



Commission on Accreditation for
Law Enforcement Agencies, Inc.
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Suite 320
Gainesville, Virginia 20155

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November 21, 2015

Ms. Janet Moon
Chief of Police
Peachtree City Police Department
350 South Highway 74
Peachtree City, GA 30269

Dear Chief Moon:

The *Accreditation with Excellence Award* was created by CALEA as a symbolic incentive for agencies to employ CALEA Accreditation in a manner that sets the benchmark for public safety professionalism. To that end, the award has been structured for the recognition of agencies that have met the following criteria:

- Excellence in the development and implementation of contemporary policies and procedures.
- Excellence in the ability to use the CALEA Accreditation process as a tool for continuous organizational improvement.
- Excellence in the collection, review and analysis of organizational data for the purpose of public safety service improvement.
- Advocacy for CALEA Accreditation as a strategy for enhancing the professional standing of public safety.
- Excellence in addressing the intent of CALEA standards, beyond compliance.
- Organizational culture supportive of CALEA Accreditation.
- Standards compliance and accreditation process success.

It is our pleasure to inform you that the Peachtree City Police Department has been selected by the Commissioners of CALEA to receive the Accreditation with Excellence Award, and that title shall attach to the agency's CALEA Accreditation status for a period of four years. Your agency has clearly demonstrated a commitment to professionalism and CALEA Accreditation has undoubtedly become an institutionalized management model for the organization.

As the Gold Standard for Public Safety, CALEA is proud of your agency's accomplishment and commends you for your leadership.

Again, Congratulations on this most prestigious award.

Sincerely,

Richard W. Myers
Chairperson

W. Craig Hartley, Jr.
Executive Director



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November 21, 2015

Ms. Janet Moon
Chief of Police
Peachtree City Police Department
350 South Highway 74
Peachtree City, GA 30269

Dear Chief Moon:

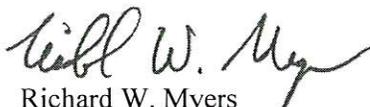
CALEA® Accreditation serves as the *International Gold Standard for Public Safety Agencies* and this correspondence serves to acknowledge the Peachtree City Police Department has been awarded CALEA® Law Enforcement Accreditation effective November 21, 2015 for the eighth time. This award may remain in effect for four years and the agency retains all privileges associated with this status during that period.

The process of CALEA Accreditation begins with a rigorous self-assessment, requiring a review of policies, practices and processes against internationally accepted public safety standards. This is followed with an assessment by independent assessors with significant public safety experience. Additionally, public feedback is received to promote community trust and engagement, and structured interviews are conducted with select agency personnel and others with knowledge to assess the agency's effectiveness and overall service delivery capacities. The decision to accredit is rendered by a governing body of twenty-one Commissioners following a public hearing and review of all reporting documentation.

Although the award symbolizes a significant professional accomplishment, it is also a demarcation for the agency to remain in compliance with CALEA standards. To this end, the agency must remit annual status reports to document its progression of continuous organizational improvement. The first three reports are to be submitted on the agency's award date of November 21, and the fourth report should be submitted three months prior to the next assessment period.

CALEA congratulates the Peachtree City Police Department for demonstrating a commitment to professional excellence through accreditation. The CALEA Accreditation indices are the *Marks of Professional Excellence* and should be displayed proudly by those that have earned them.

Sincerely,


Richard W. Myers
Chairperson


W. Craig Hartley, Jr.
Executive Director



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August 5, 2015

Mr. Stanley Pye
Chief of Police
Peachtree City Police Department
350 South Highway 74
Peachtree City, GA 30269

Dear Interim Chief Pye:

CALEA Accreditation represents a commitment to professional excellence. The work of your organization toward attaining this internationally recognized credential is indicative of sound leadership, as well as practitioner support of adherence to standards.

The report accompanying this transmittal is provided only to the chief executive officer and represents observations and findings from the most recent standards-based review of the organization. It is important to review this document in its entirety with specific attention to any matter indicating compliance concerns, required policy/practice adjustments, or outcomes not reflective of the intent of standards. The Commission will use this document as the primary resource in considering your organization for accreditation. To that end, you or a qualified representative(s) should be prepared to address information contained in this report and respond to inquiries by Commissioners

The Peachtree City Police Department is scheduled for a Review Committee Hearing at the next Commission Conference in Miami, Florida on November 21, 2015. While the Commission does not require your attendance at this hearing, your participation helps ensure a comprehensive understanding of issues impacting your agency's candidacy. An Awards Banquet for successful organizations will occur in the evening following the Review Committee Hearing.

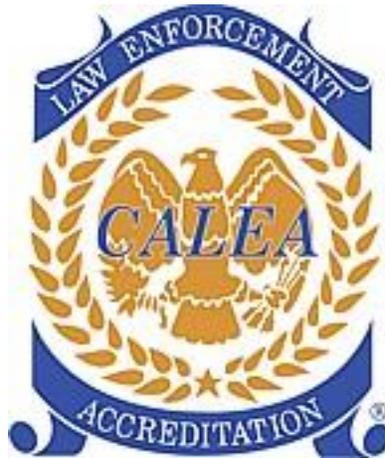
CALEA is *The Gold Standard for Public Safety Agencies* and we are honored to have your organization participate in this highly regarded process.

Sincerely,

W. Craig Hartley, Jr.
Executive Director



**Peachtree City (GA) Police Department
Assessment Report**



2015

**Peachtree City, GA (US) Police Department
Assessment Report
June 2015**

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A. Agency name, CEO and AM

Peachtree City Police Department
350 South Highway 74,
Peachtree City, GA 30269
(825) 987-5839

Captain Stanley Pye, Interim Chief of Police
Lieutenant Mark Brown, Accreditation Manager
770-632-4112

B. Dates of the On-Site Assessment:

June 7 – 10, 2015

C. Assessment Team:

1. Team Leader: Daniel V. BORING
Chief of Police (Retired)
Culpeper, Virginia Police Department
60593 East Eagle Ridge Drive
Tucson, AZ 85739
(540) 717-2169
dvboring@comcast.net

2. Team Member: Bradley BILLER
Lieutenant
Bowling Green, Ohio Police Department
P.O. Box 1195
Bowling Green, Ohio 43402
(419) 352-8775
bbiller@bgohio.org

D. CALEA Program Manager and Type of On-site:

Vincent Dauro – Regional Program Manager

Seventh Reaccreditation, B size agency – (64 Sworn Officers and 8 fulltime civilian employees)

5th edition Law Enforcement Advanced Accreditation

Gold Standard

PowerDMS Software

E. Community and Agency Profile:

1. Community profile

Peachtree City sits on land that was first settled by Native Americans about 2,000 years ago. In 1821, Fayette County was formed from land bought from the Creek Indians. Settlers who had fought with the Marquis de Lafayette in the American Revolution (1775-83) named the county after him. One of the last skirmishes of the Civil War (1861-65) was fought near present-day Peachtree City. The area remained mostly rural until the mid-twentieth century.

