Peachtree City Police Department
Chief of Police Janet L. Moon

Celebrating 30 Years of Service by our Auxiliary Police Force
On behalf of the members of the Peachtree City Police Department I am pleased to present our 2016 Annual Report. I would like to recognize and personally thank the men and women of the Peachtree City Police Department. Additionally, we would not be as successful without the support and dedication of the men and women of the Peachtree City Police Auxiliary who volunteered thousands of hours of service to the City and citizens of Peachtree City.

Through every member's efforts we are able to make our community what it is, a safe place for our residents and guests alike. The Peachtree City Police Department continues to strive to provide exceptional and professional service by our response to calls, highway safety, and providing many initiatives to give back to the community.

This has been another stellar year for the Police Department as we continue to maintain our Part I crimes (e.g. Burglary, Entering Auto, and Robbery). Peachtree City remains one of the safest cities in the State of Georgia and the United States (of similar cities).

This is the first year of a new yearly inspection process from the Commission on Accreditation for Law Enforcement Agencies (CALEA). In the past, the assessors examined every four years all aspects of the Peachtree City Police Department and focused on areas such as policies and procedures, administration, operations, and support services. As part of the new on-line assessment, the assessor inspects our critical standards on an annual basis. The department successfully completed our yearly inspection with no deficiencies. We will continue to look at ways to increase our level of service to the community and improve the department's efficiency.

During 2016, the Peachtree City Police Department won State and National recognition in the Governor's Challenge and the National Law Enforcement Challenge. The challenges are designed to reward the implementation of current traffic enforcement best-practices and stimulated traffic law enforcement activities which target the three major traffic safety priorities: occupant protection, impaired driving, and speeding. Agencies are evaluated not just for enforcement initiatives, but for innovative problem-solving in their communities by using public information activities and creating departmental policies.

Our My Community Officer program was launched in early 2016. The My Community Officer program assigns an officer to each of the city's 181 neighborhoods. The members of the community are encouraged to contact their community officer for any city related issues or community concerns. In the first year of the program, officers and citizens were able to identify 83 problems and came up with solutions to every one of them. Officers also spent 290 hours with their communities and served 4,971 citizens. As always, we need to remember that we can't do what we do without all of the hard work and dedication of every Department member and most of all, the community. We need you to be involved in our community, as good neighbors make good neighborhoods, and good neighborhoods make great communities.

Please stay connected with us through our community alert system at www.peachtree-city.org/alerts.

Thank you for taking the time to review our annual report. It is one of the many ways we report to you–our community. If you have comments or thoughts, they are always welcomed and appreciated.

Janet L. Moon, Chief of Police
The Peachtree City Police Department is comprised of seventy-two (72) positions; sixty-six (66) sworn personnel, one (1) part-time court bailiff, and five (5) non-sworn civilian personnel. The Patrol Division of the police department employs an average of fifty-one (51) sworn patrol officers that routinely respond to calls for service and maintains a proactive patrol for 2016.

This City is divided into 5 zones in order to reduce response time and provide proper levels of service. The chart on the bottom right indicates the total calls for service based on individual zones. The breakdown reflects our patrol zones are divided in a manner that best suits call volume. Zones 1, 4, and 3 all share boarders and distribute the nexus of the City’s highest call volume which can be exacerbated by large numbers of retail businesses congregated in a small area of the City on the west side. As the northwest side of the city continues to develop we expect to add an additional patrol zone and additional officer to maintain our response time to calls for service.
The Patrol Division is comprised of well trained officers that work independently through most investigative processes. Each team has officers who specialize in crime scene processing and search warrant preparation. All patrol officers are R.A.D.A.R. certified and over half are L.I.D.A.R. certified. In 2016, patrol officers were assigned and investigated 639 criminal offenses. They included both Part I and Part II offenses. Of those offenses, 193 were cleared by arrest, unfounded or ex-cleared. In 2016, officers collectively responded to 169 calls per day. The overall activity of 61,558 calls, include traffic enforcement and calls for service. Patrol officers spent 57% of their work day generating proactive and preventive police activity. This time allots for community outreach projects, conducting security checks of businesses or residential areas, effecting and identifying criminal activity, and other public safety concerns.
Multi-Use Recreational Path Safety Program
Peachtree City’s hallmark is its 102-mile network of multi-use paths for pedestrians, cyclists, and golf carts. Peachtree City residents can go from neighborhood to shopping centers, schools, and parks through the wooded scenery that makes Peachtree City special. The unique nature of this path system presents a challenge to effectively protect its users and enforce relevant laws and ordinances. Our officers meet these challenges through the use of the department’s three ATV’s, SmartCar, seven mountain bikes, a Yamaha Viking UTV, golf cart, foot patrol, and multi-use path checkpoints.

