

Dear Citizens of Douglasville,

In an effort to continuously strive to better ourselves and maintain the highest level of professionalism, we monitor several aspects of our operations at the police department. We then review this data to ensure that we are providing fair, transparent, community based police service to all of our citizens. This data is compiled in an “End of the Year Report” which I review with my command staff so that we have direction and focus for the following year.



This is the second year that we will share this report with the public so that you may obtain greater insight into how your police department functions. Though the End of the Year Report does not capture all that we do, it does capture several aspects of our operation as they relate to hiring, staffing, use of force, complaints, calls for service, discipline, retention, demographics of the community and agency, etc.

Many agencies never share this information. This is unfortunate for the citizens, as they may never get a true picture of their community, their police department, and the way in which the two interact. We will not function like this in Douglasville. This is your community and your police department. We will provide you with as much information as we can so that you may feel like an informed and active member of both.

The information provided in the report is a reflection of where we are now, and it provides a path for the future. Please rest assured that we will use this data to implement positive change and progressive new strategies for improving what we do, and how we serve. I will emphasize that transparency in policing only works if you share your thoughts and ideas. We can only effectively police this community if you are involved in the process and the discussion. Please let me, or any of your police officers, know what you think about how we serve you. We will listen. Our goal is to be ONE with our community.

Thank you,

Chief Gary Sparks

OFFICE OF PROFESSIONAL STANDARDS

END OF YEAR REPORT

01/01/17-12/31/17

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 aid 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 dispense discipline. All disciplinary measures are recorded, become part of the employee's personnel record, and are listed in this report.

The Office of Professional Standards is also mandated to monitor policy and professional practice within the agency. O.P.S., 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 2017. It also shows a comparison with 2016 in many categories (which was the first year this report was produced):

Agency Data-

Sworn Officer Allotment: 101 (plus 4 part-time court officers)
Average Actual Employment: 93 (plus 4 part-time court officers)

	2017 Totals	2016 Totals
Annual Calls/Citizen Contacts for Service:	70334	66610
Reports Written:	12906	13580
Accident Reports:	3020	2998
Arrests Made:	2487	2940
Traffic Stops:	11052	12468
Citations Issued:	approx. 8464	approx. 8967



Population/Demographic Data for Douglasville-

	2017	2016
Total Population: (Amer.Comm. Survey)	33,252	32,879
African American:	62%	55.9%
Caucasian:	28%	33.4%
All Other and Mixed Race:	10%	(not calculated)
Total Population living in poverty:	17.9%	19%

Internal Investigations of Officers-

Total I.A. Investigations:	6	12
Reports with Sustained Violations:	5	7
Reports where no Violation was Found	1	3
Reports still Open/Active:	0	2
Violations Sustained:	9	23

Sustained Violations by Type and Occurrence-

Conduct Unbecoming:	1
Obedience to Regs/Laws:	1
Off-Duty Conduct:	2
Knowledge of Laws and Regs:	1
PPP Violations:	3
Professional Image	1

Discipline Issued Resulting from Internal Affairs Investigations-

No Action Taken:	2
Written reprimand:	3
Termination:	1

Disciplinary Actions (Non-IA related)-

Total	30
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Results of Discipline

Write-up:	22	
1 Day Suspension:	4	
3 Day Suspension:	1	
Loss of Use of Take-Home Car:	2	
Termination:	1	(Failed the Police Academy)



Uses of Force-	2017	2016
Total Uses of Force by Officers:	105	117
Total Calls Where Force Used:	73	(Not Calculated)
Total # of Suspects Force Used Upon:	74	(Not Calculated)
Total Uses of Force Not Within Policy:	0	1
Uses of Force Still Open/Active:	2 (From 2016)	2 (DA's Office)
Percentage of contacts force was used:	.10%	.17%
Types of Force Used-	2017	2016
Firearm:	0	2
Punches/Strikes:	2	5
K-9:	5	2
Soft Hand:	79	79
Other (ASP, PIT, Other force):	7	13
Taser:	12	16
Pursuits-		
Total Number of Pursuits:	25	19
Total Officers Involved in Pursuits:	43	32
Total Number of Pursuits Not Within Policy:	7 (Use of both light/siren)	3
Complaints-		
Total Number of Complaints:	33	30
Total Number of Complaints with Merit:	2	5
Nature of Complaints with Merit-		
Professional Image/Rudeness:	1	2
Officer Policy Violation/Misconduct:	1 (driving)	3
Commendations Submitted by Citizens-		
Total Commendations from Public:	29	30
Fleet Accidents-		
Total Fleet Accidents:	27	34
Preventable Accidents:	17	9
Non-Preventable Accidents:	10	25
Discipline Issued From Preventable Accidents-		
Written Reprimand Only:	4	2
Loss of Take-Home Car:	2	2
Suspension:	1	1