Today, Peachtree City is an award-winning master planned community located just south of Atlanta, Georgia. In the 1950s, a group of real estate developers amassed more than 12,000 acres in Fayette County to build a planned community. This community, Peachtree City, earned its charter on March 9, 1959. City planners thought to develop Peachtree City as interconnected villages, each with its own shopping areas, recreational facilities, and elementary schools. The city's current villages are Aberdeen, Braelinn, Glenloch, Kedron, and West.

Peachtree City has a system of golf cart paths, which spider across the town, and provides a secondary means of access to almost any destination within city limits. These multi-use paths stretch for more than ninety miles throughout the city. Many places of business have specially designated golf cart parking spaces. More than 9,000 households own a golf cart, and use them as an extra vehicle for local transportation. The golf cart paths are used also by bikers, joggers, and pedestrians as a safer alternative to the side of the road.

Peachtree City utilizes a Council/Manager form of government. The five member city council is led by Mayor Vanessa Fleisch. The Chief of Police reports directly to the City Manager. Peachtree City is regularly included among the top one hundred "best places to live in the United States" and has been recognized as one of the top ten "safest cities in Georgia."

2. Agency profile

The Peachtree City Police Department, which was established in 1969, currently has an authorized strength of sixty-five sworn personnel, two Reserve Police Officers, four civilians and ten School Crossing Guards. It operates under a seven million dollar annual budget. The agency is organized into the Operations Division, Support Services Division, the Office of Professional Services and the Office of the Chief of Police. The agency utilizes both reserve officers and civilian volunteers. Agency operations include K-9 Units, motorcycle traffic officers, an Emergency Response Team (ERT), and DARE and School Resource Officers in the elementary schools and in the high school. The agency also has a well utilized Community Emergency Response Team (CERT) made up of just over one thousand volunteers who assist with searches, special events, and community relations activities.

In 2010, the City’s Code Enforcement Department was integrated into the police department’s organizational structure. The Code Enforcement Unit has three Code Enforcement Officers and operates under an annual budget of \$251,000. In addition to patrolling twenty-four square miles of public streets and highway systems, the police department is responsible for maintaining safety and security on the approximately 90 miles of multi-use recreational paths in the city. These paths can be heavily used, depending on the season, and allow for the use of golf carts and bikes as an alternate means of transportation. Police patrols on these paths have increased over the past few years with the addition of two ATVs, a golf cart, and six mountain bikes, as well as additional funding for overtime.

3. Demographics

The demographic composition of the service area and agency are represented in the following table:

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers *		Prior Assessment Sworn Officers		Prior Assessment Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
Caucasian	34,364	82%	**	78	53	83%	2	3%	52	83%	5	8%
African-American	2542	6%	**	7.4	6	9%	2	3%	8	13%	2	3%
Hispanic	2459	6%	**	7.1	3	5%	3	5%	2	3%	2	3%
Asian / Other	2782	7%	**	5.7	2	3%	0	0%	1	2%	0	0%
Total	42,147	100%	**	100%	64	100%	7	11%	63	100%	9	14%

**Neither the agency nor the City’s HR Department had these figures.

Peachtree City adopted an affirmative action plan in 1992 and the agency is clearly working to achieve a workforce reflective of the composition of its service community as demonstrated by (a) its recruiting efforts directed toward historically African-American colleges, (b) the depiction of female and minority officers in recruitment literature, (c) the agency’s advertising as an equal opportunity employer on all recruitment documents, and (d) agency documents indicating that during the 2012-2014 accreditation cycle, the agency hired one African-American male, thirteen Caucasian males, three Hispanic males, two African-American females, and one “other” male.

4. Future issues

The agency’s strategic plan document identifies the agency’s current goals as;

- increasing community relations interaction
- maintaining the Strategic Response Team
- updating training standards and using PowerDMS to manage training data
- decreasing roadway collisions and speed related crashes
- reducing crashes involving unrestrained occupants
- decreasing motorized cart collisions
- equipping each officer with a body camera, and
- expanding the use of social media as part of community outreach efforts

However, issues identified during interviews with agency command staff members and also echoed in conversations with City officials and community leaders included;

- stabilizing the leadership positions in the Police Department
- achieving and maintaining workforce diversity
- preparing for community growth and development
- gang, drug, and major crime planning and awareness
- maintaining high visibility within the community and on cart paths

It is anticipated that with the selection of the next Chief of Police and the hiring of a new City Manager, greater focus can be achieved in this, with a more clearly articulated set of goals and greater specificity as to the objectives need to achieve them.

5. CEO biography

Captain Stan Pye is a 30 year law enforcement veteran, with the past 25 years spent serving the citizens of Peachtree City. He is a recent graduate of the Command College Program offered through Columbus State University and is a graduate of the Georgia LEEDS program. He has also had significant training within the National Incident Management System (NIMS). In January 2015, Captain Pye assumed command of the Peachtree City Police Department, serving as the Interim Chief of Police during a difficult period following the resignation and later indictment of the former police chief.

Captain Pye created and developed the department's cart path patrol program, the Special Response Team, re-instituted the agency's motorcycle patrol function, and initiated their various Citizens' Police Academies, along with the adult and teen CERT Programs, the Honor Guard Program, and the Light- up the Night Toy Drive for the agency. These programs have improved the relationship between the citizens of Peachtree City and the Police Department, as well as offering citizens a training program that also helps reduce the workload on public safety overall. He also serves on several regional and county wide planning committees including the Local Emergency Planning Committee (LEPC) and the Region 7 All-Hazards Council.

F. Public Information Activities:

Public notice and input are cornerstones of democracy and CALEA accreditation. This section reports on the community's opportunity to comment on their law enforcement agency and to bring matters to the attention of the Commission that otherwise may be overlooked.

a. Public Information Session

The agency's public information session was held at 6:00PM on Monday, June 8th, in the Council Chambers at Peachtree City Hall. The session was well advertised in the community, including a front-page story in "The Citizen" newspaper on the morning of the event. Eighteen persons attended the event including City Councilmen Terry Ernst, Mike Kane, and Eric Imaker, along with seven employees of the Police Department. Seven persons spoke, with all speakers commenting favorably on the agency. Individual speakers praised the agency's visible presence in the community and along the cart trails, the CERT program and preparedness training activities, as well as the department's social media presence and community outreach. Several speakers also praised Interim Chief Stanley Pye for his leadership following the resignation of the agency's former chief and subsequent search and selection process for a replacement.