In 2016, the Peachtree City Police Department logged more than 4,385 hours of patrol efforts on our path system, which was a 67% increase from 2,623 hours in 2015.
Community Response Team

Traffic Safety

Traffic safety is best measured by the amount and severity of the collisions that occur on the sections of roadway that are within Peachtree City. In 2016, there were 932 roadway collisions inside Peachtree City and hundreds of private property collisions. This is an 8% increase from 2015. Out of the roadway collisions, there were 205 associated injuries, and fortunately no fatal collisions in 2016. The Community Response Team was originally implemented with the mission to focus resources on traffic safety using a multi-prong approach to maintaining safety on our roadways via collision analysis, complaint analysis, traffic safety education, directed traffic enforcement, and close partnerships with city and state roadway engineers.

Do I really need to have my seat belt on...?

The Peachtree City Police Department continued to strictly enforce the seatbelt and child restraint laws in 2016. The department issued 1,442 citations for seatbelt violations in 2016. This is a 29% decrease from the 2,047 seatbelt citations written in 2015. However, the number of collisions involving an unbelted vehicle occupant declined by 57% in 2016 versus 2015. This decrease in collisions and enforcement actions illustrates the voluntary compliance gained through the enforcement and education throughout the years. The average seatbelt compliance rate for 2016, for vehicles traveling through Peachtree City, continued to rise to 98.30%, well above the National average of 87%, and Georgia’s average rate of 95.5%. Seatbelt usage surveys are conducted monthly inside Peachtree City and the results are placed on two signs on the highways of this city each month. Approximately 48 citations were written in 2016 for child restraint violations (age 7 & Under). For the third year in a row, the department received a national award from the International Association of Chiefs of Police on our occupant protection programs.
State, Local, and National Traffic Safety Program Participation

This past year continued Peachtree City’s tradition of involvement with several notable traffic safety programs supported by the National Highway Traffic Safety Administration (NHTSA), International Association of Chiefs of Police (IACP), Governor’s Office of Highway Safety (GOHS), and the Metro Atlanta Traffic Enforcement Network (MATEN). As a result of participation in these traffic safety organizations:

In 2016, the department earned Second Place in the National Law Enforcement Traffic Safety Challenge! This was the sixth consecutive year placing in the top three. Peachtree City PD had won first place in this category for the three prior years. Peachtree City PD also received the Occupant Protection special award this year. This was Peachtree City PD’s third time receiving the Occupant Protection special award. Due to the traffic safety successes of our agency, this agency was asked to assist with the judging of the applications from around the country for this year’s competition.

Peachtree City PD was also awarded the Georgia Traffic Safety Governor’s Cup, which goes to the top performing department among all categories such as Engineering, Enforcement, and Education in traffic safety. This was the second consecutive year that this department has won the Governor’s Cup. In addition, Peachtree City PD took home first place in the “51-100 Officers” category for overall performance, as well as the Occupant Protection Award for the entire State of Georgia.
What does the Auxiliary Police Force do for the community?

