Administration

2010 Annual Report

Your Police Department

Peachtree City Police Department 2010 Honor Guard

The police department currently serves a population of 34,364, as determined by the 2010 United States Census. As the primary law enforcement authority for the City of Peachtree City, the agency is responsible for maintaining safety and security within its territorial boundaries. These boundaries encompass a geographical area of 24 square miles, with five police districts, and 90 miles of multi-use recreational paths. The paths are used by pedestrians, bicycles, motorized carts and over 11,000 golf carts that are registered in the city. The authorized strength for the police department is 65 sworn Police Officers, 4 civilian Administrative Services personnel, 2 Code Enforcement Officers, and 10 part time School Crossing Guards. The department also makes use of Reserve Police Officers and other citizen volunteers such as Auxiliary Police Officers, Chaplains, Explorer Scouts, and over 400 Adult and Teen Community Emergency Response Team (CERT) members. These volunteers supplement full-time personnel by providing a variety of ancillary services to the community. The organizational structure of the police department is comprised of four divisions. The Divisions include Patrol, Criminal Investigations, Administrative Services, and the Office of Professional Standards. In order to transform its vision into services, the police department promotes administrative and operational effectiveness through multi-year development planning, training, planning and research, mission and values, strong leadership, and goals and objectives.

Since 1992, when the police department was accredited by the Commission on Accreditation for Law Enforcement Agencies, Inc., it has proudly carried a professional reputation as one of the most progressive community-oriented policing agencies in the State of Georgia. Through the years, the department has also learned that best practices in addressing crime include developing community-based partnerships; effectively utilizing its resources; promoting proactive and highly visible patrol techniques; and developing successful crime prevention strategies. As future challenges evolve, the department will achieve its law enforcement goals principally through an extensive and varied portfolio of community outreach programs, training, modern technology, and data-driven approaches to crime and traffic safety. Additionally, it will work closely with community partners to preserve its position in maintaining the lowest Part I Crime Rate of any “B” size city in the State of Georgia.

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Our Mission

Each division and component of the Police Department is dedicated to providing outstanding professional services through community partnerships that build trust, reduce crime, create a safe environment, protect the Constitutional rights of our citizens, and enhance the quality of life within our community. Our mission is to protect life and property, to address neighborhood concerns, and to be progressive through modern technology and innovative programs. We will adopt proactive community policing concepts, develop effective crime prevention programs, and ensure high visibility by utilizing well-designed law enforcement strategies. We will attempt to aggressively identify and apprehend criminals and reduce the opportunities for crime, while maintaining human dignity and the individual rights of our citizens. We will be responsive to social, geographical, and economical changes within our community. We recognize the value of Peachtree City's unique cultural diversity and will treat each person, regardless of their race, ethnicity, creed, color, or religion, with courtesy, respect, equity, and dignity.

Our Organization

The Administrative Staff includes the Chief of Police, a Major of Police, the Administrative Services Captain, an Office Administrator, and three Staff Assistants. During 2010, the Administrative Captain reported to the Chief of Police and was responsible for a variety of duties, including overseeing the Administrative Services Division, Disaster Operations Coordination, Facilities Manager, Municipal Court Liaison, among others. Additionally, a Corporal was assigned to Administrative Services and responsible for allocation, issuance, and maintenance of equipment, as well as fleet and building maintenance. A second Corporal was assigned to the Evidence/Property component of the Division.

Other Command Staff members include the following: The Office of Professional Standards Division Captain who reports to the Major and supervises CALEA Accreditation, State Certification, recruitment and selection, Internal Affairs, victim/witness coordination, training coordination, community relations, and acts as the Public Information Officer. The Patrol Division Captain, who commands the Patrol Division with four Lieutenants reporting to him. The Criminal Investigations Captain, who commands the Criminal Investigations Division and Code Enforcement and has one Lieutenant reporting to him.

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The Administrative Services Division includes one Captain, two Corporals (one Evidence Custodian and one Quartermaster), and four civilian personnel. The division is responsible for overseeing management of the facility, fleet maintenance, evidence and property control, emergency preparedness, records management, and a variety of other responsibilities. The Captain of the division is the department's Special Events Coordinator, liaison for the department to the City's Municipal Court, and acts as the Court's Bailiff when court is in session. The Evidence Custodian assists the Captain as assistant Court Bailiff during the Captain's absence. The civilian members of the division are certified to operate the computerized Criminal Justice Information System (GCIC/NCIC) and actively utilize the system to assist in police field activities and criminal investigations. Civilian Administrative Services personnel include an Office Administrator, who supervises and coordinates the basic workload responsibilities of the division; a Staff Assistant who is assigned to the Chief of Police; another Staff Assistant who is assigned to the Criminal Investigations Division and Court Liaison; and a final Staff Assistant who is assigned as primary switchboard operator and front desk receptionist. These civilians provide an invaluable service to the police department by responding to routine and emergency telephone calls and when providing general information and/or referrals to the public, police officers, and the Fayette County Dispatch Center. They monitor nine administrative telephone lines, assist with business related matters, process reports and citations, enter data into the department's Records Management System (RMS), and provide assistance to citizens, area criminal justice agencies, city and county administration, and officers when needed. They also handle most in-person citizen requests or refer citizens to the appropriate officer or city department. Requests generally handled by Administrative Services may include inquiries for report copies, directions, local background checks, permit processing, and a variety of other services.

