

LAW ENFORCEMENT ACCREDITATION

Conyers (GA) Police Department

Agency

Conyers (GA) Police Department
1194 Scott Street
Conyers, GA 30012

Chief Executive Officer

Chief of Police
R. Scott Freeman, Ph.D.

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 Research Forum (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 Conyers (GA) Police Department is currently commanded by R. Scott Freeman, Ph.D.. 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) Portia Swinson remotely reviewed 188 standards for the agency on 11/5/2020 using Law Enforcement Manual 6.10. 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.

- 1.2.9 – Biased Policing* (LE1) (MMMM) – ISSUE: Bullet B – The agency directive does not contain provisions for the initial training and annual training for affected personnel in biased issues including legal aspects. Bullet C the agency directive does not contain provisions for the documented annual administrative review to include an assessment of agency practices. The proof provided did not contain any mention that agency practices were reviewed. AGENCY ACTION NEEDED: It is suggested that the agency provide a directive that contains provisions for initial and annual training for affected personnel in biased issues including legal aspects and a documented annual administrative review of agency practices. AGENCY ACTION TAKEN: The agency provided a memorandum from the Chief of Police that provided for the updating of Standard Operating Procedure 5-11, Bias Based Profiling, to include the requirement for initial training and annual training for affected personnel in biased issues including legal aspects. The memo also required a documented annual administrative review of agency practices including citizen concerns and any corrective measures taken. It is recommended that this standard be reviewed again in future assessments to verify compliance.
- 4.2.4 – Analyze Reports* (LE1) (MMMM) – ISSUE: Bullet A The agency annual analysis as presented did not identify the specific date and time of incidents or Bullet D, the trends or patterns resulting in injury to employees. AGENCY ACTION NEEDED: It is suggested that future annual agency analyses identify the specific date and time of incidents and trends or patterns resulting in injury to employees.
- 26.3.4 – Informing Complainant – ISSUE: Bullet B – the agency directive did not contain a schedule for status notification to the complainant. AGENCY ACTION NEEDED: It is suggested that the agency provide contain a directive that contains a schedule for status notification to the complainant.
- 43.1.1 – Complaint Management (LE1) – ISSUE: Bullet C as presented the agency directive did not contain the requirement of maintaining a record of information conveyed to and received from outside agencies. AGENCY ACTION NEEDED: It is suggested the agency provide a directive that includes the requirement of maintaining a record of information conveyed to and received from outside agencies. AGENCY ACTION TAKEN: The agency provided a memorandum from the Chief of Police that provided for the updating of Standard Operating Procedure 6-6, Vice, Drugs & Organized Crime, to include the requirement of maintaining a record of information conveyed to and received from outside agencies. It is recommended that this standard be reviewed again in future assessments to verify compliance.
- 61.1.12 – Parking Enforcement – ISSUE: The standard requires a written directive that describes the agency's parking enforcement objectives and activities. The agency provided state and local traffic parking statutes that do not provide objectives and activities. AGENCY ACTION NEEDED: It is suggested the agency provide a directive that describes the agency's parking enforcement objectives and activities. AGENCY ACTION TAKEN: The agency provided a memorandum from the Chief of Police that provided for the updating of an unnamed directive in the upcoming months to contain the agency's parking enforcement objectives and activities. It is recommended that this standard be reviewed again in future assessments to verify compliance.

- 73.1.1 – Role, Authority, Policies* (LE1) – ISSUE: Bullet D the agency directive did not include the require that a documented report be made to the CEO of all incidents that threaten the facility or any person therein and notification to appropriate outside agencies. AGENCY ACTION NEEDED: It is suggested the agency provide a directive that includes the requirement that a documented report be made to the CEO of all incidents that threaten the facility or any person therein and notification to appropriate outside agencies.

CALEA Compliance Services Member(s) Jeffrey Pierce remotely reviewed 196 standards for the agency on 10/27/2021 using Law Enforcement Manual 6.13. 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) Mike Dickey remotely reviewed 95 standards for the agency on 10/25/2022 using Law Enforcement Manual 6.16. 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) Stan Gragg remotely reviewed 244 standards for the agency on 5/13/2023 using Law Enforcement Manual 6.17. 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 6/25/2023 to 6/29/2023, Scott A Cunningham visited the agency following a consultation with the chief executive officer regarding critical issues impacting the organization since the last assessment.

During the Site-Based Assessment Review, the assessment team conducted 68 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

R. Scott Freeman, Ph.D.

Chief Scott Freeman started his law enforcement career early in life. While a high school student at Rockdale County High School, Chief Freeman joined the Conyers Police Explorers in the 9th grade. He was also a cadet in the Marine Corps JROTC program throughout high school. While still in high school, he worked part-time as a dispatcher in the 911 Center when it was a division of the Rockdale County Sheriff's Office.

After graduating high school, Chief Freeman started with the Conyers Police Department as a dispatcher and worked his way up in rank to the position of Major, which he held just before leaving the Conyers Police Department in December 2012. During his law enforcement career, he has served in many different capacities and leadership roles in law enforcement. From January 2013 to June 2015, Chief Freeman served as the Chief Deputy Sheriff for the Rockdale County Sheriff's Office, and from July 2015 to September 2018, Chief Freeman served as the Chief of Police for the Athens-Clarke County Police Department. In February 2019, Chief Freeman returned home to the Conyers Police Department to serve as the Deputy Chief of Police. On July 1, 2022, he was appointed as the Chief of Police.

Chief Freeman possesses Georgia Peace Officer Standards and Training Council certifications that include Field Training Officer, General Instructor, as well as both Intermediate and Managerial certifications. Chief Freeman was a delegate of the 17th Georgia International Law Enforcement Exchange Delegation to Israel in 2009. In 2012, Chief Freeman graduated from the 248th session of the prestigious Federal Bureau of Investigation National Academy. Chief Freeman holds various degrees, including an Associate of Science in Criminal Justice, a Bachelor of Science in Organizational Leadership, a Master of Public Administration, a Graduate Certificate in Criminal Justice Education, and a Doctorate in Public Policy and Administration, specializing in Public Safety Management and Leadership.

COMMUNITY PROFILE

The Creek and Cherokee Indians populated the land first known as Rockdale County. In 1816, state authorities officially opened the area to white settlers. John Holcomb, one of the first settlers and a black-smith by trade, owned a log cabin where the old courthouse stands. Mr. Holcomb opposed the railroad building through his land and sold his property to Dr. William D. Conyers for \$700. Dr. Conyers, a Covington banker, in turn, deeded the land to the Georgia Railroad. In honor of his generosity, they named the little watering station “Conyers Station”. The first trains began passing through in 1845, and in 1860, the railroad officially listed Conyers as a stop along the 171-mile Augusta-Atlanta route.

Located just twenty-four miles east of Atlanta, the City of Conyers covers 11.83 square miles and has a population of over seventeen thousand residents. Conyers is the only municipality within Rockdale County. That, coupled with the fact that a majority of the businesses and industries are located within the corporate limits, means that the City must plan to provide services to a daytime population well over that of the residential population.

The City of Conyers was founded February 16, 1854. It operates under a Council-Manager form of government. This form of government most closely resembles the private sector with the City Manager serving as the Chief Executive Officer, the Mayor as the Chairman of the Board, and the Council as the Board of Directors.

Under the Council-Manager form of government, citizens elect their representatives - the Mayor and City Council who determine the policy of the City. The City Manager is appointed by the City Council on the basis of executive and administrative qualifications. The City Manager is responsible for administering the Council’s policies, advising the Council, and conducting day-to-day operations. In keeping with these responsibilities, the City Manager is responsible for hiring the Directors who run each department.

Teamwork between the Council and Manager is a key element of the Council-Manager form of government. The pooling of political and administrative skills is essential to resolving the many complex issues that face Conyers today.

Furthermore, the Council-Manager form of government seeks to enhance the effectiveness of local policy-making and municipal operations by bringing together skilled lawmakers, community representatives, and experts in municipal administration and management.

The creation of the Georgia International Horse Park in the mid-90s made tourism a reality for the community. Operated by the City of Conyers, the Horse Park has grown its events in number and revenues. The Georgia International Horse Park (GIHP) continues to be a prominent tourism attraction in Rockdale County. 173 acres at the GIHP has been designated as a nature preserve, the Big Haynes Creek Nature Center, devoted to the preservation and study of native plants and wildlife.

The Rockdale County Master Gardeners Arboretum is maintained on-site at the GIHP, as well as a miniature railroad built and maintained by the North Georgia Live Steamers, which are both popular attractions.

The Conyers Convention & Visitors Bureau actively participates in promoting the Georgia International Horse Park, Cherokee Run Golf Club, and Olde Town Conyers. They work closely with hotels and restaurants to drive tourism in Conyers.

Cherokee Run Golf Club, owned and operated by the City of Conyers & located within the Georgia International Horse Park, was designed by golf legend Arnold Palmer. The destination 18-hole championship 72par course features mini-Verde dwarf Bermuda greens, Zoysia fairways & strategically placed bunkers. For several consecutive years, the

course has made the “Top 25 Courses in Georgia” list from Golf Advisor.

Olde Town Conyers is always a popular tourist stop. Visitors enjoy the charm and history of this quaint former railroad town while exploring the many interesting shops, boutiques, and restaurants. Visitors may also happen upon filming for a television series or a movie as Olde Town Conyers and other locations nearby, like the Georgia International Horse Park, have become popular with production companies.

The Conyers Depot, that houses the Conyers Welcome Center, the Lewis Vaughn Botanical Gardens, and the many activities and events held at the Pavilion at the Randal S. Mills City Center Park, attracts old and young alike.

Olde Town Conyers and the Nancy Guinn Memorial Library are the starting point for the Olde Town PATH Trail. The city of Conyers partnered with the PATH Foundation to create a system of multi-use, 10-foot-wide trails. The first section of the Olde Town Conyers PATH Trail opened in May 2011 and stretches nearly 1.7 miles from the Nancy Guinn Memorial Library in Olde Town Conyers to the Rockdale Career Academy.

The second phase of the PATH Trail opened in September 2012. This portion of the trail extends two miles from the Rockdale Career Academy to the Corner Market development on Flat Shoals Road and on to Ebenezer Road and Johnson Park. The newest phase of the PATH Trail officially opened on October 19, 2017 and stretches nearly 1.57 miles from the Nancy Guinn Memorial Library in Olde Town Conyers to Pine Log Park. This \$1.7 million section of trail was funded by the PATH Foundation and SPLOST funding. The trail is open from sunrise until sunset and motor vehicle traffic on the trail is prohibited. Pets on the trail are required to be on a leash.