This is the 30th Anniversary of our Auxiliary Police Force. Our Auxiliary Police Force was established in 1987 to allow citizens to participate and assist officers of the Peachtree City Police Department with various aspects of their duties. The Auxiliary Police Force is made up of citizens who are both retired and actively working in other professional fields. These volunteers bring a host of various skills that are utilized to assist with operations. In 2016, these dedicated men and women volunteered approximately 1400 hours of service to the City and citizens of Peachtree City. These volunteers have been essential in allowing the city to be able to safely and effectively host large scale events such as the Diva Run which brought over 4000 participants into the City. Other events that are supported by the Auxiliary are the Adult and Youth Triathlons, Peachtree City Classic Road Race, National Night Out, and The Great Georgia Air Show. Collectively, our Auxiliary Police Force participated in 57 special events in 2016 saving this organization thousands of dollars in personnel costs for security and traffic control.
The end of 2016 concludes the Peachtree City Police Department’s K-9 Unit’s seventh year of service. The K-9 team is comprised of two full service K-9 teams. K-9 Maik is handled by Cpl. Johnson and K-9 Midas is handled by Cpl. Mobley. The two teams have worked diligently to provide an impact on the safety of Peachtree City and they have displayed this both on the street and the competition field. In 2016, the K-9 Unit continued its role in identifying and apprehending drug offenders in Peachtree City and in surrounding jurisdictions. The combined two teams conducted 113 searches of vehicles, buildings, and open areas being involved in 39 drug arrests. The K-9 Unit was also used to help search for 10 people. Utilizing a K-9 to locate a possible suspect makes it safer for the officers involved. It allows the officers to stay behind cover and can provide them with early warning. In their part of contributing to drug education efforts, the K-9 Unit logged 4,448 community relations citizen contacts in 2016. Canine Officer Maik (below left) retired in 2016. The department’s replacement for Maik, and his handler, just started their extensive training in early 2017.
Community Outreach is supported by all divisions of the department. The department’s broad Community Outreach programs are based on:

- Bias-free Policing
- Acceptance and Inclusiveness
- Communication Channels
- Measured use of Media
- Credible Voice
- Transparency
- Congruity

**What services do we provide for victims of crimes?**

Citizens who report offenses to the Peachtree Police Department are presented with a Victim and Community Service Informational Pamphlet which provides resources needed to deal with various situations that might arise for a person who has been victimized. The information includes Victim’s Bill of Right’s, Georgia State Victim’s Compensation Act, Identity Theft prevention tips, and other special services. Information on how to contact the Fayette County Victim Advocate and Promise Place Family Services can also be found on the pamphlet. Included on the pamphlet is a customer service survey to allow for feedback from our community members on the services we provide. In 2016, The Solicitor-General’s Office victim advocate assisted 70 victims from Peachtree City for a variety of crimes.
The Criminal Investigations Division (CID) began 2016 with six (6) assigned personnel: 1 Lieutenant, 2 Detectives, 2 Investigators, and 1 Task Force Agent. The Task Force Agent is assigned full-time to a multi-jurisdictional drug task force. An additional Detective position was authorized for FY2016, and that position was added in March 2016.

The Detectives and Investigators have primary responsibility for investigating crimes of all types that require follow-up investigation past the initial report. The CID Lieutenant supplements investigatory efforts of the detectives and investigators, conducts a limited number of investigations himself, administers the case management function of the division, and manages the Internal Affairs function of the agency.
Juvenile Crime Prevention Programs and Enforcement Actions

In 2016, Officers with the Peachtree City Police Department conducted 28 preliminary investigations that required referral to and follow-up by the Fayette County Department of Family and Children Services (DFCS). This was 9 more than the previous year. During the same year, the Peachtree City Police Department received 58 notifications of reports of abuse, or neglect from DFCS, all of which were assigned to criminal investigations for investigative follow up and/or prosecution.

GBI West Metro Regional Drug Enforcement Office (WMRDEO):

In 2014, The Peachtree City Police Department was offered membership to the Georgia Bureau of Investigation’s West Metro Regional Drug Enforcement Office (WMRDEO). A Peachtree City Police Officer continues to be assigned to the unit as a Task Force Agent. Along with several notable cases which occurred in 2016, the WMRDEO also conducted small scale operations in Peachtree City, to include surveillance of known drug areas, knock and talks, and development of confidential informants, all resulting in the seizure of illegal drugs. Those operations were a joint effort between the Peachtree City Police Department and the WMRDEO. In 2016, the WMRDEO worked a total of 18 cases originating from Peachtree City, ranging from criminal investigations to rendering assistance with interviews, search warrants, or other non-narcotics related crimes.

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The Criminal Investigation Division operates within a wide variety of responsibilities, primarily responsible for follow-up investigation generated from the Patrol Division. CID supplements the responsibilities of the Patrol Division. CID personnel are frequently involved in follow-up investigations with a number of Federal, State, County and other local organizations. Some of these are as a result of their core investigatory responsibilities, and some as peripheral duties. Peachtree City enjoys one of the lowest crime rates in the State of Georgia due to our community not tolerating crime along with the investigative efforts of the Patrol and CID divisions. In 2016, there were 579 reported Part I crimes in Peachtree City for a 9% increase in crimes reported from 2015 to 2016. Our increase in crime is primarily attributed to thefts from unlocked vehicles and an increase in organized retail crime.

