Awarded agencies are required to submit this annual report summarizing the accreditation maintenance experience for the preceding year. In the report, the agency declares its continued compliance with applicable standards, identifies strengths and weaknesses, and discusses agency risks and future opportunities. The intent of the annual report is to communicate to the Commission on Accreditation for Law Enforcement Agencies, Inc., (CALEA®) on the agency’s continued compliance and establish the information necessary for future reaccreditation assessments.

In addition to submitting this Annual Report, the agency is responsible for notifying its Regional Program Manager (RPM) of any major incident, event or circumstance that may affect its standard(s) compliance and/or the CALEA Accreditation Program. This notice should be provided to your RPM as soon as possible following the event.

This report is required to be submitted through the CALEA Information and Management Reporting System (CIMRS) at the time of the annual review process.

**Agency Name:** Peachtree City (GA) Police Department  
**Agency Address:**  
350 Hwy 74 South  
Peachtree City, GA US 30269  
770-487-8866  
www.peachtree-city.org/police

**CEO:** Janet L. Moon  
**Title:** Chief of Police

**Accreditation Manager:** Lt. Mark Brown  
**Phone:** 770-632-4112  
**Email:** mbrown@peachtree-city.org  
**Time in Assignment:** Nov 10, 2015

**Date of original award:**  
**Date of last award:**  
**Date of last Annual Report:** Nov 30, 2018

**Standards Compliance** – Agencies are required to remain in compliance with all applicable standards. Please supply the following information:

1. Is the agency in compliance with all applicable mandatory standards?  
   Yes
2. Does the agency remain in compliance with at least 80% of all applicable other-than-mandatory standards?
Yes

Memorandum of Agreement/Consent Decree or Investigation
1. Is the agency currently operating under a Memorandum of Agreement and/or Consent Decree?
No
2. Is the agency currently under review or investigation by the Department of Labor, Department of Justice, or any other investigating authority?
No
3. Has your agency had any lawsuits where the processes or practices required by the CALEA standards were used in defense of the lawsuit?
No

Policy, Procedures & Practice Updates – Agencies are required to remain in compliance with all applicable standards. Please supply the following information:
1. Have you updated any policy, procedure or practices that impact the application of the CALEA standards?
Yes

The agency frequently revises policy and procedure. Listed below are all the examples of policy revisions.

Document Workflow Actions

1955 Rows, Generated by Mark Brown - LT OPS/Accreditation Manager 5/1/2019 1:37 PM Eastern Standard Time

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- Reviewed
- Approved
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70-4 • Daily Bulletins Standard Operating Procedure 4/30/2019 12:00:00 AM Published SOP Revision and Approval Pye - Assistant Chief of Police Approved 4/26/2019 9:37:34 AM

40-16 - Video Systems Standard Operating Procedure 10/6/2017 12:00:00 AM Published SOP Review Pye - Assistant Chief of Police Approved 4/26/2019 3:7:16 AM


10-32 - Court Motions Standard Operating Procedure 5/1/2016 12:00:00 AM SOP Revision and Approval Pye - Assistant Chief of Police Approved 4/26/2019 3:5:50 AM

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- **AR Instructions - Annual Report**: Approved 3/15/2019 3:44:56 PM
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Ampitheater Security - Amphitheater Security Plan

Special Events Plans

3/11/20 Special Events Plan Published

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PD-0028 FTO Manual - Field Training Manual

Manu als, Reference, and Resources Materials

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11/1/2018 bwilliams Brad

12:00:00 AM Brown - LT 4:21:25 PM

Annu al Review Juvenile

Enforcement Annual Report s and Prevention Programs

1/2/2019 Annual Report s Published

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12:00:00 AM Brown - LT 4:19:00 PM

10-15 - Legal Document Process

Standard Operating Procedure

1/17/2016 SOP Revision

12:00:00 AM mbrown Mark

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PD-0028 FTO Manual - Field Training Manual

Manu als, Reference, and Resources Materials

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Annual Review
Juvenile Enforcement and Prevention Programs

Annual Reports
Published Annual Reporting

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40-21 - Animal Complaints
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PD-0037a - Confidential Informant Fact Sheet
Forms Published Form Revision

Multi-Year Planning FY2017-2021
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Standard Operating Procedure Published Review

10-15 - Legal Document Process
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AR Instructions - Annual Report