Residents and visitors alike celebrate spring at the annual St. Patrick’s Day Parade and the Conyers Cherry Blossom Festival. The Red, White and Boom! event celebrating our country’s independence is held July 3 to launch us into summer. Our longest running event, and cooler weather typically makes the Olde Town Fall Festival held each October (for over 40 years) a very popular event. Ice skating and the Conyers Christmas Party and Parade herald the start of the holiday season in Conyers.

AGENCY HISTORY

The City of Conyers, Georgia was established in 1854 when the village it was founded on had grown to 400 residents due to the railroad running by it going from Marthasville (now Atlanta) to Augusta, Georgia. As a growing incorporated town, Conyers would need law and order. As such, the foundation of the Conyers Police Department was born in 1855 when the first City Marshal was hired.

The early years of the Police Department, 1855 to 1905, are a relatively unknown, as hand written minutes from the first organized meetings are worn and largely illegible. Where minutes are recorded the Chief of Police is often referred to by title and surname is omitted. Starting in 1906 our research shows:

- 1906 - 1911 Thomas Holland Bryans
- 1914 William Browning Parker
- 1923 Levi Thompson Longshore
- 1924 Joseph Floyd Cook (Day Chief of Police)
- 1924 Alonza Franklin Bailey (Night Chief of Police)
- 1924 - 1928 Joseph Floyd Cook
- 1929 - 1934 Charles Nix

We have established that Jesse Henry Peek served as Chief of Police in 1935 and 1936 and was likely an employee of the railroad. From 1937 to 1948, the city record shows a day and night marshal instead of a Chief of Police. Rufus Cowan held post in the early 1950's before becoming Rockdale County Coroner. Rufus Cowan's father was Sam Cowan, Sheriff of Rockdale County.

In 1957, Olly Thomas "O.T." Adams, Jr., who had been with the department since 1955, was promoted to the position of Chief of Police which he held until his retirement in 1980. Clarence Roland Vaughn, III, who had been the Chief Deputy of the Rockdale County, Georgia Sheriff's Office, was then hired by the City of Conyers and named as Chief of Police to replace Chief Adams on his retirement. Chief Vaughn served in the position of Chief of Police and also served as Acting City Manager until being named fully to the position of City Manager in 1994.

Upon Chief Vaughn's appointment as City Manager, Deputy Chief of Police Antony "Tony" Joseph Lucas, who had begun his career with the department in 1984 as a patrol officer, was named as Chief of Police for the City of Conyers. Chief Lucas remained in the position of Chief of Police and also held the position of interim City Manager until 2005 when he was named City Manager.

Upon Chief Lucas being appointed as City Manager, Deputy Chief of Police David Cathcart, who had begun his career with the department in 1987 as a patrol officer, was appointed to the position of Chief of Police. Chief Cathcart served in the position until he resigned from the Department in February 2010.

In January 2010, City Manager Lucas hired former Metropolitan Atlanta Rapid Transit Authority and Sandy Springs Chief of Police Ralph Eugene "Gene" Wilson, Jr. as Director of Public Safety for the City of Conyers. Upon the resignation of Chief Cathcart in February 2010, Chief Wilson was appointed to the position of Chief of Police with City Manager Lucas assuming the position of Director of Public Safety in addition to his duties as City Manager. Chief Wilson retired in June 2022.

In July 2022, Deputy Chief of Police R. Scott Freeman, Ph.D. was named as the Chief of Police. Both Chief Freeman and City Manager/Director of Public Safety Lucas still hold those positions today.

We will continue researching our past as we continue to make new history as well.

AGENCY STRUCTURE AND FUNCTION

The Conyers Police Department is located within the City of Conyers. The Chief of Police is the Chief Executive Officer and is directly accountable to the City Manager who in turn is responsible to the Mayor and Council Members.

The department is led by Chief Scott Freeman. Chief Freeman is responsible for the overall administration of the Department. He/she has a direct report from the Administrative Assistant, the Deputy Chief of Police, and the Office of Professional Standards.

The department consists of four divisions reporting directly to the Deputy Chief of Police is responsible for Departmental Daily Operations and overseeing the Division Commanders. She has a direct report from the Communications Division Manager, the Criminal Investigations Division Commander, the Support Services Division Commander, and the Uniform Division Commander.

The Communications Manager is directly responsible for those activities associated with the communications center and as assigned by the Deputy Chief of Police. She is responsible for overseeing the 911/Communications Services, GCIC Operations, CAD Management, and Conyers Security Alert Monitoring.

The Captain of the Criminal Investigations Division is directly responsible for overseeing the Investigative Assistant / Crime Analysis, Detectives, Crime Scene Investigators, and the CADET Program.

The Office of Professional Standards Sergeant will be responsible for Backgrounds/Recruiting and the Internal Affairs functions.

The Support Services Captain is responsible for the planning and administration of the operations of the Police Department which includes the Accreditation and Certification program, NIBRS, Chaplains, Court Services Division, Municipal Court, Probation, Administration, Property and Evidence, Records, Volunteers in Police Service (VIPS), Homeland Security / EMA, Training, and the Quartermaster.

The Captain of the Uniform Division is responsible for the planning and administration of the operations of the Police Department. She is responsible for overseeing the Patrol Section, Special Operations Section, K-9, School Resource Officer, Marshal's Unit, Reserve Unit, Community Outreach, and the Explorer Post.

The Executive Command Staff will consist of the Chief of Police, the Deputy Chief of Police, the Support Services Captain, the Uniform Division Captain, the CID Captain, and the Communications Manager.

It is the goal of the Conyers Police Department to serve and protect the community with the utmost professionalism. The Department currently has 83 authorized sworn officer positions and 36 authorized non-sworn full-time civilian authorized positions.

AGENCY SUCCESSES

The Conyers City Council approved a 10 percent increase in starting pay for police officers which allows the Conyers Police Department to have a competitive hiring salary above many surrounding agencies. This will ensure the police department continues to attract and retain the highest caliber of officers possible.

The police department successfully implemented a Police-Mental Health Collaboration (PMHC) co-responder program to supplement and enhance its current Crisis Intervention Team (CIT) service delivery model for mental health crisis response. The PMHC established a full scope of behavioral health services to residents considered to have behavioral and emotional challenges or drug dependency issues in order to eliminate or limit the need for police officers to respond to those in a mental health crisis. A full-time mental health clinician was brought on board as a part of this initiative. The program has proven so successful that a second clinician will be brought on board in 2022.

The City of Conyers experienced a 9.013 percent decrease in crime in 2021 in the top Group A offenses in the National Incident Based Reporting System (NIBRS) which include homicide, rape, robbery, aggravated assault, burglary, arson, larceny/theft and motor vehicle theft.

The police department K-9 dogs, Briscoe and Wick, received body armor as a result of a generous donation from Vested Interest in K9s, Inc. Vested Interest in K9s, Inc. is a non-profit whose mission is to provide bullet and stab-protective vests and other assistance to dogs of law enforcement and related agencies throughout the country. They have donated more than 4,680 K-9 ballistic vests since the organization began in 2009.

The police department deployed Flock advanced license plate recognition devices throughout the City. Since the deployment of these devices, numerous cases have been solved and criminals caught thanks to the plate readers identifying suspect vehicles by their license numbers.

The police department deployed a gunshot detection system to locate areas where firearms have been discharged. This has allowed a fast police response and for quicker identification of suspects who have illegally discharged firearms in the City of Conyers.

The Conyers Police Department Communications Center completed an upgrade to the Next Generation E-911 system. This system provides web based reports, text to 911, abandoned 911 auto call back and new user interfaces for phone systems along with new hardware and the latest software versions.

A grant in the amount of \$61,668 was received by the police department that was used to provide Integrating Communications, Assessment and Tactics (ICAT) training to all sworn officers, 911 Center personnel, sworn probation officers and departmental mental health clinical staff. ICAT is a training program developed by the Police Executive Research Forum (PERF) that provides first responding police officers with the tools, skills, and options officers need to successfully and safely defuse a range of critical incidents. Developed by PERF with input from hundreds of police professionals from across the United States, ICAT takes the essential building blocks of critical thinking, crisis intervention, communications, and tactics and puts them together in an integrated approach to training.

· Renovations to the buildings in the public safety complex began in 2021. The year ended with the completion of renovations of the Court Services, Crime Scene Investigation and Criminal Investigations Division buildings. The final renovations to the Conyers Police Department headquarters and the Special Operations building were underway as the year ended. The renovation project was completed in Spring 2022.

FUTURE ISSUES FOR AGENCY

Developing and implementing a successful succession plan is an ongoing project for senior staff. As the Department grows, we need to identify and prepare the next generation of talent from within the organization. We are in the process of finding the most meaningful ways to talk to employees about their goals and training needs and have begun scheduling leadership training opportunities with industry professionals. Annual performance appraisals, employee promotional projects and career counseling efforts will have to be consistently re-evaluated for effectiveness.

The Conyers Community is growing at an unprecedented rate and housing expansion puts pressure on the Police Department to hire more qualified staff. Beyond the need for Police Officers, we have experienced an increase in demand for administrative services to produce reports, process open records requests, process additional court cases, maintain training records, etc. While uniform patrol remains our priority, support services needs are also coming into focus.