b. Telephone Contacts

The agency's public call in period was from 1:00PM until 3:30PM on Monday, June 8, 2015. Four telephone calls were received with each caller sharing positive comments regarding the agency. Improved code enforcement activities, cart trail patrols, and the courteous manner and professional demeanor of the officers were all commented upon. In addition, Captain Pye's leadership during his interim period as Police Chief was commended.

c. Correspondence

The assessor team received two emailed letter during the on-site visit. One letter praised the agency's patrol officers for their positive example in obeying traffic laws as noted by their stopping at red lights and stop signs, and use of turn signals, etc. The second letter was from a long time resident who had, over several years, been the victim of two theft incidents and commended the responding officers for their quick response and professional approach in gathering data for a report and the investigators who followed up on the crimes and in one instance apprehended the suspect within little more than an hour.

d. Media Interest

Reporter/Photographer Ben Nelms, who is with "The Citizen" newspaper covered the Public Information session, which was also video streamed live over the agency's webpage. In addition, as part of the Community Interest

interview component of the on-site visit, the assessor team interviewed Doug Evans, a reporter and news anchor for the local Fox affiliate TV station WAGA, and Cal Beverly, the editor of “The Citizen” newspaper.

e. Public Information Material

The agency had a multi-faceted public information plan that included news releases to multiple print and electronic news outlets as well as posting notices at City Hall. E-Mails were sent to all employees and the agency’s Facebook (8,000 followers) and Twitter (2,000 followers) accounts were notified. Notices were placed in the agency’s and the City’s webpages. On the day of the public information and telephone call in sessions, there was a front-page news article in “The Citizen” newspaper.

f. Community Outreach Contacts

In addition to each member of the agency’s command staff and numerous employees of the Police Department, the assessor team leader conducted thirty-seven (37) community-outreach interviews, including:

- Vanessa Fleisch – Mayor
- Terry Ernst – Peachtree City Council
- Eric Imaker - Peachtree City Council
- Matt Ramsey –State Representative, Georgia Legislature
- Steve Brown – Fayette County Commissioner & Former Mayor
- W. Fletcher Sams – Judge, Fayette County Superior Court
- Steven Ott – Judge, Peachtree City Municipal Court
- Scott Ballard – District Attorney
- Dr. Archie Rainey – Director, Georgia Law Enforcement Command Staff College
- Michael Greene – Special Agent, F.B.I.
- Rob Norton – Special Agent, D.E.A.
- Alex Scott – Georgia Bureau of Investigation
- Scott Pitts – Chief of Police, Fayetteville, GA
- Brandon Perkins – Chief of Police, Tyrone, GA
- Steve Heaton – Chief of Police, Griffin, GA
- Barry Babb – Sheriff, Fayette County
- Mike Yeager – Sheriff, Coweta County
- Mark Finnenger – Captain, Coweta County Sheriff’s Office
- James Pennington – City Manager
- Ellece Brown – City Human Resource Department Director
- Marcia Moran – City Solicitor (Prosecutor)
- Ted Meeker – Attorney for Peachtree City
- Joseph O’Connor – Peachtree City Fire Chief
- Doug Evans – News Anchor, Fox TV Station WAGA
- Cal Beverly – Editor and Publisher, “The Citizen” Newspaper
- Harry Schafer – Police Auxiliary Supervisor
- Eric Maxwell – Citizen, Former County Commissioner

- Joel Norris – Resident, Peachtree City
- Wyonna Bell – Principal, Elementary School
- Ted Lombard – Principal, Middle School
- Michael Burnett – Chief Administrative Officer, Piedmont Fayette Hospital
- Ed Outlaw – Rotary Club President
- George Dillard – Chaplain, Police Volunteer
- John McDonald – Auxiliary Police Lieutenant
- Mark Anderson – Pastor and City Resident
- Al Yougel – Keep Peachtree City Beautiful
- Merrilyn Arnold – Home Owners Association President

The interview questions and discussions focused on the agency's responsiveness to complaints, its reputation within the community for honesty and integrity, and the level of service being provided. Questions were also asked relating to use of force issues, significant lawsuits, civil rights concerns, consent decrees and any allegations or investigations linked to agency mismanagement or corruption. Contacts were also asked about significant issues facing the community and the agency, and if he/she would recommend the Peachtree City Police Department for continued accreditation. Finally, many of these individuals were asked about the ways in which the agency and the City utilizes their accreditation status for the benefit of their citizens.

Almost all responses were positive with a majority of responders noting the significant efforts the agency is making in community outreach and in various targeted enforcement programs, particularly with regard to the City's extensive cart trail system. Other positive attributes cited included the agency's high level of cooperation with federal, state, and neighboring law enforcement agencies, its community outreach and school resource officer programs, the quality of its investigative reports and victim follow-up efforts.

However, the topic most frequently raised dealt with the agency's very positive handling of the shooting incident that resulted in the termination and indictment of their former Police Chief. Numerous positive comments were received by the assessor team regarding the leadership of Interim Police Chief, Captain Stanley Pye and the members of the agency's command staff in keeping the Police Department moving forward while the matter was investigated and while the city conducted a search for a new Chief of Police. No negative comments were received and no significant lawsuits, civil rights issues, or other problem areas were identified during this on-site. There was no follow-up action required of the assessor team as a result of these interviews or information presented during either the telephone call-in or the public information session. Additionally, no information was received that would indicate a lack of agency compliance with its own written policies and directives or with applicable CALEA standards.

G. Essential Services

Law Enforcement Role, Responsibilities, and Relationships and Organization, Management, and Administration. (Chapters 1-17)

Agency written directives require that all personnel, immediately upon being hired, read and abide by the Law Enforcement Officers Code of Ethics, as adopted by the International Association of Chiefs of Police, as well as the Peachtree City Code of ethics as adopted by the Mayor and City Council and as set forth in the Peachtree City Code of Ordinances. Copies of these documents are provided to each employee and are available within the agency’s written directive system and the City’s Code. All employees are required to complete a documented ethics training course annually. The assessor team reviewed several documents outlining the course content and confirming compliance with the training requirements.

Agency directives state that officers will participate and support various criminal justice diversion programs and provides contact information to the public through brochures and pamphlets. Agency policy permits officers to make referrals to such agencies and programs and provide employees with the contact numbers for such services. A few of those listed include the Fayette Mental Health and Substance Abuse Counselling Center, the Friday-Johnson Home for Deprived Youth, Alcohol Anonymous, Promise Place Hotline, and the Fayette Juvenile Court.

Bias Based Profiling

Agency directives clearly state that it is the policy of the Peachtree City Police Department to “prohibit biased based profiling or any other discriminatory practice”. Its directives further state that law enforcement actions, including traffic stops, field contacts, searches, arrests, citations, investigations, use of force, or asset forfeiture actions shall not be based solely upon an individual’s race, color, ethnicity, socioeconomic status, age, gender, religion, sexual orientation, or any other such grouping. The agency’s Training Coordinator and supervisory officers are directed to ensure that all personnel receive annual training regarding this policy. Any officer deemed to be violating this policy is referred to the Chief of Police for remedial training or disciplinary action that may include termination of employment.

