



Commission on Accreditation for
Law Enforcement Agencies, Inc.
13575 Heathcote Boulevard
Suite 320
Gainesville, Virginia 20155

Phone: (703) 352-4225
Fax: (703) 890-3126
E-mail: calea@calea.org
Website: www.calea.org

February 12, 2016

Ms. Carol Martin
Chief of Police
Gainesville Police Department
701 Queen City Parkway
Gainesville, GA 30501

Dear Chief Martin:

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 Gainesville Police Department is scheduled for a Review Committee Hearing at the next Commission Conference in St. Louis, Missouri on April 2, 2016. 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.

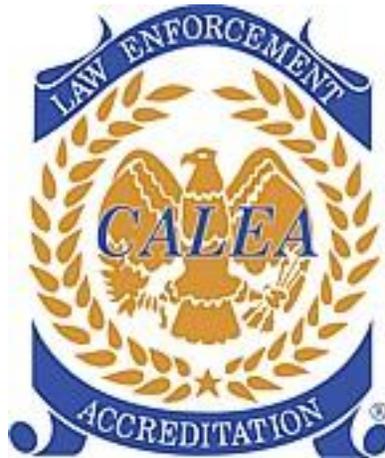
CALEA is *The Gold Standard for Public Safety Agencies* and we are honored to have your organization participate in this highly regarded process.

Sincerely,

W. Craig Hartley, Jr.
Executive Director



**Gainesville (GA) Police Department
Assessment Report**



2015

**Gainesville GA Police Department
Assessment Report
November 2015**

Table of Contents

Section		Page
A	Agency name, CEO, AM	1
B	Assessment dates	1
C	Assessment team	1
D	Program Manager	1
	Type of Assessment	1
E	Community and Agency Profile	1
	Community Profile	1
	Agency Profile	2
	Demographics	3
	Future Issues	3
	CEO Biography	4
F	Public Information	4
	Public Information Session	4
	Telephone Contacts	4
	Correspondence	4
	Media Interest	4
	Public Information Material	5
	Community Outreach Contacts	5
G	Essential Services	5
	Recruitment & Retention	5
	Use of Force	6

	Bias-Based Profiling	7
	Training	9
	Discipline	9
	Grievances	10
	Internal Affairs	11
	Promotion	11
	Community Programs	12
	Criminal Investigations	13
	Vehicle Pursuits	14
	Crime Statistics and Calls For Service	14
	Critical Incidents, Special Operations and Homeland Security	15
	Property and Evidence Control	15
H	Standards Issues	15
I	20 Percent Standards	16
J	Future Performance/Review Issues	16
K	Standards Summary Table	16
L	Summary	16

A. Agency name, CEO and AM

Gainesville (GA) Police Department
701 Queens City Parkway
Gainesville, GA 30501

Carol Martin, Chief of Police
Sgt, Jason King, Accreditation Manager

B. Dates of the On-Site Assessment

November 9-12, 2015

C. Assessment Team

1. Team Leader: Jason D. Moen
Deputy Chief of Police
Auburn Police Department
60 Court Street
Auburn, ME 04210
(207) 333-6650

2. Team Member: Linda Carlin
Accreditation Manager
Farmington Police Department
319 New Britain Avenue
Unionville, CT 06085
(860) 675-2426

D. CALEA Program Manager and Type of On-site

Vincent Dauro, Regional Program Manager

Seventh reaccreditation, Gold Standard, C size (101 full-time sworn, 15 non-sworn)
5th edition Law Enforcement Advanced Accreditation Standards
PowerDMS

E. Community and Agency Profile

1. Community profile

Originally established as "Mule Camp Springs" by settlers in the 1800s, the city of Gainesville was chosen to serve as the site of government for the newly created Hall County and was chartered by the Georgia Legislature on November 30, 1821. The city of Gainesville was named after General Edmund P. Gaines, a hero of the war of 1812 and a noted military surveyor and road builder.

The introduction of Airline Railroad in 1871 resulted in a new era of progress for the city with textiles leading the economy. With the economy doing well, a bond issue was

passed and the original water distribution system was created in 1890. After World War II, the city became home to the state's largest agricultural crop: poultry. This billion dollar a year industry resulted in Gainesville being named "Poultry Capital of the World." In addition to the poultry industry, Lake Sidney Lanier, created in 1957 by the U.S Army Corps of Engineers and covering more than 38,000 acres, is the most visited Corps of Engineers Lake in the nation, with an economic impact of more than two billion dollars annually. In 1996, the city of Gainesville served as the Rowing/Kayaking Venue for the 1996 Olympics.