YEAR 1 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Portia Swinson

On 11/5/2020, the Year 1 Remote Web-based Assessment of Conyers (GA) Police Department was conducted. The review was conducted remotely and included 188 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) (MMMM)	Compliance Verified
1.2.2 Legal Authority to Carry/Use Weapons (MMMM)	Compliance Verified
1.2.9 Biased Policing* (LE1) (MMMM)	Standard Issue
<p>Notes: ISSUE: Bullet B – The agency directive does not contain provisions for the initial training and annual training for affected personnel in biased issues including legal aspects. Bullet C the agency directive does not contain provisions for the documented annual administrative review to include an assessment of agency practices. The proof provided did not contain any mention that agency practices were reviewed. AGENCY ACTION NEEDED: It is suggested that the agency provide a directive that contains provisions for initial and annual training for affected personnel in biased issues including legal aspects and a documented annual administrative review of agency practices. AGENCY ACTION TAKEN: The agency provided a memorandum from the Chief of Police that provided for the updating of Standard Operating Procedure 5-11, Bias Based Profiling, to include the requirement for initial training and annual training for affected personnel in biased issues including legal aspects. The memo also required a documented annual administrative review of agency practices including citizen concerns and any corrective measures taken. It is recommended that this standard be reviewed again in future assessments to verify compliance.</p>	
4 Use of Force	
4.1.1 Use of Reasonable Force (LE1) (MMMM)	Compliance Verified
4.1.2 Use of Deadly Force (LE1) (MMMM)	Compliance Verified
4.1.3 Warning Shots (LE1) (MMMM)	Compliance Verified
4.1.4 Use of Authorized Less Lethal Weapons (LE1) (MMMM)	Compliance Verified
4.1.7 Choke Holds (LE1) (MMMM)	Compliance Verified
4.2.1 Reporting Uses of Force* (LE1) (MMMM)	Compliance Verified
4.2.2 Written Use of Force Reports and Administrative Review* (LE1) (MMMM)	Compliance Verified
4.2.3 Removal from Line of Duty Assignment (LE1) (MMMM)	Compliance Verified
4.2.4 Analyze Reports* (LE1) (MMMM)	Standard Issue
<p>Notes: ISSUE: Bullet A The agency annual analysis as presented did not identify the specific date and time of incidents or Bullet D, the trends or patterns resulting in injury to employees. AGENCY ACTION NEEDED: It is suggested that future annual agency analyses identify the specific date and time of incidents and trends or patterns resulting in injury to employees.</p>	
4.2.5 Assault on Sworn Officer Review* (MMMM)	Compliance Verified
4.3.1 Authorization: Weapons and Ammunition (LE1) (MMMM)	Compliance Verified

Standards	Findings
4.3.2 Demonstrating Proficiency with Weapons (LE1) (MMMM)	Compliance Verified
4.3.3 Annual/Biennial Proficiency Training* (LE1) (MMMM)	Compliance Verified
4.3.4 Prerequisite to Carrying Lethal/Less Lethal Weapons (LE1) (MMMM)	Compliance Verified
4.3.5 Firearms Range (MMMM)	Compliance Verified
11 Organization and Administration	
11.1.1 Description of Organization (LE1) (MMMM)	Compliance Verified
11.3.3 Notify CEO of Incident with Liability (LE1)	Compliance Verified
12 Direction	
12.1.1 CEO Authority and Responsibility (LE1)	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
15.1.4 Succession Planning	Agency Elected 20%
17 Fiscal Management and Agency Property	
17.1.1 CEO Authority and Responsibility	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 Job Analysis	Agency Elected 20%
22 Personnel Management System	
22.1.1 Salary Program	Compliance Verified
22.1.2 Leave Program	Compliance Verified
22.1.5 Victim Witness Services/Line of Duty Death (LE1)	Compliance Verified
22.1.6 Clothing and Equipment	Compliance Verified
22.1.8 Employee Identification (LE1)	Compliance Verified
22.2.3 Fitness and Wellness Program	Agency Elected 20%
22.2.4 Off-Duty Employment	Compliance Verified
22.2.5 Extra-Duty Employment (LE1)	Compliance Verified
22.3.1 Agency Role	Not Applicable by Function
22.3.2 Ratification Responsibilities	Not Applicable by Function
22.4.3 Annual Analysis*	Compliance Verified

Standards	Findings
26 Disciplinary Procedures and Internal Investigations	
26.1.1 Code of Conduct (LE1)	Compliance Verified
26.1.2 Employee Awards	Compliance Verified
26.1.3 Harassment (LE1)	Compliance Verified
26.2.3 CEO Direct Accessibility	Compliance Verified
26.2.4 Complaint/Commendation Registering Procedures (LE1)	Compliance Verified
26.2.5 Annual Statistical Summaries; Public Availability*	Compliance Verified
26.3.2 CEO, Notification (LE1)	Compliance Verified
26.3.3 Investigation Time Limits (LE1)	Compliance Verified
26.3.4 Informing Complainant Notes: ISSUE: Bullet B – the agency directive did not contain a schedule for status notification to the complainant. AGENCY ACTION NEEDED: It is suggested that the agency provide contain a directive that contains a schedule for status notification to the complainant.	Standard Issue
26.3.5 Statement of Allegations/Rights (LE1)	Compliance Verified
31 Recruitment and Selection	
31.1.1 Agency Participation	Compliance Verified
31.2.2 Annual Analysis	Compliance Verified
31.3.1 Job Announcements	Compliance Verified
31.3.3 Maintaining Applicant Contact	Compliance Verified
31.4.4 Candidate Information	Compliance Verified
31.4.5 Notification of Ineligibility	Compliance Verified
31.5.3 Truth Verification	Compliance Verified
31.5.4 Conducted by Certified Personnel	Compliance Verified
33 Training and Career Development	
33.1.2 Training Attendance Requirements	Compliance Verified
33.1.3 Outside Training Reimbursement	Compliance Verified
33.1.5 Remedial Training (LE1)	Compliance Verified
33.2.1 Academy Administration and Operation	Not Applicable by Function
33.2.2 Academy Facilities	Not Applicable by Function
33.5.1 Annual In-Service Training Program* (LE1) (M M M M)	Compliance Verified
33.5.2 Shift Briefing Training	Compliance Verified
33.5.4 Accreditation Manager Training	Compliance Verified

Standards	Findings
33.8.4 Educational Incentives	Compliance Verified
34 Promotion	
34.1.1 Agency Role, Authority and Responsibility (LE1)	Compliance Verified
35 Performance Evaluation	
35.1.2 Annual Evaluation* (LE1)	Compliance Verified
35.1.8 Rater Evaluation	Compliance Verified
35.1.9 Personnel Early Intervention System* (LE1)	Compliance Verified
40 Crime Analysis and Intelligence	
40.2.3 Criminal Intelligence Procedures* (LE1)	Compliance Verified
41 Patrol	
41.1.2 Shift Briefing	Compliance Verified
41.2.2 Pursuit of Motor Vehicles* (LE1)	Compliance Verified
41.2.3 Roadblocks and Forcible Stopping* (LE1)	Compliance Verified
41.2.7 Mental Health Issues* (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
43 Vice, Drugs, and Organized Crime	
43.1.1 Complaint Management (LE1)	Standard Issue
<p>Notes: ISSUE: Bullet C as presented the agency directive did not contain the requirement of maintaining a record of information conveyed to and received from outside agencies. AGENCY ACTION NEEDED: It is suggested the agency provide a directive that includes the requirement of maintaining a record of information conveyed to and received from outside agencies. AGENCY ACTION TAKEN: The agency provided a memorandum from the Chief of Police that provided for the updating of Standard Operating Procedure 6-6, Vice, Drugs & Organized Crime, to include the requirement of maintaining a record of information conveyed to and received from outside agencies. It is recommended that this standard be reviewed again in future assessments to verify compliance.</p>	
44 Juvenile Operations	
44.1.1 Juvenile Operations Policy (LE1)	Compliance Verified
45 Crime Prevention and Community Involvement	
45.2.1 Community Input Process*	Compliance Verified
45.2.2 Citizens Survey*	Compliance Verified
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.1 Planning Responsibility (LE1)	Compliance Verified
46.1.3 Command Function* (LE1)	Compliance Verified

Standards	Findings
46.1.8 Equipment Inspection*	Compliance Verified
46.1.10 Active Threats* (LE1)	Compliance Verified
46.1.11 Personnel Identification	Agency Elected 20%
46.2.7 Special Events Plan (LE1)	Compliance Verified
46.3.2 Hazmat Awareness (LE1)	Compliance Verified
54 Public Information	
54.1.3 Media Access (LE1)	Compliance Verified
61 Traffic	
61.1.7 Stopping/Approaching (LE1)	Compliance Verified
61.1.9 Impaired Driver Enforcement Program	Compliance Verified
61.1.10 DUI Procedures (LE1)	Compliance Verified
61.1.12 Parking Enforcement	Standard Issue
<p>Notes: ISSUE: The standard requires a written directive that describes the agency's parking enforcement objectives and activities. The agency provided state and local traffic parking statues that do not provide objectives and activities. AGENCY ACTION NEEDED: It is suggested the agency provide a directive that describes the agency's parking enforcement objectives and activities. AGENCY ACTION TAKEN: The agency provided a memorandum from the Chief of Police that provided for the updating of an unnamed directive in the upcoming months to contain the agency's parking enforcement objectives and activities. It is recommended that this standard be reviewed again in future assessments to verify compliance.</p>	
61.3.4 School Crossing Guards*	Not Applicable by Function
70 Detainee Transportation	
70.1.1 Pre-Transport Prisoner Searches (LE1)	Compliance Verified
70.1.7 Procedures, Escape* (LE1)	Compliance Verified
71 Processing and Temporary Detention	
71.1.1 Designate Rooms or Areas (LE1)	Not Applicable by Function
71.2.1 Training of Personnel* (LE1)	Not Applicable by Function
71.3.1 Procedures (LE1)	Not Applicable by Function
71.3.2 Immovable Objects	Not Applicable by Function
71.3.3 Security in Designated Temporary Detention Processing and Testing Rooms/Areas (LE1)	Not Applicable by Function
71.4.1 Physical Conditions (LE1)	Not Applicable by Function
71.4.2 Fire Prevention/Suppression (LE1)	Not Applicable by Function
71.4.3 Inspections* (LE1)	Not Applicable by Function
72 Holding Facility	
72.1.1 Training User Personnel* (LE1)	Not Applicable by Function

Standards	Findings
72.1.2 Access, Nonessential Persons	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 Sanitation Inspection*	Not Applicable by Function
72.4.1 Securing Weapons (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
72.4.9 Panic Alarms* (M M M M)	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	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 Posted Access to Medical Service	Not Applicable by Function
72.6.4 Dispensing Pharmaceuticals	Not Applicable by Function
72.7.1 Procedure, Detainee Rights	Not Applicable by Function
72.8.1 Monitoring of Detainees (M M M M)	Not Applicable by Function
72.8.2 Audio/Visual Surveillance	Not Applicable by Function
72.8.3 Supervision, Opposite Gender	Not Applicable by Function
72.8.4 Receiving Mail/Packages	Not Applicable by Function

