



ATHENS-CLARKE COUNTY POLICE DEPARTMENT

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Cleveland Spruill, Sr.
Chief of Police

MEMORANDUM

DATE: June 22, 2021

TO: Chief Cleveland Spruill

FROM: Lieutenant Stewart Heard

SUBJECT: 2020 Early Warning System Annual Review

The purpose of this memorandum is to report the 2020 annual review of the Athens-Clarke County Police Department (ACCPD) Early Warning System (EWS). The reporting period is from January 01, 2020 through December 31, 2020. The EWS is not a disciplinary system. It is a positive approach to training and assistance for employees designed to identify and prevent potentially problematic behavior. The goal is to maximize the opportunity for employees to enjoy a healthy and positive career.

Pursuant to Police Directive 2.20.05 (E), the Office of Professional Standards will annually review the EWS and compile statistical data of the categories tracked as part of the EWS and submit a report to the Chief of Police. The tracked categories are as follows:

- (1) Use-of-Force Incidents
- (2) Vehicle Pursuits
- (3) Complaints, Disciplinary Actions, and Documented Uncharacteristic Behavior
- (4) Excessive Sick Leave and Repeated Tardiness
- (5) Vehicle Accidents
- (6) Workers Compensation Claims
- (7) Below Standard Annual Performance Evaluations

As outlined in Police Directive 2.20.05, supervisory personnel were authorized to refer an employee for early intervention review based on personal observations or if the IAPRO Tracking System auto-generated an early intervention flag based on statistical data (using

the above-listed categories). An employee triggers a flag for any three (3) incidents within the same category occurring within a 30-day period or any combination of five (5) incidents occurring within a 60-day period. For any referrals for training or assistance, the appropriate supervisory personnel were required to submit the appropriate documentation to the Office of Professional Standards.

To conduct the annual review, the Office of Professional Standards relied upon a combination of ACCPD supervisory personnel, data collected by the Athens-Clarke County Human Resources Department, internal records of complaints and discipline, and entries into the IAPro Tracking System to compile statistical data of the EWS categories for the reporting period.

Use-of-Force

Officers reported 204 use-of-force incidents in 2020. This was a 28% decrease from 2019. A comprehensive use-of-force review and analysis was conducted by the Office of Professional Standards. Refer to the **2020 Annual Use-of-Force Report** memorandum for the complete analysis.

Vehicle Pursuits

Officers reported twenty-two (22) vehicle pursuits in 2020. This was a 29% increase from 2019. Four (4) pursuits generated internal Administrative Investigations due to alleged policy violations. In two (2) pursuits the officers' actions were found to be within existing policy. In the other two (2) pursuits the officers' actions were found to be in violation of existing policy. The final investigative reports indicated that non-disciplinary corrective action was administered in one case and disciplinary action was administered in the other. An annual vehicle pursuit review and analysis was conducted by the Office of Professional Standards. Refer to the **Annual Report on Vehicle Pursuits for 2020** memorandum for the complete analysis.

Complaints, Disciplinary Actions, and Documented Uncharacteristic Behavior

There were forty-seven (47) complaints submitted to the Office of Professional Standards in 2020. The complaints and discipline review and analysis was conducted by the Office of Professional Standards. Refer to the **2020 Athens-Clarke County Police Department Grievance and Complaint Analysis** memorandum for the complete analysis.

Excessive Sick Leave and Repeated Tardiness

As reported by the Department's Human Resources Administrator, Department personnel entered a total of 12,670 sick hours into their time sheets. The estimated Department cost for employee sick time was \$299,347. In comparison with 2019, this marked a 3% decrease in sick time used Department wide with an estimated 8% cost savings. There were no complaints submitted to the Office of Professional Standards concerning excessive sick leave or repeated tardiness during 2020.

ACC Safety and Risk Notices Vehicle Accidents

According to Athens-Clarke County (ACC) Human Resources (HR), the Department reported 62 loss claims in 2020. There were a total of 38 preventable vehicle accidents and 24 non-preventable accidents in 2020. There were 46 worker's compensation claims where treatment was sought and a worker's compensation claim was created.

Below Standard Annual Performance Evaluations

As reported by the Accreditation Unit, no employees received a below standard score on his/her annual performance evaluation in the most recent performance evaluation period.