Encompassing approximately 30 square miles, the city experienced a population increase of 43.0 percent, compared to the state growth of 26.4 percent between 1990 and 2000. The 2010 census estimate places the city's population at 33,804; however, as the business hub for Northeast Georgia, Gainesville's daytime population is estimated to be in excess of 100,000. Gainesville operates under a Council-Manager form of government. Every two years, the Council elects two members to serve as Mayor and Mayor Pro-Tem respectively. They are the Chairman and Vice Chairman of the legislative body, which is composed of a Mayor and four council members that serve the city's five wards.

2. Agency profile

The Gainesville Police Department was initially formed in 1890, and in 1894, had a roster of six police officers and a Chief of Police. During that time, officers of the police department were responsible for keeping cows out of the streets and collecting taxes. The police department currently has an authorized strength of 116 employees, with 101 sworn and 15 civilian.

The department is a full service agency providing basic patrol, traffic enforcement, accident investigation & reconstruction, investigative, and a variety of other premium services to its residents twenty-four hours a day, 365 days a year.

The department is organized into two Bureaus: the Operations Bureau and Support Services Bureau; each commanded by a Captain. Captain John Robertson oversees the Operations Division and Captain Michael Martin oversees the Support Services Bureau. These two Captains report to Deputy Chief Jay Parrish. The Operations Bureau consists of Patrol and Specialized Services. The Support Services Bureau consists of the Criminal Investigations Division, Training Division and Records.

3. Demographics

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

Demographics Report

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Assessment Sworn Officers		Prior Assessment Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
Caucasian	13184	39	70243	68	79	85	7	7.5	87	91	8	8.3
African-American	5071	15	5655	5	5	5	0	0	6	6	0	0
Hispanic	14198	42	20228	20	8	9	3	3.2	2	2	0	0
Other	1352	4	7040	7	1	1	1	1	1	1	1	1
Total	33805	100	103166	100	93	100	11	11.7	96	100	9	9.3

* Service population figures were obtained from the most recent US Census Bureau Figures (2010).

** Available Workforce is based upon data from the 2011 American Community Survey.

The Gainesville Police Department is committed to providing equal opportunity employment opportunities for all employees and applicants regardless of race, religion, color, sex, national origin, age, disability, or any other non-job related reason. The agency's recruitment plan focuses on ensuring that the agency demographics continue to reflect the demographics of the community it serves. The recruitment plan is showing signs of success as the agency has significantly improved its Hispanic representation since the last accreditation assessment.

4. Future issues

Agency recruitment of minorities continues to be a challenge but the agency has made some progress. The agency is currently at their highest level of minority employees. The agency continues to seek out innovative methods to attract minority candidates to include advertising in minority oriented publications and websites such as Saludos.com which gives the agencies access to both the Hispanic and African-American communities.

In light of the recent tragedies in Ferguson, MO and New York, the public's opinion on the law enforcement profession is low. The agency's challenge is to give law enforcement a positive image and let the public know they are here to serve and protect. The way they accomplish this is by working with the community and getting involved with local community organizations. This allows officers an opportunity to communicate their police practices and provide citizens an opportunity for input. The agency is shifting to a more community oriented approach to policing where the public has more positive interaction with officers on the street and gets to know them better because they are working in the same geographic area longer instead of being rotated out as often and officers are encouraged to get out and meet the community. The agency has realigned the Community Relations Unit, adding a Sergeant over that unit to better meet the needs of the community. The agency also continues to utilize citizen police academies to educate the public regarding policies and practices. The agency

also provides a junior police academy as an opportunity for the young people in the community to interact with officers and learn about police work in a fun and educational environment.

5. CEO biography

Chief Carol Martin joined the Gainesville Police Department in January 1987 as a patrol officer. Since her employment, Chief Martin advanced through the ranks of the Gainesville Police Department and has served as a Patrol Officer, Investigator, Sergeant, Lieutenant, Captain and Major. Chief Martin was named interim chief in September 2014 and became permanent in December 2014. In 1997 she was recognized by the Gainesville Elks Lodge as "Police Officer of the Year". Gainesville Kiwanis Club presented Chief Martin with the "John W. Jacobs, Sr. Memorial Award" for excellence in law enforcement in 2003 and again in 2007.