Standards	Findings
72.8.5 Visiting	Not Applicable by Function
73 Court Security	
73.1.1 Role, Authority, Policies* (LE1) Notes: ISSUE: Bullet D the agency directive did not include the require that a documented report be made to the CEO of all incidents that threaten the facility or any person therein and notification to appropriate outside agencies. AGENCY ACTION NEEDED: It is suggested the agency provide a directive that includes the requirement that a documented report be made to the CEO of all incidents that threaten the facility or any person therein and notification to appropriate outside agencies.	Standard Issue
73.2.1 Facilities, Equipment, Security Survey*	Compliance Verified
73.3.1 Weapon Lockboxes (LE1)	Not Applicable by Function
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
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 Pest Control Inspection*	Not Applicable by Function
73.5.12 Securing Weapons (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 Cell Security Checks	Not Applicable by Function
73.5.17 Facility 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
73.5.22 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 Gender	Not Applicable by Function

Standards	Findings
81 Communications	
81.1.1 Agreements, Shared/Regional Facility	Not Applicable by Function
81.2.9 Alternative Methods of Communication	Not Applicable by Function
81.2.13 First Aid Over Phone (LE1)	Not Applicable by Function
81.3.2 Alternate Power Source* (LE1)	Compliance Verified
82 Central Records	
82.1.6 Computer File Backup and Storage* (LE1)	Compliance Verified
84 Property and Evidence Control	
84.1.6 Inspections and Reports* (LE1)	Compliance Verified
84.1.7 Final Disposition	Agency Elected 20%
84.1.8 Property Acquired through the Civil Process	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
91.1.6 Behavioral Threat Assessment (LE1)	Not Applicable by Function
91.1.7 Security Camera Responsibilities* (LE1)	Not Applicable by Function
91.1.8 Emergency Only Phones and Devices* (LE1)	Not Applicable by Function
91.1.9 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 2 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Jeffrey Pierce

On 10/27/2021, the Year 2 Remote Web-based Assessment of Conyers (GA) Police Department was conducted. The review was conducted remotely and included 196 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) (MMMM)	Compliance Verified
1.2.9 Biased Policing* (LE1) (MMMM)	Compliance Verified
2 Agency Jurisdiction and Mutual Aid	
2.1.3 Written Agreements for Mutual Aid (OOOO)	Compliance Verified
3 Contractual Agreements for Law Enforcement Services	
3.1.1 Written Agreement for Services Provided (LE1) (MMMM)	Compliance Verified
4 Use of Force	
4.1.3 Warning Shots (LE1) (MMMM)	Compliance Verified
4.1.5 Rendering Medical Aid Following Police Actions (LE1) (MMMM)	Compliance Verified
4.1.6 Vascular Neck Restrictions (LE1) (MMMM)	Compliance Verified
4.2.4 Analyze Reports* (LE1) (MMMM)	Compliance Verified
4.3.5 Firearms Range (MMMM)	Compliance Verified
11 Organization and Administration	
11.1.1 Description of Organization (LE1) (MMMM)	Compliance Verified
11.2.1 Direct Command, Component	Compliance Verified
11.3.4 Police Action Death Investigations	Compliance Verified
11.4.5 Electronic Data Storage	Compliance Verified
12 Direction	
12.1.1 CEO Authority and Responsibility (LE1)	Compliance Verified
12.1.3 Obey Lawful Orders (LE1)	Compliance Verified
12.2.1 The Written Directive System (LE1)	Compliance Verified
12.2.2 Dissemination and Storage (LE1)	Compliance Verified
15 Planning and Research, Goals and Objectives, and Crime Analysis	
15.1.3 Multiyear Plan	Compliance Verified
15.1.4 Succession Planning	Agency Elected 20%

Standards	Findings
15.2.1 Annual Updating/Goals and Objectives* (LE1)	Compliance Verified
15.2.2 System for Evaluation/Goals and Objectives	Compliance Verified
17 Fiscal Management and Agency Property	
17.2.1 Budget Process and Responsibility Described	Compliance Verified
17.2.2 Functional Recommendations to Budget*	Compliance Verified
17.4.2 Cash Fund/Accounts Maintenance* (LE1)	Compliance Verified
21 Classification and Delineation of Duties and Responsibilities	
21.1.1 Job Analysis	Agency Elected 20%
21.2.2 Job Description Maintenance and Availability* (LE1) (M M M M)	Compliance Verified
22 Personnel Management System	
22.2.3 Fitness and Wellness Program	Agency Elected 20%
22.2.5 Extra-Duty Employment (LE1)	Compliance Verified
22.3.1 Agency Role	Not Applicable by Function
22.3.2 Ratification Responsibilities	Not Applicable by Function
26 Disciplinary Procedures and Internal Investigations	
26.1.1 Code of Conduct (LE1)	Compliance Verified
26.1.2 Employee Awards	Compliance Verified
26.1.4 Disciplinary System (LE1)	Compliance Verified
26.1.6 Appeal Procedures	Compliance Verified
26.3.4 Informing Complainant	Compliance Verified
31 Recruitment and Selection	
31.2.1 Recruitment Plan (LE1)	Compliance Verified
31.2.2 Annual Analysis	Compliance Verified
31.3.1 Job Announcements	Compliance Verified
33 Training and Career Development	
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
33.4.1 Recruit Training Required (LE1)	Compliance Verified
33.5.1 Annual In-Service Training Program* (LE1) (M M M M)	Compliance Verified
33.6.1 Specialized Training	Compliance Verified

Standards	Findings
33.8.3 Career Development Program	Compliance Verified
34 Promotion	
34.1.1 Agency Role, Authority and Responsibility (LE1)	Compliance Verified
34.1.2 Promotional Process Described	Compliance Verified
34.1.3 Job Relatedness	Compliance Verified
34.1.5 Eligibility Lists	Compliance Verified
35 Performance Evaluation	
35.1.1 Performance Evaluation System	Compliance Verified
35.1.2 Annual Evaluation* (LE1)	Compliance Verified
35.1.5 Evaluation Components	Compliance Verified
35.1.9 Personnel Early Intervention System* (LE1)	Compliance Verified
40 Crime Analysis and Intelligence	
40.2.2 Intelligence Analysis Procedures	Compliance Verified
40.2.3 Criminal Intelligence Procedures* (LE1)	Compliance Verified
41 Patrol	
41.1.1 Shift/Beat Assignment	Compliance Verified
41.1.2 Shift Briefing	Compliance Verified
41.1.5 Police Service Canines (LE1)	Compliance Verified
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
41.2.7 Mental Health Issues* (LE1)	Compliance Verified
41.3.1 Patrol Vehicles Lights, Sirens	Compliance Verified
41.3.5 Protective Vests (LE1)	Compliance Verified
41.3.8 In-Car Audio/Video/Body-Worn (LE1)	Compliance Verified
42 Criminal Investigation	
42.1.1 On-Call Schedule	Compliance Verified
42.1.4 Accountability, Preliminary/Follow-Up Investigations	Compliance Verified
42.2.6 Informants (LE1)	Compliance Verified
43 Vice, Drugs, and Organized Crime	
43.1.1 Complaint Management (LE1)	Compliance Verified
43.1.3 Confidential Funds	Compliance Verified

Standards	Findings
43.1.4 Equipment, Authorization and Control	Compliance Verified
44 Juvenile Operations	
44.1.3 Annual Program Review*	Agency Elected 20%
44.2.3 Custodial Interrogation and Interviews (LE1)	Compliance Verified
45 Crime Prevention and Community Involvement	
45.1.1 Crime Prevention Activities*	Compliance Verified
45.2.2 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
46.1.11 Personnel Identification	Agency Elected 20%
54 Public Information	
54.1.3 Media Access (LE1)	Compliance Verified
55 Victim/Witness Assistance	
55.1.1 Victim/Witness Assistance	Compliance Verified
55.1.2 Review Need/Services*	Agency Elected 20%
55.2.6 Next-of-Kin Notification	Compliance Verified
61 Traffic	
61.1.1 Selective Enforcement Activities*	Compliance Verified
61.1.2 Uniform Enforcement Procedures (LE1)	Compliance Verified
61.1.7 Stopping/Approaching (LE1)	Compliance Verified
61.1.11 License Reexamination Referrals	Compliance Verified
61.1.12 Parking Enforcement	Compliance Verified
61.3.4 School Crossing Guards*	Not Applicable by Function
61.4.4 Traffic Safety Materials	Compliance Verified
70 Detainee Transportation	
70.1.3 Procedures, Transporting by Vehicle	Compliance Verified
70.1.7 Procedures, Escape* (LE1)	Compliance Verified
70.1.8 Notify Court of Security Risk (LE1)	Compliance Verified
70.3.3 Special Situations	Compliance Verified
70.4.1 Vehicle Safety Barriers	Compliance Verified
71 Processing and Temporary Detention	

Standards	Findings
71.1.1 Designate Rooms or Areas (LE1)	Not Applicable by Function
71.2.1 Training of Personnel* (LE1)	Not Applicable by Function
71.3.1 Procedures (LE1)	Not Applicable by Function
71.3.2 Immovable Objects	Not Applicable by Function
71.3.3 Security in Designated Temporary Detention Processing and Testing Rooms/Areas (LE1)	Not Applicable by Function
71.4.1 Physical Conditions (LE1)	Not Applicable by Function
71.4.2 Fire Prevention/Suppression (LE1)	Not Applicable by Function
71.4.3 Inspections* (LE1)	Not Applicable by Function
72 Holding Facility	
72.1.1 Training User Personnel* (LE1)	Not Applicable by Function
72.1.2 Access, Nonessential Persons	Not Applicable by Function
72.2.1 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 Sanitation Inspection*	Not Applicable by Function
72.4.1 Securing Weapons (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
72.4.9 Panic Alarms* (M M M M)	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	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

Standards	Findings
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 Posted Access to Medical Service	Not Applicable by Function
72.6.4 Dispensing Pharmaceuticals	Not Applicable by Function
72.7.1 Procedure, Detainee Rights	Not Applicable by Function
72.8.1 Monitoring of Detainees (M M M M)	Not Applicable by Function
72.8.2 Audio/Visual Surveillance	Not Applicable by Function
72.8.3 Supervision, Opposite Gender	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
73.5.1 Training*	Not Applicable by Function
73.5.2 Detainee Searches	Not Applicable by Function
73.5.3 Detainee Property Security	Not Applicable by Function
73.5.5 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
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 Pest Control Inspection*	Not Applicable by Function
73.5.12 Securing Weapons (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 Cell Security Checks	Not Applicable by Function
73.5.17 Facility Security Inspections*	Not Applicable by Function
73.5.18 Designated Control Point (LE1)	Not Applicable by Function