PD-0075 - Awareness Waiver

Department Goals - Goals and Objectives

Annual Report on Special Response Team and Mutual Aid (S.R.T)

Annual Goals and Objectives Update

Annual Review of Training Programs

10-33 - Victim Witness Program

Annual Budget Recommendations

Department Goals - Goals and Objectives

Department Goals - Goals and Objectives

Department Goals - Goals and Objectives
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**Annual Budget Recommendations**

**Our Lady Of Victory Catholic School SK**

**Department Goals - Goals and Objectives**

**Goals and Objectives**

**Our Lady Of Victory Catholic School SK**

**Special Events Plans**
60-17-08-03 - Introduction of Outside Computer Software to Agency Owned Computer Workstations, Mobile Data Terminals, Annual Audit of Computer Pass words

10-37 - Personnel Appearance, Uniforms, and Equipment Standard Operating Procedure

Our Lady Of Victory Catholic School SK Special Events Plans

Department Goals - Goals and Objectives

Annual Evaluation of Crime

Department Goals - Goals and Objectives

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**Notes:**
- **AM** indicates AM (Afternoon) time.
- **PM** indicates PM (Pm) time.
- **SOP** indicates Standard Operating Procedure.
- **Revision** indicates a revision to the documentation.
- **Approval** indicates the document was approved.
- **Denied** indicates the document was denied.
- **Approved** indicates the document was approved.
- **Reviewed** indicates the document was reviewed.
- **Denied** indicates the document was denied.
- **Approved** indicates the document was approved.
- **Published** indicates the document was published.
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### Multi-Year Planning FY2017-2021

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| PD-0075 • Awareness Waiver Statement/Safety Check list/ Practical Exercise Checklist Forms | 6/29/2018 1:03:51 PM Published | Form Revision and Approval mbrownMark Brown - LT OPS/ Accreditation Manager Approved 6/29/2018 2:9:34 PM |

| 30-18-05-01 Firearm Training and Range Operations General Order | 5/17/2018 12:00:00 AM Published | General Order Review, Update, and Approval mbrownMark Brown - LT OPS/ Accreditation Manager Approved 6/29/2018 1:11:13 PM |

| 30-18-06-01 Firearm Training and Range Operations General Order | 5/17/2018 12:00:00 AM Published | General Order Review, Update, and Approval mbrownMark Brown - LT OPS/ Accreditation Manager Approved 6/29/2018 1:05:11 PM |


<p>| 30-18-06-01 Firearm Training and Range Operations General Order | 5/17/2018 12:00:00 AM Published | General Order Review, Update, and Approval janet Moon - Chief of Police Approved 6/26/2018 4:13:55 PM |</p>
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- SOP: Standard Operating Procedure
- Draft: Draft document
- Approved: Document approved by the specified individual.
- Denied: Document denied.
- MI: Mark Brown
- LT: Lieutenant
- OPS: Operations
- Accreditation Manager
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## 20-10 - Career Development

**Standard Operating Procedure**

- **Date:** 5/9/2016
- **Time:** 5:06:20 PM
- **Reviewer:** bmilstein Brad
- **Approvers:** (Chief Moon)

### 10-1 - Department Role, Authority, and Constitutional Safeguards

**Standard Operating Procedure**

- **Date:** 12/15/2017
- **Time:** 9:23:18 AM
- **Reviewer:** kralls Ken
- **Approvers:** (Chief Moon)

### 40-6 - Road Safety Checks and Road Blocks

**Standard Operating Procedure**

- **Date:** 12/6/2017
- **Time:** 3:16:07 PM
- **Reviewer:** bwilliams Brad
- **Approvers:** (Chief Moon)

### Annual Report Extra Duty and Special Event Assignments

**Annual Report**

- **Date:** 12/6/2017
- **Time:** 5:21:01 PM
- **Reviewer:** mward Michelle
- **Approvers:** (Chief Moon)

### Annual Report Administration Services

**Annual Report**

- **Date:** 12/6/2017
- **Time:** 12:00:00 AM
- **Reviewer:** mward Michelle
- **Approvers:** (Chief Moon)

### 40-15 - Field Interviews

**Standard Operating Procedure**

- **Date:** 1/14/2016
- **Time:** 12:00:00 AM
- **Reviewer:** Spyne Stan
- **Approvers:** (Chief Moon)

