

LAW ENFORCEMENT ACCREDITATION

Gainesville (GA) Police Department

Agency

Gainesville (GA) Police Department
701 Queen City Pkwy
Gainesville, GA 30501

Chief Executive Officer

Chief
Jay Parrish

Methodology Overview

CALEA serves as the premier credentialing association for public safety agencies and provides accreditation services for law enforcement organizations, public safety communication centers, public safety training academies, and campus security agencies. The standards are promulgated by a board of 21 commissioners, representing a full spectrum of public safety leadership. The assessment process includes extensive self-assessment, annual remote web-based assessments, and quadrennial site-based assessments. Additionally candidate agencies are presented to the Commission for final consideration and credentialing.

CALEA Accreditation is a voluntary process and participating public safety agencies, by involvement, have demonstrated a commitment to professionalism. The program is intended to enhance organization service capacities and effectiveness, serve as a tool for policy decisions and management, promote transparency and community trust, and establish a platform for continuous review.

CALEA Accreditation is the Gold Standard for Public Safety Agencies and represents a commitment to excellence.



Law Enforcement Accreditation

CALEA standards reflect the current thinking and experience of Law Enforcement practitioners and researchers. Major Law Enforcement associations, leading educational and training institutions, governmental agencies, as well as Law Enforcement executives internationally, acknowledge CALEA's Standards for Law Enforcement Agencies© and its Accreditation Programs as benchmarks for professional law enforcement agencies.

CALEA's Founding Organizations:

- **International Association of Chiefs of Police (IACP)**
- **Police Executive ResearchForum (PERF)**
- **National Sheriffs Association (NSA)**
- **National Organization of Black Law Enforcement Executives (NOBLE)**

TABLE OF CONTENTS

Executive Summary

Chief Executive Officer Profile

Community Profile

Agency History

Agency Structure and Function

Agency Successes

Future Issues for Agency

First Annual Compliance Service Review

Second Annual Compliance Service Review

Third Annual Compliance Service Review

Fourth Annual Compliance Service Review

Site-Based Assessment Review

Community Feedback and Review

Standards Related Data Tables

EXECUTIVE SUMMARY

Overview:

The Gainesville (GA) Police Department is currently commanded by Jay Parrish. The agency participated in a remote assessment(s), as well as site-based assessment activities as components of the accreditation process. The executive summary serves as a synopsis of key findings, with greater details found in the body of the report.

Compliance Service Review:

CALEA Compliance Services Member(s) N/A remotely reviewed 80 standards for the agency on 4/6/2017 using Law Enforcement Manual 5.23. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

CALEA Compliance Services Member(s) Tim Hazlette remotely reviewed 90 standards for the agency on 5/9/2018 using Law Enforcement Manual 5.23. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

CALEA Compliance Services Member(s) Judi King remotely reviewed 203 standards for the agency on 3/10/2019 using Law Enforcement Manual 5.23. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

CALEA Compliance Services Member(s) Virgil Hubbard remotely reviewed 81 standards for the agency on 1/1/0001 using Law Enforcement Manual 5.23. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

Site-Based Assessment Review:

From 10/28/2019 to 10/31/2019, Craig Smith and Kristin Rightler visited the agency following a consultation with the chief executive officer regarding critical issues impacting the organization since the last assessment. These issues were identified as:

- Court Holding Cells - The agency used holding cells just outside of the courtroom for the holding of inmates when their numbers were greater than the capacity for the bench in the courtroom. Since the CALEA guiding principle provides that even infrequent use of the holding cells would require full compliance with the standards, the Gainesville Police Department chose to discontinue the use of the cells.
- The Agency's Relationships With Other Agencies - The Gainesville Police Department enjoys a well-earned reputation amongst its criminal justice peers and colleagues. This reputation and relationship are spread across all levels of agencies including local, state and federal. The Gainesville Police Department is recognized for its high-quality members who produce an exceptional work product.
- Canine Program - With the implementation of the Canine Unit, the unit has been successful in the search and apprehension of many subjects as well as instrumental in the seizure of illegal narcotics. These seizures have ultimately resulted in the prevention of distribution of these illegal narcotics on the streets of Gainesville. All four canines are trained for drug searches, article searches and tracking of suspects and missing persons.
- Relationship With Gcic/open Records - The Records Department is responsible for many functions which include not only internal but external public programs and services. This area of focus is one of the core locations within the police department with information maintained through the centralized records management system. To assist in the volume of workload, the department was fortunate to recently add an additional position for the fulfillment of open records reports and video requests.
- Community Relations Unit And Public Information Unit (pit) - School security is one of the top priorities for the Gainesville Police Department. The School Resource Officers assigned to the schools are trained and prepared to protect the students and the staff who attend the Gainesville schools. Through their collaborative efforts with the

school superintendent's office and the school principals and their staff, the schools maintain a safe and secure environment for students.

The implementation of the Public Information Team (PIT) has been very successful with real-time delivery of information and services to the community. This team has not only enhanced communication with the community, but also formed additional partnerships with local businesses, media outlets, and other law enforcement agencies. Today, the use of social media is essential for the distribution of timely information.

- 911 Communications Center - The partnership between the Gainesville Police Department and the Hall County Central Communications Center provides for efficient and effective emergency dispatch services to the City of Gainesville residents and business owners. In 2018, officers responded to over 66,000 calls for service and over 2,800 motor vehicle crashes.

During the Site-Based Assessment Review, the assessment team conducted 29 interviews regarding the topical areas previously defined. The interviews were with agency members and members of the community. The approach not only further confirmed standards adherence, but also considered effectiveness measures, process management and intended outcomes.

CHIEF EXECUTIVE OFFICER PROFILE

Jay Parrish

Deputy Chief Jay Parrish will become chief of the Gainesville Police Department when Chief Carol Martin retires on Jan. 31.

Since joining the department in 2000, Parrish has served as Patrol Officer, Detective, Training Division Director, Captain of the Support Services Bureau, and Deputy Chief.

Parrish is a lifelong resident of Hall County, where he resides with his wife, Katie, and their two children. A North Hall High School graduate, he earned a Bachelor's Degree in Business Administration from North Georgia College and State University in 1999. Parrish honorably served six years in the United States Marine Corp Reserve. Parrish is a graduate of the University of Georgia Carl Vinson Institute Management Development Program. He is a graduate of the 260th session of the FBI National Academy, as well as a member of Class 70 at the Georgia Law Enforcement Command College. Parrish will graduate in May of 2019 with a Master's Degree in Public Safety from Columbus State University.

Jay is an active member of the Georgia Association of Chiefs of Police and the FBI National Academy Associates. He serves on the Board of Directors for the United Way of Hall County, Gateway Domestic Violence Center, Three Dimensional Life Recovery Center, and the North Hall Community Education Foundation.

COMMUNITY PROFILE

The City of Gainesville has a total area of about 29 square miles with two of that being water.

The village of Mule Camp Springs was chartered in 1821 as Gainesville. It was named for General Edmund Pendleton Gaines. Nestled in the foot hills of the Blue Ridge Mountains, parts of Gainesville lie along the shore of one of the nation's most popular inland water destinations. Lake Sidney Lanier and is named after Georgia author and musician Sidney Lanier, the lake was created in 1958 when the U.S. Army Corps of Engineers dammed the Chattahoochee River near Buford, Georgia and flooded this Appalachian mountain valley. Although created primarily for hydro-electricity and flood control, it also serves as a reservoir providing water to the city of Atlanta. Lake Lanier is also a popular recreational attraction for all of North Georgia.

According to the US Census Bureau Gainesville's estimated population in 2015 was 37115. Of that number 49.2% were male and 50.8% female. The median age is 30.6. Race and ethnicity makeup is 68.3% White, 16.4% African American, .3% American Indian, 3.7% Asian 9.6% some other and 1.6% two or more with the Hispanic/Latino at 41.3%. The median income is 40,706 and 71.2% of the population has a high school diploma or greater with 5.4% a bachelors degree or higher. There are many industries in the city and manufacturing employs approximately 8900 people, health care 7500, retail 3900 and accommodations and food service 2800.

Critical infrastructure would include the Northeast Georgia Medical center, Lee Gilmer airport, Norfolk Southern and CSX railroads and the three bridges that span lake Lanier.

AGENCY HISTORY

Gainesville had been founded in 1821, however, the city did not elect its town marshal until 1873. That same year the commissioners of the city gave approval for the marshal to empowere police officers when needed. The police chief served as ex-officio marshal of the city until October 4, 1988, when the city established a separate law enforcement agency from the police department. During the last one hundred and forty three years, the Gainesville Police Department has had over six hundred fifty officers serve. From 1873 to 1930, one hundred and nine officers had served at some point within the department. There have been thirty-four chiefs/marshals to serve in the department's history. The above is an excerpt from " The History of the Gainesville, Georgia Police Department " by Jeffrey Chad White. Today theGainesville Police Department provides the City of Gainesville with emergency and non-emergency service 24 hours a day to more than 32,000 city residents and an estimated 125,000 visitors everyday. Our jurisdiction covers approximately 37 square miles and includes houses and apartment complexes, businesses and industrial parks, recreational facilities, including parks on and around Lake Lanier, several golf courses, schools, churches, an airport, shopping centers and numerous strip malls. We are a multi-faceted professional public safety organization serving a fast-paced, multi-cultural and rapidly growing community.

AGENCY STRUCTURE AND FUNCTION

The Gainesville Police Department is composed of 101 sworn and 15 civilian personnel.

The Gainesville Police Department is comprised of four organizational components which are grouped by function and are under the span of control of the Chief of Police. The components, their subdivision, and functions are as follows:

A. Office of the Chief of Police

Personnel assigned to the officer of the Chief of Police are responsible for the coordination and maintenance of the following Departmental operations:

1. Ordering and procurement of department supplies and accounts payable;
2. public information and media releases.

B. Office of the Deputy Chief,

Personnel assigned to the Office of the Deputy Chief shall be responsible for the coordination and maintenance of the following Departmental operations:

1. Crime Analysis;
2. Recruitment and selection of new employees;
3. Coordination of the Departmental employment process;
4. Coordination of the Departmental complaint process;
5. Coordination of the Departmental employee grievance process;
6. Internal and background investigations;
7. Coordination of the Departmental promotional process;
8. Coordination and processing of requests for extra/off-duty employment;
9. Coordination of the Departmental disciplinary process;
10. Planning and Research;
11. Coordination of the Personnel Early Warning System;
12. Management of the Commission on Accreditation for Law Enforcement Agencies, Inc., (CALEA) and the Georgia State Law Enforcement Certification Program.

C. Operations Bureau, under the direction of a designated Bureau Captain shall be responsible for the following functions of the Department,

1. Uniform Patrol Division
2. Criminal Investigations Division
3. Property and Evidence Unit

D. Support Services Bureau, under the direction of a designated bureau Captain shall be responsible for the following functions of the Department:

1. Maintenance of departmental equipment and facilities;
2. Communications liaison with Hall County Central Communications;
3. Jail liaison with the Hall County Detention Center;
4. Records;
5. Municipal court security;
6. Training;
7. Coordination of the Permitting process;
- 8 NCIC/GCIC services; and,
9. The Specialized Services Division is under the direction of a designated division Commander whose supervisory responsibilities shall include, but not be limited to the following:
 - a. Crime Prevention and Community Relations
 - b. Police Traffic Services Unit (PTSU)
 - c. Canine unit

AGENCY SUCCESSES

Some of the key successes the agency has had so far this year are:

1. The City council approving an I.T. technician that will be stationed at the police department to work exclusively on the departments IT needs.
2. Approval has also been given to hire a full time civilian crime scene tech to assist the investigator assigned those duties and to enhance the department ability to respond to crime scenes and process them.
3. An officer involved shooting where no one but the suspect was hurt, lives were potentially saved and all laws and procedures were followed y involved personnel.
4. The city was able to provide all employees with a cost of living increase a the start of the fiscal year.

FUTURE ISSUES FOR AGENCY

1. The agency is currently in transition from the current UCR reporting to the National Incident based Reporting System. This will be a challenge because of the software issues and training all personnel.

2. The opioid crisis. The department is looking to partner with local and state organizations to help educate and combat this fast growing issue. TO date the department has used Narcan 15 times to help save lives.

3. Mass protest/demonstrations. Two years ago the city had a protest in the downtown area and again this past year. One was also held at 3 different locations in the city on super bowl Sunday. Although the city has implemented a Mobile Field Force it is still a challenge when groups of people with opposing views gather.

4. Although staffing levels currently are good it is always a challenge for the city to keep up salary and benefits packages to compete with those metro Atlanta agencies that have more resources and are continually increasing their pay and benefits.

YEAR 1 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: N/A

On 4/6/2017, the Year 1 Remote Web-based Assessment of Gainesville (GA) Police Department was conducted. The review was conducted remotely and included 80 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.1.2 Code of Ethics* (LE1)	Compliance Verified
1.1.4 Consular Notification	Compliance Verified
1.2.4 Search and Seizure (LE1)	Compliance Verified
1.2.9 Bias Based Profiling* (LE1)	Compliance Verified
1.3.2 Use of Deadly Force (LE1)	Compliance Verified
1.3.3 Warning Shots (LE1)	Compliance Verified
1.3.6 Reporting Uses of Force* (LE1)	Compliance Verified
1.3.7 Reviewing Reports of 1.3.6* (LE1)	Compliance Verified
1.3.11 Annual/Biennial Proficiency Training* (LE1)	Compliance Verified
1.3.13 Analyze Reports from 1.3.6* (LE1)	Compliance Verified
2 Agency Jurisdiction and Mutual Aid	
2.1.1 Geographical Boundaries	Compliance Verified
2.1.4 Requesting Assistance: Federal LE/National Guard	Compliance Verified
3 Contractual Agreements for Law Enforcement Services	
3.1.2 Employee Rights	Compliance Verified
11 Organization and Administration	
11.1.1 Description of Organization (LE1)	Compliance Verified
11.1.2 Organizational Chart	Compliance Verified
11.2.2 Direct Command Component	Compliance Verified
12 Direction	
12.1.1 CEO Authority and Responsibility	Compliance Verified
12.1.3 Obey Lawful Orders (LE1)	Compliance Verified
15 Planning and Research Goals and Objectives and Crime Analysis	
15.2.1 Annual Updating/Goals and Objectives* (LE1)	Compliance Verified
16 Allocation and Distribution of Personnel and Personnel Alternatives	

Standards	Findings
16.1.2 Workload Assessments*	Compliance Verified
16.2.2 Announce Openings	Compliance Verified
17 Fiscal Management and Agency Property	
17.2.2 Functional Recommendations to Budget*	Compliance Verified
17.4.1 Accounting System*	Compliance Verified
17.4.2 Cash Fund/Accounts Maintenance* (LE1)	Compliance Verified
21 Classification and Delineation of Duties and Responsibilities	
21.2.2 Job Description Maintenance and Availability (LE1)	Compliance Verified
22 Compensation Benefits and Conditions of Work	
22.2.4 Victim Witness Services/Line of Duty Death (LE1)	Compliance Verified
22.2.7 Employee Identification (LE1)	Compliance Verified
22.3.1 Physical Examinations	Compliance Verified
25 Grievance Procedures	
25.1.3 Annual Analysis*	Compliance Verified
26 Disciplinary Procedures	
26.1.1 Code of Conduct and Appearance (LE1)	Compliance Verified
26.1.3 Sexual Harassment (LE1)	Compliance Verified
26.1.6 Appeal Procedures (LE1)	Compliance Verified
31 Recruitment	
31.2.2 Annual Analysis* (LE1)	Compliance Verified
31.3.3 Maintaining Applicant Contact	Compliance Verified
32 Selection	
32.1.1 Selection Process Described (LE1)	Compliance Verified
32.1.7 Selection Material Security	Compliance Verified
32.2.7 Medical Examinations (LE1)	Compliance Verified
32.2.8 Emotional Stability/Psychological Fitness Examinations (LE1)	Compliance Verified
32.2.9 Records Retention	Compliance Verified
33 Training and Career Development	
33.4.1 Entry Level Training Required (LE1)	Compliance Verified
33.5.1 Annual Retraining Program* (LE1)	Compliance Verified
33.7.2 Civilian Pre-Service and In-Service Training	Compliance Verified
35 Performance Evaluation	

