

Memorandum

To: R. Scott Freeman, Ph.D., Chief of Police

From: SPO Kevin B. Hooks

Date: March 1, 2017

Re: Annual Evaluation and Analysis of Early Warning System
CALEA Standard 35.1.9 (Law Enforcement)
CALEA Standard 3.4.7 (Communications)
ACCPD policy A4.1.20

I have completed a statistical analysis and an annual review of the ACCPD Early Warning System. Per CALEA standards 35.1.9 and 3.4.7, I am reporting for the period January 1, 2016 through December 31, 2016. This included reviewing the five elements that are used to alert supervisors in determining those employees displaying behavior or tendencies consistent with job-related stress, which, if not corrected, could lead to a decline in job performance and/or unacceptable behavior.

The Office of Professional Responsibility relies upon supervisory personnel to identify those employees that would meet the criterion identified in the WDS to activate the Early Warning System. I have not received information indicating that the Athens- Clarke County Police Department supervisory personnel have referred any employees to the Employee Assistance Program as a result of our Early Warning System.

Use of Force Incidents

There were 203 incidents which required reporting during calendar year 2016. Four (4) officers were identified as having five (5) or more incidents during 2016. One (1) of these officers had five (5) or more in 2015; Twelve (12) additional officers had five (5) or more incidents in 2015.

All of the 2016 Use of Force incidents were deemed justified therefore closed with recommendations of no future necessary investigations.

Internal Affairs Investigations

There were a total of forty-eight (48) complaints involving fifty-three (53) different Police Officers and seven (7) complaints involving seven (7) Communications Officers during this review period. The type of complaints ranged from: Service Complaints, Policy Violation, Criminal Violation, Use of Force and Bias – Based. Of these fifty-five (55) complaints, forty-two (42) of these complaints were Unfounded, five (5) were Sustained, seven (7) were Not Sustained and one (1) was Exonerated. None of these

investigations resulted in termination, and one (1) of these investigations resulted in a resignation in lieu of termination of one (1) employee. Of the one (1) employee that resigned in lieu of termination, this employee did not have any additional complaints filed against them during the year.

Of the five (5) sustained complaints in 2016, employees received a variety of disciplinary actions to include verbal counseling, reprimand, and suspension. There appears to be no discernible pattern of problematic behavior when comparing complaints to Use of Force reports, vehicle pursuits, excessive use of sick leave, and accident reports.

Vehicle Pursuits

There were twenty-five (25) pursuits during calendar year 2016. One officer was involved in two (2) pursuits, and the remaining officers were involved in one (1) pursuit each. The officer involved in two (2) pursuits, was not linked to any other elements relating to the Early Warning System. All pursuits followed policy guidelines and were approved by the Chain of Command.

Excessive Use of Sick Leave

Of the 234 sworn officers employed in 2016, 168 used some amount of sick leave during 2016. Thirty-three (33) employees used more than 96 hours during the year, which equates to one (1) day of sick leave per month. Of the thirty-three (33) employees, twenty-two (22) had Family Medical Leave Act (FMLA) paper work on file.

Of the thirty-two (32) Communication Officers employed in 2016, twenty-eight (28) used some amount of sick leave during 2016. Nine (9) employees used more than 96 hours during the year, which equates to one (1) day of sick leave per month. Of the nine (9) employees, three (3) had Family Medical Leave Act (FMLA) paper work on file.

There was no cause for intervention in this area.

Accidents

There were 67 accidents during 2016 involving officers. Eighteen (18) of these were deemed to be preventable by Safety and Risk Management. Seven (7) officers had two (2) accidents each. One (1) officer had three (3) accidents. Eight (8) of these eight (8) officers had at least one (1) preventable accident.

None of the officers involved in a preventable accident were listed as having five or more Use of Force Reports in 2015 and 2016. Situational factors such as working in high-crime areas increases the probability of the use of reasonable force. These officers were not linked to any other elements relating to the Early Warning System.