Traffic Warnings and Citations

YEAR 2012	Traffic Warnings and Citations		
Race/Sex	Warnings	Citations	Total
Caucasian/Male	3403	2699	6102
Caucasian/Female	2349	1407	3756
African-American/Male	1000	736	1736
African-American/Female	755	448	1203
Hispanic/Male	150	186	336

Hispanic/Female	73	55	128
Asian/Male	84	64	148
Asian/Female	67	42	109
OTHER	28	55	83
TOTAL	7909	5692	13601

YEAR 2013	Traffic Warnings and Citations		
Race/Sex	Warnings	Citations	Total
Caucasian/Male	3503	3552	7055
Caucasian/Female	2576	2127	4703
African-American/Male	1033	955	1988
African-American/Female	776	623	1399
Hispanic/Male	157	319	476
Hispanic/Female	91	84	175
Asian/Male	93	71	164
Asian/Female	81	73	154
OTHER	22	52	74
TOTAL	8332	7856	16188

YEAR 2014	Traffic Warnings and Citations		
Race/Sex	Warnings	Citations	Total
Caucasian/Male	3556	3173	6729
Caucasian/Female	2598	1828	4426
African-American/Male	1105	909	2014
African-American/Female	846	555	1401
Hispanic/Male	157	160	317
Hispanic/Female	86	53	139
Asian/Male	49	74	123
Asian/Female	50	54	104
OTHER	20	55	75
TOTAL *	8467	6861	15328

* Changes in records management and citation reporting systems revealed several "unknown" races which cannot be accounted for.

The Office of Professional Standards is responsible for collecting and correlating data regarding this policy and for completing an annual administrative review. The assessor team reviewed training documents, investigative reports, and each of the three annual reviews associated with this standard. The agency reports that it investigated two complaints in 2012, one in 2013, and one in 2014. All four of the complaints alleged

bias based upon race. All four complaints were investigated by the Office of Professional Standards and none were sustained.

Biased Based Profiling

Complaints from:	Year 2012	Year 2013	Year 2014
Traffic Contacts	1	0	1
Field Contacts	1	1	0
Asset Forfeiture	0	0	0

Use of Force

The Peachtree City Police Department’s written directives state that the agency’s policy is to seek peaceful resolutions to resolve confrontations. That directive then provides for the definition of numerous terms related to the use of force, including “reasonable belief, serious physical injury, imminent threat, and lethal force”. The directive then cites Georgia’s State Code (OCGA 17-4-20) which identifies the legal considerations regarding the use of deadly force, as well as several applicable Supreme Court decisions, including Graham v. Connor and Tennessee v. Garner. The Peachtree City Police Department requires the submission of a “Response to Aggression” or a “Discharge of a Firearm” report when a firearm is discharged or when an action results in injury or death, when lethal or less lethal weapons are deployed, or force is utilized by agency personnel that goes beyond normal handcuffing techniques. The department reports that there have been no applications of deadly force by agency personnel during this accreditation reporting cycle. The assessor team reviewed a number of “Response to Aggression” reports including the application of weaponless force, the use of a police vehicle, discharging firearms at an aggressive animal, and the use of electronic control devices. All Response to Aggression Reports are reviewed, under direction of the Chief of Police, by the Office of Professional Standards and/or a member of the command staff to ensure compliance with agency policy and procedures, and to determine the effectiveness of training, the clarity of the policy, and/or if corrective action is needed.

Use of Force

	Year 2012	Year - 2013	Year 2014
Firearm	0	0	0
Electronic Control Weapon	2	3	1
Baton	0	0	0
OC (Spray)	1	0	0
Weaponless	9	3	12
Total Uses of Force	12	6	13
Total Use of Force Arrests	12	6	13
Complaints	0	0	1
Total Agency Custodial Arrests	1224	887	1071

The assessor team noted that all required reviews, as well as the annual analysis of such reports, had been completed in a timely manner. It is noted that the agency's annual review of these reports led them to make a number of revisions to their use of force policies during this accreditation cycle. Information obtained from numerous Community Interest Interviews confirmed the above data. Within its community, the agency has a reputation for being very restrictive in its application of force with a stringent review process.

The Peachtree City Police Department's written directives specify the types of weapons and ammunition that are authorized to be carried by agency personnel and the requirements for qualification and proficiency training. The agency authorizes the deployment of a pistol, back-up pistol, shotgun, rifle, oleoresin capsicum (OC) spray, expandable baton, electronic control device, and impact munitions for qualified individuals. Additional firearms may also be authorized for members of the agency's Special Response Team. The Assessor Team viewed a number of proficiency and qualification reports, as well as training materials, including use of force policy reviews associated with many of these weapons. Several documents were provided to the Assessor Team demonstrating the agency's strict adherence to mandated qualification requirements, including the removal from line assignments and the use of extensive remedial training for individuals who do not maintain the required level of compliance.

The Peachtree City Police Department's organizational structure is composed of "individuals, shifts, and divisions which are assigned specific functional areas of responsibility". The agency's organizational structure is depicted graphically on an organizational chart, which is updated annually, or as needed, and included as an appendix to the agency's written directives manual. The assessor team noted that the agency's organizational chart had been updated in each of the three years included in this accreditation cycle, the last revision coming in March of 2015. Documents were reviewed which demonstrated that all agency personnel had access to copies of the organizational chart. The agency's written directives specify that "ranking members are accountable for the activities and performance of employees under their immediate control and will ensure that when the authority granted by their position is exercised, it is in the best interest of the department". The assessor team viewed documents demonstrating that corrective action was taken when individuals failed to obey the orders of a superior officer.

Agency directives specify a chain of command that is to be adhered to during day-to-day operations and which provides guidance for employees seeking to transmit matters directly to the Chief of Police. The written directives also provide additional protocols for the assumption of command in the absence of the Chief of Police or in exceptional circumstances. Command flows to the Assistant Chief of Police, the Operations Division Captain, the Patrol Watch Commander, the C.R.T. Lieutenant, the Criminal Investigations Lieutenant and then to other specific lieutenants and sergeants. The assessor team reviewed a number of documents demonstrating the effective coordination of command handoffs at special events and during incident command situations.

Agency directives specify that employees will promptly obey all lawful orders of their superiors, including any orders relayed by an individual of lesser rank, and that in the event of conflicting orders, the last order issued should be followed but that the issuing supervisor should be made aware of the conflict. Employees receiving an unlawful, unjust or improper order are to report it at their first opportunity, in writing, to the Chief of Police. The Chief of Police is charged with making the final determination as to how to resolve such matters. The assessor team reviewed several documents demonstrating compliance with these directives, as well as documented corrective action taken for insubordination.