Chief Martin is an active member of the International and Georgia Associations of Chiefs of Police. Chief Martin currently serves as a board member of the Gainesville Rape Response and the Georgia Law Enforcement State Certification Program.

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 its law enforcement agency and to bring matters to the attention of the commission that otherwise may be overlooked.

1. Public Information Session

On Tuesday, November 10, 2015, a public information hearing was held at the city hall. Two community members spoke at the hearing. Former Chief Frank Hooper spoke to the professionalism of the staff and praised Chief Martin for all of the steps she had taken in re-initiating the agency's community policing efforts. Myrtle Figueren, a twenty year city councilor spoke highly of Chief Martin and her commitment to excellence.

2. Telephone Contacts

On Tuesday, November 10, 2015, a dedicated phone line for public comment was manned by the assessors between 1:00pm and 3:00pm. The team received two phone calls, all from surrounding law enforcement agencies. Both callers shared how Gainesville Police Department is a role model agency. The department is the "go to" agency for policies and accreditation assistance.

3. Correspondence

The assessment team received three letters or email correspondence during the on-site. Two citizens emailed via the CALEA website to voice their support for the agency. Both cited Chief Martin's efforts in revitalizing the agency's community policing efforts. Chief Snow of Rome GA Police Department wrote a letter citing how valuable a resource the agency serves in the realm of Accreditation.

4. Media Interest

The assessment team had no contact with the media during the assessment.

5. Public Information Material

The agency's comprehensive public information activities ensured a broad distribution of the appropriate information announcing the on-site assessment and phone session. The public notice was posted throughout the community in prominent areas and was also provided to various media outlets and shared through social media outlets.

6. Community Outreach Contacts

The assessors interviewed business leaders and community members during the assessment. Each of them spoke very favorably of the agency and discussed how involved the department is in its community policing efforts.

Pastor Ron Hughey of the Voice of Faith Ministries stated that he has seen a substantial improvement in the department's community relations efforts. Hughey stated that trust was being built on both sides of the agency and community and that the relationship between the agency and the African American population has improved steadily.

John Simpson, Dean of Students for Lakeview Academy spoke to the agency's commitment to emergency preparedness. With assistance from the agency, a solid student reunification process has been developed in case an emergency occurs at the school. Officers will often stop by the school and have lunch with the students.

G. Essential Services

Recruitment & Retention

The agency is committed to providing effective and efficient full service law enforcement to the citizens of Gainesville. The primary goal of the recruitment plan is to attract the most qualified candidates who are representative of the available workforce. The recruitment plan has identified the need to attract qualified females and Hispanics to the department.

The agency has a multi-faceted approach to recruitment which is coordinated by the Community Relations Unit. The agency focuses recruitment efforts on local & state colleges, military veterans and certified officers, actively participating in job fairs at local and state colleges as well as military job fairs. Personnel who represent the agency at the job fairs are well versed in the agency's career opportunities, salaries, benefits and the selection process. The agency will also utilize personnel in other languages in their recruitment efforts. Officers serving in the recruitment function are cognizant of the agency's needs in the areas of recruitment. The agency broadcasts notices of vacancy to all local media outlets as well as community organizations such as local church groups. The agency also utilizes an aggressive marketing campaign with billboard advertising as part of their recruitment efforts. The agency maintains a highly visible presence in the social media arena, highlighting the agency and its work within the community, which serves as an effective recruitment tool.

The agency conducts a tri-annual audit of its recruitment program to review progress made towards recruitment objectives and ensuring that the City's Equal Employment Opportunity Plan is being followed. The emphasis placed in the recruiting plan on

recruiting minorities is realizing a healthy return. The minority composition of the agency's sworn staff is at its highest level in the history of the department. The agency believes that there is always room for improvement and will continue their focus on successful recruitment.