**Suspicious Incidents and Criminal Intelligence:**

The Criminal Investigations Division is responsible for the dissemination of intelligence information to departmental officers, outside agencies, etc. The department started using a program called Tipsoft in 2013, and continued its use in 2016. Tipsoft is a web application that functions as an anonymous community tip-line that allows for the dissemination of anonymous tips directly to the most-relevant receiver (i.e. Code Enforcement, Patrol, Traffic Division, etc.) in a timely manner. Tipsoft allows for text communication between the police department and the tipster while maintaining the tipster’s anonymity. Intelligence received through Tipsoft is distributed to affected police divisions by way of email, or on the directed patrol calendar. A total of 63 tips were received by way of Tipsoft during 2016.
School Resources Officer Program (SRO)

In 2016, SRO’s continued to make a difference in the lives of our youth. Along with their primary responsibility of providing security for the students, our SRO’s support numerous education programs. In 2016, over 3,321 elementary age children received classroom presentations and courses over substance and alcohol abuse. A total of 753 students graduated from the DARE program in 2016, while 151 graduated from the GREAT (Gang Resistance Education Training) Program.
Citizens Police Academies

A total of 1,281 Community Related Projects were conducted by Peachtree City Officers in 2016!

We continue to host the adult and Junior Citizen’s Police Academy for the residents of our community. The students were provided with an insight into the daily functions of the law enforcement profession and how it is applied in Peachtree City. Class topics included Drug Awareness; SRT Demonstrations; Crime Scene Processing; Ethics and Professionalism; Use of Force; Identity Fraud, Internet Crimes Against Children, Active Shooter Training, F.A.T.S. (firearms simulation) Training, and firearms familiarization. The citizens that attended were able to participate in a 10 hour ride-along program with an officer while on patrol. To date, we have had over 270 students complete the basic class and 35 students have completed the advanced class.

Besides the Citizen’s Police Academy, a wide range of community relations projects focused on crime prevention. This included everything from hosting tours of the police department to educational events with community groups.
Like us! Follow us!

Why would you not want to receive urgent information within minutes as opposed to reading about it later?

The department has worked hard to establish lines of communication to reach our community. Our social media contacts have been the greatest success in reaching out to our community and increasing our transparency. Community events to crimes in progress are posted 24/7 to keep our community informed within minutes. Our social media reach in 5 years has grown to almost 22,000 by end of 2016.

During major severe weather events, major criminal incidents, and major road closures, the department reaches hundreds of thousands of views on our social media pages. One post this year on a burglary in progress reached over 500,000 views. If you’re one of the few that haven’t done so already, please click on the pictures to sign up for our social media and emergency alerts or go to [www.peachtree-city.org/alerts](http://www.peachtree-city.org/alerts) and sign up.
CERT educates individuals about disaster preparedness for hazards that may impact their area and trains them in basic disaster response skills, such as fire safety, light search and rescue, team organization, and disaster medical operations. There are approximately 1,165 adults, 148 teens, and 43 senior citizen volunteers from 12 surrounding counties trained through our program. Since the program’s inception, our CERT has awarded seven Life Saving Awards to members of the CERT Program and one to a police officer that attended our CPR class. The CERT program is also represented by members who speak a variety of foreign languages that include Spanish, Portuguese, French, German, Urdu (Pakistan), Japanese, Chinese and Russian. These volunteers bring unique expertise in a variety of other disciplines as well, including educational levels and work experience.
Peachtree City Officers participate in a variety of children and youth and community programs such as Light Up The Night Toy Drive, National Night Out, Peachtree City’s July 4th Parade, Shakerag Festival, Touch-a-Truck, School Safety Days, and the Great Georgia Air Show.

**Coffee with a Cop** was a big success in 2016 for our community outreach efforts. Officers went to the local Chick-Fil-A’s to allow citizens to approach them with issues or questions in their community.
Who is Your Community Officer?