OFFICE ADMINISTRATOR

- Supervisor to Staff Assistants
- Primary GCIC TAC
- Compile monthly crime report data
- Oversee permit processes
- Process record expungements
- Purchase order entry, as needed
- Records Custodian
- Maintain impound records
- Copy reports for DA and State Court
- Oversee arrest and booking files
- Maintain personnel files
- GCIC Audit Liaison
- Coordinate UCR Reporting requirements
- Warrant file validation

FRONT DESK RECEPTIONIST

- Primary switchboard operator
- Alternate GCIC TAC
- Process Open Records requests
- Cash Drawer Accountability
- Assist in compiling department reports
- Citation Entry
- Warning Entry
- Maintain impound records
- Copy reports for DA and State Court
- Process alcohol handling permits
- Send I-Net alerts as requested
- Maintain arrest and booking files
- Process solicitor permits
- Process precious metals and gems registration

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In order to maintain an efficient method of tracking and extracting data from the department's databases, Administrative Services personnel are tasked with records management responsibilities for the police department. Records management is important to the department's daily operational and administrative functions, as this function enables the efficient management of the volumes of information received daily. Additionally, it ensures that our employees have immediate access to information that will help develop solid community policing and crime prevention strategies through information sharing and community partnerships. One such system, E-forms (the department's electronic system for incident reporting), helps establish the technological framework that is needed to support a heightened level of collaboration across all city departments, area law enforcement agencies, criminal justice systems and government. Once entered into our database systems, the information can be used in a variety of ways. In 2010, the priority was to evaluate and analyze the data to determine an appropriate law enforcement response, with significant focus on data-driven approach concepts regarding collision trends, traffic enforcement, and crime.

SECRETARY TO THE CHIEF OF POLICE

- Maintain files for the Chief of Police
- House watch entry
- Racial profile entry
- Press release dissemination
- Primary payroll processing
- Budget/Purchase order entry
- Video/DVD management & backup
- Disseminate golf cart registration
- First Call notification
- I-Net Alert backup
- Prepare payment requests

CID STAFF ASSISTANT COURT LIAISON

- Incident report entries
- Subpoena processing
- Secondary I-Net entries and Alerts
- Archive/copy patrol videos for Court
- Complete CID Clearance entries
- Process Motions for Discovery for City Solicitor
- GIS entries
- E-forms coordinator
- Process Alcohol Permits
- Maintain Business watch data base

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Goals and Objectives

The responsibilities and duties of the Peachtree City Police Department are established by City Code, under the authority of a legally constituted governmental entity. Also established in the City Code are broad statements relating to the basic roles and authority of the department. These statements must be further defined by a system of goals and objectives within our Department, the attainment of which can be readily measured and identified.

By utilizing a system of written goals and objectives, three broad purposes are served:

- Officers and employees are given direction and unity of performance, and can see that their efforts have a direct relationship to accomplishing specific goals and objectives.
- Each division and shift can establish measurable sub-objectives or strategies which contribute to the accomplishment of departmental objectives.
- Members of the department and the public are provided with a way to measure the department's performance.

The police department's goal and objective system provides for quarterly updates and evaluations. These updates are made available to each member of the department. The following are a few examples of the goals and objectives for 2010:

- Improve traffic enforcement, path patrol, crime suppression, and community relations through expansion and development of the Community Response Team (CRT)
- Produce and distribute an annual training calendar for all departmental training.
- Create a looping video with public information announcements for the PD lobby

- Expand the Reserve and Auxiliary Officer Program through increased recruitment
- Increase Multi-Use Recreational Path patrol time by 25%
- Continued participation in the Governor's Challenge
- Reduce department response time by 10%
- Increase traffic enforcement time by 10%
- Establish a Local Retail Crime Group

Legal Document Processes

The Administrative Services Division handles duties associated with the coordination and processing of legal documents such as subpoenas and court motions. This process is designed to ensure the accuracy of information, timeliness, accessibility, and fiscal accountability for the distribution of all our legal service documents.

Records Retention: In accordance with the State of Georgia Records Retention Law, a detailed purging of records (45 boxes) was completed in 2010. The police department's privacy and security precautions for the central records function is in accordance with Peachtree City Code of Ordinances and Georgia Law.

Warrants: During 2010, there were 514 warrants issued by the Peachtree City Police Department. This represents an increase of 71.3% when compared to 2009. With respect to the total number of warrants issued, 193 (38.13%) resulted in an arrest. The police department makes use of the Internet, Accurint (a web-based locate and research tool that is available to law enforcement), Georgia Crime Information Center (GCIC), and assistance from other criminal justice organizations to locate offenders for warrant service purposes.