Sworn Officer Selection Activity in the Past Three Years

Race/Sex	Applications Received	Applicants Hired	Percent Hired	Percent of workforce population
Caucasian/Male	296	31	10	.76
Caucasian/Female	33	4	12	.11
African-American/Male	37	5	14	1.4
African-American/Female	5	0	0	.16
Hispanic/Male	39	4	10	.30
Hispanic/Female	6	1	17	.08
Other	10	0	0	.14
Total	426	45	11	.41

The agency has an efficient hiring process that helps the agency select the best qualified candidate for the agency. The agency and the Human Resources Department share responsibility for the administration of the selection process. Applicants are informed of all elements and timelines of the selection process. The application process includes: written tests and oral interviews. Once a conditional offer of employment is made, a full background investigation, polygraph examination, psychological examination (Sworn) and physical examination is conducted. Applicants who are not selected may reapply again in one year from the date of last application. The agency reviews the selection process to ensure that all elements are job related and valid to the specific position hired for.

Use of Force

The Gainesville Police Department recognizes and respects the value and special integrity of each human life. A careful balance is required to protect the welfare of the public and enforce the laws vested in the agency. It is the policy of the agency to only use force when it is objective and reasonable to effectively bring an incident under control while protecting the lives of the sworn members and the citizens.

All sworn members are trained in use of force procedures and policies prior to the issuance of any deadly or non-deadly weapon. Proficiency is demonstrated before acting in any on-duty capacity. Firearm training is conducted annually. Less lethal training weapons are instructed annually by a certified instructor.

An agency incident report as well as a Response to Resistance and/or Aggression Report must be completed in all instances where members of the department utilize non-deadly force, deadly force, or attempt to use deadly force. A Response to Resistance and/or Aggression Report is also required whenever an officer uses a firearm to gain tactical control of an individual. The officer(s) involved is responsible for completing the Response to Resistance and/or Aggression Report form; it is forwarded through the chain of command to the Chief of Police. Each use of force is examined at

each level and a determination is made regarding whether the force is justified and whether any corrective actions or discipline are indicated.

Use of Force

	2012	2013	2014
Firearm	15	10	11
ECW	1	3	5
Baton	0	0	1
OC	0	0	0
Weaponless	17	20	15
Total Uses of Force	33	33	32
Total Use of Force Arrests*	31	26	26
Complaints	0	1	0
Total Agency Custodial Arrests	1969	2254	2404

* Use of Force Arrest totals do not always match Total Use of Force totals because there may have been multiple arrests in a particular incident and/or force may have been used in an incident where there was no arrest made. The agency classifies the display of a firearm as a firearm use of force. The agency had one officer involved shooting during the assessment period in which the force used was found to be justified after investigation by the Georgia Bureau of Investigation.

The Gainesville Police Department experienced a relatively low number of uses of force, averaging only thirty-one use of force incidents annually (ninety-nine total) over the past three years. There were 6,627 arrests from 2012 through 2014, and only 1.5% of those incidents resulted in the use of force, indicating that the police officers are exercising above average restraint and professionalism when dealing with the public.

The department received one complaint regarding use of force during the period under review and was thoroughly investigated. The incident was found to be outside of department policy and the appropriate discipline was issued.

Bias-Based Policing

The Gainesville Police Department strictly prohibits any and all forms of biased policing by its personnel. This prohibition of bias policing practices applies to all encounters between police officers and citizens including arrests, traffic contacts, suspicious vehicle stops, field contacts, investigative detentions, consensual inquiries, and forfeiture efforts. The department has implemented a number of safeguards in order to prevent and/or detect any possible signs of biased policing.

Biased Based Profiling Complaints

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

The agency tracks complaint data through the Internal Affairs Unit. Every complaint of biased based policing is thoroughly investigated. The agency conducts an annual review to determine if there are any discernible patterns of bias with its officers. The annual reviews conducted during the self-assessment period concluded that there were no trends or patterns identified to indicate that the agency engages in any type of biased based profiling. Officer arrests and citations were compared by race and gender

against the city's population. In all cases, offenders were targeted because of their observed criminal activity or based on citizens' complaints, not because of race, gender or age.