Standards	Findings
73.5.19 Panic Alarms*	Not Applicable by Function
73.5.20 Escape Procedures	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 Gender	Not Applicable by Function
74 Legal Process	
74.2.1 Procedure, Civil Process	Compliance Verified
81 Communications	
81.1.1 Agreements, Shared/Regional Facility	Not Applicable by Function
81.2.1 24 Hour, Toll-Free Service (LE1)	Compliance Verified
81.2.3 Recording Information (LE1)	Compliance Verified
81.2.4 Radio Communications Procedures (LE1)	Compliance Verified
81.2.8 Local/State/Federal CJI Systems	Compliance Verified
81.2.9 Alternative Methods of Communication	Not Applicable by Function
81.2.13 First Aid Over Phone (LE1)	Not Applicable by Function
81.3.2 Alternate Power Source* (LE1)	Compliance Verified
82 Central Records	
82.1.2 Juvenile Records (LE1)	Compliance Verified
82.1.4 Crime Reporting	Agency Elected 20%
82.1.6 Computer File Backup and Storage* (LE1)	Compliance Verified
82.2.2 Reporting Requirements (LE1)	Compliance Verified
82.2.4 Report Distribution	Compliance Verified
82.3.3 Traffic Records System	Compliance Verified
83 Collection and Preservation of Evidence	
83.2.1 Guidelines and Procedures (LE1)	Compliance Verified
83.2.5 Procedures, Seizure of Electronic Equipment	Compliance Verified
84 Property and Evidence Control	
84.1.1 Evidence/Property Control System (LE1)	Compliance Verified
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	Agency Elected 20%
91 Campus Law Enforcement	

Standards	Findings
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
91.1.6 Behavioral Threat Assessment (LE1)	Not Applicable by Function
91.1.7 Security Camera Responsibilities* (LE1)	Not Applicable by Function
91.1.8 Emergency Only Phones and Devices* (LE1)	Not Applicable by Function
91.1.9 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

Comments:

Agency 20% Standards = 85.7%

PDMS Version = 6.1.3

Response from Agency Regarding Findings:

CEO Feedback not provided.

YEAR 3 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Mike Dickey

On 10/25/2022, the Year 3 Remote Web-based Assessment of Conyers (GA) Police Department was conducted. The review was conducted remotely and included 95 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) (MMMM)	Compliance Verified
1.1.4 Consular Notification (MMMM)	Compliance Verified
1.2.1 Legal Authority Defined (LE1) (MMMM)	Compliance Verified
1.2.3 Compliance with Constitutional Requirements (LE1) (MMMM)	Compliance Verified
1.2.5 Arrest with/without Warrant (LE1) (MMMM)	Compliance Verified
1.2.8 Strip/Body Cavity Search (LE1) (MMMM)	Compliance Verified
1.2.10 Duty to Intervene (LE1) (MMMM)	Compliance Verified
2 Agency Jurisdiction and Mutual Aid	
2.1.1 Geographical Boundaries (MMMM)	Compliance Verified
2.1.2 Concurrent Jurisdiction (OOOO)	Compliance Verified
2.1.4 Requesting Assistance: Federal LE/National Guard (MMMM)	Compliance Verified
4 Use of Force	
4.1.1 Use of Reasonable Force (LE1) (MMMM)	Compliance Verified
4.1.2 Use of Deadly Force (LE1) (MMMM)	Compliance Verified
4.1.6 Vascular Neck Restrictions (LE1) (MMMM)	Not Applicable by Function
4.1.7 Choke Holds (LE1) (MMMM)	Compliance Verified
11 Organization and Administration	
11.3.1 Responsibility/Authority (LE1)	Compliance Verified
11.3.2 Supervisory Accountability	Compliance Verified
11.5.1 Temporary/Rotating Assignments	Compliance Verified
12 Direction	
12.1.2 Command Protocol (LE1)	Compliance Verified
12.1.4 Functional Communication/Cooperation	Compliance Verified
17 Fiscal Management and Agency Property	
17.3.1 Requisition and Purchasing Procedures	Compliance Verified

Standards	Findings
17.4.3 Independent Audit	Compliance Verified
17.5.2 Operational Readiness (LE1)	Compliance Verified
21 Classification and Delineation of Duties and Responsibilities	
21.2.1 Classification Plan (N/A O O O)	Compliance Verified
21.2.3 Position Management System	Compliance Verified
22 Personnel Management System	
22.1.9 Military Deployment and Reintegration (LE1)	Compliance Verified
22.1.10 Bonding/Liability Protection (M M M M)	Compliance Verified
22.2.1 Physical Examinations	Compliance Verified
22.2.2 General Health and Physical Fitness (LE1)	Compliance Verified
26 Disciplinary Procedures and Internal Investigations	
26.1.5 Role and Authority of Supervisors	Compliance Verified
26.2.1 Complaint Investigation (LE1)	Compliance Verified
26.2.2 Records, Maintenance and Security (LE1)	Compliance Verified
26.3.1 Complaint Types	Compliance Verified
26.3.7 Relieved from Duty	Compliance Verified
26.3.8 Conclusion of Fact	Compliance Verified
31 Recruitment and Selection	
31.1.2 Assignment/Recruitment	Compliance Verified
31.3.2 Notification Expectations	Compliance Verified
31.4.2 Job Relatedness	Compliance Verified
31.4.3 Uniform Administration	Compliance Verified
31.4.8 Sworn Appointment Requirements (M M M M)	Compliance Verified
31.5.1 Background Investigations (LE1)	Compliance Verified
31.5.6 Medical Examinations	Compliance Verified
31.5.7 Emotional Stability/Psychological Fitness Examinations (LE1)	Compliance Verified
33 Training and Career Development	
33.1.4 Lesson Plan Requirements	Compliance Verified
33.2.3 Outside Academy, Role	Compliance Verified
33.2.4 Outside Academy, Agency Specific Training	Compliance Verified
33.8.1 Training for Career Development Personnel Training	Compliance Verified
33.8.2 Skill Development Training Upon Promotion (LE1)	Compliance Verified

Standards	Findings
35 Performance Evaluation	
35.1.6 Unsatisfactory Performance	Compliance Verified
40 Crime Analysis and Intelligence	
40.1.1 Crime Analysis Procedures	Compliance Verified
41 Patrol	
41.1.3 Special-Purpose Vehicles	Compliance Verified
41.2.5 Missing Persons (LE1)	Compliance Verified
41.2.6 Missing Children (LE1)	Compliance Verified
41.3.4 Authorized Personal Equipment	Compliance Verified
42 Criminal Investigation	
42.1.2 Case-Screening System	Compliance Verified
42.1.3 Case File Management (LE1)	Compliance Verified
42.1.5 Habitual/Serious Offenders	Compliance Verified
42.2.4 Investigative Task Forces	Compliance Verified
42.2.7 Cold Cases	Compliance Verified
42.2.8 Interview Rooms (LE1)	Compliance Verified
42.2.9 Line-ups	Compliance Verified
42.2.10 Show-ups	Compliance Verified
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.2 All Hazard Plan (LE1)	Compliance Verified
46.1.9 All Hazard Plan Training* (LE1)	Compliance Verified
46.1.12 Crowd Control Response Training	Compliance Verified
46.1.13 Continuity of Operations Plan (LE1) (M M M M)	Compliance Verified
46.2.6 VIP Security Plan	Compliance Verified
46.2.8 Event Deconfliction Process	Compliance Verified
53 Inspectional Services	
53.1.1 Line Inspections	Compliance Verified
53.2.1 Staff Inspections*	Compliance Verified
70 Detainee Transportation	
70.1.2 Searching Transport Vehicles (LE1)	Compliance Verified
70.1.4 Interruption of Transport	Compliance Verified
70.1.5 Prisoner Communication	Compliance Verified

Standards	Findings
70.1.6 Procedures, Transport Destination (LE1)	Compliance Verified
70.3.1 Sick, Injured, Disabled	Compliance Verified
70.4.2 Rear Compartment Modifications (LE1)	Compliance Verified
73 Court Security	
73.4.2 External Communications (LE1)	Compliance Verified
74 Legal Process	
74.3.1 Procedure, Criminal Process	Compliance Verified
74.3.2 Arrest Warrants Require Sworn Service	Compliance Verified
81 Communications	
81.1.2 Operations Meet FCC Requirements	Compliance Verified
81.2.2 Continuous, Two-Way Capability (LE1)	Compliance Verified
81.2.5 Access to Resources (LE1)	Compliance Verified
81.2.6 Calls for Service Information Victim/Witness Calls (LE1)	Compliance Verified
81.2.7 Recording and Playback (LE1)	Compliance Verified
81.3.1 Communications Center Security (LE1)	Compliance Verified
81.3.3 Mobile/Portable Radios	Compliance Verified
82 Central Records	
82.1.1 Privacy and Security (LE1)	Compliance Verified
82.1.3 Records Retention Schedule	Compliance Verified
82.1.6 Computer File Backup and Storage* (LE1)	Compliance Verified
82.2.1 Field Reporting System (LE1)	Compliance Verified
82.2.3 Case Numbering System (LE1)	Compliance Verified
83 Collection and Preservation of Evidence	
83.1.1 24-Hour Availability (LE1)	Compliance Verified
83.3.1 Collecting from Known Source	Compliance Verified
83.3.2 Evidence, Laboratory Submission (LE1)	Compliance Verified
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 4 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Stan Gragg

On 5/13/2023, the Year 4 Remote Web-based Assessment of Conyers (GA) Police Department was conducted. The review was conducted remotely and included 244 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	
1.1.3 Agency's Role in Criminal Justice Diversion Programs (OOOO)	Compliance Verified
1.2.4 Search and Seizure (LE1) (MMMM)	Compliance Verified
1.2.6 Alternatives to Arrest (MMMM)	Compliance Verified
1.2.7 Use of Discretion (MMMM)	Compliance Verified
1.2.9 Biased Policing* (LE1) (MMMM)	Compliance Verified
3 Contractual Agreements for Law Enforcement Services	
3.1.2 Employee Rights (MMMM)	Compliance Verified
4 Use of Force	
4.1.4 Use of Authorized Less Lethal Weapons (LE1) (MMMM)	Compliance Verified
4.1.6 Vascular Neck Restrictions (LE1) (MMMM)	Not Applicable by Function
4.2.1 Reporting Uses of Force* (LE1) (MMMM)	Compliance Verified
4.2.2 Written Use of Force Reports and Administrative Review* (LE1) (MMMM)	Compliance Verified
4.2.4 Analyze Reports* (LE1) (MMMM)	Compliance Verified
4.2.5 Assault on Sworn Officer Review* (MMMM)	Compliance Verified
4.3.3 Annual/Biennial Proficiency Training* (LE1) (MMMM)	Compliance Verified
11 Organization and Administration	
11.4.1 Administrative Reporting Program	Compliance Verified
11.4.2 Accountability for Agency Forms	Compliance Verified
11.4.3 Accreditation Maintenance	Compliance Verified
11.4.4 Computer Software Policy	Compliance Verified
15 Planning and Research, Goals and Objectives, and Crime Analysis	
15.1.4 Succession Planning	Agency Elected 20%
15.2.1 Annual Updating/Goals and Objectives* (LE1)	Compliance Verified
17 Fiscal Management and Agency Property	
17.4.1 Accounting System*	Compliance Verified