Subpoenas: Administrative Services Division is responsible for the receipt and entry of subpoenas. In 2010, there were 3,018 subpoena's issued from the Fayette County and Municipal Court Systems. These are listed as follows:

Municipal Court (1138 issued to officers)	1517
State Court	957
Superior Court	382
Juvenile Court	103
Magistrate Court	59

Discovery Motions: The police department received 267 Motions for Discovery in 2010. This represents a 2.9% decrease when compared to 2009, when 275 motions were filed. Once a motion is filed through the Municipal Court, it is forwarded to the police department for processing. The officer organizes a response to the document and after review and approval the response is forwarded to the Court Solicitor and the defendant's attorney.

Solicitor Permits: The City of Peachtree City adopted a Peddlers and Solicitors' ordinance in January 2007. Individuals must first register with the Police Department by filling out a registration form. The applicant must also provide proof of a valid state sales tax number for the business they wish to sell goods for. In 2010, the police department processed 23 solicitor permits.

Legal Document Processes Continued...

Systematic Alien Verification of Entitlement (SAVE) Program: Under this program, any person 18 years of age or older, applying to receive a public benefit, must prove lawful presence in the United States. This program is operated by the United States Department of Homeland Security. Alcohol Handling Permits and Precious Metals and Gems Dealer Permits are classified as "public benefits", mandating the police department to incorporate an affidavit of "legal presence" with all permit applications.

Alcohol Handling Permits: During 2010, the police department conducted background checks on 1,482 alcohol permits, an increase of 21% over 2009. Since the implementation of the program (2004), 5,737 individuals have applied for permits. After completing these background checks, 134 permits were denied. This equates to a 2.3% denial rate of all applications received. The city ordinances in Fayetteville and Tyrone Georgia mirror Peachtree City's ordinances and authorize individuals who have obtained a permit from either city to sell or serve alcoholic beverages in any of the three cities.

Precious Metals and Gem Dealer Permits: Anyone engaging in the business as a dealer in precious metal and gems must register within each municipality, with the local police department. In Peachtree City, they must also comply with Georgia legal requirements, register with the LEADS On-Line Data-base, and maintain permanent record books that are subject to inspection. In 2010, the police department processed 17 permits for dealers in precious metals and gems.

I-NET Alert Systems

The I-Net Program is an alert system that is utilized to send citizens and businesses information via email, links, and Tweets on crimes, look outs, and other information. During 2010, I-Net alerts were disseminated via Nixle, Twitter, and Facebook. Nixle was the primary means of sending out the information and is a web-based email system. From Nixle, Tweets could be sent via Twitter, and also links could be posted to Facebook. As a result, the number of subscribers grew significantly during this year. Some of the more significant alerts included crime prevention tips associated with entering autos; traffic detours due to significant motor vehicle wrecks; look outs for shoplifters and graffiti vandals; and community events. The response from our citizens has been very positive and many have provided the department with crime prevention tips to send out in future alerts.

Accreditation and State Certification

The Peachtree City Police Department has been accredited by the Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA) since 1992. In addition, the agency has been certified by the Georgia Association of Chief's of Police State Certification process since 1998. Accreditation and Certification are progressive and time-proven ways of helping organizations evaluate and improve their overall performance. The cornerstone of this strategy lies in the promulgation of standards containing a clear statement of professional objectives. Department members conduct a thorough analysis to determine how existing operations can be adapted to meet standards set forth by CALEA, and the 18 additional standards required by State Certification. When the procedures are in place, a team of independent professionals is assigned to verify that all applicable standards have been successfully implemented. The process culminates with a decision by the Commission on Accreditation for Law Enforcement Agencies that the agency has proved compliance and Accreditation should be awarded. The same process applies to State Certification. The standards address nine major law enforcement subjects:

- Role responsibilities, and relationships with other agencies
- Organization, management and administration
- Personnel structure
- Personnel process
- Operations
- Operational support
- Traffic operations
- Prisoner and court-related activities
- Auxiliary and technical services

In addition, the standards help law enforcement agencies through the following goals and objectives:

- Strengthen crime prevention and control capabilities
- Formalize essential management procedures
- Establish fair and nondiscriminatory personnel practices
- Improve service-delivery
- Solidify interagency cooperation and coordination
- Boost citizen and staff confidence in the agency

In 2010, the department prepared for its fourth State Certification assessment, which will take place in May or June of 2011. State Certification requires that the agency comply with 18 standards and provide a copy of the last CALEA Accreditation report. Because there are only 18 standards to comply with, the onsite assessment only lasts for one day. It is anticipated that this will be the first year that the department completes a "paperless onsite", whereby all files are created and linked through a series of folders with an index page. As there are only 18 files to create, this is the perfect opportunity to see if it is even feasible to consider a paperless onsite for CALEA in 2012.

Annual SOP Review and PowerDMS

In 2010, an SOP committee was formed to evaluate the current system, make recommendations on revitalizing the current SOPs, and complete a re-write of the policies. This committee was made up of Corporals from each of the Patrol Teams; a Corporal from CID; a Corporal from SRO; and a Captain. By late 2010, many of the re-writes were accomplished; however, it was determined that the remainder would have to be completed during the assessment phase leading up to the State Certification On-site in mid 2011. As a result of the evaluation, the committee recommended the following:

- The Chapter Numbering System would remain the same.
- The Policy Numbering System would be simplified to a two digit system.
- Numerous policies could be merged to create a more streamlined manual.
- Several policies were obsolete.