The Peachtree City Police Department has a well-documented system for issuing written directives related to policies, procedures, orders, rules and regulations to include organizational input, review, revision, and withdrawal when appropriate. The written directive system includes statements as to the agency's mission and values, its organizational structure, and guidance for carrying out agency activities and responsibilities. The Chief of Police is vested with the authority to administer the agency's written directive system. The review system includes, at a minimum, the chief of Police, the Assistant Chief of Police, and the agency's Accreditation Manager. The assessor team reviewed much of the formal written directive system, as well as a number of documents denoting the completion of the review process. The agency utilizes the PowerDMS program for managing, storing and disseminating all components of its written directive system and for ensuring access and documentation or receipt by all agency employees.

The Peachtree City Police Department has a multiyear plan that covers the five year period from 2012 to 2017. That plan discusses the history and organization of the agency and the community, lists the organization's objectives, discusses anticipated workload and population trends, and anticipated personnel levels, equipment requirements, capital improvements, and major projects. The plan is currently being rewritten to encompass the period 2015 through 2019. While much of the demographic and other relevant information is being updated and retained, the newly revised plan lists twenty-three specific goals for 2015. Specific objectives have been assigned to each goal statement. All goals and objectives are developed with input from each division and component. Employees who are participating in this project receive feedback by memo, email message and through staff meetings. The newly revised plan is subject to additional review regarding the status of assigned objectives on a quarterly basis and for modification of the plan on an annual basis. The assessor team viewed a number of documents, including memos, emails, and the minutes of several meetings that confirmed that input was sought from and feedback provided to agency personnel regarding various aspects of the multi-year plan.

The agency's written directives state that on an annual basis, as part of the Department's annual report, the Chief of Police and members of the staff will assess the allocation and distribution of personnel to organizational components. Recommendations regarding the need for additional personnel are to be included as a part of the agency's annual budget presentation. The workload assessment for the CID

component contains a good analysis of available staff hours, case load, including a breakout of new cases and carry-over cases, and other statistics regarding the types of cases handled and case closure rates. This report might be enhanced by adding a comparison with the current caseload to that of past years and/or with other similarly sized jurisdictions in the Atlanta area, as well as a discussion of factors such as new laws, increased jurisdictional area, or potential new investigative initiatives (i.e., computer crimes or identity theft) that may impact the agency's workload in the next year. The workload assessment for patrol includes a fairly comprehensive discussion of calls for service, staff availability, and response times along, as well as a comparison of workload by district. Because each of the patrol shifts rotates every sixty days, there is equity in the workload over that period of time even though there may be some disparity between the day shifts and the night shifts.

The workload assessments for the Office of Professional Standards included a discussion of staff assignments and tasks performed, along with a comparison with the workload from previous years. There was also a breakout of training data by type of training provided and total hours involved with each. The Support Services component included a listing of personnel assignments along with their duties and responsibilities. Each of these areas might benefit from additional documentation along with an assessment of the adequacy of the current level of staffing for each of these positions. It is noted that by conducting its workload review annually, the agency exceeds the frequency requirement set forth in this standard.

The agency has identified four specialized assignments, to include Special Response Team (SRT) members, K-9 officer, motorcycle officer, and Georgia Bureau of Investigation Taskforce officer. Each year of the current accreditation cycle, the agency has conducted a documented review of each of these positions and has included a brief discussion describing the purpose of each such position, as well as the circumstances leading to the creation of the specialized assignment.

The Peachtree City Police Department utilizes unpaid, part-time reserve officers who assist full-time officers with the day-to-day provision of law enforcement services. Agency directives specify that reserve officers are to be held to the same standards for selection, training, qualifications and conduct as fulltime officers and each must be certified by the Georgia Peace Officers Standards and Training Council. The agency has designated a Reserve Police Officer Program Coordinator who monitors and oversees schedules, assignments reports, records and appraisals. Reserve officers are required to meet the same in-service training standards as full-time officers and to continue to maintain their certification under the requirements of the Georgia Peace Officers Standards and Training Council. The assessor team reviewed a number of documents, including certifications, training outlines, and attendance records which demonstrated compliance with these requirements. The agency has an unpaid and volunteer auxiliary unit which is utilized for administrative and non-sworn functions such as supporting community relations activities, special events, or in the event of disasters or other emergencies. Agency directives make clear that auxiliary personnel do not have law-enforcement authority and will not participate in the day-to-day delivery of law

enforcement services, nor involve themselves in situations for which they are not trained and are not empowered to act.

Each of the major agency components submit written requests and documentation regarding personnel, equipment and/or training proposals and participate in the creation of the department's annual budget recommendations. The assessor team viewed various proposals and recommendations, as well as the minutes of meetings that demonstrated widespread involvement in the budget preparation process over the past three years.

The department follows the Peachtree City's Accounting Manual which specifies procedures of purchases, expenditures, cash management, required reports and other financial matters. Each month the City provides the agency with a Budget Revenue and Expenditure report which delineates the financial status of each line item with regard to the beginning appropriation, expenditures, encumbrances and the remaining fund balance. The assessor team viewed a number of these documents for various time periods within the current accreditation cycle. The agency has a petty cash fund that is under the control of a staff member designated by the Chief of Police and expenditures require the prior approval of the Chief of Police along with documentation for all expenditures. The reporting and accounting for the petty cash fund is in accordance with the City's Accounting Manual and is subject to quarterly audits. The department also has a covert funds account that is managed by the Criminal Investigations Division Commander. The Commander maintains a ledger to record all transactions and provides quarterly reports to the Chief of Police regarding fund activity. This account is also subject to quarterly audits. Similar accounting and auditing procedures are in place for the change fund maintained by the Office Administrator who utilizes the City's cash collection software to monitor fund activity and to provide receipts for any monies received. This program produces a printed balance sheet each day and this balance sheet and all funds received are submitted to the City's Finance Department on a daily basis. All accounts are subject to an additional audit by an independent auditing firm as a part of the City's annual financial audit process.

The Chief of Police has designated a Property Manager (Quartermaster) who coordinates with the City's Finance Department to maintain an inventory of all property valued at an amount equal to or exceeding five hundred dollars. The assessor team inspected the property function and interviewed the agency's quartermaster and found the operation to be well organized and efficiently managed. Agency written directives state that each employee is responsible for the care and maintenance of all issued property and supervisory officers are responsible for the safe storage and accountability of all items of unit equipment. The directives further require that all stored equipment will be maintained in a state of operational readiness.