Standards	Findings
35.1.2 Annual Evaluation* (LE1)	Compliance Verified
35.1.3 Quarterly Evaluation of Probationary Employees*	Compliance Verified
35.1.9 Personnel Early Warning System* (LE1)	Compliance Verified
41 Patrol	
41.2.1 Responding Procedures (LE1)	Compliance Verified
41.2.2 Pursuit of Motor Vehicles* (LE1)	Compliance Verified
41.2.3 Roadblocks and Forcible Stopping* (LE1)	Compliance Verified
41.2.4 Notification Procedures (LE1)	Compliance Verified
41.2.7 Mental Illness* (LE1)	Compliance Verified
42 Criminal Investigation	
42.1.6 Criminal Intelligence* (LE1)	Compliance Verified
42.2.6 Polygraph Examinations	Compliance Verified
43 Vice Drugs and Organized Crime	
43.1.2 Records Storage and Security	Compliance Verified
44 Juvenile Operations	
44.2.3 Custodial Interrogation (LE1)	Compliance Verified
45 Crime Prevention and Community Involvement	
45.1.1 Activities*	Compliance Verified
45.2.2 Quarterly Progress Report*	Compliance Verified
45.2.4 Citizens Survey*	Compliance Verified
46 Critical Incidents Special Operations and Homeland Security	
46.1.3 Command Function* (LE1)	Compliance Verified
46.1.8 Equipment Inspection*	Compliance Verified
46.1.9 Annual Training* (LE1)	Compliance Verified
46.1.10 Active Threats* (LE1)	Compliance Verified
52 Internal Affairs	
52.1.1 Complaint Investigation (LE1)	Compliance Verified
52.1.5 Annual Summaries; Public Availability*	Compliance Verified
54 Public Information	
54.1.3 News Media Access (LE1)	Compliance Verified
55 Victim/Witness Assistance	
55.2.2 Assistance Threats	Compliance Verified

Standards	Findings
55.2.6 Next-of-Kin Notification (LE1)	Compliance Verified
61 Traffic	
61.1.8 Officer-Violator Relations	Compliance Verified
61.4.2 Hazardous Highway Conditions (LE1)	Compliance Verified
70 Detainee Transportation	
70.1.7 Procedures Escape* (LE1)	Compliance Verified
71 Processing and Temporary Detention	
71.2.1 Training of Personnel* (LE1)	Compliance Verified
71.4.3 Inspections* (LE1)	Compliance Verified
73 Court Security	
73.2.1 Facilities Equipment Security Survey*	Compliance Verified
81 Communications	
81.2.1 24 Hour Toll-Free Service (LE1)	Compliance Verified
81.2.7 Victim/Witness Requests for Information	Compliance Verified
81.3.2 Alternate Power Source* (LE1)	Compliance Verified
82 Central Records	
82.1.6 Computer File Backup and Storage* (LE1)	Compliance Verified
83 Collection and Preservation of Evidence	
83.1.1 24 Hour Availability (LE1)	Compliance Verified
83.2.2 Photography and Video Tapes	Compliance Verified
84 Property and Evidence Control	
84.1.2 Storage and Security (LE1)	Compliance Verified
84.1.6 Inspections and Reports* (LE1)	Compliance Verified

Response from Agency Regarding Findings:

CEO Feedback not provided.

YEAR 2 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Tim Hazlette

On 5/9/2018, the Year 2 Remote Web-based Assessment of Gainesville (GA) Police Department was conducted. The review was conducted remotely and included 90 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.1.1 Oath of Office (LE1)	Compliance Verified
1.1.3 Agency's Role in Criminal Justice Diversion Program	Compliance Verified
1.2.7 Use of Discretion	Compliance Verified
1.3.1 Use of Reasonable Force (LE1)	Compliance Verified
1.3.2 Use of Deadly Force (LE1)	Compliance Verified
1.3.3 Warning Shots (LE1)	Compliance Verified
1.3.13 Analyze Reports from 1.3.6* (LE1)	Compliance Verified
2 Agency Jurisdiction and Mutual Aid	
2.1.1 Geographical Boundaries	Compliance Verified
2.1.2 Concurrent Jurisdiction	Compliance Verified
3 Contractual Agreements for Law Enforcement Services	
3.1.2 Employee Rights	Compliance Verified
11 Organization and Administration	
11.2.1 Employee Accountability	Compliance Verified
11.3.1 Responsibility/Authority (LE1)	Compliance Verified
11.4.3 Accreditation Maintenance	Compliance Verified
11.4.4 Computer Software Policy	Compliance Verified
12 Direction	
12.1.1 CEO Authority and Responsibility	Compliance Verified
12.1.3 Obey Lawful Orders (LE1)	Compliance Verified
15 Planning and Research Goals and Objectives and Crime Analysis	
15.1.1 Activities of Planning and Research	Compliance Verified
15.1.2 Organizational Placement/Planning and Research	Compliance Verified
15.3.1 Establish Procedures	Compliance Verified
16 Allocation and Distribution of Personnel and Personnel Alternatives	

Standards	Findings
16.1.2 Workload Assessments*	Compliance Verified
16.3.3 Entry Level Training (LE1)	Compliance Verified
16.3.6 Use of Force Training & Firearms Proficiency (LE1)	Compliance Verified
16.3.8 Performance Evaluations	Compliance Verified
17 Fiscal Management and Agency Property	
17.2.2 Functional Recommendations to Budget*	Compliance Verified
17.4.1 Accounting System*	Compliance Verified
17.5.1 Inventory and Control	Compliance Verified
21 Classification and Delineation of Duties and Responsibilities	
21.1.1 Task Analysis	Compliance Verified
22 Compensation Benefits and Conditions of Work	
22.2.3 Personnel Support Services Program	Compliance Verified
22.3.2 General Health and Physical Fitness (LE1)	Compliance Verified
24 Collective Bargaining	
24.1.1 Agency Role	Compliance Verified
25 Grievance Procedures	
25.1.1 Grievance Procedures (LE1)	Compliance Verified
26 Disciplinary Procedures	
26.1.1 Code of Conduct and Appearance (LE1)	Compliance Verified
26.1.5 Role and Authority of Supervisors	Compliance Verified
31 Recruitment	
31.1.2 Assignment/Recruitment	Compliance Verified
31.2.3 Equal Employment Opportunity Plan	Compliance Verified
31.3.3 Maintaining Applicant Contact	Compliance Verified
32 Selection	
32.1.3 Uniform Administration	Compliance Verified
32.2.5 Conducted by Trained Personnel	Compliance Verified
32.2.8 Emotional Stability/Psychological Fitness Examinations (LE1)	Compliance Verified
33 Training and Career Development	
33.2.1 Academy Administration and Operation	Compliance Verified
33.3.1 Instructor Training	Compliance Verified
33.5.2 Shift Briefing Training	Compliance Verified

Standards	Findings
33.5.4 Accreditation Manager Training	Compliance Verified
33.8.4 Educational Incentives	Compliance Verified
34 Promotion	
34.1.1 Agency Role	Compliance Verified
34.1.2 Authority and Responsibility	Compliance Verified
35 Performance Evaluation	
35.1.3 Quarterly Evaluation of Probationary Employees*	Compliance Verified
35.1.6 Unsatisfactory Performance	Compliance Verified
35.1.9 Personnel Early Warning System* (LE1)	Compliance Verified
41 Patrol	
41.1.1 Shift/Beat Assignment	Compliance Verified
41.2.3 Roadblocks and Forcible Stopping* (LE1)	Compliance Verified
41.3.1 Patrol Vehicles Lights Sirens	Compliance Verified
41.3.8 In-Car Audio/Video (LE1)	Compliance Verified
42 Criminal Investigation	
42.1.2 Case-Screening System	Compliance Verified
42.2.1 Preliminary Investigations Steps (LE1)	Compliance Verified
42.2.3 Investigative Checklists	Compliance Verified
42.2.10 Interview Rooms (LE1)	Compliance Verified
43 Vice Drugs and Organized Crime	
43.1.4 Equipment Authorization and Control	Compliance Verified
44 Juvenile Operations	
44.1.2 Policy Input Others	Compliance Verified
45 Crime Prevention and Community Involvement	
45.1.2 Organizing Prevention Groups	Compliance Verified
45.1.3 Prevention Input	Compliance Verified
45.2.5 Survey Summary to CEO	Compliance Verified
46 Critical Incidents Special Operations and Homeland Security	
46.1.2 All Hazard Plan (LE1)	Compliance Verified
46.2.7 Special Events Plan (LE1)	Compliance Verified
46.3.1 Liaison with other Organizations (LE1)	Compliance Verified
46.3.3 Providing Awareness Information	Compliance Verified

Standards	Findings
52 Internal Affairs	
52.1.1 Complaint Investigation (LE1)	Compliance Verified
55 Victim/Witness Assistance	
55.2.1 Initial Assistance	Compliance Verified
55.2.6 Next-of-Kin Notification (LE1)	Compliance Verified
61 Traffic	
61.1.4 Informing The Violator (LE1)	Compliance Verified
61.1.5 Uniform Enforcement Policies (LE1)	Compliance Verified
61.1.6 Enforcement Practices	Compliance Verified
61.1.7 Stopping/Approaching (LE1)	Compliance Verified
70 Detainee Transportation	
70.1.1 Pre-Transport Prisoner Searches (LE1)	Compliance Verified
70.1.2 Searching Transport Vehicles (LE1)	Compliance Verified
70.3.1 Sick Injured Disabled	Compliance Verified
70.3.3 Special Situations	Compliance Verified
71 Processing and Temporary Detention	
71.1.1 Designate Rooms or Areas (LE1)	Compliance Verified
71.5.1 Security Concerns in Designated Processing or Testing Rooms/Areas (LE1)	Compliance Verified
73 Court Security	
73.3.1 Weapon Lockboxes (LE1)	Compliance Verified
74 Legal Process	
74.1.1 Information Recording (LE1)	Compliance Verified
74.3.2 Arrest Warrants Require Sworn Service	Compliance Verified
81 Communications	
81.1.2 Operations Meet FCC Requirements	Compliance Verified
82 Central Records	
82.1.3 Records Retention Schedule	Compliance Verified
82.2.4 Report Distribution	Compliance Verified
82.2.5 Reports by Phone Mail or Internet	Compliance Verified
83 Collection and Preservation of Evidence	
83.2.2 Photography and Video Tapes	Compliance Verified
83.3.2 Evidence Laboratory Submission (LE1)	Compliance Verified

Standards	Findings
84 Property and Evidence Control	
84.1.3 Temporary Security (LE1)	Compliance Verified
84.1.6 Inspections and Reports* (LE1)	Compliance Verified

Response from Agency Regarding Findings:

CEO Feedback not provided.

YEAR 3 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Judi King

On 3/10/2019, the Year 3 Remote Web-based Assessment of Gainesville (GA) Police Department was conducted. The review was conducted remotely and included 203 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.2.4 Search and Seizure (LE1)	Compliance Verified
1.2.5 Arrest with/without Warrant (LE1)	Compliance Verified
1.2.6 Alternatives to Arrest	Compliance Verified
1.3.5 Rendering Aid After Use of Weapons (LE1)	Compliance Verified
1.3.9 Authorization: Weapons and Ammunition (LE1)	Compliance Verified
1.3.10 Demonstrating Proficiency with Weapons (LE1)	Compliance Verified
1.3.12 Issuing Written Directives (LE1)	Compliance Verified
2 Agency Jurisdiction and Mutual Aid	
2.1.2 Concurrent Jurisdiction	Not Applicable by Function
2.1.3 Written Agreements for Mutual Aid	Agency Elected 20%
11 Organization and Administration	
11.1.1 Description of Organization (LE1)	Compliance Verified
11.1.2 Organizational Chart	Compliance Verified
11.4.1 Administrative Reporting Program	Compliance Verified
11.4.2 Accountability for Agency Forms	Compliance Verified
12 Direction	
12.2.1 The Written Directive System (LE1)	Compliance Verified
12.2.2 Dissemination and Storage (LE1)	Compliance Verified
16 Allocation and Distribution of Personnel and Personnel Alternatives	
16.2.1 Annual Review*	Compliance Verified
16.2.2 Announce Openings	Compliance Verified
16.2.3 Temporary/Rotating Assignments	Not Applicable by Function
16.3.1 Program Description (LE1)	Not Applicable by Function
16.3.2 Selection Criteria (LE1)	Not Applicable by Function
16.3.3 Entry Level Training (LE1)	Not Applicable by Function

Standards	Findings
16.3.4 Uniforms and Equipment	Not Applicable by Function
16.3.5 In-Service Training (LE1)	Not Applicable by Function
16.3.6 Use of Force Training & Firearms Proficiency (LE1)	Not Applicable by Function
16.3.7 Bonding/Liability Protection	Not Applicable by Function
16.3.8 Performance Evaluations	Not Applicable by Function
16.3.9 Educational Requirements	Not Applicable by Function
16.4.1 Program Description	Compliance Verified
16.4.2 Training (LE1)	Compliance Verified
17 Fiscal Management and Agency Property	
17.2.1 Budget Process and Responsibility Described	Compliance Verified
17.4.3 Independent Audit	Compliance Verified
17.5.3 Operational Readiness (LE1)	Compliance Verified
21 Classification and Delineation of Duties and Responsibilities	
21.1.1 Task Analysis	Agency Elected 20%
21.2.2 Job Description Maintenance and Availability (LE1)	Compliance Verified
22 Compensation Benefits and Conditions of Work	
22.2.2 Benefits Program (LE1)	Compliance Verified
22.2.6 Employee Assistance Program	Compliance Verified
22.2.7 Employee Identification (LE1)	Compliance Verified
22.3.1 Physical Examinations	Compliance Verified
22.3.3 Fitness and Wellness Program	Agency Elected 20%
22.3.4 Off-Duty Employment	Compliance Verified
24 Collective Bargaining	
24.1.1 Agency Role	Not Applicable by Function
24.1.2 Ratification Responsibilities	Not Applicable by Function
26 Disciplinary Procedures	
26.1.2 Employee Awards	Compliance Verified
26.1.3 Sexual Harassment (LE1)	Compliance Verified
26.1.7 Dismissal Procedures	Compliance Verified
31 Recruitment	
31.2.1 Recruitment Plan (LE1)	Compliance Verified
31.3.1 Job Announcements	Compliance Verified