2012 Traffic Warnings and Citations

Race/Sex	Warnings	Citations	Total
Caucasian/Male	1734	3005	4739
Caucasian/Female	1273	2227	3500
African-American/Male	469	821	1290
African-American/Female	320	575	895
Hispanic/Male	691	1826	2517
Hispanic/Female	276	942	1218
Asian/Male	46	92	138
Asian/Female	24	54	78
OTHER	34	355	389
TOTAL	4867	9897	14764

2013 Traffic Warnings and Citations

Race/Sex	Warnings	Citations	Total
Caucasian/Male	2109	3398	5507
Caucasian/Female	1448	2497	3945
African-American/Male	610	975	1585
African-American/Female	430	636	1066
Hispanic/Male	809	2282	3091
Hispanic/Female	311	983	1294
Asian/Male	50	97	147
Asian/Female	18	41	59
OTHER	28	111	139
TOTAL	5813	11020	16833

2014 Traffic Warnings and Citations

Race/Sex	Warnings	Citations	Total
Caucasian/Male	1387	3602	4989
Caucasian/Female	931	2495	3426
African-American/Male	479	965	1444
African-American/Female	265	553	818
Hispanic/Male	548	2138	2686
Hispanic/Female	194	933	1127
Asian/Male	20	108	128
Asian/Female	15	48	63
OTHER	44	457	501
TOTAL	3883	11299	15182

Traffic enforcement data collected by the agency indicates that the traffic enforcement actions are within the same parameters as the demographic composition of the community.

Training

Lieutenant Nina Harkins coordinates the agency's robust training program. Annual training completed by the agency includes firearms, less-than-lethal weapons and law updates. The agency maintains a corps of instructors who deliver in-service training within the agency.

All sworn staff are sent to a regional Georgia Public Safety Training Academy for an eleven week basic training program, located in Athens, GA. The agency has an in-depth Field Training program that consists of three phases. Part of Phase I is conducted prior to the recruits being sent to the regional training academy. This includes department orientation and firearms familiarization. Upon completion of the academy training program, recruits receive firearms, EVOG and high risk training prior to beginning Phase II training on the street. Phase II is divided into three, fourteen day increments followed by a seven day observation period. During the fourteen day increments, the trainee is rated on thirty different areas of performance expectations on a Daily Observation Report. During the seven day observation period, the trainee is shadowed by the trainer to complete the training phase. Phase III is the evaluation phase. Officers work solo patrol and are given quarterly evaluations by their immediate supervisor for the remainder of their twelve month probationary period.

The agency's training committee meets often to assess the training needs of the department. The committee makes non-binding recommendations to the training director on how training is selected and or delivered to staff.

The agency has a comprehensive Career Development Program that encompasses career counseling, in-service training, and the guidelines established by the State of Georgia Peace Officer Standards and Training Council Career Development Program. Career counseling, involving the interaction of counselor and officer, offers guidance that assists an officer in choosing, preparing, entering, or progressing in a job assignment. There are also two aspects of in-service training articulated in this program: proficiency and career specialty. The department values higher education for its employees, feeling that college or university training provides to the citizens of Gainesville a more rounded and competent officer, especially in the areas of understanding society, effective interpersonal communication, acceptance of new ideas, and decision making. The Peace Officer Standards and Training Council (P.O.S.T.) has developed career development certificate programs that allow law enforcement officers to quantify their training. The five P.O.S.T. career development certificates available are intermediate, advanced, supervisory, management and executive. Officers achieving intermediate and advanced certification are eligible for a 3.3% pay increase for each certification while officers achieving advanced certification are eligible for a 3.4% pay increase.

Discipline

The agency has an employee code of conduct that instills pride and professionalism amongst its employees. Punitive discipline is progressive and includes training and counseling. When punitive discipline is administered, factual documentation of the infraction or unacceptable performance is required. Punitive includes employee counseling, written reprimand, suspension, demotion, or discharge. Supervisors of the rank of Sergeant and above have the authority to immediately relieve an employee from duty as a temporary administrative action. The agency incorporates training as part of its discipline function. The appeal process is concise and clear and the employee is informed of the appeals process when discipline is administered.

Personnel Actions

	2012	2013	2014
Suspension	2	4	2
Demotion	0	0	0
Resign In Lieu of Termination	0	0	1
Termination	1	1	2
Other	25	22	16
Total	28	27	21
Commendations	9	27	21

Over the past three years, the agency has suspended eight officers and terminated four officers. The agency is very stringent in the way officers are held accountable for their actions. Part of this accountability includes the early warning system. The system is effective in identifying and correcting undesired behaviors due to the sound procedural and communication processes coupled with well trained staff.