Personnel Structure and Personnel Process (Chapters 21-35)

Recruitment and Selection

Sworn Officer Selection Activity in the Past Three Years

Year 1 - 2012

Race/Sex	Applications Received	Applicants Hired	Percent Hired	Percent of workforce population*
Caucasian/Male	107	2	2%	78
Caucasian/Female	11	0	0%	N/A
African-American/Male	36	1	3%	7.4
African-American/Female	9	0	0%	N/A
Hispanic/Male	1	1	100%	7.1
Hispanic/Female	1	0	0%	N/A
Other	4	0	0%	5.7
Total	169	4	2%	98.2

Year 2 - 2013

Race/Sex	Applications Received	Applicants Hired	Percent Hired	Percent of workforce population*
Caucasian/Male	11	2	18%	78
Caucasian/Female	11	0	0%	N/A
African-American/Male	31	0	0%	7.4
African-American/Female	13	0	0%	N/A
Hispanic/Male	4	2	50%	7.1
Hispanic/Female	1	0	0%	N/A
Other	5	0	0%	5.7
Total	76	4	5%	98.2

Year 3 - 2014

Race/Sex	Applications Received	Applicants Hired	Percent Hired	Percent of workforce population*
Caucasian/Male	79	9	11%	78
Caucasian/Female	12	0	0%	N/A
African-American/Male	17	0	0%	7.4

African-American/Female	12	2	17%	N/A
Hispanic/Male	1	0	0%	7.1
Hispanic/Female	0	0		N/A
Other	11	1	9%	5.7
Total	132	12	9%	98.2

*Not available by gender. Neither the agency nor the City's H.R. Department believes that they have valid numbers for this column. Interim Chief Stan Pye outlined some informal steps that he has taken to better understand the City's rapidly changing demographics, including visiting local supermarkets.

The agency's written directives state that the City's Human Resource Director and the Chief of Police are responsible for "recruiting activities and for the formulation of a comprehensive employment program". They further state that the Chief of Police will appoint a Recruitment Officer who will assist with managing the department's role in the recruitment plan. The agency's Recruitment Officer submitted an excellent review and analysis of recruitment efforts for each year up to and including 2014. Interviews conducted during the on-site indicated that the greatest recruitment challenges being faced by the agency are in hiring Hispanic and Asian officers, as well as officer retention throughout the Police Department.

The agency's written directives outline the steps required for the background investigation of all applicants. Documents provided to the assessor team demonstrated strict compliance with background investigation procedures, including credit history, educational achievement, criminal history and employment records, as well as a review of all references. This information is then verified through the use of a polygraph examination.

Grievances

It was discovered during the on-site that while the agency believed that it did not have any grievances filed during this accreditation cycle, one had been filed with the City's Human Resources Director and handled by the former City Manager without the agency being notified. The agency's staff is now working with the City's Human Resources Department to ensure better communications and data sharing in the future. The Accreditation Manager resubmitted the 2014 grievance analysis document which examined the missing data and discussed the agency's policy changes.

Formal Grievances

Grievances	Year 1	Year 2	Year 3
Number	0	0	0/1*

*This matter was handled directly by the City's H.R Department

Disciplinary Action

Personnel Actions

	2012	2013	2014
Suspension	1	3	2
Demotion		1	
Resign In Lieu of Termination		2*	
Termination			1**
Other	31	64	59
Total	32	70	62
Commendations	30	34	47

* - resigned in lieu of termination: #1. performance; #2. integrity (Lieutenant)

** - termination (probationary employee)

Training

The agency's written directives state that the purpose of its Training Committee is to assist in developing and evaluating training needs and to serve as the focal point for input from agency components. The Training Committee consists of supervisors and staff instructors as designated by the Chief of Police. The agency's Training Coordinator is the Chairperson for the Training Committee and supervises staff instructors. The Training Coordinator also supervises the Training Unit and is responsible for ensuring that all training is conducted in compliance with the agency's goals and in cooperation with all agency components. All instructors must be certified by the Georgia Police Officers Standards and Training Committee. The assessor team reviewed training rosters and outlines, as well as the minutes of various Training Committee meetings.

The agency defines remedial training as personalized training to correct a specific deficiency which is usually identified through testing or evaluation or by supervisory observations during routine job performance. The agency's directives state that remedial training may be used "in other than recruit and field training" when weakness or deficiencies are noted. Supervisors are responsible for scheduling employees for specific courses or training sessions.

All sworn personnel are required to receive annual retraining, including legal updates, as prescribed by law and departmental directives. The agency provides a flow chart that identifies the annual training goals, as well as a listing of the critical task requirements for each position within the agency. Training associated with these critical tasks must be completed within the specified timeframe. The assessor team reviewed course outlines and attendance rosters for legal update training and for other areas of instruction.

Special Response Team members are required to attend a forty-hour course of instruction following their selection to the team. This "basic" course includes marksmanship, crises negotiations, and emergency medical training. The agency

subscribes to the standards set forth by the National Tactical Officers Association which requires sixteen hours of additional training each month, including readiness drills.

Promotion

Agency directives state that the Chief of Police is responsible for the development and implementation of an effective promotional process, for maintaining liaison with the City Manager and the Human Resources Director for establishing prerequisites and eligibility requirements as necessary, and for the selection of candidates for promotion. The agency utilizes a variety of evaluation tools as part of its promotional process, including role playing, simulation, in-basket exercises, speaking and writing exercises, group discussions and oral interviews. The specific components of each promotional process are set forth in the promotional process announcement. Employees have the right to appeal any aspect of the promotional process. The Chief of Police and the Assistant Chief of Police are responsible for ensuring the security of all testing materials.

Sworn Officer Promotions

	2012	2013	2014
GENDER / RACE TESTED			
Caucasian/Male	0	5	0
Caucasian/Female	0	0	0
African-American/Male	0	1	0
African-American/Female	0	0	0
Hispanic/Male	0	0	0
Hispanic/Female	0	0	0
GENDER/ RACE ELIGIBLE AFTER TESTING			
Caucasian/Male	0	5	5
Caucasian/Female	0	0	0
African-American/Male	0	1	1
African-American/Female	0	0	0
Hispanic/Male	0	0	0
Hispanic/Female	0	0	0
GENDER/ RACE PROMOTED			
Caucasian/Male	0	1	1
Caucasian/Female	0	0	0
African-American/Male	0	0	0
African-American/Female	0	0	0
Hispanic/Male	0	0	0
Hispanic/Female	0	0	0

The agency's written directives state that all probationary employees will receive a performance evaluation each quarter, on a form designated by the agency. Following their probationary period employees will receive annual evaluations on the forms designated by the City. All reserve officers receive the same evaluations as regularly sworn officers using the same instruments and timeframe. The agency provided numerous examples of evaluations showing compliance with these directives. Supervisors who identify employees whose performance is deemed to be unsatisfactory submit a memorandum through the chain of command documenting the deficiencies. The Chief of Police then determines if a Performance Improvement Plan is called for and if so, notifies the Director of the Department of Human Resources.