A crosswalk was created to aid in accomplishing the recommendations and was disseminated to all department members. It is anticipated that the manual will be reduced in size by approximately 25% due to the removal of redundancy alone. The final result will be published during 2011 and disseminated to all personnel.

PowerDMS continues to be used as the department's policy management system. During 2010, an upgrade was made to the web hosting system that allowed for greater functionality. IDS, the company who created PowerDMS, made the new software more user friendly with a far greater search capability than previous versions. Additionally, the upgrade allowed those with administrative rights to create their own reports rather than being limited to the canned reports provided. Overall, Power DMS surpassed expectations for 2010 and will continue to be used during 2011.

Grievances and Appeals

An important element of a sound personnel system is the existence of a formal method that allows employees to resolve their grievances with management. This requires that both City Administration and the police department give prompt consideration and equitable adjustments of employee grievances in a manner that is fair and expeditious. Ultimately, it is the desire of the City to address grievances informally. For that reason, there must be an open dialog between employees and their supervisors, and an effort must be made to resolve issues/problems as they arise. Nevertheless, it is realized that there are times when a grievance cannot be resolved at the lower levels and the process for formal appeal and review is initiated.

In 2010, there were no employee grievances registered with the police department.

Personnel Early Warning System

In 2001, the police department created a database that houses use of force reporting, disciplinary systems, employee assistance programs, internal affairs and other information needed to make a rational and logical evaluation of actions that employees take on a day-to-day basis. During the evaluation of this information, numerical scores are assessed in an effort to provide employees with assistance, if needed, as well as ensure that the general public is afforded the best law enforcement services available. The information also provides for the early identification of potential problem employees and a menu of remedial actions that can increase agency accountability and offer employees a better opportunity to meet the agency's values and mission statement. Since its inception, the system has alerted two potentially problematic situations with two different employees. One of the employees is no longer working for the department, and the other was assisted through remedial training, counseling, and guidance. In this second situation, the officer has overcome problematic areas and developed into an outstanding employee.

As per CALEA standard 35.1.9, a comprehensive Personnel Early Warning System is an essential component of good discipline in a well-managed law enforcement agency. The CALEA standard also requires a documented annual evaluation of the system to ensure that its components are working together as needed, and to ensure that it is helping our employees as intended. This summary and evaluation of the system will serve to meet that requirement.

During 2010, the Early Warning System alerted primarily on an overall increase in the number of complaints regarding vehicle operation. There were 12 driving complaints and 25% were held sustained or partially sustained. Reminders have been issued to all officers via email about their driving habits. Additionally, those who were found to have violated policy or law were counseled regarding their driving habits. The ability to run reports from the EWS database assisted in recognizing this issue. Also of consequence was a decline in the total number of disciplinary actions (47 in 2010 and 62 in 2009); however, these totals still rank much higher than in previous years. During 2010, there were two Level IV disciplinary actions as compared to zero in 2009. Level IV is required when a punitive action is taken against the employee such as suspension or termination.

In late 2010, the agency began using Guardian Tracking Performance Software. This system has an Early Warning System built in and it will be used in conjunction with the current database. Comparisons between the two systems will be evaluated during 2011.

A review of the system finds that it is working as needed. The reports and data entered into the system are reviewed frequently and are utilized in the annual performance appraisal of employees. It is recommended that this system continue to be utilized in its current capacity.

Performance Appraisal System

The police department realizes the importance of administering an employee performance evaluation system that ensures the best use of available human resources; ensures personnel issues are identified and addressed promptly and fairly; and ensures optimum job satisfaction is made possible for each employee. For this reason, the police department's principles of performance evaluation and the manner in which we carry out these responsibilities are structured in accordance with professional accreditation standards.

While the department recognizes the importance of the performance evaluation to identify certain work behaviors, supervisors are also encouraged to monitor employee performance through a combination of other activities such as counseling, supervisor notes, early warning alert system reviews, remedial training, constructive feedback, and awards and commendations.

To strengthen our efforts, in late 2010 the police department launched the Guardian Tracking software. This software is highly functional and helps streamline employee documentation by providing a transparent personnel system that is easily shared among supervisors and managers.

The goals of the Guardian Tracking System include the following:

- Create simple, yet flexible software to help law enforcement agencies compile employee performance data on a daily basis.
- Design software to help agencies improve or maintain employee performance and defend personnel decisions.
- Make software that is hassle free and more likely to be used. Including easy access, entry and retrieval of data.
- Create software that agencies can not find anywhere else.

During 2010 the police department delivered sixty-two (62) annual performance evaluations. Upon review of the data, 37.8% (23) of the employees were rated in the overall outstanding category, 44.3% (27) were rated in exceeds standards category, 18% (11) were rated in the fully satisfactory category, and 1.6% (1) was rated in the marginally satisfactory category. There were no employees rated in the unsatisfactory category.

