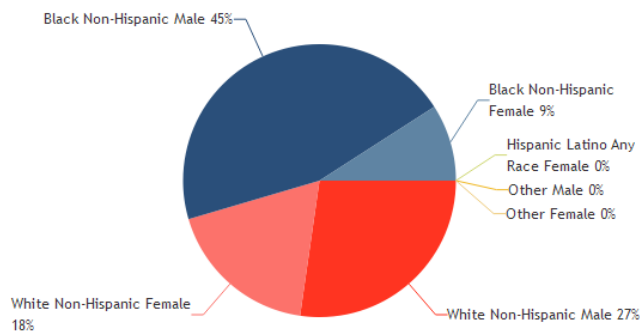
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Promotions - Reaccreditation Year 1

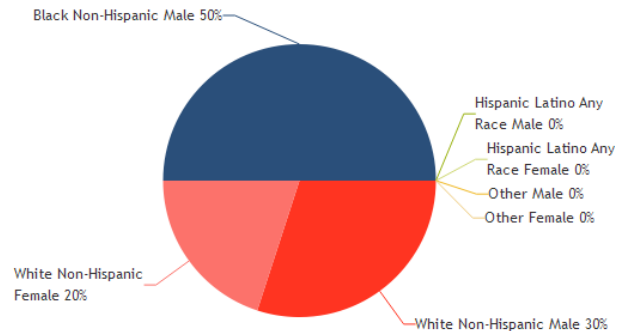
Data Collection Period: 1/1/2019 - 12/31/2019

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	3	2	5	1	0	0	0	0	11
Eligible After Testing	3	2	5	0	0	0	0	0	10
Promoted	0	0	3	0	0	0	0	0	3
Percent Promoted	0 %	0 %	60 %	0 %	%	%	%	%	N/A

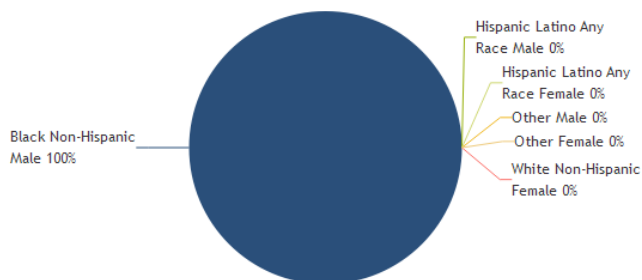
Tested



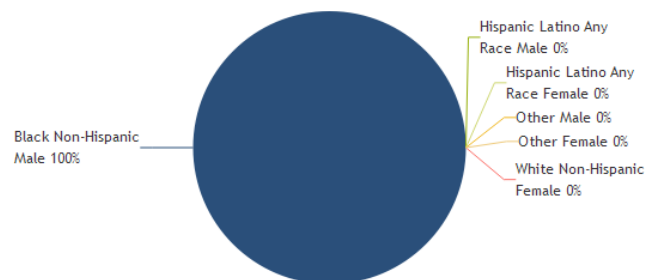
Eligible After Testing



Promoted



Percent Promoted



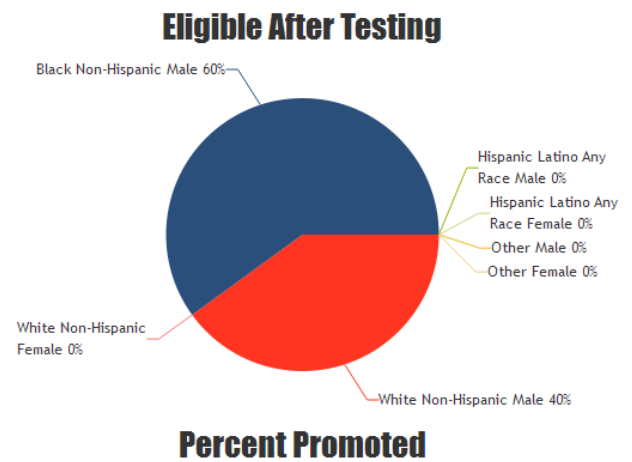
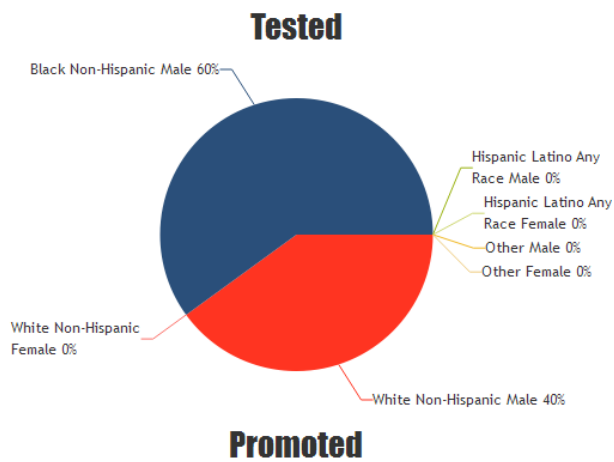
Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Promotions - Reaccreditation Year 2

