

## Memorandum

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

From: SPO Kevin B. Hooks

Date: February 4, 2016

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, 2015 through December 31, 2015. 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 265 incidents which required reporting during calendar year 2015. Thirteen (13) officers were identified as having five (5) or more incidents during 2015. Three (3) of these officers had five (5) or more in 2014; Fifteen (15) additional officers had five (5) or more incidents in 2014.

All but one (1) of the 2015 Use of Force incidents were deemed justified therefore closed with recommendations of no future necessary investigations.

### Internal Affairs Investigations

There were a total of twenty-seven (27) complaints involving twenty-six (26) different Police Officers and one (1) Communications Officer during this review period. The type of complaints ranged from: Service Complaints, Policy Violation, Criminal Violation, Use of Force and Bias – Based. Of these twenty-seven (27) complaints, thirteen (13) of these complaints were Unfounded, four (4) were Sustained, seven (7) were Not Sustained and three (3) were Exonerated. Two (2) 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 four (4) sustained complaints in 2015, officers received a variety of disciplinary actions to include verbal counseling, reprimand, suspension and termination. 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 thirty-four (34) pursuits during calendar year 2015. One officer was involved in six (6) pursuits, two (2) officers were involved in three (3) pursuits, three officers were involved in two (2) pursuits and the remaining officers were involved in one (1) pursuit each. The officer involved in three (3) pursuits, and the officers involved in two (2) pursuits were 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 226 sworn officers employed in 2015, 185 used some amount of sick leave during 2015. Twenty-eight (28) employees used more than 96 hours during the year, which equates to one (1) day of sick leave per month. Of the twenty-eight (28) employees, twenty-five (25) had Family Medical Leave Act (FMLA) paper work on file.

Of the 31 Communication Officers employed in 2015, twenty-nine (29) used some amount of sick leave during 2015. Ten (10) employees used more than 96 hours during the year, which equates to one (1) day of sick leave per month. Of the ten (10) employees, four (4) had Family Medical Leave Act (FMLA) paper work on file.

There was no cause for intervention in this area.

#### Accidents

There were 66 accidents during 2015 involving officers. Twenty-two (22) of these were deemed to be preventable by Safety and Risk Management. Twelve (12) officers had two (2) accidents each. One (1) officer had three (3) accidents. Eight (8) of these thirteen (13) officers had at least one (1) preventable accident.

One (1) officer was involved in a preventable accident was also listed as having five or more Use of Force Reports in 2014 and 2015, yet all were justified. Situational factors such as working in high-crime areas increases the probability of the use of reasonable force, as these officers were assigned to the most active zone assignments and shifts. These officers were not linked to any other elements relating to the Early Warning System.