### 10-16-05-03 - Discussing cases with attorneys

**General Order**

- **Date:** 5/20/2016
- **Time:** 12:00:00 AM
- **Reviewer:** Spyne Stan
- **Approvers:** (Chief Moon)

### 10-18-07-01 - Authorized Weapons

**General Order**

- **Date:** 7/9/2018
- **Time:** 12:00:00 AM
- **Reviewer:** Spyne Stan
- **Approvers:** (Chief Moon)

### 40-28 - Canine Operations

**Standard Operating Procedure**

- **Date:** 12/1/2016
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**PD-0077 · Void, Amend, Dismiss Citation**

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**PD-0049a · Risk Threat Assessment for Warrant Service**

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70-1 - Radio
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70-8 • Response Standard
To Severe Weather
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**50-19 • DARE, Drug Abuse Resistance Education**

**20-5 • Equal Employment Opportunity**

**10-6 • Inspections**

**40-13 • Responding to Persons with Mental Illness**

**VIP Security Plan: Special Events Plans**

**10-37 • Personnel Appearance, Uniforms, and Equipment**

**30-1 • Department Training Operations and Requests**

**VIP Security Plan: Special Events Plans**

**10-7 • Public Information**

**10-7 • Public Information**
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***CONFIDENTIAL***

**DO NOT PRINT**

Up Corp or al Rev iew Board Questions

**Brown - LT**

OPS/ Accreditation Manager

Approved 6/8/2017 3:17:15 PM
**2017 Fayette Pregnancy Resource Center 5K**

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10-10 - Internal Affairs

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- mward Michelle, Administrative Coordinator
- jmoon Janet, Chief of Police
- Brown - LT, Accreditation Manager
- Brown - LT, Accreditation Manager
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70-5 - Dissemination of Criminal Histories
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Less Lethal Munitions
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10-25 · Safety Restrainting Devices
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70-1 · Radio Communications
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70-2 · Radio Equipment
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70-2 · Radio Equipment
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### PD-0037 - Student Intern Evaluation Form

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### PD-0028 FTO - Field Training

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### PD-0028 FTO - Field Training Daily Observation Report

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### Low Light (Simunition) Lesson Plans

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**PD-0087a - Physical Agility Testing Forms**

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**50-16-06-04 - Issuance and Accountability of Canine Training Aids General Order**

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PD-0001 - Departmental Firearms Qualification Forms

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Lesson 3/26/2014 12:00:00 AM Published Mark Brown

Lesson 9/13/2013 10:37:04 AM Published Mark Brown

Lesson 2/10/2014 12:00:00 AM Published Mark Brown

Lesson 8/5/2013 2:42:58 PM Published Mark Brown

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Lesson Plan Approval

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Field Training
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Field Training Manual Forms
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OPS/Accreditation Manager Approved

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PD-0049b - Target Area
Recognizance, High Risk Search and Arrest Warrants

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2. Has the agency experienced any grievances since its annual review or initial assessment?
   No

Trends and Patterns
1. Has the agency recognized any trends or patterns within the reviews, audits, inspections, or analyses required by the accreditation process?
   No

Goals and Objectives - The accreditation standards require the formulation and annual updating of goals and objectives for the agency and its major organizational components.
1. List any goals and objectives that affect compliance with the standards and their status.
   Patrol Division
   
   Goal #1: Increase division average of officer initiated traffic encounters by 10%
   
   Objective #1: Supervisors to coordinate traffic enforcement details
   Objective #2: Supervisors to coordinate multi-use path checks
   Objective #3: Supervisors to coordinate road checks
   Objective #4: Senior officers begin coordinating traffic enforcement details

   Goal #2: Increase multi-use path patrol by 5%
   
   Objective #1: Ensure 100% of patrol officers are trained on the SMART car
   Objective #2: IPMBA bike patrol class for identified officers
   Objective #3: Ensure 100% of patrol officers are trained to operate ATV
   Objective #4: Minimum of 2000 minutes of multi-use path time per team per month

   Goal #3: Increase K-9 deployments by 12%
   
   Objective #1: Certify both K-9 teams are certified in article searches
   Objective #2: Increase K-9 handlers' response to back up officers on traffic arrests to be more available for searches
   Objective #3: Increase random K-9 searches of common areas at city parks and recreational areas for illegal drug activity
   Objective #4: Develop patrol orientation training program