The My Community Officer Program matches up an officer with every community within the city to allow the citizens to be able to get to know a least one officer. Throughout 2016, officers were tasked with identifying “The Door” to their communities that they were going to knock on in order to meet the residents of their communities and provide the best level of service for their communities. Officers found that door in a variety of ways, Facebook and other social media, email, telephone, door to door, HOA meetings, community meetings, and social gatherings. One of the goals of the program is to identify problems or issues within each community and partner with that community to come up with solutions. In the first year of the program, officers and citizens were able to identify 83 problems and came up with solutions to every one of them. Officers also spent 290 hours with their communities and served 4,971 citizens.

Housewatch Program

The House Watch Program is designed to provide homeowners a means of having their residence checked periodically by officers when they are away from home or are having other problems that necessitate increased officer patrols in the area.

Customer Surveys

All citizen encounters end with the ability for our citizens to provide anonymous feedback of their experience to the department. Of the 115 surveys received in 2016, only 3 returned unfavorably due to traffic congestion complaints.
S.R.T. officers receive specialized training to effectively deal with unique and high-risk situations that go beyond the normal patrol officer’s capabilities. The S.R.T. is committed to maintaining the training requirements set forth by the National Tactical Officer’s Association (NTOA). The NTOA mandates that Tactical Teams perform a minimum of 16 hours of team training each month to maintain proficiency in critical areas. During 2016, the team averaged 16.1 hours a month of team training. The team met 25 times for training and accrued a total of 193 team training hours. The team trained for 68 hours on firearms/range topics and 124 hours on movement/scenarios/team building training in 2016. This does not count any travel time to and from the training site. During 2016, the team continued to train in force-on-force with Simunition (paint bullets). Simunition training provides an aspect of realism to training that is about as close as an officer can get to a live deadly force situation. In 2016, the three new members of the team attended SWAT school. Four officers attended the Georgia Tactical Officers Association Conference.

Special Response Team (SWAT)

The implementation of the department’s Special Response Team was started in May 1997. The team celebrated its 19th anniversary in 2016.

The Special Response Team (SRT) consists of twenty-two members. Our SRT includes a seven operator entry element, one team leader, one commander, three crisis negotiators, two K-9 Handlers and eight tactical medics. The tactical medics serve a variety of roles on the team outside of normal medical care to include, breaching, scribing, intelligence gathering, and courier duties during calls outs.
Employee Awards Program

Rewarding exceptional performance has been a long standing practice of the Peachtree City Police Department. Public recognition of employee behavior not only rewards those that excel, but has a positive overall effect on morale. There are numerous awards that members of the department are eligible to receive. Below is a sample of special awards received in 2016:

Rotary Officer of the Year
Corporal Justin Mobley

Police Department Supervisor of the Year
Sergeant Chris Hyatt

Director’s Award
Michelle Ward and Gary Conlon

City Employee of the Year
Corporal Steven Stoyell

City Employee of the Month
Cpl. Brian Jantosciak-February 2016
Cpl. Steven Stoyell-May 2016
Cpl. Keith Isaac-June 2016

City Supervisor of the Quarter (2nd Quarter)
Sgt. Chris Hyatt

Divisional Employee of the Year (Police Department)
Michelle Ward

Excellence in Criminal Apprehensions
Ofc. Adam Pendleton

Excellence in Impaired Driving Enforcement
Cpl. Terry Blackburn

Excellence in Patrol Division Traffic Enforcement
Ofc. Adam Pendleton

Excellence in overall Traffic Enforcement
Cpl. Jason McKinnon

Fayette County District Attorney Awards and Recognition

The District Attorney’s Office hosts an annual Law Enforcement Appreciation Banquet for all departments in their judicial circuit. Each agency nominates officers for various awards. The following Peachtree City Officers were recognized at the banquet in 2016:

Rookie of the Year
Ofc. Adam Pendleton

Community Service Award
Sgt. Brian Eden

Agency of the Year
Peachtree City Police Department
Off-Duty Police Services

This past year was another busy year for provided security and traffic control for numerous special events and individual requests for off-duty police services. There were 1,004 requests for an off-duty officer in 2016 required 4,527 hours of demand for an officer be present off-duty for special events, directing traffic, and/or business security requests. The Police Department assisted with the coordination of 51 special events in 2016, which was a 38% increase from 2015.
Hello “Peachtree City Police Department. How can I help you?”

The staff assistants who are the first to contact our citizens at the front desk of the police department field a variety of calls throughout the work day. In 2016, a total of 20,504 calls were handled. Support Services encompasses a variety of administrative tasks required of a professional and progressive police department.