Grievances

The agency complies with standards pertaining to grievance procedures for all employees. The procedures are designed to allow and encourage the resolution of all employees' grievances at the lowest level in the organizational structure in an expedient manner. Grievances are reviewed and a decision is made by the Chief of Police. If an employee is not satisfied with the decision made by the Chief, he or she has the right to appeal to the city manager for determination.

Grievances are records determined to be sensitive in nature and require proper handling and control of all materials. Therefore, all materials filed are maintained by the Deputy Chief of Police.

Administration prides itself on treating its employees fairly and issues discipline that is commensurate with the infraction. The agency had no grievances filed during the assessment period, which reflects the good working relationship that the administration has with its employees. The Chief of Police has regular meetings with employees to share concerns or issues needing to be addressed.

Internal Affairs

It is the policy of the agency that all complaints against employees or the department, from any source whether inside or outside the department, will be documented and

investigated. Agency directive requires all complaint records be maintained within a secured area, with access limited to only authorized personnel. The agency makes complaint forms readily available to the public in the agency's lobby. Annually the agency makes the statistical summaries of internal affairs investigations available to the public via the agency's annual report. The Chief is notified of all complaints by the Deputy Chief.

Complaints and Internal Affairs Investigations

External	2012	2013	2014
Citizen Complaint	69	12	28
Sustained	4	4	4
Not Sustained	10	0	2
Unfounded	27	7	20
Exonerated	21	1	0
Misconduct not based on complaint	7	0	2
Conduct may be improper but no violation of law or policy	0	0	0
Internal			
Directed complaint	23	18	6
Sustained	7	12	2
Not Sustained	4	0	2
Unfounded	4	2	2
Exonerated	1	0	0
Misconduct not based on complaint	5	4	0
Conduct may be improper but no violation of law or policy	2	0	0

The decline in Internal Affairs Investigations is attributed to improved training for officers and a change in philosophy toward a more community policing driven philosophy. Vehicle accidents also generate an internal investigation and those have declined during the assessment period.

Promotion

The agency's promotional process is clearly defined. The tools used in the promotion process include but aren't limited to, written examinations, oral review board, and assessment centers. The promotional process is also part of the agency's career development plan which provides for the advancement of police officers who achieve increased levels of knowledge, skills and abilities. The Chief of Police retains the authority and responsibility for the promotional process. Promoted employees are subject to a twelve-month probationary period upon effective date of the promotion.

Sworn Officer Promotions

PROMOTIONS – 2012-2014			
	2012	2013	2014
GENDER / RACE TESTED			
Caucasian/Male	31	23	5
Caucasian/Female	4	3	0
African-American/Male	0	0	0
African-American/Female	0	0	0
Hispanic/Male	0	1	0
Hispanic/Female	0	0	0
GENDER/ RACE ELIGIBLE AFTER TESTING			
Caucasian/Male	25	17	4
Caucasian/Female	4	3	0
African-American/Male	0	0	0
African-American/Female	0	0	0
Hispanic/Male	0	1	0
Hispanic/Female	0	0	0
GENDER/ RACE PROMOTED			
Caucasian/Male	11	11	2
Caucasian/Female	3	2	0
African-American/Male	0	0	0
African-American/Female	0	0	0
Hispanic/Male	0	1	0
Hispanic/Female	0	0	0

The promotional process is utilized for the positions of Specialized Services Division Officer, Police Corporal, School Resource Officer, Criminal Investigator, Police Supervisory Corporal, Sergeant, Lieutenant, Captain and Deputy Chief.

Community Programs

The two words heard most throughout the assessment were partnership and relationship. Community involvement is at the heart of most agency efforts. Chief Martin has instilled a heightened sense and awareness of community involvement throughout the agency. Decisions are made on a daily basis where the effect on the community is given serious consideration. The Community Relations Unit (CRU) was reorganized with a sergeant dedicated to overseeing the unit. The unit consists of two Corporals, four School Resource Officers and a Crime Analyst. The unit is very involved in community programs offered by the agency.

CRU officers will often meet with new businesses coming to Gainesville. They will discuss services that the agencies provide and will offer to conduct Crime Prevention through Environmental Design surveys to the businesses in an effort to help them establish a secure presence in the community.