Standards	Findings
17.4.2 Cash Fund/Accounts Maintenance* (LE1)	Compliance Verified
21 Classification and Delineation of Duties and Responsibilities	
21.1.1 Job Analysis	Agency Elected 20%
21.2.2 Job Description Maintenance and Availability* (LE1) (M M M M)	Compliance Verified
21.2.4 Workload Assessment*	Compliance Verified
22 Personnel Management System	
22.1.3 Benefits Program (LE1)	Compliance Verified
22.1.4 Personnel Support Services Program	Compliance Verified
22.1.7 Employee Assistance Program	Compliance Verified
22.1.9 Military Deployment and Reintegration (LE1)	Compliance Verified
22.2.3 Fitness and Wellness Program	Agency Elected 20%
22.3.1 Agency Role	Not Applicable by Function
22.3.2 Ratification Responsibilities	Not Applicable by Function
22.4.1 Grievance Procedures (LE1)	Compliance Verified
22.4.2 Coordination/Control of Records	Compliance Verified
22.4.3 Annual Analysis*	Compliance Verified
26 Disciplinary Procedures and Internal Investigations	
26.1.7 Termination Procedures	Compliance Verified
26.1.8 Records	Compliance Verified
26.2.5 Annual Statistical Summaries; Public Availability*	Compliance Verified
26.3.6 Submission to Tests, Procedures	Compliance Verified
31 Recruitment and Selection	
31.2.2 Annual Analysis	Compliance Verified
31.2.3 Equal Employment Opportunity Plan	Compliance Verified
31.4.1 Selection Process Described (LE1)	Compliance Verified
31.4.6 Records	Compliance Verified
31.4.7 Selection Criteria (LE1) (MMMM)	Compliance Verified
31.5.2 Training	Compliance Verified
31.5.5 Use of Results	Compliance Verified
33 Training and Career Development	
33.1.1 Training Committee	Compliance Verified
33.1.7 Training Class Records Maintenance	Compliance Verified

Standards	Findings
33.2.1 Academy Administration and Operation	Not Applicable by Function
33.2.2 Academy Facilities	Not Applicable by Function
33.3.1 Instructor Training	Compliance Verified
33.4.2 Recruit Training Program (LE1)	Compliance Verified
33.4.3 Field Training Program (LE1) (M M M M)	Compliance Verified
33.4.4 Limited Function Alternate Training Requirements (LE1) (M M M M)	Not Applicable by Function
33.5.1 Annual In-Service Training Program* (LE1) (M M M M)	Compliance Verified
33.5.3 Accreditation Process Orientation (LE1)	Compliance Verified
33.6.2 Tactical Team Training Program (LE1)	Compliance Verified
33.7.1 Non-sworn Orientation	Compliance Verified
33.7.2 Non-Sworn Pre-Service and In-Service Training	Compliance Verified
34 Promotion	
34.1.4 Promotional Announcement	Compliance Verified
34.1.6 Promotional Probation	Compliance Verified
35 Performance Evaluation	
35.1.2 Annual Evaluation* (LE1)	Compliance Verified
35.1.4 Evaluation Criteria	Compliance Verified
35.1.7 Employee Consultation	Compliance Verified
35.1.9 Personnel Early Intervention System* (LE1)	Compliance Verified
40 Crime Analysis and Intelligence	
40.2.1 Criminal Intelligence Data Collection	Compliance Verified
40.2.3 Criminal Intelligence Procedures* (LE1)	Compliance Verified
41 Patrol	
41.1.4 Agency Service Animals	Not Applicable by Function
41.2.2 Pursuit of Motor Vehicles* (LE1)	Compliance Verified
41.2.4 Notification Procedures (LE1)	Compliance Verified
41.2.7 Mental Health Issues* (LE1)	Compliance Verified
41.3.2 Equipment Specification/Replenishment (LE1)	Compliance Verified
41.3.3 Occupant Safety Restraints	Compliance Verified
41.3.7 Mobile Data Access	Compliance Verified
41.3.9 License Plate Recognition Systems	Compliance Verified
42 Criminal Investigation	

Standards	Findings
42.1.6 Exculpatory Evidence (LE1) (M M M M)	Compliance Verified
42.2.1 Preliminary Investigations Steps (LE1)	Compliance Verified
42.2.2 Follow-Up Investigations Steps	Compliance Verified
42.2.3 Communication with Patrol Personnel	Compliance Verified
42.2.5 Deception Detection Examinations	Compliance Verified
43 Vice, Drugs, and Organized Crime	
43.1.2 Records, Storage and Security	Compliance Verified
43.1.5 Covert Operations (LE1)	Compliance Verified
44 Juvenile Operations	
44.1.2 Policy Input, Others	Compliance Verified
44.1.3 Annual Program Review*	Agency Elected 20%
44.2.1 Handling Offenders (LE1)	Compliance Verified
44.2.2 Procedures for Custody (LE1)	Compliance Verified
44.2.4 School Services Program	Compliance Verified
44.2.5 Community Youth Programs	Compliance Verified
45 Crime Prevention and Community Involvement	
45.1.1 Crime Prevention Activities*	Compliance Verified
45.1.2 Community Involvement and Organizing Community Groups	Compliance Verified
45.1.3 Prevention Input	Compliance Verified
45.2.1 Community Input Process*	Compliance Verified
45.2.2 Citizens Survey*	Compliance Verified
45.2.3 Accreditation Public Comment (LE1) (M M M M)	Compliance Verified
45.3.1 Program Description	Compliance Verified
45.3.2 Training	Compliance Verified
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.3 Command Function* (LE1)	Compliance Verified
46.1.4 Operations Function (LE1)	Compliance Verified
46.1.5 Planning Function (LE1)	Compliance Verified
46.1.6 Logistics Function (LE1)	Compliance Verified
46.1.7 Finance/Administration Function (LE1)	Compliance Verified
46.1.8 Equipment Inspection*	Compliance Verified
46.1.9 All Hazard Plan Training* (LE1)	Compliance Verified

Standards	Findings
46.1.10 Active Threats* (LE1)	Compliance Verified
46.1.11 Personnel Identification	Agency Elected 20%
46.2.1 Special Operations Activities	Compliance Verified
46.2.2 Tactical Team Selection	Compliance Verified
46.2.3 Tactical Team Equipment	Compliance Verified
46.2.4 Crisis Negotiator Selection	Compliance Verified
46.2.5 Search and Rescue	Not Applicable by Function
46.3.1 Providing Awareness Information	Compliance Verified
54 Public Information	
54.1.1 Activities	Compliance Verified
54.1.2 Policy Input	Compliance Verified
54.1.4 Public Information Officer Training	Compliance Verified
55 Victim/Witness Assistance	
55.1.2 Review Need/Services*	Agency Elected 20%
55.2.1 Initial Assistance	Compliance Verified
55.2.2 Assistance, Threats	Compliance Verified
55.2.3 Assistance, Preliminary Investigation	Compliance Verified
55.2.4 Assistance, Follow-Up Investigation	Compliance Verified
55.2.5 Assistance, Suspect Arrest	Compliance Verified
61 Traffic	
61.1.1 Selective Enforcement Activities*	Compliance Verified
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
61.1.8 Speed-Measuring Devices	Compliance Verified
61.2.1 Crash Scene Response Reporting and Investigation	Compliance Verified
61.2.2 Collision/Crash Scene Duties	Compliance Verified
61.3.1 Traffic Engineering	Compliance Verified
61.3.2 Direction/Control Procedures (LE1)	Compliance Verified
61.3.3 Escorts (LE1)	Compliance Verified
61.3.4 School Crossing Guards*	Not Applicable by Function
61.4.1 Motorist Assistance (LE1)	Compliance Verified

Standards	Findings
61.4.2 Hazardous Roadway Conditions (LE1)	Compliance Verified
61.4.3 Towing (LE1)	Compliance Verified
70 Detainee Transportation	
70.2.1 Detainee Restraint Methods (LE1)	Compliance Verified
70.5.1 Prisoner ID and Documentation	Compliance Verified
71 Processing and Temporary Detention	
71.1.1 Designate Rooms or Areas (LE1)	Not Applicable by Function
71.2.1 Training of Personnel* (LE1)	Not Applicable by Function
71.3.1 Procedures (LE1)	Not Applicable by Function
71.3.2 Immovable Objects	Not Applicable by Function
71.3.3 Security in Designated Temporary Detention Processing and Testing Rooms/Areas (LE1)	Not Applicable by Function
71.4.1 Physical Conditions (LE1)	Not Applicable by Function
71.4.2 Fire Prevention/Suppression (LE1)	Not Applicable by Function
71.4.3 Inspections* (LE1)	Not Applicable by Function
72 Holding Facility	
72.1.1 Training User Personnel* (LE1)	Not Applicable by Function
72.1.2 Access, Nonessential Persons	Not Applicable by Function
72.2.1 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 Sanitation Inspection*	Not Applicable by Function
72.4.1 Securing Weapons (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
72.4.9 Panic Alarms* (M M M M)	Not Applicable by Function
72.4.10 Procedures, Escape	Not Applicable by Function
72.4.11 Report, Threats to Facility*	Not Applicable by Function

Standards	Findings
72.5.1 Detainee Searches	Not Applicable by Function
72.5.2 Intake	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 Posted Access to Medical Service	Not Applicable by Function
72.6.4 Dispensing Pharmaceuticals	Not Applicable by Function
72.7.1 Procedure, Detainee Rights	Not Applicable by Function
72.8.1 Monitoring of Detainees (M M M M)	Not Applicable by Function
72.8.2 Audio/Visual Surveillance	Not Applicable by Function
72.8.3 Supervision, Opposite Gender	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	
73.3.1 Weapon Lockboxes (LE1)	Not Applicable by Function
73.3.2 Use of Restraints	Compliance Verified
73.4.1 Identification, Availability, Operational Readiness	Compliance Verified
73.4.3 Duress Alarms*	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
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