Internal Affairs

Since 2004, the Internal Affairs function has been assigned to the Office of Professional Standards Division within the Peachtree City Police Department. This function oversees the actions of the agency's employees to ensure that they display personal integrity, honesty and discipline at all times. An integral part of the Internal Affairs process involves the management of citizen complaints. This involves the documentation of performance, professionalism, and general conduct as it relates to citizen contacts. Other goals of the Internal Affairs Function are as follows:

- Encourage a positive public image.
- Monitor employee compliance with departmental directives.
- Identify potential problem employees through early warning systems.
- Identify the validity of each citizen complaint.
- Identify the potential for biased based profiling.
- Help ensure the integrity of the police department, as well as its employees.
- Protect employees from malicious or unwarranted complaints.
- Identify the necessity of policy revision or modification.
- Ensure the integrity of cases presented in our Municipal Court System.

In 2010, the department reviewed three formal complaints. In the category of informal complaints, there were 49 complaints filed and investigated by supervisors or commanders. This equates to a 75% increase from the 28 informal complaints in 2009. 2010 complaints are categorized as follows:

** 1 in the Formal Complaint Category*

Type of Complaint	Total Received	Exonerated	Sustained	Partially Sustained	Not Sustained	Unfounded
Harassment	2	1 (50%)				1 (50%)
Rudeness	10	1 (10%)	1 (10%)	3 (30%)	4 (40%)	1 (10%)
Unjust Citation	7	4 (57%)	1(14%)	1 (14%)		1 (14%)
Illegal Search	1	1 (100%)				
Vehicle Operation	12	2 (17%)	3 (25%)	1 (8%)	5 (42%)	1 (8%)
Road Safety Check	1	1 (100%)				
Bias Based Profiling	2	1 (50%)				1 (50%)
Job Performance	1		1* (100%)			
Improper Conduct	7	2 (29%)	2* (29%)		1 (13%)	2 (29%)
Duty Responsibilities	9	3* (34%)	1 (11%)	1 (11%)	2 (22%)	2 (22%)
Subtotals	**52**	16 (31%)	9 (17%)	6 (12%)	12 (23%)	9 (17%)

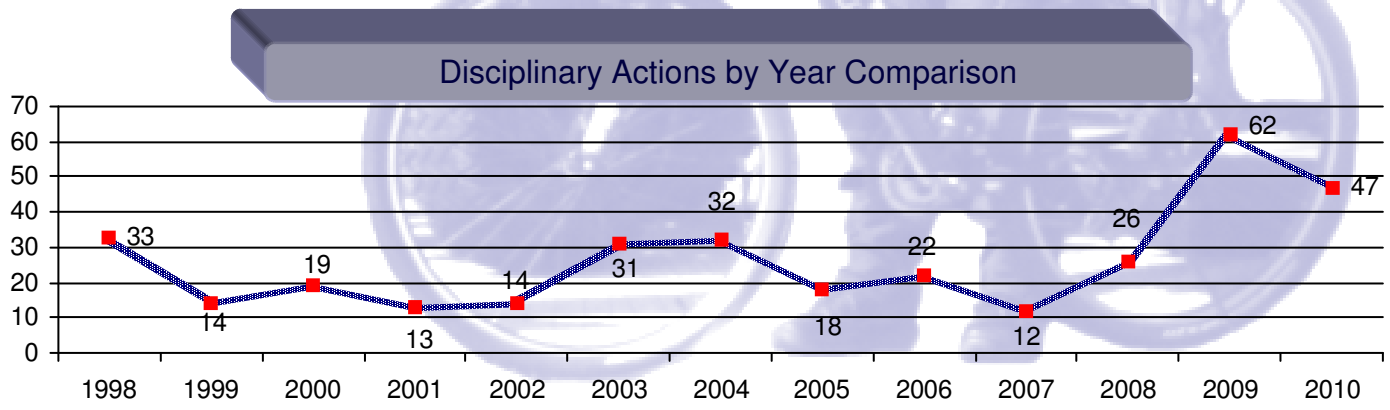
Internal Affairs Cont...

This year's data continues the trend of unjust citations and rudeness complaints being among the top classification of citizen concerns. Unlike previous years, vehicle operation (officer's driving) was the number 1 complaint. Of the 12 driving complaints, 25% were held sustained or partially sustained. Reminders have been issued to all officers via email about their driving habits. Additionally, those who were found to have violated policy or law were counseled regarding their driving habits. Additionally, the duty responsibilities category grew significantly this year (from 3 to 9, or 200%). This can be attributed to both a rise in overall complaints, and the complexity of the complaints. During 2010, there were more complaints that included several elements; this is different from previous years where there was a more linear or singular issue addressed in complaints. Of interest is also the rise in the percentage of the complaints that were sustained or partially sustained. In 2009, approximately 16% of complaints were sustained or partially sustained. In 2010, approximately 29% of complaints were sustained or partially sustained. A review of the data reveals that the reasons for this included the following:

- Officers not being cognizant of the fact that their driving habits can be deemed offensive to the public.
- False or incorrect allegations by citizens.
- Preconceived notions or ideas about discriminatory profiling practices.
- Citizen's misperception of the encounter they had with the officer.
- Misconceptions about law and police procedures.
- The diversity of our community and the contrast between each citizen's enforcement expectations and their personal demand for service.
- Citizens unaware of legal requirements, written directives, proper protocol, and enforcement techniques.