Data Collection Period: 1/1/2020 - 12/31/2020

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	2	0	3	0	0	0	0	0	5
Eligible After Testing	2	0	3	0	0	0	0	0	5
Promoted	0	0	0	0	0	0	0	0	0
Percent Promoted	0 %	%	0 %	%	%	%	%	%	N/A



Legend

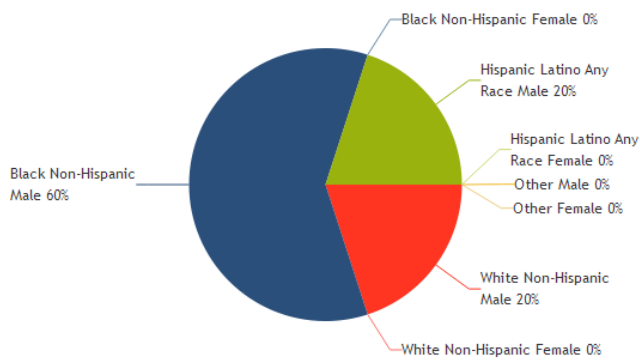
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Promotions - Reaccreditation Year 3

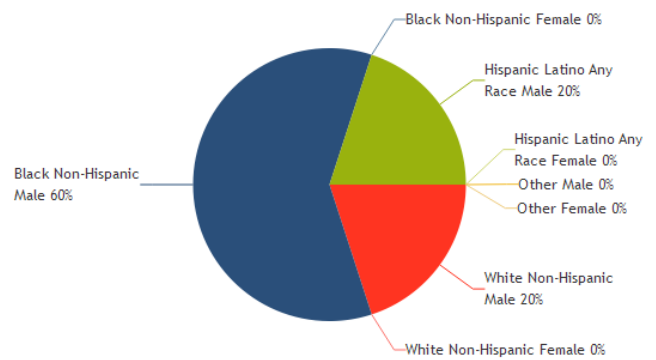
Data Collection Period: 1/1/2021 - 12/31/2021

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	1	0	3	0	1	0	0	0	5
Eligible After Testing	1	0	3	0	1	0	0	0	5
Promoted	0	0	1	0	0	0	0	0	1
Percent Promoted	0 %	%	33 %	%	0 %	%	%	%	N/A