Standards	Findings
73.5.11 Pest Control Inspection*	Not Applicable by Function
73.5.12 Securing Weapons (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 Cell Security Checks	Not Applicable by Function
73.5.17 Facility 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
73.5.22 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 Gender	Not Applicable by Function
74 Legal Process	
74.1.1 Information, Recording (LE1)	Compliance Verified
74.1.2 Execution/Attempt Service, Recording	Compliance Verified
74.1.3 Warrant/Wanted Person Procedures	Compliance Verified
81 Communications	
81.1.1 Agreements, Shared/Regional Facility	Not Applicable by Function
81.2.9 Alternative Methods of Communication	Not Applicable by Function
81.2.10 Emergency Messages (LE1)	Compliance Verified
81.2.11 Misdirected Emergency Calls (LE1)	Compliance Verified
81.2.12 Private Security Alarms	Compliance Verified
81.2.13 First Aid Over Phone (LE1)	Not Applicable by Function
81.3.2 Alternate Power Source* (LE1)	Compliance Verified
82 Central Records	
82.1.4 Crime Reporting	Agency Elected 20%
82.1.5 Report Accounting System	Compliance Verified
82.1.6 Computer File Backup and Storage* (LE1)	Compliance Verified
82.2.5 Reports by Phone, Mail or Internet	Compliance Verified
82.3.1 Master Name Index	Compliance Verified
82.3.2 Index File	Compliance Verified

Standards	Findings
82.3.4 Traffic Citation Maintenance (LE1)	Compliance Verified
82.3.5 Operational Component Record	Compliance Verified
82.3.6 ID Number and Criminal History	Compliance Verified
83 Collection and Preservation of Evidence	
83.2.2 Photography, Video and Audio Evidence	Compliance Verified
83.2.3 Fingerprinting	Compliance Verified
83.2.4 Equipment and Supplies (LE1)	Compliance Verified
83.2.6 Report Preparation (LE1)	Compliance Verified
84 Property and Evidence Control	
84.1.5 Records, Status of Property (LE1)	Compliance Verified
84.1.6 Inspections and Reports* (LE1)	Compliance Verified
84.1.7 Final Disposition	Agency Elected 20%
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
91.1.6 Behavioral Threat Assessment (LE1)	Not Applicable by Function
91.1.7 Security Camera Responsibilities* (LE1)	Not Applicable by Function
91.1.8 Emergency Only Phones and Devices* (LE1)	Not Applicable by Function
91.1.9 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

Comments:

Area of Interest Interviews - Year 4 - No Interviews Required - CSM Stan Gregg

Conyers (GA) Police Department

Year 4 Remote Assessment (Law Enforcement – Advanced Accreditation)

Area of Interest: This is a Year 4 remote assessment. There were no areas of interest selected for interviews.

Public Portal Summary: The agency has established a link to the Public Comment Portal through its website. There was one comment as of May 13th, 2023, that was not related to the agency's performance or compliance with accreditation standards but had to do with suspicious activity occurring within the community.

Statistical Data Tables: The data tables provided by the agency are complete and consistent with the established reporting parameters.

Compliance Data Summary: All standards identified as Not Applicable and 20% by the agency have been verified.

Statistical data on compliance with applicable standards to ensure that the agency complies within the identified limits:

Number of Interviews Conducted 0

Assessor(s) Name Stan Gragg

Assessment Start and End Dates May 12-20, 2023

Mandatory (M) Compliance 313

Other-Than-Mandatory (O) Compliance 48

Standards Issues 0

Waiver 0

(O) Elect 20% 8

Not Applicable 92

Total 461

Percentage of applicable other-than-mandatory standards 14.29%

Notes: The agency identified 92 standards as Not Applicable by Function which have been verified as appropriately categorized by the web-based assessor. The status of Standard 46.2.5 was changed from In Compliance to Not Applicable by Function due to the agency not performing search and rescue missions. The agency is within the required compliance with Other than Mandatory Standards.

Response from Agency Regarding Findings:

CEO Feedback not provided.

SITE-BASED ASSESSMENT

7/13/2023

Planning and Methodology:

The following site-based assessment report is provided herein, pursuant to the new assessment process reporting requirement, as temporary placement until CIMRS is redesigned to accommodate the information.

Conyers, Georgia Police Department

June 25 – 29, 2023

Assessor: Scott A. Cunningham

Observable Standards Review:

This onsite is an advanced re-accreditation onsite for the agency. During the onsite, all applicable observable standards were examined for compliance. The agency was found to be in full compliance with the following applicable accreditation standards and expectations:

- 41.3.1 Vehicles used in routine/general patrol marked and equipped
- 45.3.3. If volunteers wear uniforms, the uniforms clearly distinguish them from sworn officers
- 70.4.1 Prisoner transport vehicles separate driver and prisoner with barrier
- 70.4.2 Prisoner transport vehicles rear compartment modified
- 73.4.1 Availability and readiness of equipment for court security function
- 73.4.2 Means of external communications in courtrooms
- 73.4.3 Duress alarms in courtrooms
- 81.1.2 Federal Communications License
- 81.2.1 Agency has 24-hour toll-free telephone access for emergencies
- 81.2.2 Continuous 24-hour 2-way radio communication to officers
- 81.2.5 Communications center access to duty rosters/residence phone numbers/maps/officer status
- 81.2.8 If local, state, and federal criminal justice information systems exist, the agency participates and/or has access to such a system

Several notable standard related items were observed. These included a dedicated prisoner transport vehicle with three compartments, monitoring/recording cameras, and detailed policies regarding placement and seat belting to minimize the chance of injury. Although primarily used for court related transport, the vehicle is also available for other transport needs of the agency. Another notable item was the manner in which regular marked patrol vehicles were modified for prisoner transport. This included standard barriers but the rear doors were modified with all door, window, and locking mechanisms removed and areas covered with a hard plastic cover to prevent tampering or injury.

The remaining law enforcement observable standards are not applicable due to agency function.

Summary of Agency Adjustments to Standards Issues:

No standards were identified or requested by the ASM.

Summary Public Access Portal:

The Conyers PD utilized the CALEA Public Access Portal. Relevant information regarding the accreditation process in general and specifically about how to provide comments was posted on the agency's social media sites. The portal was opened April 28 and remained open throughout the onsite assessment. During this time, only one comment was received and it was determined to be regarding a matter outside the jurisdiction of the Conyers PD. The information was relayed to the appropriate jurisdiction for their consideration. Chief Freeman indicated he intended to leave the portal open year around if possible to provide another method for the community to offer comments.

Summary of Overall Agency Processes:

Based on guidance from CALEA Assessment Services Manager Dean, Assessor Cunningham conferred with Chief Freeman and Accreditation Manager Staton, and four areas of interest were identified.

Area of Interest: Pursuits and Crash Analysis

Conyers PD has had a documented pursuit policy since at least 2006, which was six years before its initial accreditation. Since then, the agency has revised its policy numerous times based on its own reviews, court decisions, laws, incidents around the country, and changes in professional best practices. The current version of the policy went into effect 11/29/2022 and amended prior versions which were amended in 2017 and 2020. The most recent change was directly due to agency review and experience. This high liability policy is constantly reviewed and adjusted as needed as is evidenced by its frequent enhancements.

The current 12 page policy is very detailed and comprehensive. There are three pages of definitions which provides excellent understanding of common terms and intent. One recent change eliminated "terminate the pursuit" and replaced it with "discontinue the pursuit" which was done to specifically indicate stop police actions. This was to avoid any possible confusion regarding the meaning of agency directions and intent.

The overall policy is very comprehensive and covers all expected aspects. It also includes a specific focus on trying to prevent pursuits; very detailed guidance of when a pursuit is authorized; the use of various intervention techniques; and how reports will be completed, reviewed, and analyzed.

One of the recent changes in the most current revision dealt with how pursuit reports are processed. This change was made so that the report now progresses more quickly through the designated reporting chain and gets to the Office of Professional Standards quicker so a comprehensive review can begin sooner. Pursuits are now reported in one comprehensive report (instead of 3 different forms) in addition to an overall case report.

Another aspect of this area of interest focuses on crashes involving agency vehicles. This is not limited to pursuits, but covers all crashes. The agency has for some time fully investigated all agency involved crashes. Recently the level of crash analysis has been enhanced with more detailed information being captured and examined in agency analytical reports. This enhancement stemmed from an increase in crashes. Pursuits and crashes (pursuit and non-pursuit) were found to have increased slightly and the agency examined the reasons and causes. Much of this minor increase was caused by an increased number of cameras throughout the community which alerted officers to wanted and stolen vehicles being in the community.

The agency uses a variety of data and information to constantly evaluate its relevant policies, practices, equipment, and training. They analyze 'why' officers made the choices they did from the perspective of learning and preventing future undesirable actions and outcomes. The agency is very prevention and remedial training oriented. 'Due regard' training

is required every year. The agency provides in-depth training and policy review which exceeds standards and minimum requirements.

The utilization of internal data, court decisions, professional best practices is a constant process within the agency. It has allowed the Conyers PD to have excellent policies supported by great training, supervision, and equipment. The agency has also submitted a suggestion regarding a new standard which requires reports and analyses for agency involved crashes. These reviews of pursuits and crashes also led to changes in the agency's Early Intervention System.

Area of Interest: Critical Incident/Active Attack.

Conyers PD has had a policy regarding the response to active attacks since at least 2014. The policy was substantially revised in 2021 and was recently enhanced in January 2023. The 2021 changes were directly due the increased number of national shooting incidents especially involving schools. The agency conducted extensive research of available training, Georgia recommendations, professional best practices and reviews of national incidents.

The agency trained several personnel to be instructors in a national response protocol so the agency could train all personnel including communications personnel. The agency has used the applicable accreditation standards as a foundation but has greatly enhanced its policy, training, and equipment. With six public schools, the county school system main office, and numerous businesses in the community, the need for response capabilities is apparent and has been recognized by the agency.