Standards	Findings
32 Selection	
32.1.4 Candidate Information	Compliance Verified
32.2.1 Background Investigations (LE1)	Compliance Verified
32.2.3 Records Retention	Compliance Verified
32.2.4 Polygraph Examinations	Compliance Verified
33 Training and Career Development	
33.1.1 Training Committee	Compliance Verified
33.1.2 Attendance Requirements	Compliance Verified
33.1.5 Remedial Training (LE1)	Compliance Verified
33.1.6 Employee Training Record Maintenance (LE1)	Compliance Verified
33.2.1 Academy Administration and Operation	Not Applicable by Function
33.2.2 Academy Facilities	Not Applicable by Function
33.6.1 Specialized Training	Compliance Verified
33.7.1 Civilian Orientation	Compliance Verified
33.8.2 Skill Development Training Upon Promotion (LE1)	Compliance Verified
34 Promotion	
34.1.3 Promotional Process Described (LE1)	Compliance Verified
34.1.7 Promotional Probation (LE1)	Not Applicable by Function
35 Performance Evaluation	
35.1.1 Performance Evaluation System (LE1)	Compliance Verified
41 Patrol	
41.1.2 Shift Briefing	Compliance Verified
41.2.1 Responding Procedures (LE1)	Compliance Verified
41.2.5 Missing Persons (LE1)	Compliance Verified
41.2.7 Mental Illness* (LE1)	Compliance Verified
41.3.5 Protective Vests (LE1)	Compliance Verified
41.3.6 Protective Vests/Pre-Planned High Risk Situations (LE1)	Compliance Verified
42 Criminal Investigation	
42.1.1 On-Call Schedule	Compliance Verified
42.1.3 Case File Management (LE1)	Compliance Verified
42.1.5 Habitual/Serious Offenders	Agency Elected 20%
42.2.8 Identity Crimes	Compliance Verified

Standards	Findings
42.2.9 Cold Cases	Agency Elected 20%
43 Vice Drugs and Organized Crime	
43.1.1 Complaint Management (LE1)	Compliance Verified
43.1.5 Covert Operations (LE1)	Compliance Verified
44 Juvenile Operations	
44.1.1 Juvenile Operations Policy (LE1)	Compliance Verified
44.1.3 Annual Program Review*	Agency Elected 20%
44.2.2 Procedures for Custody (LE1)	Compliance Verified
45 Crime Prevention and Community Involvement	
45.2.3 Procedures for Transmitting Information	Compliance Verified
46 Critical Incidents Special Operations and Homeland Security	
46.1.1 Planning Responsibility (LE1)	Compliance Verified
46.1.4 Operations Function (LE1)	Compliance Verified
46.2.2 Tactical Team Selection	Compliance Verified
46.2.6 VIP Security Plan	Compliance Verified
46.2.8 Event Deconfliction	Not Applicable by Function
46.3.4 Hazmat Awareness (LE1)	Compliance Verified
52 Internal Affairs	
52.1.4 Complaint Registering Procedures	Compliance Verified
52.2.1 Complaint Types (LE1)	Compliance Verified
52.2.3 Investigation Time Limits (LE1)	Compliance Verified
52.2.8 Conclusion of Fact	Compliance Verified
53 Inspectional Services	
53.1.1 Procedures	Compliance Verified
53.2.1 Procedures*	Agency Elected 20%
54 Public Information	
54.1.1 Activities	Compliance Verified
55 Victim/Witness Assistance	
55.1.1 Summary of Rights	Compliance Verified
55.1.2 Analysis Need/Services*	Agency Elected 20%
55.2.5 Assistance Suspect Arrest	Agency Elected 20%
61 Traffic	

Standards	Findings
61.1.2 Uniform Enforcement Procedures (LE1)	Compliance Verified
61.1.3 Violator Procedures (LE1)	Compliance Verified
61.1.10 Alcohol Enforcement Program	Compliance Verified
61.1.11 DUI Procedures (LE1)	Compliance Verified
61.3.1 Traffic Engineering	Compliance Verified
61.3.4 Adult School Crossing Guards*	Not Applicable by Function
61.3.5 Student Safety Patrol Program	Not Applicable by Function
61.3.6 Local/Region Planning Committees	Compliance Verified
70 Detainee Transportation	
70.1.8 Notify Court of Security Hazard (LE1)	Compliance Verified
70.2.1 Prisoner Restraint Requirement (LE1)	Compliance Verified
70.3.3 Special Situations	Not Applicable by Function
71 Processing and Temporary Detention	
71.3.1 Procedures (LE1)	Compliance Verified
71.3.2 Immovable Objects	Not Applicable by Function
71.4.2 Fire Prevention/Suppression (LE1)	Compliance Verified
72 Holding Facility	
72.1.1 Training User Personnel* (LE1)	Not Applicable by Function
72.1.2 Access Nonessential Persons	Not Applicable by Function
72.1.3 Records Security	Not Applicable by Function
72.2.1 Minimum Conditions	Not Applicable by Function
72.3.1 Fire Heat Smoke Detection System Inspections*	Not Applicable by Function
72.3.2 Posted Evacuation Plan	Not Applicable by Function
72.3.3 Weekly Sanitation Inspection*	Not Applicable by Function
72.4.1 Securing Firearms (LE1)	Not Applicable by Function
72.4.2 Entering Occupied Cells	Not Applicable by Function
72.4.3 Key Control	Not Applicable by Function
72.4.4 Facility Door Security	Not Applicable by Function
72.4.5 Security Checks	Not Applicable by Function
72.4.6 Security Inspections*	Not Applicable by Function
72.4.7 Tool and Culinary Equipment	Not Applicable by Function
72.4.8 Alerting Control Point	Not Applicable by Function

Standards	Findings
72.4.9 Panic Alarms	Not Applicable by Function
72.4.10 Procedures Escape	Not Applicable by Function
72.4.11 Report Threats to Facility*	Not Applicable by Function
72.5.1 Detainee Searches	Not Applicable by Function
72.5.2 Intake Forms	Not Applicable by Function
72.5.3 Sight and Sound Separation (LE1)	Not Applicable by Function
72.5.4 Segregation	Not Applicable by Function
72.5.5 Procedure Outside Detainees	Not Applicable by Function
72.5.6 Procedure Exceeding Capacity	Not Applicable by Function
72.5.7 Identification Released Detainees	Not Applicable by Function
72.6.1 Procedure Medical Assistance	Not Applicable by Function
72.6.2 First Aid Kit*	Not Applicable by Function
72.6.3 Receiving-Screening Information	Not Applicable by Function
72.6.4 Posted Access to Medical Service	Not Applicable by Function
72.6.5 Dispensing Pharmaceuticals	Not Applicable by Function
72.7.1 Procedure Detainee Rights	Not Applicable by Function
72.8.1 24-Hour Supervision	Not Applicable by Function
72.8.2 Audio/Visual Surveillance	Not Applicable by Function
72.8.3 Supervision Opposite Sex	Not Applicable by Function
72.8.4 Receiving Mail/Packages	Not Applicable by Function
72.8.5 Visiting	Not Applicable by Function
73 Court Security	
73.1.1 Role Authority Policies (LE1)	Compliance Verified
73.3.1 Weapon Lockboxes (LE1)	Not Applicable by Function
73.3.2 Use of Restraints	Compliance Verified
73.5.1 Training*	Not Applicable by Function
73.5.2 Detainee Searches	Not Applicable by Function
73.5.3 Detainee Property Security	Not Applicable by Function
73.5.4 Segregation	Not Applicable by Function
73.5.5 Procedure for Medical Assistance	Not Applicable by Function
73.5.6 First Aid Kit*	Not Applicable by Function
73.5.7 Access of Nonessential Persons	Not Applicable by Function

Standards	Findings
73.5.8 Minimum Conditions	Not Applicable by Function
73.5.9 Fire Alarm System*	Not Applicable by Function
73.5.10 Evacuation Plan	Not Applicable by Function
73.5.11 Sanitation Inspection*	Not Applicable by Function
73.5.12 Securing Firearms (LE1)	Not Applicable by Function
73.5.13 Entering Occupied Cells	Not Applicable by Function
73.5.14 Key Control	Not Applicable by Function
73.5.15 Facility Door Security	Not Applicable by Function
73.5.16 Security Checks	Not Applicable by Function
73.5.17 Security Inspections*	Not Applicable by Function
73.5.18 Designated Control Point (LE1)	Not Applicable by Function
73.5.19 Panic Alarms	Not Applicable by Function
73.5.20 Escape Procedures	Not Applicable by Function
73.5.21 Report of Threats to Facility*	Not Applicable by Function
73.5.22 Posted Access to Medical Service	Not Applicable by Function
73.5.23 Audio/Visual Surveillance	Not Applicable by Function
73.5.24 Supervision of Opposite Sex	Not Applicable by Function
74 Legal Process	
74.1.2 Execution/Attempt Service Recording	Compliance Verified
74.2.1 Procedure Civil Service	Not Applicable by Function
81 Communications	
81.1.1 Agreements Shared/Regional Facility	Compliance Verified
81.2.2 Continuous Two-Way Capability (LE1)	Compliance Verified
81.2.6 Victim/Witness Calls	Compliance Verified
81.2.10 Alternative Methods of Communication	Not Applicable by Function
81.2.14 First Aid Over Phone (LE1)	Compliance Verified
82 Central Records	
82.1.1 Privacy and Security (LE1)	Compliance Verified
82.1.4 UCR/NIBRS	Compliance Verified
82.3.4 Traffic Citation Maintenance (LE1)	Compliance Verified
83 Collection and Preservation of Evidence	
83.2.1 Guidelines and Procedures (LE1)	Compliance Verified

Standards	Findings
83.2.4 Equipment and Supplies (LE1)	Compliance Verified
83.3.1 Collecting from Known Source	Compliance Verified
84 Property and Evidence Control	
84.1.2 Storage and Security (LE1)	Compliance Verified
84.1.4 Security of Controlled Substances Weapons for Training (LE1)	Compliance Verified
84.1.7 Final Disposition	Compliance Verified
91 Campus Law Enforcement	
91.1.1 Risk Assessment and Analysis* (LE1)	Not Applicable by Function
91.1.2 Out of Agency Budget Coordination	Not Applicable by Function
91.1.3 Campus Background Investigation (LE1)	Not Applicable by Function
91.1.4 Campus Security Escort Service (LE1)	Not Applicable by Function
91.1.5 Emergency Notification System (LE1)	Not Applicable by Function
91.1.7 Behavioral Threat Assessment (LE1)	Not Applicable by Function
91.1.8 Security Camera Responsibilities* (LE1)	Not Applicable by Function
91.1.9 Emergency Only Phones and Devices* (LE1)	Not Applicable by Function
91.1.10 Administrative Investigation Procedures (LE1)	Not Applicable by Function
91.2.1 Agency Role and Responsibilities (LE1)	Not Applicable by Function
91.2.2 Personnel Assigned to Medical Centers	Not Applicable by Function
91.2.3 First Responses Responsibilities	Not Applicable by Function
91.3.1 Agency Role and Responsibilities (LE1)	Not Applicable by Function
91.4.1 Position Responsible for Clery Act* (LE1)	Not Applicable by Function

Response from Agency Regarding Findings:

CEO Feedback not provided.

YEAR 4 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Virgil Hubbard

On 1/6/2020, the Year 4 Remote Web-based Assessment of Gainesville (GA) Police Department was conducted. The review was conducted remotely and included 81 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.2.1 Legal Authority Defined (LE1)	Compliance Verified
1.2.2 Legal Authority to Carry/Use Weapons	Compliance Verified
1.2.3 Compliance with Constitutional Requirements (LE1)	Compliance Verified
1.3.4 Use of Authorized Less Lethal Weapons (LE1)	Compliance Verified
1.3.8 Removal from Line of Duty Assignment Use of Force (LE1)	Compliance Verified
11 Organization and Administration	
11.4.5 Notify CEO of Incident with Liability (LE1)	Compliance Verified
12 Direction	
12.1.2 Command Protocol (LE1)	Compliance Verified
12.1.4 Functional Communication/Cooperation	Compliance Verified
15 Planning and Research Goals and Objectives and Crime Analysis	
15.1.3 Multiyear Plan	Compliance Verified
15.2.2 System for Evaluation/Goals and Objectives	Compliance Verified
17 Fiscal Management and Agency Property	
17.1.1 CEO Authority and Responsibility	Compliance Verified
17.3.1 Requisition and Purchasing Procedures	Compliance Verified
17.5.2 Issue/Reissue Procedures	Compliance Verified
17.5.4 Electronic Data Storage	Compliance Verified
22 Compensation Benefits and Conditions of Work	
22.2.1 Leave Program	Compliance Verified
22.3.5 Extra-Duty Employment (LE1)	Compliance Verified
26 Disciplinary Procedures	
26.1.4 Disciplinary System (LE1)	Compliance Verified
26.1.8 Records	Compliance Verified
31 Recruitment	

Standards	Findings
31.1.1 Agency Participation	Compliance Verified
31.3.2 Posting Locations	Compliance Verified
31.3.4 Application Rejection	Compliance Verified
32 Selection	
32.1.5 Notification of Ineligibility	Compliance Verified
32.1.6 Records	Compliance Verified
33 Training and Career Development	
33.1.4 Lesson Plan Requirements (LE1)	Compliance Verified
33.1.7 Training Class Records Maintenance (LE1)	Compliance Verified
33.2.3 Outside Academy Role	Compliance Verified
33.2.4 Outside Academy Agency Specific Training	Compliance Verified
33.4.2 Recruit Training Program	Compliance Verified
33.4.3 Field Training Program (LE1)	Compliance Verified
33.5.3 Accreditation Training (LE1)	Compliance Verified
34 Promotion	
34.1.5 Promotional Announcement	Compliance Verified
35 Performance Evaluation	
35.1.7 Employee Counseling (LE1)	Compliance Verified
41 Patrol	
41.1.4 Agency Animals (LE1)	Compliance Verified
41.2.2 Pursuit of Motor Vehicles* (LE1)	Compliance Verified
41.2.6 Missing Children (LE1)	Compliance Verified
41.3.3 Occupant Safety Restraints	Compliance Verified
41.3.9 License Plate Recognition Systems	Compliance Verified
42 Criminal Investigation	
42.1.4 Accountability Preliminary/Follow-Up Investigations	Compliance Verified
42.2.4 Patrol Shift Briefing Attendance	Compliance Verified
42.2.5 Investigative Task Forces	Compliance Verified
43 Vice Drugs and Organized Crime	
43.1.3 Confidential Funds	Compliance Verified
44 Juvenile Operations	
44.2.1 Handling Offenders (LE1)	Compliance Verified

Standards	Findings
44.2.4 School Liaison Program	Compliance Verified
44.2.5 Community Recreation Programs	Compliance Verified
45 Crime Prevention and Community Involvement	
45.2.1 Activities	Compliance Verified
46 Critical Incidents Special Operations and Homeland Security	
46.1.5 Planning Function (LE1)	Compliance Verified
46.1.9 Annual Training* (LE1)	Compliance Verified
46.2.1 Special Operations Activities	Compliance Verified
46.2.5 Search and Rescue	Compliance Verified
46.3.2 Terrorism Related Intelligence	Compliance Verified
52 Internal Affairs	
52.1.2 Records Maintenance and Security (LE1)	Compliance Verified
52.1.3 CEO Direct Accessibility (LE1)	Compliance Verified
52.2.2 CEO Notification	Compliance Verified
52.2.5 Statement of Allegations/Rights	Compliance Verified
52.2.7 Relieved from Duty	Compliance Verified
55 Victim/Witness Assistance	
55.2.3 Assistance Preliminary Investigation	Compliance Verified
61 Traffic	
61.1.13 Parking Enforcement	Compliance Verified
61.2.1 Reporting and Investigation	Compliance Verified
61.4.1 Assistance Highway Users (LE1)	Compliance Verified
61.4.4 Traffic Safety Materials	Compliance Verified
70 Detainee Transportation	
70.1.5 Prisoner Communication	Compliance Verified
70.3.2 Hospital Security and Control	Compliance Verified
70.4.2 Rear Compartment Modifications (LE1)	Compliance Verified
71 Processing and Temporary Detention	
71.3.3 Security (LE1)	Compliance Verified
73 Court Security	
73.4.2 External Communications (LE1)	Compliance Verified
73.4.3 Duress Alarms	Compliance Verified

Standards	Findings
74 Legal Process	
74.3.1 Procedure Criminal Process	Compliance Verified
81 Communications	
81.2.8 Recording and Playback (LE1)	Compliance Verified
81.2.11 Emergency Messages	Compliance Verified
81.2.12 Misdirected Emergency Calls (LE1)	Compliance Verified
81.3.1 Communications Center Security (LE1)	Compliance Verified
82 Central Records	
82.1.2 Juvenile Records (LE1)	Compliance Verified
82.2.1 Field Reporting System (LE1)	Compliance Verified
82.2.3 Case Numbering System (LE1)	Compliance Verified
82.3.1 Master Name Index	Compliance Verified
83 Collection and Preservation of Evidence	
83.2.6 Report Preparation (LE1)	Compliance Verified
83.2.7 DNA Evidence Collection	Compliance Verified
84 Property and Evidence Control	
84.1.1 Evidence/Property Control System (LE1)	Compliance Verified
84.1.5 Records Status of Property (LE1)	Compliance Verified
84.1.6 Inspections and Reports* (LE1)	Compliance Verified
84.1.8 Property Acquired through the Civil Process	Compliance Verified

Response from Agency Regarding Findings:

CEO Feedback not provided.