   Support Services
   
   Goal #1: CALEA
   
   Objective #1: Successfully complete on-site assessment in June of 2019 with 100% compliance to achieve accreditation with excellence
   Objective #2: Due to a 32% increase in new officers, ensure new officers and new supervisors are trained in the CALEA process
   Objective #3: Ensure Command Staff is ready through PowerDMS standard assignments
   Objective #4: Successfully complete re-accredidation process at CALEA conference in November 2019

   Goal #2: Training
   
   Objective #1: Driver Training. Identify additional instructors for department's driver training program to further expand the training to include lines of travel, and re-certification of officers in PIT by creating PIT cars
   Objective #2: In-House Courses. Due to the influx of new officers, expand training hosting capabilities through infrastructure and agreements for basic courses for our new officers (i.e. ARIDE, interviews & interrogations, criminal procedure)
   Objective #3: SRT: Increase recruitment of new SRT members to increase the number of officers with advanced skills in mitigating high risk incidents
   Objective #4: Instructor Development. Several new instructors were recruiting and certified in 2018. In 2019, research opportunities for the new instructors to lead courses of instruction to further develop their teaching skills
Goal #3: Recruitment and Retention

Objective #1: After a record year of new hires in 2018, move to a more on-line based system to encourage more applications and streamline the process
Objective #2: Develop a recruitment video
Objective #3: Develop a benefits and salary comparison to present to potential recruits
Objective #4: Continue liaison relationships with state, technical college law enforcement academies, and job fairs to identify pre-service applicants

Criminal Investigations:

Goal #1: Positively Affect Part 1 Crime Rate by Reducing Retail Crime by 5%

Objective #1: Continue to foster effective communication with retail partners
Objective #2: Aggressively investigate and prosecute retail crime offenders
Objective #3: Maintain investigator and officer awareness of organized retail crime trends

Community Response Team:

Goal #1: Reduce Injury Collisions by 5% during the calendar year

Objective #1: Target enforcement at high frequency collision locations for speeding, impaired driving, following too closely, distracted driving and other moving violations that are common collision contributing factors
Objective #2: Conduct in depth collision analysis on a quarterly basis and peripherally on a monthly basis to determine collision trends then disseminate relevant information regarding those trends
Objective #3: Conduct public information and education efforts based on monthly and quarterly needs that are identified in Objective #2 above. This will include public information relevant to state and national enforcement campaigns
Objective #4: Increase the number of officers trained in RADAR, LIDAR, SFST, ARIDE, Intoxilyzer 9000, and Child Passenger Safety

Goal #2: Increase the number of instructional classes taught to civilians during the 2019 calendar year by 10%

Objective #1: Conduct two JPA, CPA, CERT, and Teen CERT classes during 2019
Objective #2: Increase participation in the Teen Motorized Cart Safety Course in 2019
Objective #3: Increase opportunities for civilian Active Threat Response in 2019
Objective #4: Increase advertisement of all civilian classes on social media, weekly updates, local newspaper, schools, and visual message trailer

Administrative Services:

Goal #1: Reduce the number of items stored in evidence room by 5%

Objective #1: Identify lost/found property, drugs and large evidence items that can be purged and complete necessary purge orders
Objective #2: Compile list of items to auction, and work with City Hall on moving through the process of auctioning the identified items
Objective #3: Dispose of items that are cleared through a purge order for disposal
Objective #4: Increase officer education on the type of items that are not required to be placed into evidence

Organization Strengths, Weaknesses, Opportunities, and Threats - Effective organizations’ leaders are aware of strengths, weaknesses, opportunities, and threats, and use these as planning tools for the future. The intent of this section is for the CEO to report on these issues for the purpose of structuring future assessments.

1. Strengths

Our relationship with our community was made readily apparent with our first officer involved shooting during this assessment cycle. Our community outreach efforts prior to the shooting, paid dividends in a quick resolution of the investigation, backing from our citizens, and support of the
District Attorney, to clear the officers three days after the incident, which is much faster than the trend observed across the nation. Our social media outreach of 32,000 followers allows this agency to write our factual narrative regarding incidents and keeps our community informed without media bias. Our traffic safety initiatives have been awarded at the State and National level in so far as education, enforcement, engineering, effectiveness of efforts, training and policy. Last but not least, our professional work force of educated officers, who pass extensive background investigations, provides for less internal and external complaints. In the trend of increased scrutiny of our profession, our workforce continues to operate within our enforced guidelines to protect the officers and the department from unnecessary scrutiny.