All personnel actions are documented in a software program called "Guardian" and are available for employee review. The assessor team reviewed documentation within the "Guardian" system as well as a number of performance improvement plans that were developed to facilitate employee improvement. The Guardian Performance software also has an early intervention component that flags certain predetermined performance issues, by category. When a specified score is reached, the system alerts the supervisor of a potential problem and the supervisor in turn reviews the file and prepares a memorandum to be forwarded via the chain of command. On an annual basis, the Office of Professional Standards is tasked with conducting an evaluation of the system's effectiveness and to summarize the actions taken to assist employees and to make recommendations for modifying the program if needed. Both the agency and the City have a number of resources available to employees needing assistance with performance issues, including an employee assistance program.

Law Enforcement Operations and Operations Support (Chapters 41-61)

Crime Statistics and Calls for Service

The agency reports that calls for service have been increasing slightly over this three year accreditation cycle. In 2014, the Peachtree City Police Department responded to just over sixty-four thousand calls for service with an average call response time of 4.56 minutes.

Part I Offenses

	2012	2013	2014
Murder	0	0	0
Forcible Rape	2	1	1
Robbery	6	5	5
Aggravated Assault	7	16	4
Burglary	36	24	27
Larceny-Theft	364	369	373
Motor Vehicle Theft	54	38	42
Arson	5	3	0

Vehicle Pursuits

PURSUIT	2012	2013	2014
Total Pursuits	5	10	4
Terminated by agency	2	5	1
Policy Compliant	4	9	3
Policy Non-compliant	1	1	1
Accidents	0	0	0
Injuries: Officer	0	0	0
: Suspects	0	0	0
: Third Party	0	0	0
Reason Initiated:			
Traffic offense	4	6	2
Felony	1	4	2

The agency permits vehicle pursuits that are in compliance with applicable traffic laws and regulations, and the Georgia State Code. When weighing the need for a pursuit, Officers are charged with making an intelligent decision as to whether to initiate, continue, or terminate a pursuit. Agency directives specify the responsibilities of the initiating officer, secondary officers, supervisors, and communication personnel during the pursuit. Unmarked vehicles are prohibited from pursuit activities except in emergency situations and are to be released from pursuit responsibilities as soon as possible. Officers are permitted to assist other jurisdictions involved in a pursuit, but may only join the pursuit when there is a single other agency vehicle involved. Officers may cross jurisdictional boundaries, but must notify the appropriate jurisdictions. Officers are required to file an incident report detailing all circumstances each time they engage in or provide assistance to a vehicle pursuit.

The Peachtree City Police Department utilizes canines for drug detection, vehicle, building and property searches, as well as for public relations. The agency's written directives identify nearly a dozen areas of responsibility for canine teams and state that

each canine handler is responsible for the care, training, and transportation of the animal assigned to them. The selection criteria to become a canine handler are set forth in the agency's written directives, with the final decision regarding appointment made by the Chief of Police. The necessary items of property and equipment associated with these positions are also delineated in the agency's written directives which also state that the canine handler is responsible for the care and maintenance of all issued equipment.

The CID lieutenant is responsible for collecting, maintaining, securing, disseminating and purging criminal intelligence information. All personnel within the agency are required to adhere to the guidelines established by agency directive as published and are trained as to the contents of that directive and associated requirements.

The agency provides three interview rooms for use by agency personnel and has established directives pertinent to their use. Officers are instructed to carry portable radios with them at all times while interviewing persons in the interest of providing means of summoning assistance, and are instructed to secure weapons in lockers if determining it to be prudent based on level of threat.

The agency has detailed directives guiding procedures related to identifications of subjects by means of line-ups. The agency relies predominantly on photographic line-ups in the conduct of suspect identification where line-ups are used. Witnesses are provided clear instruction by means of a checklist and documentation of line-ups is provided by written document.

The agency has an extensive written directive relating to show-up identifications, and relies on that method in providing for the identification of suspects. Transportation, instructions to interactions with victims and witnesses related to the process are detailed in the directive and demonstrated through provided proofs. Agency personnel are provided guidance in permitted circumstances of when show-ups can be used and the documentation thereof.

Agency directives control the expenditure of confidential funds and require quarterly auditing of those funds by the CID lieutenant, who is responsible for the administration of the fund.

The D.A.R.E. officer and SRO are expected to work in concert with the CID Commander, who assigns an investigator to the juvenile function, to provide for oversight of juvenile operations. The agency encourages least coercive methods regarding the handling of juvenile offenders in providing for public order and safety. Officer discretion is the final determiner in providing for handling of offenders and the CID Commander is charged with the responsibility of overseeing juvenile functions. Juveniles are infrequently detained in facilities by agency personnel. Directives dictate that juveniles be provided Miranda warnings if interrogated, and that no more than two officers be present for such interrogations. Documentation of activities must occur in conformance with those directives.

The agency participates with community stakeholders in crime prevention activities. Those activities are directed at geographic area and crime type and involve the Crime Prevention Unit, Crime Prevention Officer, Community Relations Coordinator and all other agency personnel in attending to addressing community concerns and perceptions of crime in crime prevention programming. The agency requires an evaluation of crime prevention programs every three years, which is completed by the CID Commander.

Critical Incidents, Special Operations and Homeland Security

The agency has an "All Hazard Plan" that supports the City of Peachtree's Emergency Operations Manual. That S.O.P. provides for command, operations, planning, logistics, finance and administration, as well as guidance to agency personnel in follow-on activities related to critical incidents. The agency exercises the "All Hazard Plan" in response to critical incidents as well as special events. The command function, as established in the plan, provides for activation of the Incident Command System (ICS), establishment of a command post, notification and mobilization of agency personnel, extra-agency support, establishing staging areas and public information activities, It also calls for the preparation of after-action reports. All resources required during the course of a critical incident are accomplished in concert with the Peachtree City management team.

The agency operates on a quartermaster system and as such appoints a Departmental Property Manager (Quartermaster), who is responsible to conduct quarterly inventories of equipment required for critical incident response. During the conduct of those inventories, the Quartermaster is required to insure operational readiness of equipment. The CID Commander and SRT Team Leader inventory and validate operational readiness of equipment specific to their missions.

The agency provides for training and exercises on the "All Hazards Plan". All training is documented and all lesson plans are maintained on file.

Internal Affairs and Complaints against employees

All complaints made against the agency or its personnel are investigated. The responsibility for those investigations lies with the Office of Professional Standards (OPS), and is overseen by the Chief of Police. Administrative infractions are investigated by supervisory personnel, and complaint information is available in the police lobby as well as through the agency's website. The agency's written directives require that the Chief of Police secure all records concerning internal investigations. Investigators are directed to secure all such records during the conduct of such investigations and are prohibited from sharing any information without the permission of the Chief of Police. Access to files is restricted to the Chief of Police and OPS personnel. Physical security measures are in place to restrict access to physical materials, and electronic measures are in place to provide those restrictions to digital information. The agency compiles an annual summary of internal affairs investigations and publicizes it on the agency website, Facebook and Twitter accounts, and in the agency annual report.