Discipline

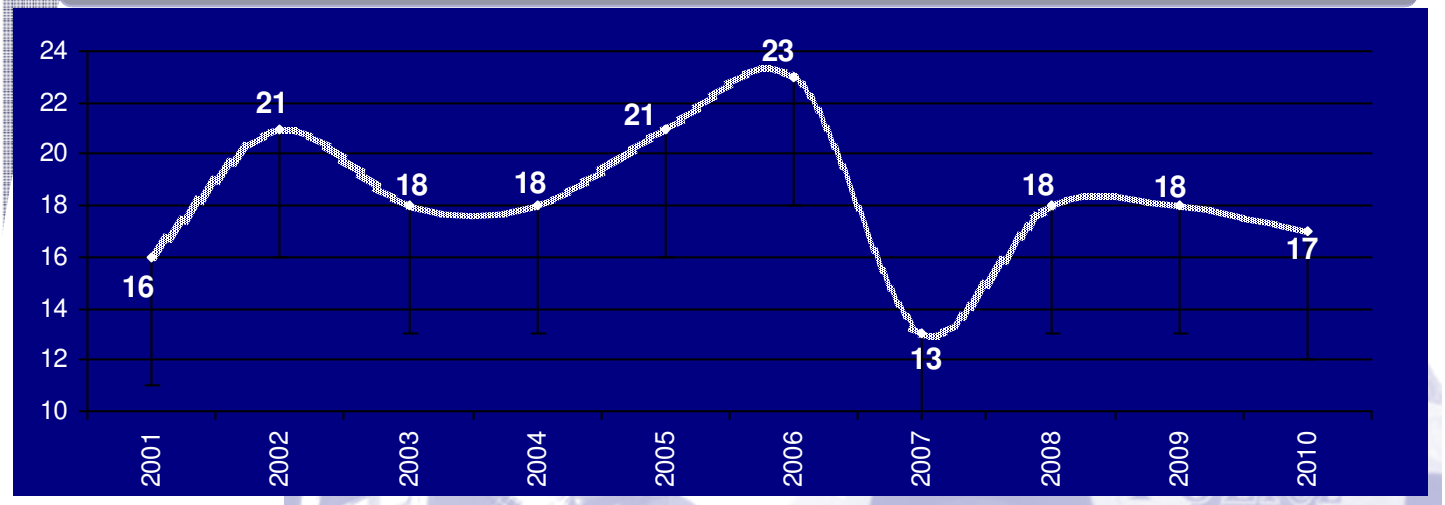
Effective discipline is a positive process when its perceived purpose is to train or develop by instruction. The police department's elements of discipline include training, rewarding, counseling, and punitive action in the interest of discipline. In 2010, the department's disciplinary system prioritized fairness to both employees' and the agency. It also identified measures to be applied to employee conduct in the interest of discipline. During 2010, incidents of disciplinary actions were initiated against employees for performance concerns, equipment use, conduct and behavior, written directive compliance, and punitive action.



Discharge of Firearms

A total of 17 incidents of officers having to discharge their firearms were recorded in 2010. Fourteen of the incidents involved the dispatching of deer, one involved a fox, on involved a raccoon and one involved a coyote. This represents a 5.6% decrease in the number of incidents from 2009. Eleven of the incidents involved injuries sustained by deer during collisions with vehicles, and three deer, although not confirmed as being injured by a vehicle, had injuries consistent with a collision. One incident involved an injured fox. Another involved a raccoon with rabies and/or distemper. The final incident involved a coyote that had been struck by an airplane while the plane landed at Falcon Field. The animals in question were dispatched for humane reasons. A total of 29 rounds of ammunition was used to dispatch these animals. Of the 17 incidents, 70% (12) occurred during the fall and winter months (including hunting season), 47% occurred along State Route 74 from the south city limits to the north, 18% occurred in the industrial areas or at the airport, and the remaining 35% occurred throughout the city. In addition, 53% occurred from 0800-1600 hours, 0% occurred from 0000-0800 hours, and 47% occurred from 1600-0000 hours.

Discharge of Firearms Annual Comparison



Use of Force

During 2010, the police department registered and investigated 3 incidents involving use of force. As in past years, indicators attribute alcohol/drug consumption as a significant contributing factor. In fact, two of the three incidents (66.6%) were related to alcohol and/or drug use. The one incident that was not related to alcohol or drugs was attributed in part to the offender suffering from dementia.

Other factors and statistical data are specified in the table listed below:

Incidents Resulting in Use of Force

Domestic Violence Incidents	2
Alcohol/Drug Related	2
Felony Arrest	
Weapon Involved	1
Suicide Threat	1
Shoplifting	1
Burglary	
Misdemeanor Arrest	3
Traffic	
Civil Disturbance	
Loitering/Suspicious Person	1
School Related Incident	
Resisting Arrest	3
Affray	
Disorderly Conduct	
Foot Pursuit	

Note: Depending on the category, some incidents may be represented more than just once.