SITE-BASED ASSESSMENT

1/6/2020

Planning and Methodology:

The Gainesville Police Department was established in 1873. The Gainesville Police Department is a full-service law enforcement agency serving a resident population of nearly 42,000. The Gainesville Police Department has been authorized 116 employees, including 104 police officers. The Gainesville Police Department was first accredited in 1993 and has been continuously re-accredited since then. This is the agency's eighth re-accreditation.

There were not any future performance/review issues noted in the 2015 Onsite Assessment Report. The agency asked that this Onsite Assessment team focus on the following areas: Community Relations, the agency's relationships with other law enforcement agencies, Property and Evidence, the Canine Program, School Resource Officer and Law Enforcement Explorer Programs. Court Holding Cells was substituted for Property and Evidence during the on-site assessment.

The onsite plan includes reviewing the agency's policies and procedures in these areas to become familiar with them and how they relate to the focus areas. The assessors plan to interview key members of the Gainesville Police Department, members of the community, as well as other stakeholders involved in the chosen review areas. The assessment team will also review the applicable "observable" standards and view those areas to ensure compliance.

Court Holding Cells

Prior to the Observable Standards review the assessment team was provided a list of the observable standards to include standards 73.5.6, 73.5.8, 73.5.18, 73.5.19, and 73.5.22 that were crossed off as "Not Applicable by Function." During the review of the observable standards of the agency, the assessors were shown holding cells near the courtroom and advised that they were used, though infrequently, during times of heavy inmate counts for court appearances. Applying Appendix B, 1.5, "If an agency occasionally performs a function governed by standards, its operations in this regard must not be in violation of the applicable standards" it was determined that the agency would have to demonstrate compliance with the standards in 73.5, Court Holding Facilities.

The Team Leader discussed the issue with Karen Shepard and provided the agency two courses of action to rectify the situation. One was to have all of the standards in 73.5 marked as Not in Compliance and for the agency to develop the policies and procedures to come into compliance. The second option was to immediately provide notice that the holding cells were no longer to be used for holding court bound inmates.

In a conversation with the accreditation manager and the Chief of Police, the agency decided to issue a Supervisory Order (A Temporary Order) stipulating that agency personnel are no longer to use the holding cells for the temporary holding of court inmates. The Supervisory Order was issued on October 30th, 2019.

Standards Issues:

Non-compliance with standards in 73.5 Court Holding Cells.

Suggestions

Have the agency come into compliance through policy and procedure, or discontinue the use of the cells for holding court-related inmates.

THE AGENCY'S RELATIONSHIPS WITH OTHER AGENCIES

The Gainesville Police Department is a respected member of the criminal justice system in Northeast Georgia. The agency has an excellent reputation for cooperation, excellent work product and quality of officers. This standing is shared at the Federal, State, and local levels.

The Special Agent in Charge of the local Georgia Bureau of Investigation (GBI) field office spoke highly of the relationship and respect between the Gainesville Police Department and the GBI. She advised that the GBI conducts investigations into officer-involved shootings for the Gainesville Police Department. The GBI also works with Gainesville in complicated homicide and other crime scenes. She recognized the Gainesville Police Department as having good, experienced investigators. The Gainesville Police Department's relationships with the community were spoken highly of as well.

The District Attorney for the Northeast District expressed his thoughts on the great relationship with the Gainesville Police Department. He praised the communication between the organizations and the excellent report quality of Gainesville Police Department officers and detectives. He added there have not been any ethical or integrity issues with members of the Gainesville Police Department and that the agency is quick to respond to issues with problem officers.

A Captain with the Hall County Sheriff's Office was interviewed regarding the Sheriff's Offices' relationship with the Gainesville Police Department. He advised that the staff of the Gainesville Police Department was professional and respectful and that they enjoyed a terrific relationship with the agency.

Two agents from the Federal Bureau of Investigation (FBI) were interviewed regarding the relationship with the Gainesville Police Department. Both agents spoke of the close relationship the FBI has with Gainesville and a couple of the cases they have worked together on. They ended that they could not do the level of cases they do without partners like the Gainesville Police Department.

The following individuals were interviewed regarding the relationship the Gainesville Police Department has with other criminal justice agencies:

Kimberly A. Williams, Special Agent in Charge, Georgia Bureau of Investigation

Mr. Lee Darragh, District Attorney, Northeast District

Captain Jason Smith, Hall County Sheriff's Office

Mr. Jake Collins, Special Agent, Federal Bureau of Investigation

Mr. Joe Thompson, Special Agent, Federal Bureau of Investigation

Standards Issues:

None

Suggestions

None

CANINE PROGRAM

The Canine Unit was originally organized in 2004. Currently, the Canine Unit has one Sergeant and three officers and are all assigned a canine. All four Canines are dual certified for patrol as well as in the detection of either narcotics, article searches, apprehension, or tracking.

The canines regularly train every Tuesday as a unit as well as at certain times with other local law enforcement agencies. The unit trains 20 hours per month and re-certifications are required three times per year.

The unit participates in community events throughout the year to include visits to pre-schools, career days, and any other event as requested by the local community.

Narcotics issued by the DEA are utilized for training purposes. Narcotics are stored in a secured cabinet within a secured office with access limited to members of the K9 Unit. Inspections and reweighing of narcotics is conducted to ensure packaging has not been compromised to ensure the integrity of the program.

The following individuals were interviewed for information regarding the Canine Unit:

Sergeant Jim VonEssen, Gainesville Police Department

Officer Jeremy Edge, Gainesville Police Department

Standards Issues:

None.

Suggestions

None.

RELATIONSHIP WITH GCIC/OPEN RECORDS

In addition to maintaining reports and fulfilling requests for reports, the Records Section also completes background checks for service permits for the public as well as for employment, immigration, and school matters. An adult pre-trial diversion program is also coordinated through the Records Section.

The Records Section has the responsibility of entering/removing information into the Georgia Crime Information Center (GCIC) and is overseen by the Terminal Agency Coordinator. Information entered into GCIC includes incidents such as missing persons and stolen and recovered items and vehicles.

The department is currently in the process of the transition to the National Incident-Based Reporting System (NIBRS). This new system will improve the collecting, capturing and reporting of crime data collected by the department through the records management system.

The following individuals were interviewed regarding the relationship with GCIC/Open records:

Lieutenant Chad Ford, Gainesville Police Department

Cynetia Banks, Gainesville Police Department

Yadira Osorio, Gainesville Police Department

Standards Issues:

None

Suggestions

None

COMMUNITY RELATIONS UNIT and PUBLIC INFORMATION UNIT (PIT)

GAINESVILLE HIGH SCHOOL

The school principal and the director of the Student Life Center were interviewed regarding the relationship between the school community and the Gainesville Police Department. Both emphasized the positive working relationship with the two assigned School Resource Officers as well as the police department as a whole.

The biggest issue seen on the high school campus is student vaping. As an initiative to promote awareness to parents and students, Chief Parrish held a Vaping Forum and spoke to the community about the possible dangers associated

with vaping.

Both High School SROs, Officer Adams and Officer Clark are very well respected by the students which was observed while visiting the school. The SROs are responsive to the student's needs and provide not only policing for the school but counseling, coaching, and guidance to the students.

The SRO's are responsible for patrolling the campus and maintaining constant visibility throughout the day. As part of a Crime Prevention through Environmental Design (CPTED), officers have been included in the plans for improved security and hardening of the school facility.

In addition, Gainesville schools recently implemented the Raptor Visitor Management System which quickly runs a background check on visitors to the campus to check for sex offenders or other possible violators.

The following individual was interviewed regarding the community relationship with the Gainesville Police Department:

Mr. Jamie Green, Principal, Gainesville High School

Ms. Tonya Sanders, Student Life Center Director, Gainesville High School

PUBLIC INFORMATION UNIT (PIT)

As a way to enhance the process of the distribution of public information and for increased community involvement, Chief Parrish implemented the Public Information Team (PIT) shortly after he was appointed as Chief of Police.

Members of this team acquire information and are responsible for distributing information through multiple channels based on their own specialized functions such as Patrol, Internal Affairs, Crime Analyst, and Social Media.

This team meets quarterly with the State Public Information Officer System for the exchange of information and feedback. In addition, the department works with the Metro Atlanta Social Media Group to push out important information across multiple jurisdictions.

Last year, during the holidays, the PIT utilized social media and Drone technology for crime prevention campaigns such as the Spot the Cop campaign as a deterrent for shoplifting and vehicle break-ins. As a result of this campaign, the agency did see a decrease in related incidents.

The Team has been instrumental in improving and expanding information to the community about crime prevention and awareness, community events, traffic incidents, and safety campaigns.

The following individuals were interviewed for information on the Public Information Team (PIT.)

Sergeant Kevin Holbrook, Gainesville Police Department

Officer Smith, Gainesville Police Department

Sergeant Margaret Johnson, Gainesville Police Department

Corporal Jessica Van, Gainesville Police Department

Officer Allison Lathem, Gainesville Police Department

Standards Issues:

None.

Suggestions

None.

911 Communications Center

The Hall County Central Communications Center, the regional county dispatch center, provides dispatch services to the Gainesville Police Department, Gainesville Fire Department, Hall County Sheriff's Department, Hall County Fire Department, Oakwood Police Department, and the Flowery Branch Police Department.

Within the dispatch facility, the work terminals are separated by agency and by designated emergency service. For example, dispatchers for the Gainesville P.D. do not provide emergency medical services and will transfer those calls for service to the appropriate dispatch service.

The Hall County Central Communications Center is a secure facility with multiple levels of security which begins in the lobby of the building. Identification and photos are taken of all visitors who enter the building.

The dispatch facility is surrounded by a barbed-wire fence and is only internally accessible by key card with limited access to personnel. The generator is located behind the building which is within the secured fenced area. Full-load generator testing is done every Wednesday.

The Emergency Operations Center is also located within the same facility. The EOC is primarily activated for weather events; and, the EOC was activated for Hurricane Irma in 2017 which resulted in major damage throughout parts of Hall County.

The following individuals were interviewed regarding the 911 Communications Center:

Interim Director, Amanda Letson, Hall County Central Communications Center

Standards Issues:

None

Suggestions

None

Summary:

Number of Interviews Conducted: 29

Assessors' Names: Craig Smith and Kristin Rightler

Site-Based Assessment Start Date: 10/28/2019

Site-Based Assessment End Date: 10/31/2019

Mandatory (M) Compliance	324
Other-Than-Mandatory (O) Compliance	59
Standards Issues	0
Waiver	0
(O) Elect 20%	9
Not Applicable	92
Total:	0

Percentage of applicable other-than-mandatory standards:

87 %

COMMUNITY FEEDBACK AND REVIEW

Public Information Session

The following persons signed in and spoke during the public hearing held in the Gainesville Municipal Courtroom, on October 29th, 2019.

Ms. Jeanne Buffington, Executive Director of Rape Response, Gainesville, GA

Ms. Buffington spoke very highly of the Gainesville Police Department and the collaboration of the two organizations. She appreciates being included with interviews involving victims as well as receiving case updates and information. Ms. Buffington highlighted the leadership role of Chief Parrish and the strong relationship and great communication.

Mr. Frank Hooper, Resident of Hall County
2412 Thompson Mill Road, Gainesville, GA

Mr. Hooper is a retiree from the Gainesville Police Department after working 30 years for the department. He spoke about the department and strong community involvement. Accreditation is a philosophy of the agency and Chief Parrish reviews standards prior to making organizational changes. Command Staff have all worked their way up through the ranks of the department.

Telephone Contacts

The following persons called in during the call-in session at the Gainesville Georgia Police Department on October 29, 2019.

Carol Martin, Retired Chief of Police, Gainesville GA. She related that the CALEA program helped instill with the agency to look out for the community.

Correspondence

None

Media Interest

None

Public Information Material

As part of the Gainesville Police Department's reaccreditation process through the Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA), the department will work to inform the public about reaccreditation and seek citizen input as part of the public comment requirements of the process.

1. Public Notice

Email English and Spanish version to the following for posting:

- a. Community Relations Unit for distribution to community organizations.
- b. Department's public information officer for posting on the department's social media outlets.
- c. City Clerk, Denise Jordan for posting at various city locations.
- d. Human Resources, Vikki Fox-Wilson, for posting in the lobby.
- e. Municipal Court, Angie Floyd for posting.

f. Community and Communications Coordinator with City of Gainesville School System, Lynn Jones, for posting with the school system.

2. Press Release

a. A press release announcing the on-site, public hearing and call-in session by October 14th to all local media outlets by department Public Information Officer.

3. Public Information Session

a. The public information session will be held in the Municipal Court at the Gainesville Justice Center, 701 Queen City Pkwy, Gainesville, Georgia, 30501 on Tuesday, October 29, 2019, at 6:00 pm.

b. Sgt. Jason King will assist the assessors with the Speaker Sign-in list and contact sheets.

c. The session will be recorded by Gainesville Convention & Visitors Bureau, Charity Schlereth. Copies will be provided to the assessment team.

4. Public Access Telephone Schedule

a. The public notices and press releases will detail the telephone schedule of the assessors and the phone number to call.

b. On Tuesday, October 29, 2019, between the hours of 1:00 pm and 3:00 pm the public will have access to the assessors through a dedicated unrecorded line in their work area.

5. Additional Announcements

a. City of Gainesville and State of Georgia officials

b. Hall County officials and Judges

c. Various law enforcement organizations to include the Georgia Association of Chiefs of Police and its Executive Director.

d. Law enforcement supporting organizations including Rape Response, Telford-Edmonson Center and Domestic violence Shelters.

6. Agency Employees

a. Official announcement of the on-site no later than October 14, 2019, via email to all police department personnel.

b. All agency employees will be provided copies, via email of the prepared agendas of the on-site assessment and agency tour.

