

# OFFICE OF PROFESSIONAL STANDARDS

## END OF YEAR REPORT

01/01/16-12/31/16



The office of Professional Standards is tasked with providing the Chief of Police with an End of the Year Report. This report contains statistical, demographic, and comparison data originating from multiple sources within the agency. The information contained in this report is for the sole purpose of informing the Chief of Police of data which will aide him in decision making related to budgeting, tactical changes to workloads or assignments, or facilitate policy review and adjustment.

As the report is completed by the Office of Professional Standards, it primarily outlines those categories which concern its mandate within the agency. These categories include Internal Affairs, Hiring and Background Investigations, and Training. However, at the request of the Chief of Police, other data points have been added to provide context and to highlight overall workload of other divisions.

### **INTERNAL AFFAIRS/PROFESSIONAL STANDARDS**

The Internal Affairs section of the Office of Professional Standards is tasked with conducting investigations into alleged misconduct on the part of our civilian and sworn personnel. These formal investigations are ordered directly by the Chief of Police, and any discipline issued as a result comes directly from his office. For more minor violations of our policy, the employee's direct supervisor may investigate and dispel discipline. Only those formal investigations and discipline are recorded in this report.

The Office of Professional Standards is also mandated to monitor policy and professional practice within the agency, to ensure cohesion and high standard. This office therefore monitors and correlates all complaint reporting, fleet accident review, policy and procedure creation/review, pursuit review, and use of force review. The following data depicts work product in the areas described for 2016:

#### **Agency Enforcement Data-**

Sworn Officers employed:	Allotted 97 Full-Time Sworn Officers (average approx. 93) as well as 4 Part-Time Court Security
Officers	
Annual Calls/Citizen Contacts for Service:	66610
Reports Written:	13580
Accident Reports:	2998
Arrests Made:	2940
Traffic Stops:	12468
Citations Issued:	approx. 8967

**Population Data for Douglasville-**

Total Population:	32,879 (2015 Census Estimate)
Total Population living in poverty:	19%

**Demographics of Population Served-**

African American:	55.9%
Caucasian:	33.4%
Hispanic:	7.2%
Asian:	1.8%

**Internal Investigations of Officers-**

Total I.A. Investigations:	11	
Reports with Sustained Violations:	7	
Reports where no Violation was Found	2	
Reports still Open/Active:	2	(awaiting DA decision or trial)
Violations Sustained:	24	

**Sustained Violations by Type and Occurrence-**

Use of Force:	2
Failure to report UOF:	1
Conduct Unbecoming:	3
Obedience to Regs/Laws:	1
Reporting Knowledge of Violations of Regs/Laws:	3
Professional Image:	5
Associating w/Known Criminal:	3
Info/Security Protection:	1
Failure to Notify Supervisor of UOF:	1
Employee Use of Computers:	1
Confidential Information Protection:	1
Insubordination:	1
Truthfulness:	1

**Discipline Issued Resulting from Internal Affairs Investigations-**

Written reprimand only:	1
One day without pay:	1
Two days without pay:	1
One week without pay:	1
Resigned in Lieu of Termination:	3



**Uses of Force-**

Total Uses of Force:	117	
Total Uses of Force Not Within Policy:	1	
Uses of Force Still Open/Active:	2	(awaiting DA decision or trial)
Percentage of calls/contacts force was used:	.17%	

Firearm:	2
Punches/Strikes:	5
K-9:	2
Soft Hand:	79
Taser:	16

**Pursuits-**

Total Number of Pursuits:	19	
Total Officers Involved in Pursuits:	32	
Total Number of Pursuits Not Within Policy:	3	(Too Many Units in Pursuit)

**Complaints-**

Total Number of Complaints:	30
Total Number of Complaints with Merit:	5

**Nature of Complaints with Merit-**

Rudeness:	2	(1 Civilian and 1 Sworn)
Officer Policy Violation/Misconduct:	2	
Parking in Fire Lane:	1	

**Commendations Submitted by Citizens-**

Total Commendations from public in 2016:	30
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**Fleet Accidents-**