CRU officers are very active in the community. In 2014, CRU officers conducted over 200 community programs, presentations, training sessions and community meetings. CRU also hosted the first annual Junior Police Academy, which was well attended. CRO also coordinates a robust Neighborhood Watch Program. Several neighborhoods throughout the city have come together for Neighborhood Watch and provide valuable information to the agency which enhances crime prevention efforts.

Community involvement does not rest solely upon the Community Relations Unit. Community involvement is a systemic priority throughout the agency based upon the philosophical change instituted by Chief Martin. An emphasis has been placed upon working with community leaders to improve the agency's relationship with the community. This change has not gone unnoticed. Pastor Ron Hughey of the Voice of Faith Ministries gives the agency a "Strong B" grade in Community Relations. Hughey stated that the agency is very visible in the community and is open to conversation about improving community relations. He stated that the agency's relationship with the African American community is improving and respect is coming back to both sides.

Betty Galvan, a leader in the Hispanic business community indicated that the marked change in the agency's community philosophy has led to a marked improvement in the Hispanic business community. Galvan stated that Hispanics are starting to return to Gainesville due to the improved relations. The addition of several Spanish speaking officers to the agency has shown the community that the agency is committed to improving community relationships and making Gainesville a better place to live.

Criminal Investigations

The Criminal Investigations Division (CID) is well staffed and well equipped to complete its mission. There are two units within CID, General Investigations and Special Investigations. Special Investigations focuses on Narcotics, Vice and Gangs. To enhance these types of investigations, the agency has investigators assigned to the DEA Strike Force, FBI Safe Streets Task Force and the Multi-Agency Narcotics Squad. In recent years, there has been an influx of Bloods and Black Disciple gang members moving into the area thus expanding their criminal enterprises. Due to this influx, the agency needs to review the investigative workload of Special Investigations to determine if additional resources are needed to address the burgeoning gang activity.

General Investigations rotates an on-call schedule and investigates thefts, homicides and other crimes. Due to the skills of the CID personnel both sworn and civilian, most investigations can be completed within the agency. The investigators assigned to the General Unit conduct investigations which consist of interviewing witnesses, victims, identifying and arresting suspects, presenting cases to the prosecutor and protecting evidence at the crime scene.

The CID Commander advises and updates the CEO on all activities related to vice, drugs and organized crime. Confidential funds are regularly audited and equipment is properly maintained and utilized within CID.

The agency currently does not have a system in place for the investigation of cold cases. The agency currently has twelve cold cases in its files. The agency could easily

come into compliance with the standard regarding the investigation of cold cases utilizing the current allocation of resources.

Vehicle Pursuits

Officers and supervisors continually weigh the dangers posed by the offender being able to escape and the need for immediate apprehension against the danger to the public posed by the pursuit itself. The policy takes into consideration the nature of the offense and conditions of the pursuit such as weather, lighting, vehicle conditions, and risks to the public. The responsibilities of the initiating officer, any secondary officer, the supervisor, and the dispatchers are all clearly outlined in the policy. Conditions under which a pursuit should be terminated are listed in the policy and the officer involved in the pursuit or the monitoring supervisor may terminate the chase at any point.

Vehicle Pursuits

PURSUIT	2012	2013	2014
Total Pursuits	8	3	4
Terminated by agency	5	1	3
Policy Compliant	7	2	4
Policy Non-compliant	1	1	0
Accidents	0	2	1
Injuries: Officer	0	1	1
: Suspects	0	1	0
: Third Party	0	0	0
Reason Initiated:			
Traffic offense	7	3	3
Felony	1	0	1
Misdemeanor	0	0	0

The agency's pursuits declined during the assessment period. Thirteen of the fifteen pursuits were related to traffic offenses and thirteen were policy compliant. Two of the pursuits over the accreditation period were not conducted within policy. The two pursuits not in compliance with policy were reviewed and the appropriate remedial actions were taken.

Crime Statistics and Calls for Service

The agency is committed to addressing quality of life issues in its approach to law enforcement and service delivery. The agency takes a proactive approach to traffic enforcement issues with the Police Traffic Services Unit (PTSU). The goal of PTSU is to reduce the number of traffic accidents, reduce the number of accidents with injuries and gain voluntary compliance with traffic laws. PTSU utilizes Data Driven Approaches to Crime and Traffic Safety methodology in the deployment of resources to address traffic issues. The Crime Analyst provides crash and traffic violation data to PTSU, developing hot spot areas for resources to deploy in.