**Professionalism of Agency:**

For an agency with over 60 sworn personnel, the number of external complaints received on officers is exceptional, and has been decreasing over recent years. From 2015 – 2018, the agency received 54, 36, 26, and 30 external complaints, respectively. In 2018, only 4 of 30 external complaints were sustained. In the first four months of 2019, the agency has continued on similar track to 2018. Given the low average tenure of officers in the agency, the low number of complaints and sustained complaints is a testament to the professional ethos of the Peachtree City Police Department.

**Traffic Safety:**

Our traffic safety programs continue to receive State and National recognition. One of our Lieutenant's is on the IACP Highway Safety Committee. Another Lieutenant has been asked to judge and score other agency's state and national traffic safety challenge applications. This year the department was successful by score first place for our agency size for the Georgia Governor's Office of Highway Safety Law Enforcement Challenge. The challenge evaluates the agency's success in traffic safety planning, approach, and effectiveness according to the best industry standards.

2. **Weaknesses**

Our efforts at recruiting highly qualified and educated employees, along with our robust career development and training programs, has resulted in a trend where our workforce is extremely marketable to State and Federal law enforcement agencies. This has resulted in a loss of highly experienced and skilled workers. The department hired a record number of new officers during 2018.

**Records Management:**

The department continues to face challenges with a records management system that was implemented with a previous administration without consideration to integration with congruent law enforcement agencies and for NIBERS and UCR reporting purposes.

**Succession Planning:**

Due to significant turnover in recent years, the agency’s pool of leadership candidates over the mid-term future is a point of concern. The average tenure of officers in the agency is very low, and many personnel with significant skill sets of have left the agency in recent years. Furthermore, there are multiple high-rank and high-skill employees eligible for retirement currently and over the next couple of years.

3. **Opportunities**

Through effective and progressive budgeting practices, the department continues to take advantage of new technology to combat and prevent crime. Technological advances allow patrol supervisors to deploy remote cellular based surveillance cameras at a moment’s notice to monitor active, or projected crime areas. The department has installed its first fixed mounted ALPR, and has had huge success in solving crimes via our mobile ALPR trailers.

Our Special Response Team has been in existence since 1997 and has progressed into a multi-jurisdictional unit, with requests for coverage at the national level for the NCAA College Football National Championship and Superbowl 53 in 2019.

Our practical driver training program, along with extensive administrative reviews of collisions, continues a trend of reduced collisions from avoidable factors by officers. Our current trend continues at a 60% decrease in collisions after the driver training program was instituted. After several police academy recruits unsuccessfully completed the driver training program in the academy, the same program was implemented before our recruits go to basic mandate training.
which has resulted in no recruits being removed from the police academy as a result of a failure to complete driver training.

Our recently restructured position of Corporal being added to the level of supervision will result in more opportunities for officers in supervision advancement to further our ability in our succession planning for the future.

The Peachtree City Police Department was awarded a competitive grant from the Governor’s Office of Highway Safety for $21,981.50 in equipment that enabled us to develop and instruct classes on Motorized Cart Safety. The department’s staff has already had over 100 students graduate from the 8 classes that were taught in 2018 and has over 60 students on a waiting list for future classes.

The department continues to receive accolades on our continued transparency on department activities using social media. From 700 followers in 2012 to approaching 22,000 likes to date. Our Facebook page has recorded 3,823,809 viewing our content, with an average of 10,476 a day engaged with us on our social media platform. The department has added multiple administrators from each division to further expand on our social media outreach with our community during this assessment cycle.

4. Threats

The City of Peachtree City has announced plans on proposed annexation of additional land and population, with no projected increases in staffing. The department is planning on alternative patrol techniques including researching on-line reporting in anticipation of possible increases in calls for service. At the same time, we have begun to observe a trend of more aggressive and sometimes violent, youthful offenders from the metro Atlanta area, committing senseless property crimes in Peachtree City and fleeing with sometimes violent results. As stated earlier, we could have a leadership void of qualified and experienced personnel with the ability and knowledge take over such positions within the agency in the near future. Because of our recruitment of highly qualified applicants who are very marketable elsewhere, these employees are often sought out and hired by other higher paying jobs.