Use of force utilized

Weapons Drawn Incidents	
Baton Use	
Physical Rest./Limit Resist.	3
Physical Contact/SD	1
Passive Resistance	2
O.C. Spray Utilized	
Dispatch Animals *	17
O.C. Spray Animals *	
Stop Stick Utilization	
Distraction Device	

After Action Considerations

Officer Assault/Injury	
Property Damage Incidents	
Juvenile/Adult Incidents	0/3
Male/Female	3/0
White/African American/Other	3/0/0
Vehicle Pursuit	
Medical Related	2
Compliant with Policies	3
Non-Compliant with Policies	

All Hazards Plan

Due to the expanding scope and sophistication of emergency operations, along with increased possibilities of acts of terrorism, Peachtree City Police Department continues to strengthen our capabilities to respond to situations, generally of an emergency nature, that result from civil disturbances and disasters, both natural and man-made. Our goal is to act precisely and quickly to stabilize and control a variety of emergency situations that present serious concerns for Peachtree City's critical infrastructure and the citizens we serve. In 2010, there were no catastrophic events in our City; however, members and volunteers of the police department continued to train for when the need arises. Our department employs a specialized tactical unit; however, the more basic officer training includes operational preparedness, tactical response, Active Shooter, NIMS (Modules 100, 200, 300, 400,700, and 800), ATV Basic Rider, Rescue Specialist, Crisis Negotiations, and Incident Command. Most of this training, as well as other training for affected personnel, incorporates command functions (e.g. incident command system activation), mobilization, command post, staging, public information, basic safety and security, unusual occurrences, search and rescue, terrorism, and other components, all of which are found in our City's Emergency Operations Manual (All Hazards Plan).

Training programs in 2010 incorporated standardized incident management processes sanctioned by the National Incident Command System (NIMS). NIMS provides a systematic and proactive approach to guide government departments and agencies, nongovernmental organizations, and the private sector in working seamlessly to prevent, protect against, respond to, recover from, and mitigate the effects of incidents, regardless of cause, size, location, or complexity, in order to reduce the loss of life and property and harm to the environment. Training also included tabletop exercises, practical exercises, Red Cross Shelter Management (September 2010), Rope Rappelling (July 2010), Rescue Specialist (April 2010), and other programs involving multiple agency involvement. Much of this was accomplished in conjunction with the Community Emergency Response Team, which is sponsored by the Police Department with assistance from the Peachtree City Fire Department. Other training included an overview of the Plume Modeling Program from the National Weather Service. This training was offered in December 2010 and included key emergency management personnel from several agencies and businesses within Fayette County. Additionally, in June 2010, members of the department participated in Entry Protocol, Large Structure, and Rescue training scenarios. SRT Medics and Fayetteville SRT members participated in this training event as well. On a state-wide level, representatives from the police department attended the Prepare Georgia Summit in Atlanta (August 2010) and the Citizens Corps Council Conference (October 2010). The purpose of the Prepare Georgia Summit was to shine the spotlight on the need for emergency preparedness and creating a call to action during National Preparedness Month in September. The Citizens Corps Council Conference highlighted Emergency/Disaster Response.

Region VII All Hazards

To facilitate the goals of critical incident management, the police department continued to attend and take an active role in the Area VII All Hazards Council meetings. The All Hazards Council is a component of the Georgia Emergency Management Agency (GEMA) and is represented by the eight existing GEMA regions. Region councils facilitate enhanced communications between key consequence managers from a variety of disciplines to develop preparedness response and recovery strategies for all disasters. Region VII Council is comprised of Metro-Atlanta sheriffs, police chiefs, law enforcement officers, public health directors, fire chiefs, emergency medical services directors, medical examiners, 911 Center directors, emergency managers, Red Cross representatives, and the State Attorney General's Office. The council governs a number of sub-committees, one of which is a law enforcement.

The mission of the Region VII All Hazards Council is to:

- Identify critical regional infrastructure and potential terrorist targets
- Improve local, state and federal information sharing
- Facilitate and review Office of Domestic Preparedness grant applications
- Prepare regional response plans
- Coordinate mutual aid agreements for communities to share resources
- Identify capacity needs
- Conduct training and exercises
- Bring federal Citizen Corps programs to local communities

Homeland Security

In 2010, the police department maintained its membership with the Fayette County's Local Emergency Planning Committee (LEPC), and the Area VII All Hazards Council. Through its involvement in these organizations, The police department continued to place an emphasis on preparedness, training, and mitigation concerns, as well as our community's overall ability to respond to man-made and natural disasters. Accordingly, in 2010 homeland security and emergency response received significant attention, with priority placed on the following:

- Familiarize the public with local, state and Federal capabilities and resources.
- Identify critical regional infrastructure and potential terrorist targets.
- Prepare regional response plans.
- Identify capacity needs.
- Enhance the capacity of law enforcement's response by utilizing citizen volunteers.
- Promote the concept of partnerships with many local and government programs.
- Assist with the implementation of a Rapid I.D. System within the Region VII boundaries.
- Move towards a Records Management System with linking capabilities with other Atlanta-metro jurisdictions.
- Improve local information sharing by receiving and reviewing bulletins from the Federal Bureau of Investigations, Homeland Security, ICE, and other government organizations.
- Facilitate mutual aid agreements for communities to share resources.