Year End Crime Stats

	2012	2013	2014
Murder	2	1	2
Forcible Rape	16	21	16
Robbery	49	39	33
Aggravated Assault	46	56	84
Burglary	243	209	214
Larceny-Theft	1173	1238	1211
Motor Vehicle Theft	88	67	81
Arson	1	4	2
Calls for Service	55,472	62,416	56,108

The crime statistics and calls for service have generally stayed fairly level throughout the assessment period. The agency did go from an incident based system to a uniform crime reporting system which led to a more accurate reporting of statistics, leading to a slight increase in aggravated assaults. Hall Communication Center, which fields all the calls for the agency, annually has approximately 400,000 calls for service with about 120,000 of those calls being 911 calls.

Critical Incidents, Special Operations and Homeland Security

The Gainesville Police Department maintains an all-hazard plan with clear procedures given for agency response to hazardous incidents and natural and man-made disasters. Details include provisions for those events caused by bomb or HAZMAT or resulting in hostage and barricaded persons, mass fatalities, or those unusual occurrences requiring mobilization, extended operation, and other actions to insure the continuity of operations. Initial response, operations, intelligence, planning, logistics, and finance administration follow standardized Incident Command System (ICS) protocols.

Property & Evidence Control

The agency maintains property and evidence in a secured area of the facility. The assessment team observed the process utilized by officers entering evidence into the system and the subsequent movement of evidence from the lockers into the evidence room.

Items were easily identifiable and had proper storage. The evidence room also included separate and properly secured areas for drugs, guns, cash, and jewelry, which could also be identified with ease.

The agency has an impound lot which is located off site at Alta Vista Road. This lot is a city facility site secured by a fence and barbed wire where city personnel is present daily. The officers conduct directed patrols on the site as well during the evening watch. The city fuel pumps are located there as well so officers are constantly in and out of the area. One area noted for improvement would be the deployment of a security camera system to add an additional layer of security to the site. The agency was already making plans to add this layer of security prior to the on-site assessment.

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.

The agency did not have any standards needing attention.

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 its unique situation.

The agency was in compliance with 86% of applicable other than mandatory (O) standards.

J. Future Performance / Review Issues

The agency did not have any standards that will require future review.

K. Table: Standards Summary

Mandatory (M) Compliance	312
Other-Than- Mandatory in Compliance (O)	63
Standards Issues	0
Waiver	0
Elect 20 percent (O)	10
Not Applicable	99
Total	484

L. Summary

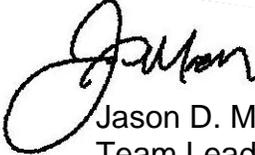
The Gainesville Police Department is a full service law enforcement agency. The agency uses Problem Solving strategies and a Community Policing approach to the delivery of law enforcement services with a high priority placed on pro-active efforts. Agency personnel are well trained and well equipped to deliver high quality services.

The agency embraces the philosophy of Community Policing, focusing its attention on partnerships with the communities it serves. Striving for a cooperative process of identifying police/community priorities, the agency seeks more effective methods to achieving its goals. The agency recognizes that police incidents are symptoms of underlying problems and searches to identify problems in many different dimensions. The agency encourages the use of creativity and imagination by officers of all ranks in its quest to address these problems. The assessment team found the agency to be very responsive to its community. Chief Martin has a great team and is creating positive change in the culture of law enforcement for Gainesville.

The assessment team found the agency to be prepared for the on-site. Staff was eager to share with the assessors the work they do on behalf of the community and the agency they serve. A limited number of files were reviewed off site and no files were reviewed on site.

The agency completed its community survey in 2015. The survey documented respondents reporting overall excellent to good performance by members of the police department. The highest scores recorded were for the officer's competence and agency performance.

The agency maintains a healthy working relationship between command staff and line staff as evidenced by the lack of any grievances during the assessment period. A sense of agency pride and family was prevalent throughout the agency. It is evident that CALEA standards and practices have become part of the culture of the Gainesville Police Department.



Jason D. Moen
Team Leader

February 1, 2016