Crime:

Significant increases in retail crime threaten the resources of the agency as well as the city’s excellent crime rate. Over the previous 5 years, reported shoplifting incidents have increased by 35%, and 2019 is currently on track to increase another 31% from 2018. With staffing challenges over the last year to two years, allocating personnel specifically to this issue has not been feasible.

Entering autos also continue to be a plague on the resources of the agency, the crime rate of the city, and the peace of mind of those who are victimized. These cases comprise, on average, approximately 40% of the cases assigned to CID over a year – and there is no sign of the trend decreasing. The five-year average from 2014 to 2018 was 129 incidents per year, and 2019 has seen 72 reported in the first four months (projected 216 if pace continues).

Recruitment and Retention:

The main challenge we have seen and will probably continue to see is employee retention. This challenge is the root of many other issues we have had and will have. It affects training hours, employee morale, staffing levels, proactive enforcement efforts, collision prevention efforts, community outreach efforts, and pretty much every aspect of our operations. The City is proposing a mid-term pay scale adjustment in compliance with FLSA, and to adjust starting pay, along with a comprehensive pay and benefits study during the next fiscal year.

Areas for Future Review - The accreditation process is designed to involve the agency in determining those areas of operational or administrative activities that may require further examination during the annual compliance reviews or the site-based assessment. This section provides an opportunity for the agency CEO to direct attention to those areas that he/she feels may require such review.

1. Please list any operational area or activities in the agency that need specific examination during future reviews and indicate the circumstances.

A Corporal, or additional supervisor, was added to all four patrol teams providing for more succession planning and supervisory development. In addition a Detective position in CID was re-classified to a Police Sergeant. These changes are a step in increasing our succession planning. We are continuing to develop a succession and career development matrix for employees to follow to increase their qualifications for future career aspirations as we currently have none. The City is trying to use some form of this proposed matrix to try and implement such a succession plan city wide.
2. Please list any administrative area or activities in the agency that need specific examination during future reviews and indicate the circumstances.

Our records management system will experience a potential change this year along with the incorporation of NIBERS in the 3rd quarter of 2019. This is expected to cause record's management concerns in the future.

**Impact of Accreditation** - This section is used to define the value of the accreditation process for your agency and provide suggestions for future improvements for the CALEA accreditation process.

1. What suggestions do you have for improving the CALEA process?

   For agencies that have achieved Accreditation with Excellence on a consistent basis, we should just have to show proof of compliance for one year and not all four. Of course audits and inspections should be done according to standard. Strongly agree that applicable written directives stay current, but finding proofs for something you have done consistently for 20 years seems to be a waste of resources. Otherwise, the annual review process keeps agencies current and is a good check and balance to ensure compliance.

2. Are you satisfied with the level of support provided by the CALEA staff? Please explain.

   All interactions with CALEA staff have been prompt and satisfied any concerns.

3. What specific value do you gain from involvement in the CALEA accreditation process?

   Throughout these more than 25 years of affiliation with CALEA, accreditation has been an agent for positive change in our agency. CALEA standards represent “best practices” in this industry. These standards were the template for creating a comprehensive policy and procedure manual for the organization. Writing that manual required a review of virtually everything being done by the agency, every service and every procedure. Remaining accredited requires that we continue this review regularly. Policies of this agency are constantly under review and revision, including annual revisions of all high liability policies such as use of force and pursuit. CALEA standards evolve, requiring the same by this agency. By way of example, in recent years we have been required or encouraged by new or changing standards to develop policies and training for dealing with mentally ill persons, investigating missing children reports, the incident command system, various use of force issues, biased policing, and a personnel early warning system. Taking a pro-active stance on these issues has prepared all of us to face new challenges in law enforcement. Peachtree City Police Department Officers now receive, on average, over 125 hours of training annually through 54 on-line PowerDMS classes followed-up with a robust practical exercise training program. To summarize, CALEA stimulates positive change, provides the only system of best practices, requires a comprehensive manual of policies and procedures, develops our future leaders, improves agency training, and opens up inter-agency communications and information exchange.

**Chief Executive Officer’s Certification:**

I have reviewed this CALEA Agency Status Report and the entries are complete and correct to the best of my knowledge and I certify that my agency is in compliance will applicable CALEA accreditation standards.

Yes

CEO Signature: [Signature]

Print Name: Janet Moon

Date: May 16, 2019

Prepared By: Chief Janet Moon