Community Outreach Contacts

Mr. Billy Burdette, New Chapter Book Store, Gainesville, GA

Ms. Ruth Banford, Community Association Manager, Gainesville, GA

Reverend Doctor Stuart Higginbotham, Pastor, Grace Episcopal Church, Gainesville, GA

Ms. Beth Brown, Executive Director, Gainesville Public Housing, Gainesville, GA

Mr. Art Gallegos, President, Latino Conservative Organization, Gainesville, GA

Ms. Kay Blackstock, Executive Director, Georgia Mountain Food Bank, Gainesville, GA

Mr. Jeremy Williams, Superintendent, Gainesville City School System, Gainesville, GA

Newlin Vargas, Basan Ministries, Cleveland, GA

Lydia DeJesus, Basan Ministries, Cleveland, GA

Matthew Little, Kingdom Builders Fellowship Church, College Park, GA

Robert Washington, Grace Center of Hope, Gainesville, GA

Roderick Hughey, Community Church Atlanta, Gainesville GA

STATISTICS AND DATA TABLES

Overview

The following information reflects empirical data submitted by the candidate agency specifically related to CALEA Standards. Although the data does not confirm compliance with the respective standards, they are indicators of the impact of the the agency’s use of standards to address the standards' intent

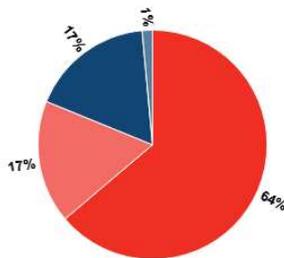
Traffic Warnings & Citations - Reaccreditation Year 1

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	1365	2809	4174
Black Non-Hispanic Male	371	784	1155
Hispanic Latino Any Race Male	372	1427	1799
Other Male	31	183	214
White Non-Hispanic Female	959	2075	3034
Black Non-Hispanic Female	261	488	749
Hispanic Latino Any Race Female	191	637	828
Other Female	32	133	165
TOTAL	3582	8536	12118

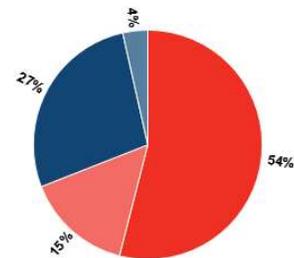
Reaccreditation Year 1 Notes:

For this assessment period we will have data from 2015, 2016, 2017 and 2018.

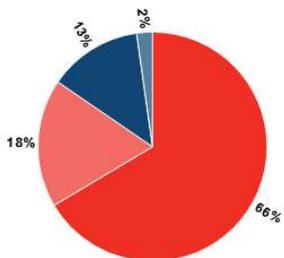
Male Warnings



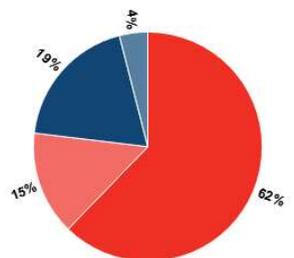
Male Citations



Female Warnings



Female Citations



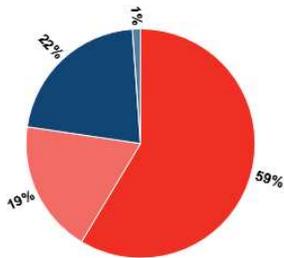
Legend

White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

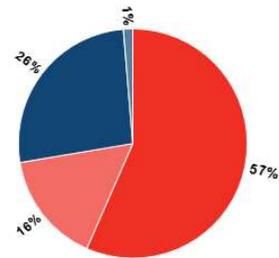
Traffic Warnings & Citations - Reaccreditation Year 2

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	2382	6300	8682
Black Non-Hispanic Male	761	1755	2516
Hispanic Latino Any Race Male	875	2932	3807
Other Male	46	146	192
White Non-Hispanic Female	1685	4537	6222
Black Non-Hispanic Female	423	1042	1465
Hispanic Latino Any Race Female	410	1438	1848
Other Female	20	65	85
TOTAL	6602	18215	24817

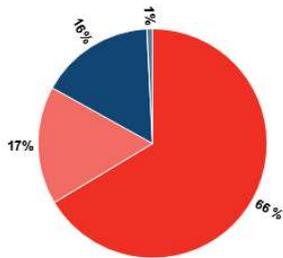
Male Warnings



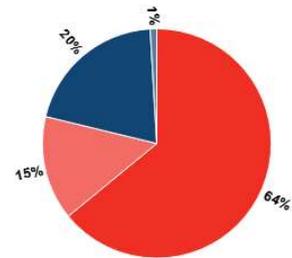
Male Citations



Female Warnings



Female Citations



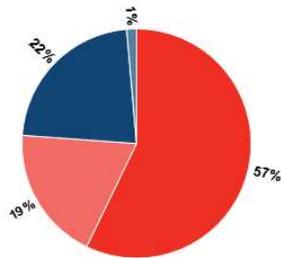
Legend

White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

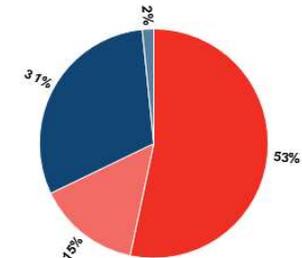
Traffic Warnings & Citations - Reaccreditation Year 3

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	3301	3455	6756
Black Non-Hispanic Male	1095	942	2037
Hispanic Latino Any Race Male	1298	1977	3275
Other Male	79	105	184
White Non-Hispanic Female	2538	2681	5219
Black Non-Hispanic Female	681	629	1310
Hispanic Latino Any Race Female	775	1054	1829
Other Female	56	63	119
TOTAL	9823	10906	20729

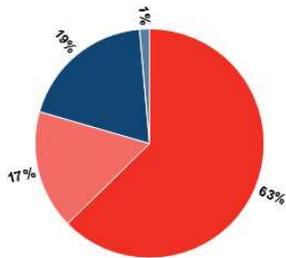
Male Warnings



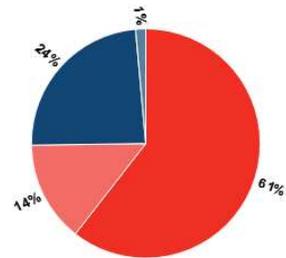
Male Citations



Female Warnings



Female Citations



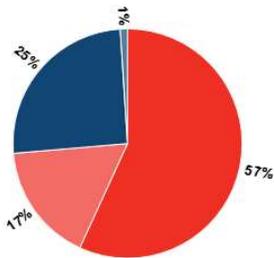
Legend

White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

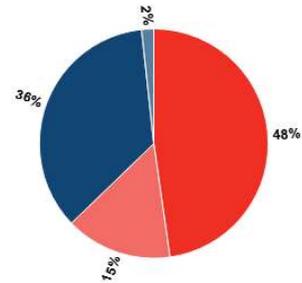
Traffic Warnings & Citations - Reaccreditation Year 4

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	2236	1545	3781
Black Non-Hispanic Male	661	487	1148
Hispanic Latino Any Race Male	997	1149	2146
Other Male	40	55	95
White Non-Hispanic Female	1659	1210	2869
Black Non-Hispanic Female	444	388	832
Hispanic Latino Any Race Female	567	548	1115
Other Female	37	29	66
TOTAL	6641	5411	12052

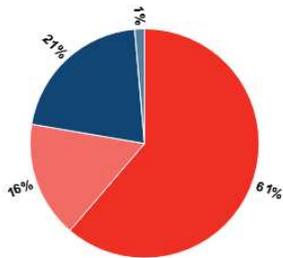
Male Warnings



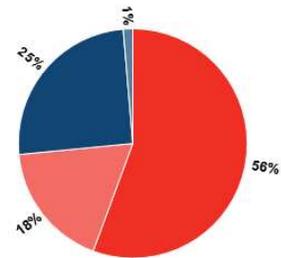
Male Citations



Female Warnings



Female Citations



Legend

White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

Biased Based Profiling

Complaints from:	Year 1	Year 2	Year 3	Year 4
Traffic Contacts	2	1	2	1
Field Contacts	0	0	0	1
Asset Forfeiture	0	0	0	0

Reaccreditation Year 3 Notes:

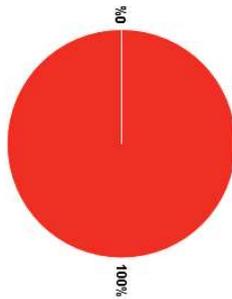
The department received two complaints during 2018 that alleged action by officers motivated by race. Both complaints were investigated; IA18-05-01 and 18-08-01, and the allegations were deemed unfounded for one, and not-sustained for the other.

Reaccreditation Year 4 Notes:

Both investigated and found to be unfounded.

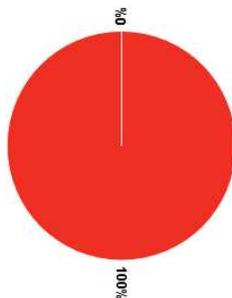
Reaccreditation Year 1

Complaints



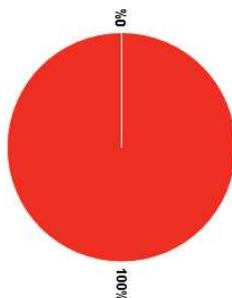
Reaccreditation Year 2

Complaints



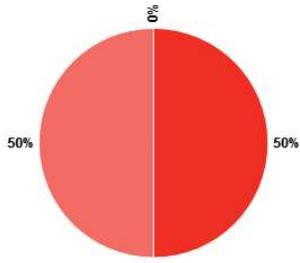
Reaccreditation Year 3

Complaints

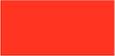


Reaccreditation Year 4

Complaints



Legend

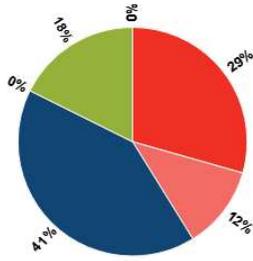
Traffic Contacts	
Field Contacts	
Asset Forfeiture	

Use Of Force - Recreditation Year 1

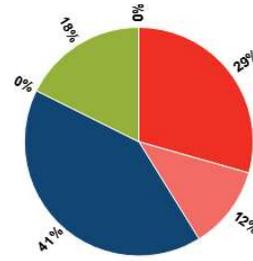
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									17
Discharge	0	0	0	0	0	0	0	0	0
Display Only	5	2	7	0	3	0	0	0	17
ECW									5
Discharge Only	1	1	0	0	2	0	0	0	4
Display Only	0	0	0	1	0	0	0	0	1
Baton	0	1	0	0	0	0	0	0	1
Chemical/OC	0	0	0	0	0	0	0	0	0
Weaponless	7	0	1	1	3	0	0	0	12
Canine									0
Release Only	0	0	0	0	0	0	0	0	0
Release and Bite	0	0	0	0	0	0	0	0	0
Total Uses of Force	13	4	8	2	8	0	0	0	35
Total Number of Incidents Resulting In Officer Injury or Death	5	0	0	0	2	0	0	0	7
Total Use of Force Arrests	13	4	8	2	8	0	0	0	35
Total Number of Suspects Receiving Non-Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	13	4	8	2	8	0	0	0	35
Total Use of Force Complaints	1	0	1	0	0	0	0	0	2

Recacreditation Year 1 Charts

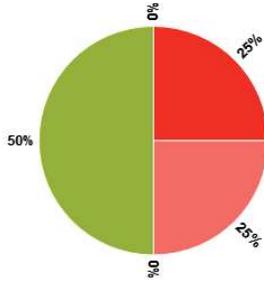
Total Firearm



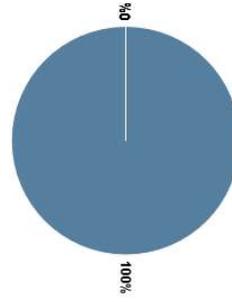
Firearm Display



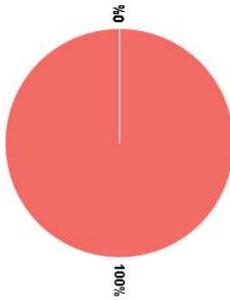
ECW Discharge



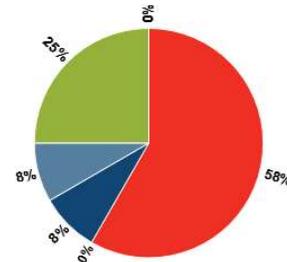
ECW Display



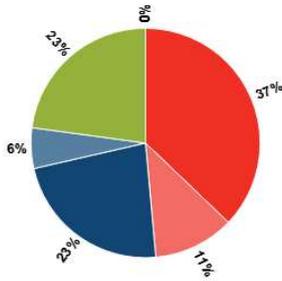
Baton



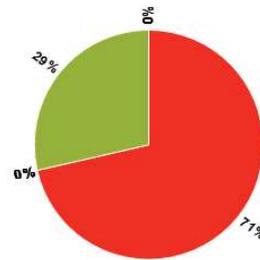
Weaponless



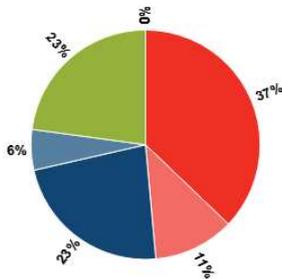
Total Uses of Force



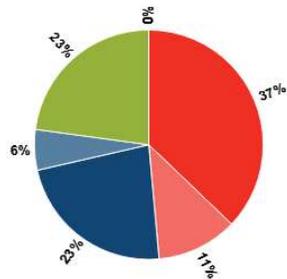
Total Number of Incidents Resulting in Officer Injury or Death



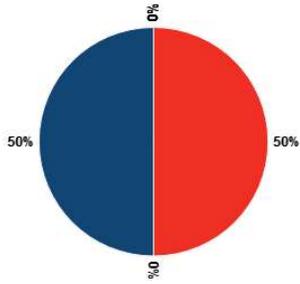
Total Use of Force Arrests



Total Agency Custodial Arrests



Total Use of Force Complaints



Legend

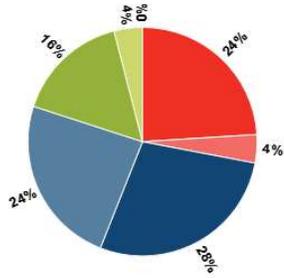
White Non-Hispanic Male	Red
White Non-Hispanic Female	Light Red
Black Non-Hispanic Male	Dark Blue
Black Non-Hispanic Female	Light Blue
Hispanic Latino Any Race Male	Green
Hispanic Latino Any Race Female	Light Green
Other Male	Orange
Other Female	Light Orange

Use Of Force - Recreditation Year 2

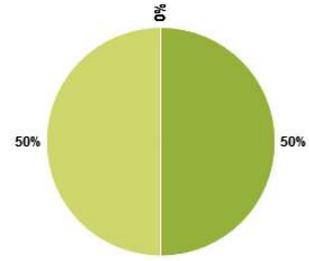
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									25
Discharge	0	0	0	0	1	1			2
Display Only	6	1	7	6	3	0			23
ECW									10
Discharge Only	3	1	4	0	0	0			8
Display Only	1	1	0	0	0	0			2
Baton	0	0	0	0	0	0			0
Chemical/OC	0	0	0	0	0	0			0
Weaponless	6	1	5	2	2	0			16
Canine									0
Release Only	0	0	0	0	0	0			0
Release and Bite	0	0	0	0	0	0			0
Total Uses of Force	16	4	16	8	6	1	0	0	51
Total Number of Incidents Resulting In Officer Injury or Death	4	1	3	0	2	0			10
Total Use of Force Arrests	12	3	12	2	5	1			35
Total Number of Suspects Receiving Non-Fatal Injuries	7	2	7	0	2	0			18
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0			0
Total Agency Custodial Arrests	852	461	542	163	550	165			2733
Total Use of Force Complaints	3	0	0	0	0	0			3