Total Fleet Accidents:	34
Preventable Accidents:	9
Non-Preventable Accidents:	25

**Discipline Issued From Preventable Accidents-**

Verbal Warning:	5
Written Reprimand Only:	2
Written Reprimand and Loss of Take-Home Car:	2
Written Reprimand and Suspension:	1

**Professional Standards and Policy-**

Standard Operating Procedure Updated:	41
New Standard Operating Procedure Created:	4



## HIRING AND BACKGROUND INVESTIGATIONS

The Hiring and Background section of the Office of Professional Standards conducts the background investigations, polygraphs (hiring and criminal), interviews, and schedules the psychological and medical evaluations for all persons hired at the police department. The following work was conducted to achieve those mandates:

Total Background Investigations Completed:	27	(17 Sworn and 10 Civilian)
Investigations Resulting in Hiring:	23	(15 Sworn and 8 Civilian)
Total Polygraphs Administered:	33	(31 pre-employment and 2 criminal)

### Demographics of Sworn Personnel Hired in 2016-

African American Males:	8
Hispanic Males:	2
White Males:	5
% Minority Hiring in 2016:	66%

### Demographics of Civilian Personnel Hired in 2016-

African American Females:	3
White Females:	4
% Minority Hiring in 2016:	42%

### Current Demographics of Total Agency-

Sworn Personnel Full Time	94	(Allotted 97)
Sworn Personnel Part Time	4	
African American:	21	
Hispanic:	5	
Other:	2	
White:	66	
Female:	9	
Male:	85	
% Minority Sworn Personnel:	Approx. 30%	
% Female Sworn Personnel:	Approx. 9%	
Civilian Personnel	26	
African American:	7	
Hispanic:	0	
Other:	0	
White:	19	
Female:	19	



### **Current Demographics of Total Agency (cont.)-**

Male:	7
% Minority Civilian Personnel:	Approx. 27%
% Female Civilian Personnel:	Approx. 73%

#### **Totals**

% Minority Total Agency:	Approx. 37%
% Female Total Agency:	Approx. 30%

### **Education Level of Sworn Personnel-**

High School Diploma only:	9
Some College, But No Degree:	39
Associates Degree:	9
Bachelor's Degree:	23
Master's Degree:	18

### **Attrition and Demographic Data**

Total Attrition in 2016:	18	
Sworn Officers:	14	(11w/m, 2w/f, 1b/f)
Civilian Staff:	4	(All w/f)
Resigned in Lieu of Termination:	4	
Terminated:	1	
Good Standing:	12	
Passed Away:	1	

### **TRAINING**

The Training section of the Office of Professional Standards is responsible for the training for our newly hired officers, as well as in-service training for the veteran officers. Also, this section conducts training and educational programs for the community. The list below is a breakdown of the training provided in this calendar year:

P.O.S.T. In-Service Offered On-site:	49	(20 Hours is State Requirement)
Hours of Instruction to New Hires:	30	(x12)



**In-Service Classes Listed by Type-**

Use of Force/S.O.P. Update  
U.O.F./Pursuit/P.I.T.  
Gangs  
CPR/AED  
U.O.F./Handgun Drills/Qualification  
Vehicle Stops  
U.O.F./Rifle Drills/Shotguns  
Community Policing  
U.O.F./Taser Cert/O.C./Baton  
Crisis Intervention/De-escalation  
Critical Tasks  
Criminal Procedure/Legal Update  
Various Roll-Call Training

**Outside Classes Hosted at DVPD-**

Tactical First Aid Instructor  
Media and Public Relations  
Internal Affairs- Officer Involved Shooting  
Crisis Intervention Team Training (GBI)  
GAINS Meeting Training (Info Sharing)  
CHINS Training (Juvenile Court)  
GATIC Training (Auto Theft)  
Human Resources Events/Training

**Community Outreach Programs-**

Citizen Academies Instructed:	2
Public Handgun Clinics Instructed:	10
Active Shooter Classes Provided:	9
Autism Outreach:	1
Neighborhood Watch Provided:	3
Town Hall Meetings:	3

Captain Brad Stafford  
Administrative Services Division