Professional Standards and Policy-

Standard Operating Procedure Updated:	23	41
New S.O.P. Created:	1	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. In 2017 we implemented new strategies to help bolster the qualified applications we were receiving. These included Indeed.com and Applicant Stack, as well as other filtering technology and new advertising strategies. This unit completed the following work:

	2017	2016
Background Investigations Completed:	25 (22 sworn 3 civilian)	27(17 Sworn 10 Civilian)
Investigations Resulting in Hiring:	22 (19 sworn 3 civilian)	23(15 Sworn 8 Civilian)
Total Polygraphs Administered:	42	33

Demographics of Sworn Personnel Hired	2017	2016
African American Males:	7	8
African American Females:	3	0
Hispanic Males:	2	2
White Males:	6	5
White Females:	1	0
% Minority Hiring:	63%	66%

Demographics of Civilian Personnel Hired-		
African American Females:	0	3
White Females:	3	4
% Minority Hiring:	0%	42%

Current Demographics of Total Agency-Sworn Personnel		
African American:	26	21
Hispanic/Latino:	5	6
Other:	1	1
White:	68	70
Female:	17	13
Male:	83	85
African American Percentage:	26%	21%
Hispanic/Latino:	5%	6%
% Minority Sworn Personnel:	Approx. 32%	Approx. 28.5%
% Female Sworn Personnel:	Approx. 17%	Approx. 13%

(In 2017 Court Division No Longer Under PD Command Structure)



Civilian Personnel	20	27
African American:	4	7
Hispanic:	0	0
Other:	0	0
White:	16	20
Female:	13	20
Male:	7	7
% Minority Civilian Personnel:	Approx. 20%	Approx. 26%
% Female Civilian Personnel:	Approx. 65%	Approx. 74%
Totals		
% Minority Total Agency:	Approx. 27%	Approx. 28%
% Female Total Agency:	Approx. 22%	Approx. 26%

Law Enforcement National Averages-	(Bureau of Justice Statistics 2013)
Total Local Law Enforcement:	Approx. 477,000
African American Sworn Personnel:	Approx. 12%
Hispanic/Latino:	Approx. 12%
Other Races:	Approx. 3%
Female:	Approx. 12%

Highest Education Level of Sworn Personnel-2017	2016
High School Diploma only:	9
Some College, But No Degree:	39
Associates Degree:	9
Bachelor's Degree:	23
Master's Degree:	18
Percentage Officers w/ a minimum of Some College:	90.8%

Attrition Data-	
Total Attrition:	18
Sworn Officers:	14
Civilian Staff:	4
Resigned in Lieu of Termination:	4
Terminated:	1
Resigned in Good Standing:	12
Passed Away:	1
Retired:	0



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 as well as a comparison to last year:

	2017	2016
P.O.S.T. Classes Offered On-site:	50	49
Hours of Instruction to New Hires On-Site:	600	360
Total Training Hours for All Officers: (On-Site and Off-Site)	13,215	11,103

In-Service Classes Listed by Type-

Use of Force

U.O.F./Pursuit/P.I.T.

Precision Driving

Legal Update/Traffic Stops

U.O.F./Handgun Drills/Qualification

U.O.F./Rifle Drills/Shotguns

Community Policing/De-escalation

U.O.F./Taser Cert/O.C./Baton

Crisis Intervention/De-escalation

Critical Tasks (includes multiple classes on varying topics that allow us to meet State Certification standards)

Assigned Roll-Call Training-

Tiers of Police/Citizen Interaction

Crime Scene Integrity

DUI Investigations

Domestic Violence Investigations

Ethics and Professionalism

Financial Crime Investigations

Search and Seizure

Pursuit Policy

Dealing with Juvenile Offenders

Building a Solid Case

De-Escalation and the Mentally Ill

Civil Processes

Seven Habits of Highly Effective People



Community Outreach Programs-

Citizen Academies Instructed:	2
Public Handgun Clinics Instructed:	11
Active Shooter Classes Provided:	6
Neighborhood Watch Provided:	5
Town Hall Meetings:	8

OTHER DIVISIONS OF INTEREST

Detective Division

Total Number of Cases Assigned:	2319
Arrests Made/Warrant Taken:	258
Cases Closed:	1561
Exceptionally Cleared:	49
Inactive:	158
Remain Active:	218

Code Enforcement Division

Total Number of Reports Taken:	2575
Total Citations Issued:	187

Captain Brad Stafford,
Administrative Services

