

Analysis of Grievances as required by CALEA Law Enforcement Standard 25.1.3 and Public Safety Communications Standard 3.5.3

Review Period:

01 January 2016 – 31 December 2016

Data Sources:

I am the commander of the Office of Professional Standards since November 2016. I am not aware of any grievances filed in 2016. I checked with the Chief’s secretary Mary Nelson; she reviewed her records and confirmed there were no grievances filed in 2016. I contacted Interim Personnel Director Jeff Hale with the Athens Clarke County Human Resources. He reviewed the records and confirmed that no grievances were filed in 2016.

Information Reviewed, Collected, Analyzed:

ACCPD records, ACCUG Human Resources. The data review allowed for a better understanding of the amount of grievances filed throughout the years.

Previous/Current Year Comparison:

Grievances	2012	2013	2014
Number	0	1	1

Grievances	2015	2016	2017
Number	0	0	

Training.

Employees who receive any type of discipline are advised of their right to file an appeal/grievance. Employees are provided with all policies related to grievances. The ACCUG Human Resources handles all grievances. Their personnel are properly trained on the procedures concerning grievances. When a grievance is found to be sustained the department will offer training to address the issue.

Policies and Reporting

I have reviewed all of our policies relating to grievances, and to the author’s knowledge, no grievance policies were added or modified during the period of interest. No changes to reporting methods are known to have occurred, while the current policies and processes prove sufficient to allow for a general understanding of the grievance policy within the agency. The department is currently in the process of finalizing policy changes and updates to all of our policies.

Analysis and Practices

In reviewing the four years of data I did not see any patterns or trends. There have been no changes in the grievance filing practices or policies. However we are; as stated above, in the process of finalizing updates and changes to all of our policies. Since Human Resources deals with grievances I would not expect to see any major changes in our processes.

Conclusions.

In reviewing the data there have not been any increases in grievances. I believe the current policy is clear and effective. The agency treats all grievances as a serious matter. All grievances are thoroughly examined and addressed in a timely manner. I do not have any suggestions concerning the grievance process.