Complaints & Internal Affairs Investigations

External	2012	2013	2014
Citizen Complaint	37	40	53
Sustained	10	*56	*54
Not Sustained	2	13	16
Unfounded	4	6	18
Exonerated	18	20	50
Internal	4	57*	58*
Directed complaint	0	0	0
Sustained	4	**	**
Not Sustained	0	**	**
Unfounded	0	**	**
Exonerated	0	**	**

* 2013 marked the first year that all complaints were tracked, not just those initiated through the Internal Affairs Unit. ** The agency did not differentiate between Internal and External complaints during this period.

The agency identifies inspections as line inspections through SOP 10-6, although by CALEA definition, both staff and line inspections are incorporated into that policy. The inspections are directed to be conducted on a periodic basis, and although schedules pertaining to line inspections are more rigid, a staff inspection was conducted by agency personnel in May of 2015, falling in line with the idea that staff inspections focus on agency procedures, as well as focusing on the condition of equipment and facilities.

The agency provides for a documented review of victim/witness assistance needs and available services on a three year cycle. Agency personnel tasked with completing this review contact related agencies for associated analysis, as well as review of survey data provided to the agency.

The agency provides for eleven Adult School Crossing Guard locations with twenty-six time segments. Authority, responsibilities, selection criteria, uniform, and location criteria are well established by agency directive. Annual reviews of necessity and location summarize activities of the personnel involved in the program.

**Detainee and Court Related Activities; Auxiliary and Technical Services
 (Chapters 70-84)**

The agency has a directive detailing persons to be notified, reports to be prepared and follow-up actions in the event of the escape of a prisoner being transported. During the

current assessment period, no such occurrences took place. The agency provides for the training of all personnel, initially and every three years, regarding the monitoring of temporarily detained individuals. The agency requires daily inspections of the temporary detention holding areas by a supervisor and weekly by the agency quartermaster.

The Peachtree Police Department provides courtroom security to the Peachtree Municipal Court. An agency S.O.P. details the role and authority of personnel assigned to the security detail, as well as policies and procedures related to that function. These are supplemented by court orders. The Support Services Bureau Commander is responsible for the staffing of the court security positions. The agency reviews courtroom security procedures, and inspects facilities and equipment and security surveys, in accordance with its written directives. The court security function is staffed by two, part-time police employees.

The agency utilizes the services of the Fayette County Communications Center for police dispatching. The Center's generator is tested weekly and the agency Quartermaster is tasked with documenting monthly tests of the system. Agency directives require an annual load test of the system. The agency's accreditation manager provided e-mails, from Fayette County Fleet manager Bill Lackey, to the Interim Director of Fayette Co. 911, Peggy Glaze which indicated that load tests on the alternate power source were completed in 2013 and 2014 and one is pending for 2015.

Property and Evidence

The agency provides for the security and accountability of weapons, controlled substances and explosives used for training and investigations by directive. Those articles are audited at least annually and depending on classification are audited in many instances on a monthly or quarterly basis.

The agency, by directive provides for extensive guidance and process of semiannual inspections, complete audits on assignment of evidence custodians, unannounced annual inspections, and annual audits of property and evidence under control of the agency. Those inspections and audits are documented, using computer generated property lists and checklists, by involved personnel.

H. Standards Issues:

This section provides specific information on standards found to be in compliance after on-site "adjustments" were made. Adjustments may include modifying agency policies and directives, creating documentation, and an alteration of the physical plant.

This section does not apply.

I. 20 Percent Standards:

CALEA agencies must be in compliance with at least 80% of applicable other than mandatory (O) standards. The agency is free to choose which standards it will meet based on their unique situation.

The agency was in compliance with 95.3% of the applicable other-than-mandatory (O) standards.

J. Future Performance / Review Issues

This section does not apply.

K. Table: Standards Summary:

	<u>TOTAL</u>
Mandatory (M) Compliance	<u>313</u>
Other-Than-Mandatory Compliance	<u>81</u>
Standards Issues	<u>0</u>
Waiver	<u>0</u>
(O) Elect 20%	<u>4</u>
Not Applicable	<u>86</u>
 TOTAL	 <u>484</u>

L. Summary:

The first paragraph below is provided as background for what has been repeatedly commented upon to the assessor team as the agency's excellent performance under stress.

The Peachtree City Police Department has undergone a great many changes since the previous CALEA on-site visit in 2012. Shortly after that event, three of the agency's four captains retired or resigned at the direction of the Chief of Police. One of these individuals had also been the agency's accreditation manager. Shortly after that, the Chief of Police resigned and the Assistant Chief assumed that position. In January of 2015, he, in-turn, was involved in a shooting incident at his home. Subsequently, he was indicted and his employment was terminated. Since January, in the absence of a Police Chief or an Assistant Police Chief, and while the City is conducting its search for a replacement, Captain Stan Pye has served as the agency's interim Chief of Police. Also during this accreditation cycle, there has been a rewrite of all City policies and a restructuring of the Police Department's command level positions.

The agency had no file maintenance and no standards issues during the on-site review. All files reviewed by the assessor team were demonstrated to be in compliance with CALEA standards and with agency policies and procedures. All annual reports and documentation were filed on time and all time sensitive standards appear to have been completed in a timely manner. The agency provides for a continuing online survey to measure customer satisfaction and agency performance. Citizens are reminded of this opportunity for comment following each agency contact. The assessor team noted that

the agency received favorable ratings from this survey as well as a number of very positive comments made during the public information session and the telephone call-in period. Other favorable comments were received by the assessor team during interviews with community leaders, elected officials, and the heads of other agencies within the criminal justice system. One of the most positive issues noted was the community's solid support for the Department's strong use-of-force documentation requirements and for its rigorous review process. A second noteworthy endeavor is the agency's significant utilization of Facebook and Twitter to keep the Peachtree City community informed of traffic crashes, special events and criminal incidents in an almost real-time setting. Continuing to work on building a strong relationship with the commercial print and electronic media could pay similar dividends.

Two areas in which community leaders encouraged continued improvement were in (a) implementing the agency's recruitment plan and its on-going efforts to achieve a more representative workforce and (b) the continued high visibility on the City's streets and highways and especially on the City's many miles of cart trails.

Overall, the assessor team was impressed by the knowledge and the enthusiasm for their respective assignments that was demonstrated by agency members involved in the numerous interviews and the various on-site activities. The agency embraces a strong community interaction philosophy and focuses its attention on partnerships with the community through a wide variety of neighborhood watch, business support, and other outreach programs, as well as the utilization of area specific enforcement activities where needed.

Daniel V. Boring

Daniel V. Boring
Team Leader

June 15, 2015