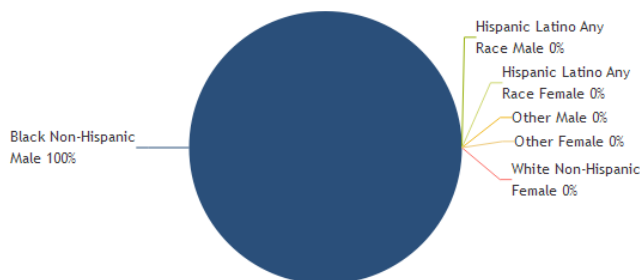
Tested



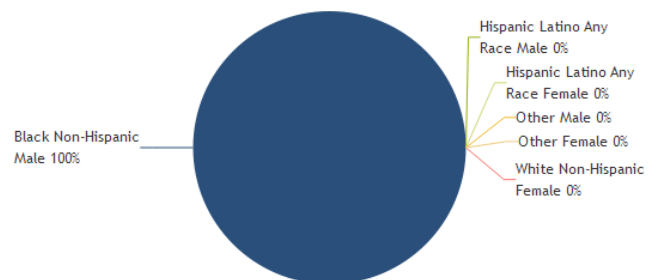
Eligible After Testing



Promoted



Percent Promoted



Legend

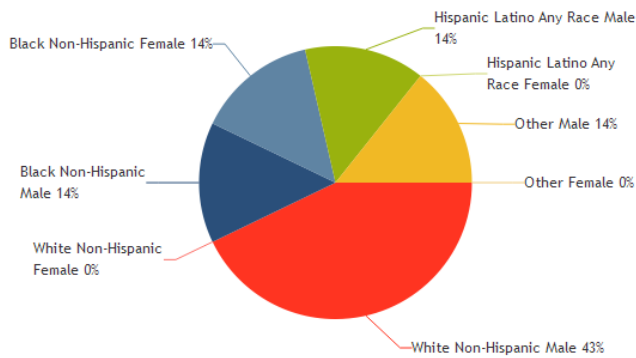
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Promotions - Reaccreditation Year 4

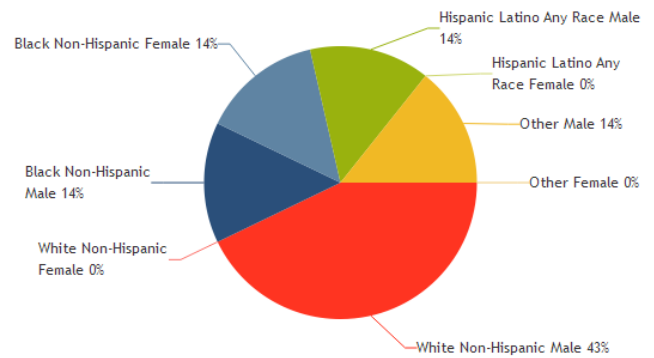
Data Collection Period: 1/1/2021 - 12/31/2021

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	3	0	1	1	1	0	1	0	7
Eligible After Testing	3	0	1	1	1	0	1	0	7
Promoted	2	0	0	0	1	0	0	0	3
Percent Promoted	67 %	%	0 %	0 %	100 %	%	0 %	%	N/A

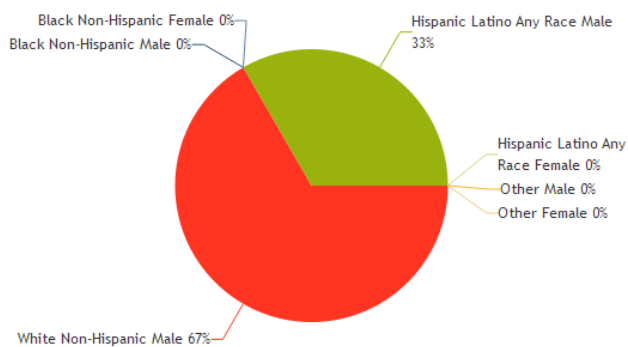
Tested



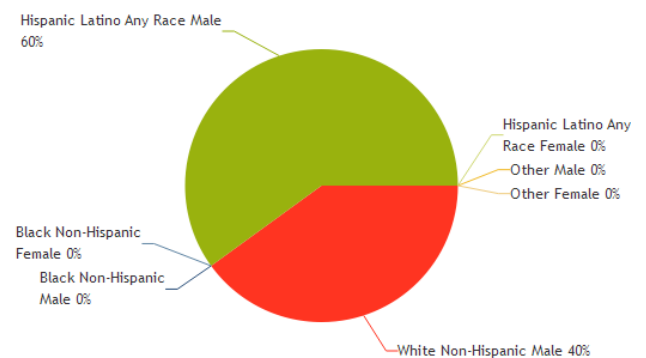
Eligible After Testing



Promoted



Percent Promoted



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