Recacreditation Year 2 Charts

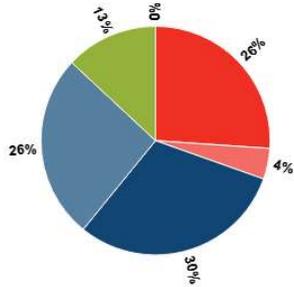
Total Firearm



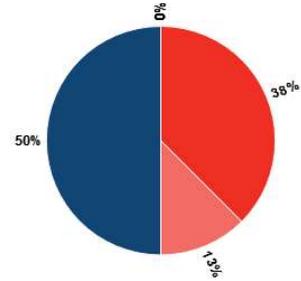
Firearm Discharge



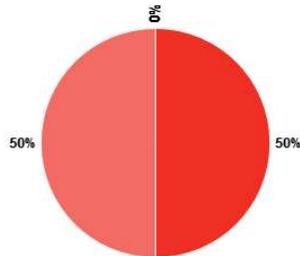
Firearm Display



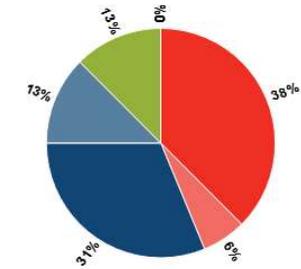
ECW Discharge



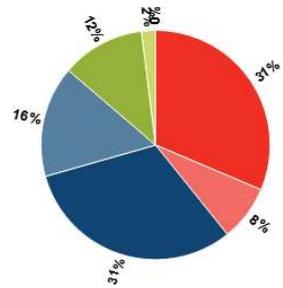
ECW Display



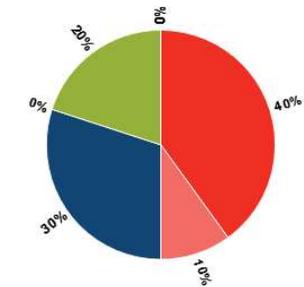
Weaponless



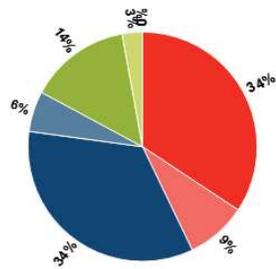
Total Uses of Force



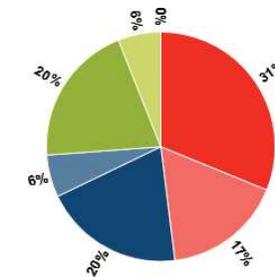
Total Number of Incidents Resulting in Officer Injury or Death



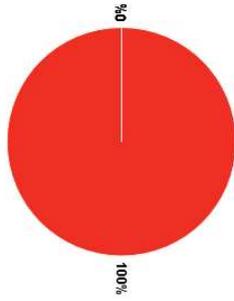
Total Use of Force Arrests



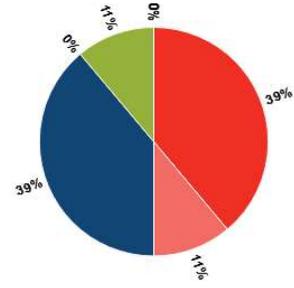
Total Agency Custodial Arrests



Total Use of Force Complaints



Total Number of Suspects Receiving Non-Fatal Injuries



Legend

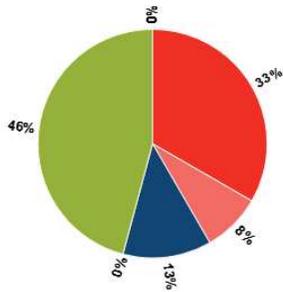
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Use Of Force - Recreditation Year 3

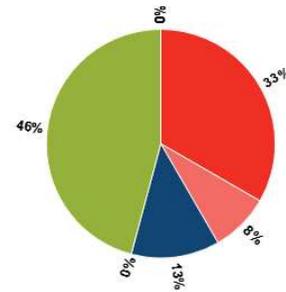
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									24
Discharge									
Display Only	8	2	3		11				24
ECW									6
Discharge Only	3		3						6
Display Only									
Baton									
Chemical/OC									
Weaponless	11	7	4	1	8	3	1		35
Canine									0
Release Only									
Release and Bite									
Total Uses of Force	22	9	10	1	19	3	1	0	65
Total Number of Incidents Resulting In Officer Injury or Death			2			1			3
Total Use of Force Arrests	16	8	8	1	12	3	1		49
Total Number of Suspects Receiving Non-Fatal Injuries	8	6	5		4		1		24
Total Number of Suspects Receiving Fatal Injuries									
Total Agency Custodial Arrests	901	445	687	205	582	167	9	8	3004
Total Use of Force Complaints	1								1

Recacreditation Year 3 Charts

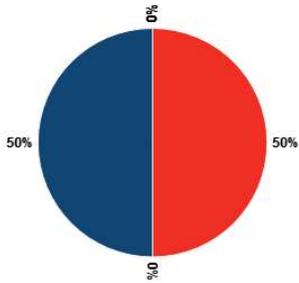
Total Firearm



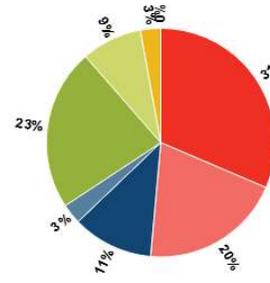
Firearm Display



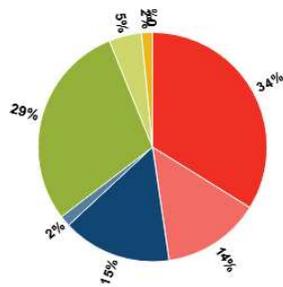
ECW Discharge



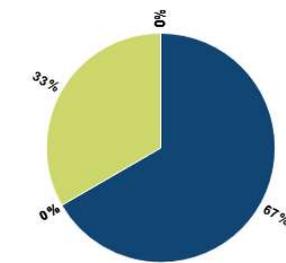
Weaponless



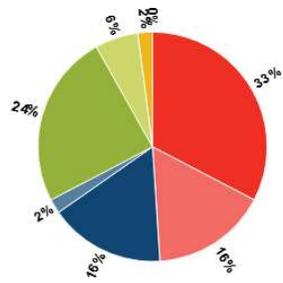
Total Uses of Force



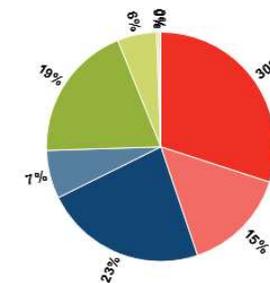
Total Number of Incidents Resulting in Officer Injury or Death



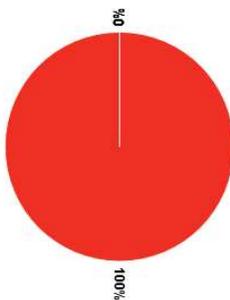
Total Use of Force Arrests



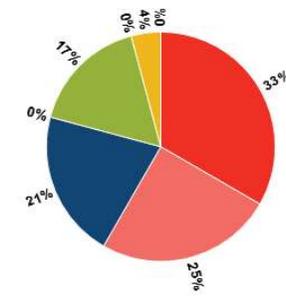
Total Agency Custodial Arrests



Total Use of Force Complaints



Total Number of Suspects Receiving Non-Fatal Injuries



Legend

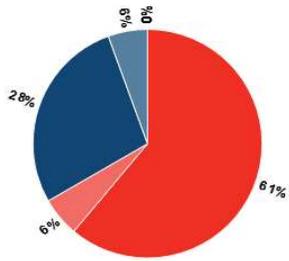
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Use Of Force - Recreditation Year 4

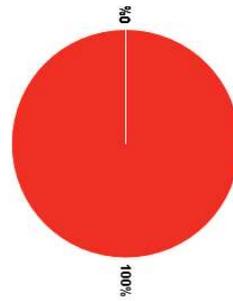
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									18
Discharge	1	0	0	0	0	0	0	0	1
Display Only	10	1	5	1	0	0	0	0	17
ECW									6
Discharge Only	2	0	2	1	1	0	0	0	6
Display Only	0	0	0	0	0	0	0	0	0
Baton	0	0	0	0	0	0	0	0	0
Chemical/OC	1	0	0	0	0	0	0	0	1
Weaponless	6	0	9	2	3	0	0	0	20
Canine									0
Release Only	0	0	0	0	0	0	0	0	0
Release and Bite	0	0	0	0	0	0	0	0	0
Total Uses of Force	20	1	16	4	4	0	0	0	45
Total Number of Incidents Resulting In Officer Injury or Death	0	0	1	1	0	0	0	0	2
Total Use of Force Arrests	14	0	12	3	3	0	0	0	32
Total Number of Suspects Receiving Non-Fatal Injuries	1	0	0	0	1	0	0	0	2
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	444	342	339	99	364	0	0	0	1588
Total Use of Force Complaints	0	0	1	0	0	0	0	0	1

Recacreditation Year 4 Charts

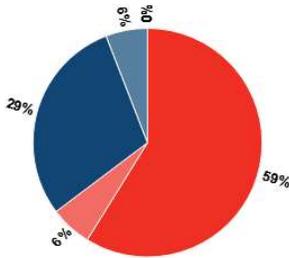
Total Firearm



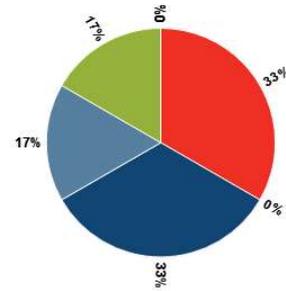
Firearm Discharge



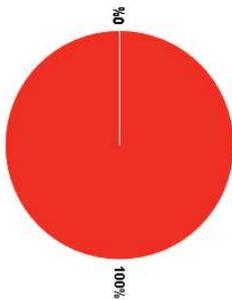
Firearm Display



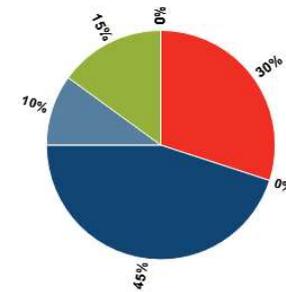
ECW Discharge



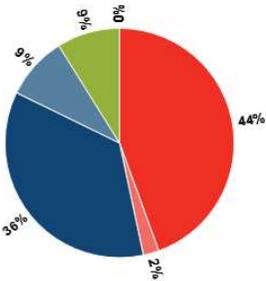
Chemical/OC



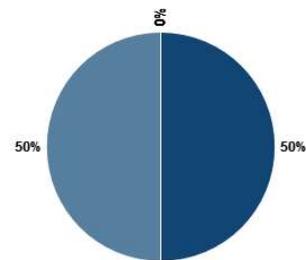
Weaponless



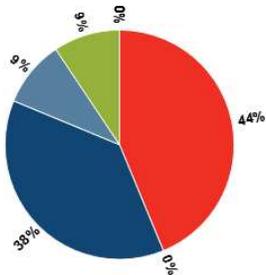
Total Uses of Force



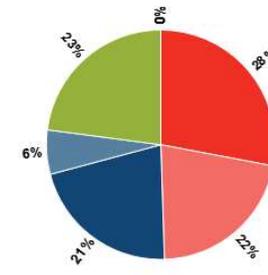
Total Number of Incidents Resulting in Officer Injury or Death



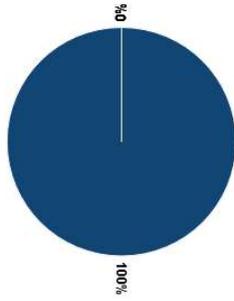
Total Use of Force Arrests



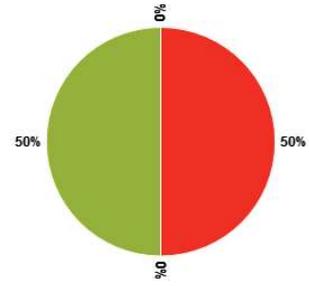
Total Agency Custodial Arrests



Total Use of Force Complaints



Total Number of Suspects Receiving Non-Fatal Injuries



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Grievances

Grievances	Year 1	Year 2	Year 3	Year 4
Number	0	0	0	0

Personnel Actions

	Year 1	Year 2	Year 3	Year 4
Suspension	4	6	4	6
Demotion	0	1	0	1
Resign In Lieu of Termination	0	1	3	1
Termination	2	2	2	1
Other	17	16		2
Total	23	26	9	11
Commendations	18	8	6	11

Reaccreditation Year 2 Notes:

Other consists of:

- resigned while under investigation 2
- personnel early warning system referrals 3
- written reprimand 11

Reaccreditation Year 3 Notes:

Other consists of:

- resigned while under investigation 0
- personnel early warning system referrals 2
- written reprimand 2

Reaccreditation Year 4 Notes:

Other consists of:

- written reprimand 2

Complaints and Internal Affairs - Reaccreditation Year 4

	Year 1	Year 2	Year 3	Year 4
External/Citizen Complaint				
Citizen Complaint	18	12	17	9
Sustained	4	8	13	3
Not Sustained	0	0	4	0
Unfounded	7	8	8	6
Exonerated	1	0	5	0
Internal/Directed Complaint				
Directed Complaint	9	2	4	4
Sustained	7	2	6	4
Not Sustained	0	0	0	0
Unfounded	1	0	0	0
Exonerated	0	0	0	0

Calls For Service - Reaccreditation Year 4

	Year 1	Year 2	Year 3	Year 4
Calls for Service	67266	64146	66143	33218
UCR/NIBRS Part 1 Crimes				
Murder	2	3	3	3
Forcible Rape	19	19	22	13
Robbery	44	34	36	16
Aggravated Assault	90	102	102	50
Burglary	185	209	164	75
Larceny-Theft	1096	1091	1045	435
Motor Vehicle Theft	90	104	70	36
Arson	2	13	2	2

Reaccreditation Year 4 Notes:

Please also include any other notes relevant to this summary.