Bias Based Profiling Review

The following data was collected during 2010 to ensure that the police department's prohibitions against the practice of profiling, or any other discriminatory practice by our officers, are enforced. The information presented is based on the race of the subject encountered. The database is designed to provide reports based on gender and age searches, types of violations, race of person encountered, and many others. Should a complaint regarding one or more of these characteristics come to light, a report will be generated. The 2010 Census Bureau demographics estimates for Peachtree City are used for the population comparison figures below, and do not take into account the potential daytime population. No consideration is given within these figures for the broad base of minority representatives who are employed by the many commercial, manufacturing, industrial, and retail establishments throughout the city. Our city's workforce demographics, as well as our appeal as a South-Metro Atlanta retail center, significantly impact traffic enforcement statistics, especially Monday through Friday.

	Total Citations and Warnings by Race	Total Stops by Race	Percentage Citations	Percentage Warnings	PTC Demographics	% of Race to Total Stops
African American Citations	1529	3690	41.44%	58.56%	7.3%	20.1%
African American Warnings	2161					
Asian Citations	166	344	48.26%	51.74%	5.2%	1.9%
Asian Warnings	178					
Hispanic Citations	424	786	53.94%	46.06%	7.1%	4.3%
Hispanic Warnings	362					
Native American Citations	9	20	45.00%	55.00%	Combined with Other	.1%
Native American Warnings	11					
Other Citations	193	422	45.73%	54.27%	2.4%	2.3%
Other Warnings	229					
Caucasian Citations	5757	13097	43.96%	56.04%	78%	71.3%
Caucasian Warnings	7340					
Total All Races Citations	8078	18359	44.00%	56.00%	100.00%	100.00%
Total All Races Warnings	10281					

Mutual Aid

Emergency preparedness is essential to law enforcement operations. In an effort to identify the availability of resources in our surrounding area, the police department maintains Mutual Aid Agreements with law enforcement agencies in both Fayette and Coweta Counties. Information contained within these agreements lists the number of personnel available (sworn and non-sworn), the number of vehicles (marked and unmarked) and tactical equipment. Special purpose vehicles such as communications vehicles, off-road vehicles, helicopters, boats and prisoner transport vehicles are a few of the other resources available under the mutual aid agreements.

Annually the Mutual Aid Agreements are reviewed and updated as deemed necessary. Agreements have been signed with the Fayette County Sheriff's Department, Fayetteville Police Department, Fayette County Marshal's Office, Coweta County Sheriff's Department, Tyrone Police Department, Newnan Police Department, Fairburn Police Department, and the Senoia Police Department.

The department also maintains a special mutual aid agreement with Fayetteville Police for the Special Response Team. The Fayetteville Police provides manpower and resources to the department's Special Response Team for high risk operations. This agreement took two (2) years to complete and is working extremely well, while saving a significant amount of resources for both departments.

Recruitment and Selection

In 2010 the department received a total of 169 applications for police officer positions. This was an increase of 74 applications or 78% when compared to 2009. Recruitment activities remained fairly consistent with previous years, with web based recruitment remaining as a focal point for the program. In 2010, Lt. Mark Brown organized a recruitment visit at the DeKalb Technical College, where several applications were received as a result. Additionally, in an effort to recruit certified officers, job posts were sent out to the police academies within 100 miles of Peachtree City. Web based activities included Officer.com, Policeone.com, CALEA.com, and publications on the ICMA website. A major goal of 2011 is to convert our paper application system to an on-line based system, along with the publishing of a recruitment video.

With regards to the department's selection processes for 2010, the Office of Professional Standards administered 32 physical fitness evaluations, referred 4 applicants for polygraph evaluations, scheduled 8 candidate interviews with the department's interview committee, scheduled nine candidate interviews with the Chief of Police, and completed successful background investigations on six candidates.

Race	2010 Total Applicants	Selected	Rate By Race	Selection Rate by Total Applications
B/Male	28	2	7.2%	1.2%
B/Female	8	1	12.5%	.6%
Caucasian Male	109	3	2.8%	1.8%
Caucasian Female	9	0	0	0
Hispanic Male	3	0	0	0
Hispanic Female	3	0	0	0
Other Male	8	0	0	0
Other Female	1	0	0	0

Awards Program

The Awards & Commendations Program has been in policy with the Peachtree City Police Department for quite a number of years. This program outlines specific regulations by which officers of the department are recognized for achievement, education and specific acts performed. This policy has always included recognized awards presented by the City of Peachtree City such as Employee of the Month, Supervisor of the Quarter, etc.

In early 2000, service ribbons were added to this program as a special award for specific achievements outlined in the Awards & Commendations policy. These ribbons are patterned after military service ribbons given out to soldiers, sailors, marines and airmen of the United Stated Armed Forces. These ribbons are worn by officers on their dress uniforms and during Honor Guard functions. Ribbons are issued for achievements ranging from the highest commendation available with the police department, the Commendation of Valor, to City Employee of the Month, Supervisor of the Quarter, Perfect Attendance and numerous educational awards issued by the Georgia Peace Officers Standards and Training Council.

Shortly after the institution of the ribbon program, it was determined that actual medals would be awarded for the top four awards. These are the Commendation of Valor, the Commendation of Honor, the Life Saving Commendation and the Commendation of Merit. Since that time, several officers have been issued medals for these awards.