Open Record Requests

The Peachtree City Police Department strives to provide timely response to all open records requests we process throughout the year. The Administrative Staff processes numerous open record requests for citizens, insurance companies and attorneys throughout the year. The requests are filed via email, fax, in person and through the mail. The Administrative Staff ensures the information requested is available for inspection and the mandated level of protection for information in the reports is maintained. In 2016, we processed 683 open record requests. This was a 43% increase from 2015.
Above is a graph that shows the percentage of drivers stopped in 2016 based on race. Our race-related percentages of traffic stops has remained consistent over the past five years.

How many miles of Peachtree City are patrolled each year? Peachtree City Officers drove their patrol vehicles over 774,929 miles in 2016. As driving a vehicle is one of the most dangerous activities of a police officer, the department takes the operation of our vehicles very seriously, and investigates any damage to our vehicle to determine the contributing factors. There were thirteen (13) accidents in 2016, which is a reduction from the fifteen (15) in 2015. Of those collisions four (4) were unavoidable (i.e. deer). Most of the damage to vehicles was primarily attributed to misjudging the clearance of their vehicle while turning or backing. In 2015 the department instituted a city-wide precision driver training program with the goals of reducing avoidable collisions. We are pleased to report a 58% decrease in patrol vehicle collisions from 2014 to 2016.
Take Home Vehicles
This department continue to support a productive Take-Home Vehicle Program. Take home vehicles compliment the Department’s proactive crime prevention philosophy by increasing our visibility, increasing the number of officers who are available for quick response during emergency situations, enhances the care and maintenance of department vehicles, enhances cleanliness and appearance of patrol vehicles, enhances a citizen’s perception of safety and security when patrol vehicles are parked in their neighborhoods and apartment complexes. Officers residing outside the City limit continue to pay a stipend to off-set the cost to the City.

Over the past year officers have documented 101 take home vehicle actions while off duty. Take home vehicle actions allow officers to directly respond to calls for service and take enforcement actions while leaving or coming to duty.
High standards. High Expectations.

In November 2016, the department’s accreditation for Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA) conducted our first yearly inspection of our critical standards for law enforcement excellence. This yearly inspection is a new procedure for providing compliance with 484 professional standards for law enforcement. The assessors examined all time sensitive critical standards for areas such as inspections, audits, and reporting requirements to ensure we are remaining compliant year-to-year as opposed to the old system of every three years. Verification was made by the assessor that the Peachtree City Police Department continues to meet the Commissions’ state-of-the-art standards as part of a voluntary process to remain accredited. The department is continuing to work towards our 9th consecutive CALEA Law Enforcement Accreditation in 2019. Without our community partners we would not be receiving these awards. The department also continues to maintain the standards for State Certification with an expected re-certification inspection this summer.

Response to Aggression:

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<th>2013</th>
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<td>Use of force incidents</td>
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<td>Total number of arrests</td>
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<td>Total number of traffic stops</td>
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Using the total contacts between police/citizens, in only 1.8% of all police/citizen encounters during an arrest, and in only 0.1% of all police/citizen encounters during a traffic stop did a citizen initiate a requirement by an officer to use force to affect an arrest.
**Officer Training**

Officers attended a total of 15,841 hours of training in 2016. Georgia Police Officers Standards and Training rules mandate at least 20 hours of training per year. Peachtree City officers utilized a total of 9,578 hours of P.O.S.T. training in 2016. This is an average of 154.5 hours per officer. Even with the record amount of training hours received by members of this department, only 133.5 hours, or less than 09%, of the 1489 total overtime hours paid by the department was a result of a training event.
Application Process

During 2016, the department received a total of 117 applications. This was a decrease of 25% from the 159 applications processed in 2015. The department had several full time openings in 2016 resulting in 9 sworn officers receiving employment.

As a progressive law enforcement agency, we strive to be conscientious in recruiting and hiring the best possible candidates. We will continue to maintain our commitment to aggressively pursuing qualified minority and female applicants through our recruitment and selection process. Currently, the demographics of our workforce are in close proximity to that of our City. Through the periodic review and maintenance of our Affirmative Action Plan and Equal Opportunity Employment Plan, we will continue to update our goals in an effort to ensure a comparative makeup to that of our community. The ability to recruit and receive applications from minority candidates is a primary objective of the department’s recruitment plan.