Motor Vehicle Pursuit

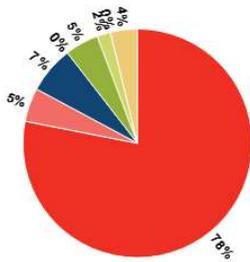
	Year 1	Year 2	Year 3	Year 4
Pursuits				
Total Pursuits		7	4	3
Forcible stopping techniques used	0	1	0	1
Terminated by Agency	2	4	1	0
Policy Compliant	5	4	3	1
Policy Non-Compliant	1	3	1	2
Collisions				
Injuries				
Total Collisions		0	1	0
Officer	0	0	0	0
Suspect	1	1	0	
ThirdParty	0	0	0	0
Reason Initiated				
Traffic	3	2	1	2
Felony	3	4	3	2
Misdemeanor	0	1	0	

Agency Breakdown Report - Reaccreditation Year 1

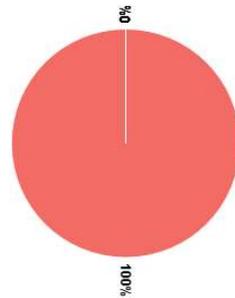
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive		1							1
Command	3								3
Supervisory Positions	17	2	1						20
Non-Supervisory Positions	62	2	6	0	5	2	0	4	81
Sub Total									105
Non Sworn Personnel									
Executive									
Managerial				1					1
Supervisory Positions									
Non-Supervisory Positions		4		3	1		2		10
Sub Total									11
Total									116

Reaccreditation Year 1 Charts

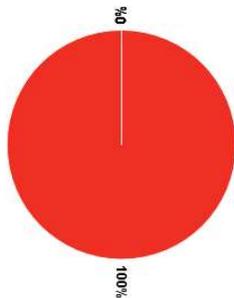
Total Sworn Personnel



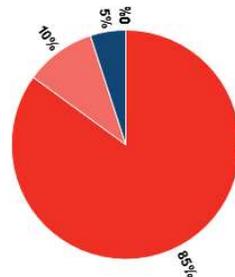
Sworn Personnel: Executive



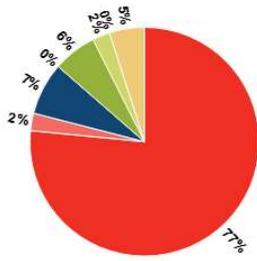
Sworn Personnel: Command



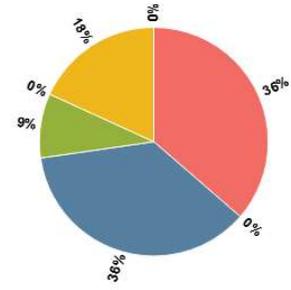
Sworn Personnel: Supervisory Positions



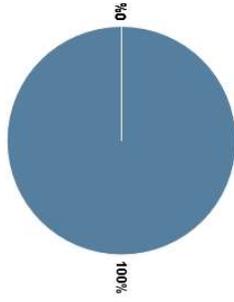
Sworn Personnel: Non-Supervisory Positions



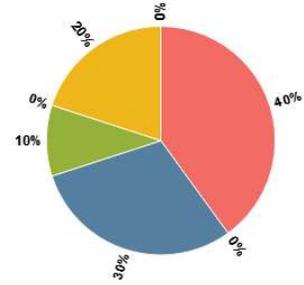
Total Non-Sworn Personnel



Non-Sworn Personnel: Managerial



Non-Sworn Personnel: Non-Supervisory Positions



Legend

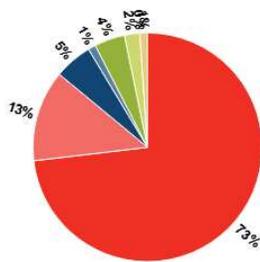
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Agency Breakdown Report - Reaccreditation Year 2

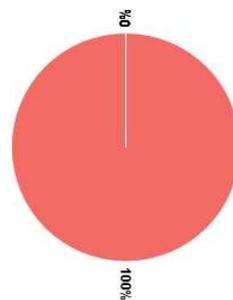
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	0	1	0	0	0	0	0	0	1
Command	3	0	0	0	0	0	0	0	3
Supervisory Positions	18	2	0	0	0	0	0	0	20
Non-Supervisory Positions	47	9	5	1	4	2	0	1	69
Sub Total									93
Non Sworn Personnel									
Executive	0	0	0	0	0	0	0	0	0
Managerial	0	0	0	0	0	0	0	0	0
Supervisory Positions	0	0	0	1	0	0	0	0	1
Non-Supervisory Positions	0	4	0	5	1	1	1	0	12
Sub Total									13
Total									106

Reaccreditation Year 2 Charts

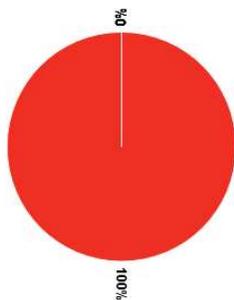
Total Sworn Personnel



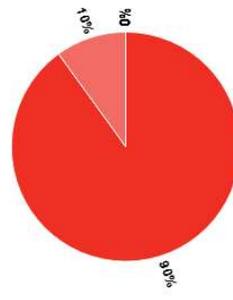
Sworn Personnel: Executive



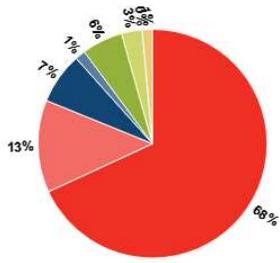
Sworn Personnel: Command



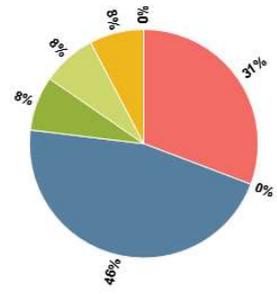
Sworn Personnel: Supervisory Positions



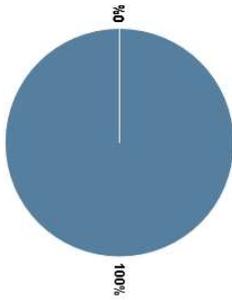
Sworn Personnel: Non-Supervisory Positions



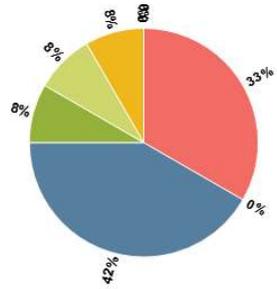
Total Non-Sworn Personnel



Non-Sworn Personnel: Supervisory Positions



Non-Sworn Personnel: Non-Supervisory Positions



Legend

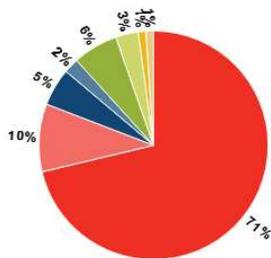
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Agency Breakdown Report - Reaccreditation Year 3

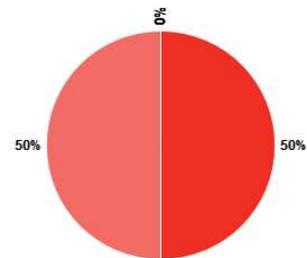
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	1	1	0	0	0	0	0	0	2
Command	2		0	0	0	0	0	0	2
Supervisory Positions	19	2	0	0	0	0	0	0	21
Non-Supervisory Positions	45	6	5	2	6	3	1	1	69
Sub Total									94
Non Sworn Personnel									
Executive	0	0	0	0	0	0	0	0	0
Managerial	0	0	0	1	0	0	0	0	1
Supervisory Positions	0	0	0	0	0	0	0	0	0
Non-Supervisory Positions	0	3	0	4	1	3	1	0	12
Sub Total									13
Total									107

Reaccreditation Year 3 Charts

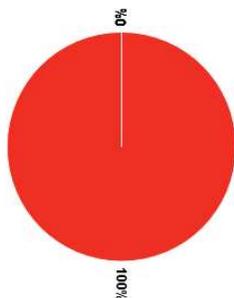
Total Sworn Personnel



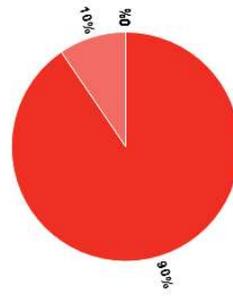
Sworn Personnel: Executive



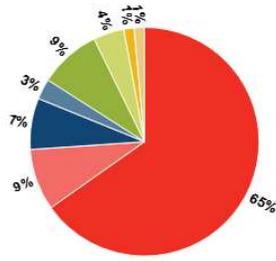
Sworn Personnel: Command



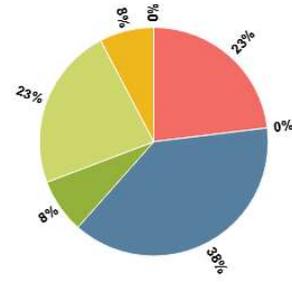
Sworn Personnel: Supervisory Positions



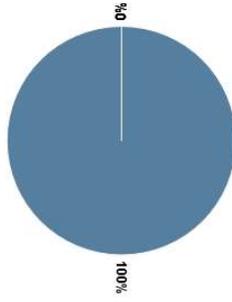
Sworn Personnel: Non-Supervisory Positions



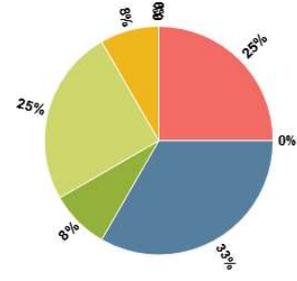
Total Non-Sworn Personnel



Non-Sworn Personnel: Managerial



Non-Sworn Personnel: Non-Supervisory Positions



Legend

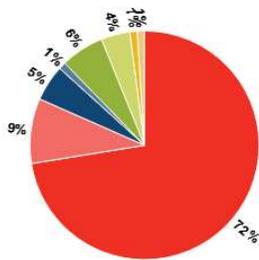
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Agency Breakdown Report - Reaccreditation Year 4

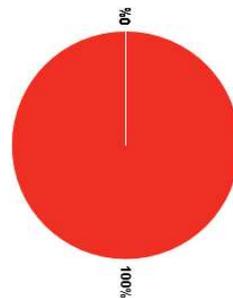
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	4	0	0	0	0	0	0	0	4
Command	6	1	0	0	0	0	0	0	7
Supervisory Positions	13	1	0	0	0	0	0	0	14
Non-Supervisory Positions	48	7	5	1	6	4	1	1	73
Sub Total									98
Non Sworn Personnel									
Executive	0	0	0	0	0	0	0	0	0
Managerial	0	0	0	1	0	0	0	0	1
Supervisory Positions	0	0	0	0	0	0	0	0	0
Non-Supervisory Positions	0	3	0	4	1	3	1	0	12
Sub Total									13
Total									111

Reaccreditation Year 4 Charts

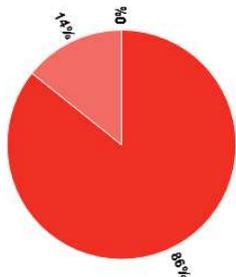
Total Sworn Personnel



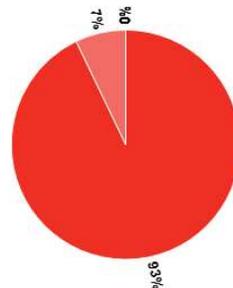
Sworn Personnel: Executive



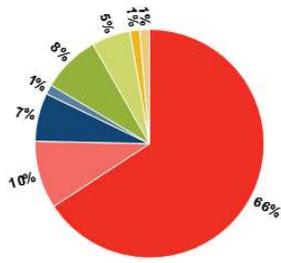
Sworn Personnel: Command



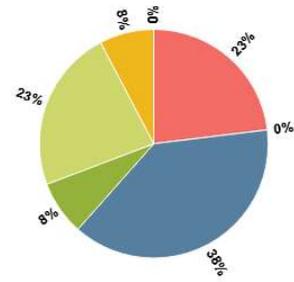
Sworn Personnel: Supervisory Positions



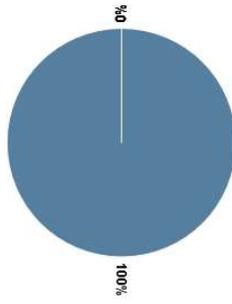
Sworn Personnel: Non-Supervisory Positions



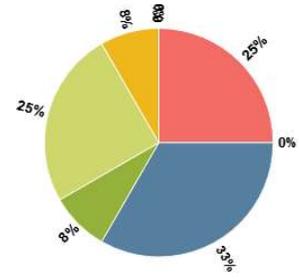
Total Non-Sworn Personnel



Non-Sworn Personnel: Managerial



Non-Sworn Personnel: Non-Supervisory Positions



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Agency Demographics Report - Reaccreditation Year 1

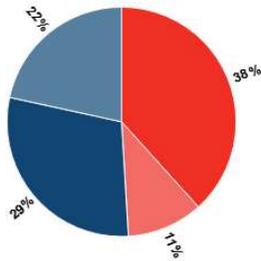
	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	18333	38%	57665	68%	0	0%	0	0%	79	84%	7	7%
Black Non-Hispanic	5143	10%	5275	6%	0	0%	0	0%	5	5%	0	0%
Hispanic Latino Any Race	14058	29%	19690	23%	0	0%	0	0%	8	8%	3	3%
Other	10328	21%	2111	2%	0	0%	0	0%	1	1%	1	1%
Total	47862		84741		0		0		93		11	

Reaccreditation Year 1 Notes:

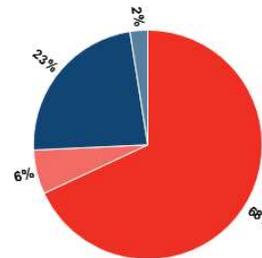
Numbers for service population taken from <https://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?src=CF>
 numbers for available workforce taken from <https://explorer.gdol.ga.gov/vosnet/mis/affirmative/eo/2010m/gainesville.pdf>

Reaccreditation Year 1 Charts

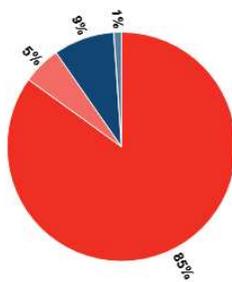
Service Population



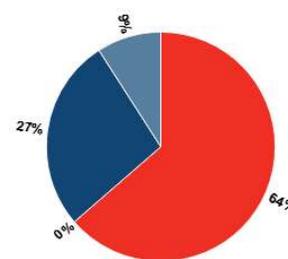
Available Workforce



Prior Sworn Officers



Prior Sworn Female Officers



Legend

White Non-Hispanic	
Black Non-Hispanic	
Hispanic Latino Any Race	

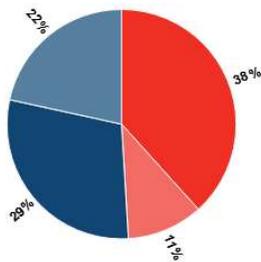


Agency Demographics Report - Reaccreditation Year 2

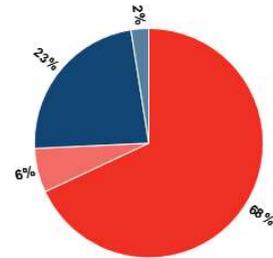
	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	18333	38%	57665	68%	79	85%	12	13%	79	84%	7	7%
Black Non-Hispanic	5143	10%	5275	6%	6	6%	1	1%	5	5%	0	0%
Hispanic Latino Any Race	14058	29%	19690	23%	6	6%	2	2%	8	8%	3	3%
Other	10328	21%	2111	2%	1	1%	1	1%	1	1%	1	1%
Total	47862		84741		92		16		93		11	

Reaccreditation Year 2 Charts

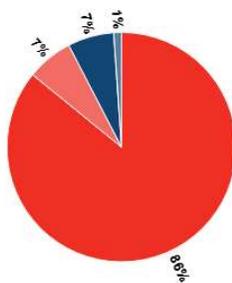
Service Population



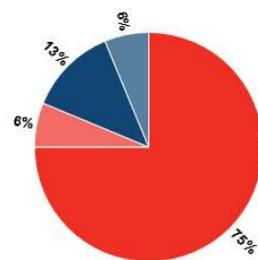
Available Workforce



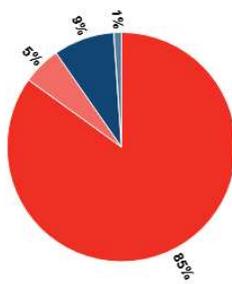
Current Sworn Officers



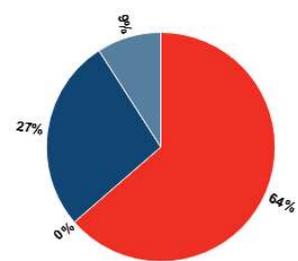
Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers



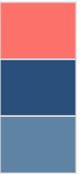
Legend

White Non-Hispanic	
--------------------	--

Black Non-Hispanic

Hispanic Latino Any Race

Other



Agency Demographics Report - Reaccreditation Year 3

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	15538	37%	57665	68%	77	81%	9	9%	79	85%	12	13%
Black Non-Hispanic	6739	16%	5275	6%	7	7%	2	2%	6	6%	1	1%
Hispanic Latino Any Race	16264	39%	19690	23%	9	9%	3	3%	6	6%	2	2%
Other	2460	5%	2111	2%	1	1%	1	1%	1	1%	1	1%
Total	41001		84741		94		15		92		16	

Reaccreditation Year 3 Notes:

Numbers for service population taken from:

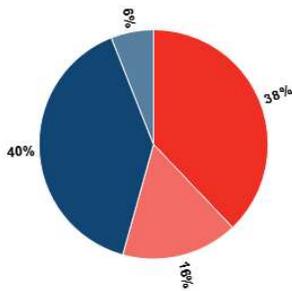
<https://www.census.gov/quickfacts/fact/table/gainesvillecitygeorgia/PST045218>

Numbers for available workforce taken from:

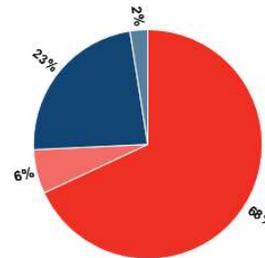
<https://explorer.gdol.ga.gov/gsipub/index.asp?docid=420>

Reaccreditation Year 3 Charts

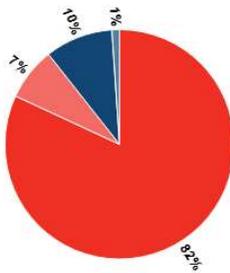
Service Population



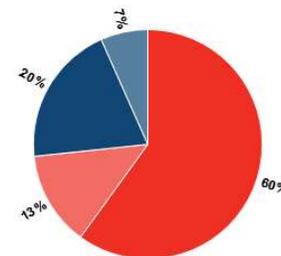
Available Workforce



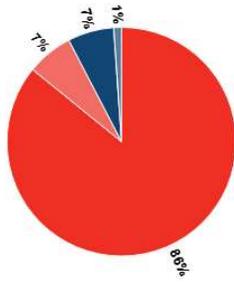
Current Sworn Officers



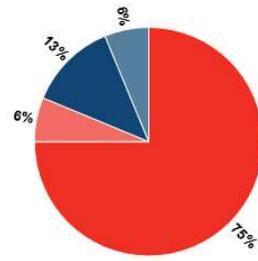
Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers



Legend

White Non-Hispanic	
Black Non-Hispanic	
Hispanic Latino Any Race	
Other	

Agency Demographics Report - Reaccreditation Year 4

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	15538	37%	57665	68 %	72	86%	9	10%	77	81%	9	9%
Black Non-Hispanic	6739	16%	5275	6 %	5	6%	1	1%	7	7%	2	2%
Hispanic Latino Any Race	16264	39%	19690	23 %	5	6%	4	4%	9	9%	3	3%
Other	2460	5%	2111	2 %	1	1%	1	1%	1	1%	1	1%
Total	41001		84741		83		15		94		15	

Reaccreditation Year 4 Notes:

Numbers for service population taken from:

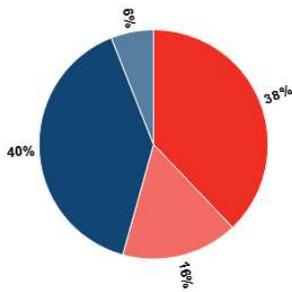
<https://www.census.gov/quickfacts/fact/table/gainesvillecitygeorgia/PST045218>

Numbers for available workforce taken from:

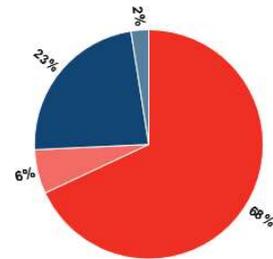
<https://explorer.gdol.ga.gov/gsipub/index.asp?docid=420>

Reaccreditation Year 4 Charts

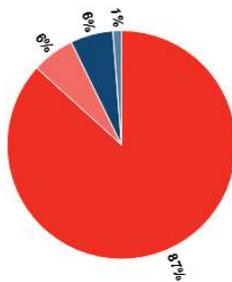
Service Population



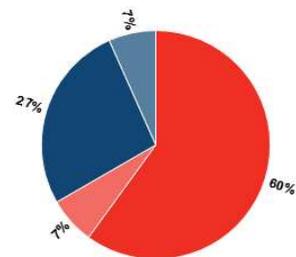
Available Workforce



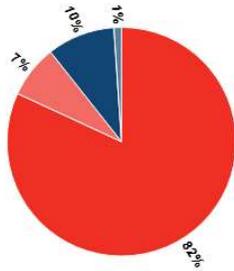
Current Sworn Officers



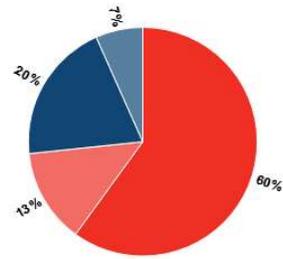
Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers



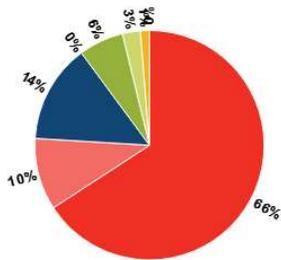
Legend

White Non-Hispanic	
Black Non-Hispanic	
Hispanic Latino Any Race	
Other	

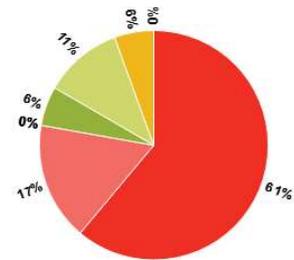
Sworn Officer Selection - Reaccreditation Year 1

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Recieved	52	8	11	0	5	2	1	0	79
Applicants Hired	11	3	0	0	1	2	1	0	18
Percent Hired	21%	38%	0%	%	20%	100%	100%	%	N/A
Percent of Workforce Population	%		%		%		%		N/A

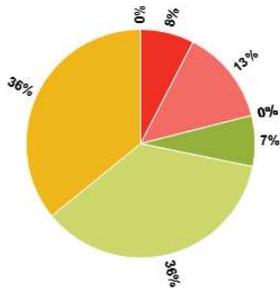
Applications Recieved



Applicants Hired



Percent Hired



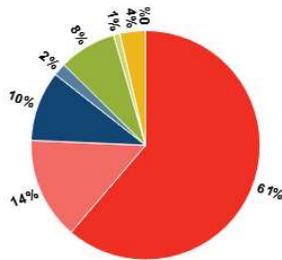
Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

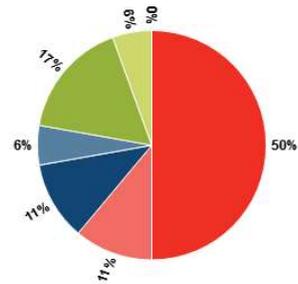
Sworn Officer Selection - Reaccreditation Year 2

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Recieved	68	16	11	2	9	1	4	0	111
Applicants Hired	9	2	2	1	3	1	0	0	18
Percent Hired	13%	13%	18%	50%	33%	100%	0%	%	N/A
Percent of Workforce Population	12%		3%		4%		0%		N/A

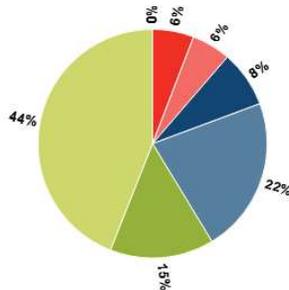
Applications Recieved



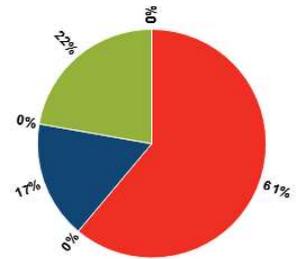
Applicants Hired



Percent Hired



Percent of Workforce Population



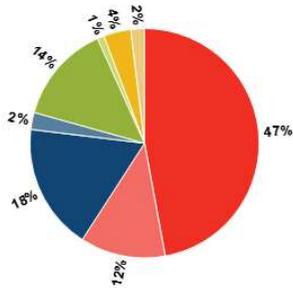
Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

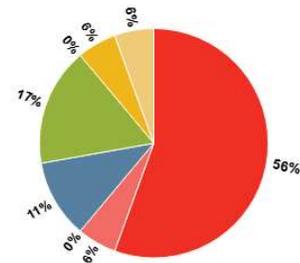
Sworn Officer Selection - Reaccreditation Year 3

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	98	25	37	5	29	2	8	4	208
Applicants Hired	10	1	0	2	3	0	1	1	18
Percent Hired	10%	4%	0%	40%	10%	0%	13%	25%	N/A
Percent of Workforce Population	12%		2%		3%		2%		N/A

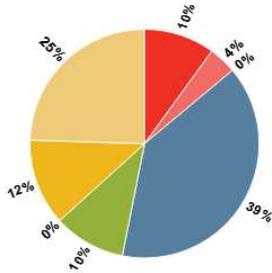
Applications Received



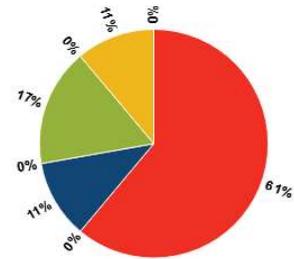
Applicants Hired



Percent Hired



Percent of Workforce Population



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

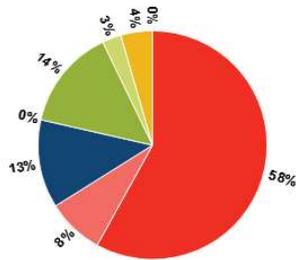
Sworn Officer Selection - Reaccreditation Year 4

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Recieved	65	9	14	0	16	3	5	0	112
Applicants Hired	6	0	0	0	0	0	0	0	6
Percent Hired	9%	0%	0%	%	0%	0%	0%	%	N/A
Percent of Workforce Population	7%		0%		0%		0%		N/A

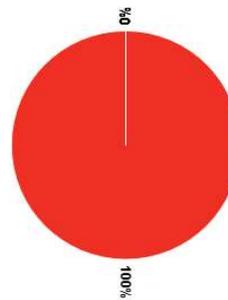
Reaccreditation Year 4 Notes:

Please also include any other notes relevant to this summary.

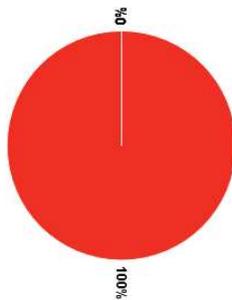
Applications Recieved



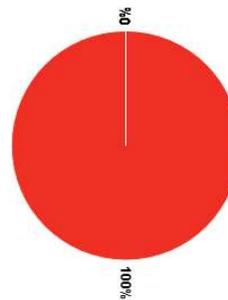
Applicants Hired



Percent Hired



Percent of Workforce Population



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Promotions - Reaccreditation Year 1

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested									
Eligible After Testing									
Promoted									
Percent Promoted	%	%	%	%	%	%	%	%	N/A

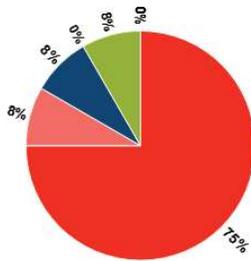
Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

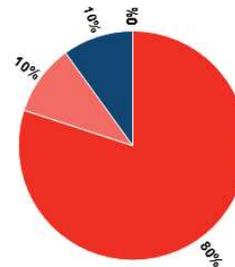
Sworn Officer Promotions - Reaccreditation Year 2

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	9	1	1	0	1	0	0	0	12
Eligible After Testing	8	1	1	0	0	0	0	0	10
Promoted	1	0	1	0	0	0	0	0	2
Percent Promoted	11 %	0 %	100 %	%	0 %	%	%	%	N/A

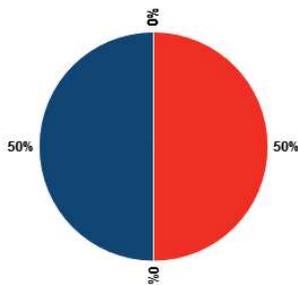
Tested



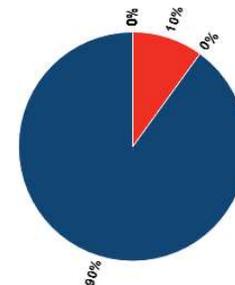
Eligible After Testing



Promoted



Percent Promoted



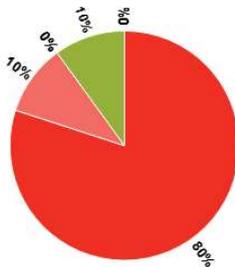
Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

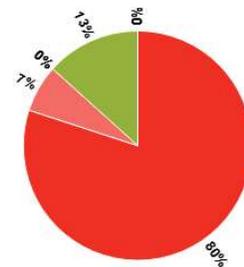
Sworn Officer Promotions - Reaccreditation Year 3

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	16	2	0	0	2	0	0	0	20
Eligible After Testing	12	1	0	0	2	0	0	0	15
Promoted	3	0	0	0	2	0	0	0	5
Percent Promoted	19 %	0 %	%	%	100 %	%	%	%	N/A

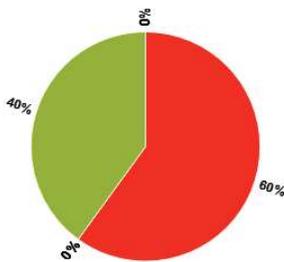
Tested



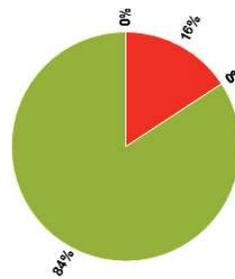
Eligible After Testing



Promoted



Percent Promoted



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

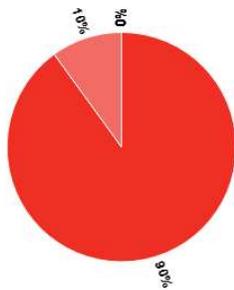
Sworn Officer Promotions - Reaccreditation Year 4

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	9	1							10
Eligible After Testing	9	1							10
Promoted	3								3
Percent Promoted	33 %	0 %	%	%	%	%	%	%	N/A

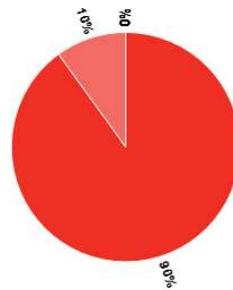
Reaccreditation Year 4 Notes:

Did not include appointments of Chief and Deputy Chief.

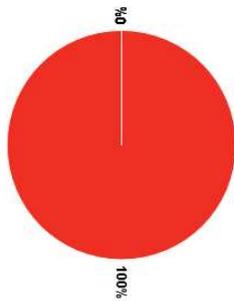
Tested



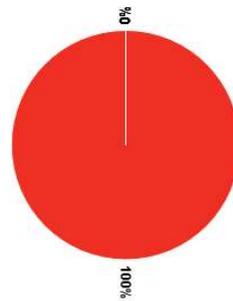
Eligible After Testing



Promoted



Percent Promoted



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