The agency has been awarded a state grant for additional tools and equipment to enhance its ability to respond to incidents in various types of buildings and facilities. New personnel are trained upon hire and all personnel receive periodic refresher training. The policy is reviewed annually and includes recommendations for policy changes and training. Any recommendations are based on after action reports and information from the most current incidents. A prime example of the agency's constant self-assessment and evaluation is the latest enhancement to policy. Following reviews of the school incident in Uvalde, Texas, the agency removed language that allowed officers to 'contain' an attacker. The new policy clearly indicates that even if the suspect is no longer firing their weapon, but their presence and prior actions interfere with rendering care to the wounded, then the situation is still considered an active event. This is based on the agency philosophy regarding the value of life. Not only are officers charged with stopping attacks, but they are also expected to minimize injury and loss of life.

Another example of the agency utilizing relevant information, is that after action reports and best practice information are shared with all personnel. The agency also participates in and hosts various state and national training courses to enhance its knowledge and that of regional agencies and personnel. By using best practices for training, developing comprehensive policy, providing necessary equipment, conducting period training, and mandatory annual review of the policy and available training, Conyers PD demonstrates that it is in a process of continual evaluation, learning, and enhancement.

Area of Interest: K-9 Program

Conyers PD has utilized K-9 for several decades. Their use has always been guided by detailed policy that reflects current laws, relevant court decisions, and best practices. Like other policies, the K-9 policy has been revised numerous times and is currently under revision to include various enhancements and the most recent court decisions. The applicable policy is very comprehensive and provides great detail regarding how the entire K-9 program will be administered and operated. It specifically states that the K-9 handler is ultimately responsible for the proper use and control of their assigned police K-9.

The K-9 program is a prime example of how data, trends, and agency experience are utilized by the agency to enhance

operations. The agency was looking to increase its K-9 program and expand beyond the two K-9s which were trained for tracking/apprehension and narcotics detection. The Chief tasked the crime analyst to research and review all calls for service and incidents involving weapons or explosives, including bomb threats and calls to sweep an area as a precaution. This request was based on the perception of a continuing increase in these types of calls for service and having to request the assistance of outside resources.

Based on the analysis which verified a substantial increase of such calls and activities (including where suspects had thrown guns out of vehicles and during flight from crime scenes), it was determined that explosive ordinance detection (EOD) canines would be the most useful for the agency and community. Based on this use of analysis, two K-9s were acquired with each being specifically EOD and tracking type K-9s. Additional handlers were selected based on an established protocol (which requires a research paper and specific review of an agency involved K-9 incident several years ago), and trained according to certification through a national association. The review of prior incidents is intended to inform all new handlers of the incident and to identify any possible learning or enhancement opportunities.

Appropriate equipment was identified and acquired including a certified explosives bunker to house training materials. Detailed protocols were implemented including monthly training requirements and full documentation of all training, calls, uses, and results. One additional enhancement that resulted from the review of prior incidents resulted in a room being made available for all agency personnel to relax for a short time. It is referred to as a 'Calm Room' and allows agency personnel to get out the car or office and relax. This is supported by the agency's focus on mental health and stress reduction.

Another example of information utilization, came when a Georgia agency lost a K-9 due to excessive heat in the vehicle. The Chief ordered all K-9 vehicle alarm systems to be tested under load, instead of just a static test at the start of the shift. This load test will be performed on a regular basis. It is clearly obvious that Conyers PD has embraced the concepts of continuous evaluation, review, analysis, and implementation to constantly enhance its internal operations and service to the citizens.

Area of Interest: Mental Health

Conyers PD has been a long time leader in Georgia regarding how to deal with citizens in mental health crisis. They have had a policy since at least 2011 which has been revised several times including twice in 2022. All sworn personnel are required to complete the 40-hour Crisis Intervention Training (CIT) course while communications personnel must complete the 20-hour CIT course, which greatly exceeds most agencies.

The agency recently implemented a co-responder model program to supplement and enhance its CIT program. This 'Police-Mental Health Collaboration (PMHC) Co-Responder Program' is a significant step forward in dealing with persons in crisis. The agency has two Qualified Mental Health Professionals (QMHP) on staff and available on a 24 hour basis. These professionals can respond with officers to relevant calls or can respond alone as they have police radios and call signs.

The PMHC program is designed to provide a full range of behavioral health services to address intellectual developmental disabilities, mental health, and substance abuse disorders with the primary goal to eliminate, reduce, or limit the need for a law enforcement response and intervention in these types of incidents. To assist in future data analysis, the agency created specific calls for service titles and two calls for service dispositions. This is a continuation and enhancement of the manner in which Conyers PD utilizes data, trends, analysis, and best practices to continually enhance its service delivery to the citizens.

The agency also participates in the IACP One Mind Campaign which seeks to build successful interactions with agency personnel and individuals with mental health issues. As an additional de-escalation resource, agency personnel are trained in the 'Integrating Communications, Assessment, and Tactics' (ICAT) methods to successfully defuse a range

of critical incidents.

This program was the result of the agency partnering with local community groups, listening to community surveys, and understanding national trends and best practices while examining the data and experience of the agency itself. By all accounts, including comments from citizens, this program is a success. The officers are fully supportive of the program and overall agency efforts relative to this issue.

Another aspect of the agency's focus on mental health deals with ensuring that its own personnel are taken care of. To this end, Conyers PD has taken several actions to positively influence the mental health and overall well-being of its personnel. Already mentioned is the 'Calm Room' that was very recently opened to provide a brief relaxation space for agency personnel. But the agency has also strongly embraced the concept of peer support. It has trained peer support counselors in-house that are supplemented by the QMHP that focus on agency personnel. The agency is also in the process of equipping a fitness facility on the police campus to make it easier and more convenient for personnel to build and maintain physical fitness as part of an overall fitness and wellness focus.

All of the actions taken by Conyers PD as it relates to mental health, peer support, and health and wellness are a direct result of the agency's use of national trends and information, court decisions, professional best practices, and internal research and analysis of its own experiences. The periodic reports, policies, and actions required by accreditation continue to play a role in the continuous development of the agency and its personnel.

Findings:

The Conyers Police Department has established excellent administrative and operational processes that focus on gathering data that is useful for evaluating how it delivers services to the community. This includes evaluation of personnel, equipment, training, policy, programs and efforts to reduce crime and increase the quality of life in a manner that far exceeds minimum expectations. It uses the various CALEA accreditation standards as a foundation upon which it builds additional and enhanced performance standards.

The agency has a comprehensive reporting system that includes incident reports, research proposals, and analytics that are widely distributed throughout the agency. This includes specific incidents, weekly staff meetings, timed reports (quarterly, semi-annual, annual, and multi-year) and reviews of incidents, programs, and processes. The agency seeks out input from all agency personnel including input for proposed changes to policies, training, and equipment. It electronically distributes proposals, including any policy changes and encourages personnel to provide any thoughts, comments, or suggestions they may have regarding the proposed changes. This process has enhanced the final products and has resulted in significantly increased morale within the agency.

There are established processes to ensure that all agency personnel have knowledge and input regarding the wide range of activities that occur within the agency. Frequent crime analysis meetings occur as well as staff meetings where a variety of administrative and operational items are discussed. Even special events such as the 'Red, White and Boom' event held July 3 was heavily discussed. Even though the community event has a fairly consistent format, the Chief, his staff, and Assessor Cunningham conducted a final walk-thru and review of the location, traffic plans, personnel assignments, and emergency procedures to ensure the event would be as safe as possible.

The agency has created a variety of additional methods in which to solicit and capture a wide range of information. All selection processes for either special positions or promotions require applicants to submit a research paper regarding some topic relevant to the agency and the community. This has resulted in numerous enhancements to the agency's operations, administrative processes, equipment, training, programs, and policies. Training is a high priority within the agency and personnel are sent to many training programs locally, regionally, and nationally. They are expected to bring the training and information back to the agency and share it with the staff and agency as a whole.

Conyers PD has outstanding processes to gather information about operations including professional practices, court

decisions, new laws, and incidents that impact policing locally and nationally. They solicit input from the community thru surveys, comments, and complaints and they have built and continue to nourish close partnerships with many entities in the area. These partnerships include several social service agencies, other law enforcement agencies, the courts, the school systems, hospitals, and private businesses. Personnel also participate in county and city strategic planning processes to assist all agencies in delivering enhanced and coordinated services to the overall community.

Conyers PD uses the information it collects to make ongoing changes to every applicable aspect of the agency. It has developed new facilities (calm room and fitness center), new programs (mental health co-responder, EOD K-9, peer support), enhanced training (ICAT, CIT, emergency vehicle operations), added equipment (cameras of all types, drones, tactical, officer safety), and revised numerous policies and protocols. In virtually every area of interest for this site based assessment, significant changes continue to be made in policy, training, and equipment. As briefly mentioned, while the agency reviewed its pursuit policy, it determined that beneficial changes were identified and implemented to its Early Intervention System (EIS/EWS).

It is obvious that the Conyers Police Department has fully embraced the accreditation process and intent. Its required reports (whether accreditation or internally required) are informative, comprehensive, and go beyond statistical data. Recommendations and discussions of the data and relevant issues is required and utilized to continuously improve agency operations and processes.

The Conyers PD is truly a dynamic learning organization that is never content with yesterday's accomplishments. And while this concept is lead by the chief, there is no doubt that the agency and its personnel have embraced this high functioning philosophy and professionalism.

Interviews:

During this site based assessment, numerous persons were interviewed. This included agency personnel, community partners, and citizens. All interviews added value, understanding, and information to this process.

Agency:

Since the site based format is designed to understand how the agency utilizes reports, data, and information in its operations, interviews with agency personnel are key, and served as the primary source of information. Forty One (41) agency personnel were actually interviewed while another thirteen (13) were briefly spoken with during the onsite. Assessor Cunningham attended 2 shift briefings and rode along with an officer to observe how the agency actually functioned. He also observed the communications center handle a reported robbery in progress call. The interviews primarily focused on the areas of interest but also dealt with general perceptions of the agency and its processes. Conversations dealt with other aspects of the agency including accreditation, community relations, agency processes, the 'state' of the agency, and the profession in general. Each and every person within the agency demonstrated great professional knowledge and a very strong level of agency pride. To a person, they all felt the agency was an excellent place to work, cared about the personnel, and encouraged participation and self-development.

Agency personnel gave multiple examples of how the agency solicited input, listened to ideas and suggestions offered, and made them feel as if they were a key part of the agency. When asked what would they like to see the agency provide or change, the only request dealt with how local courts handled officer presence. This was a common concern and was relayed to the Chief for consideration. All personnel were very positive about the agency, its future, and how services were delivered to the community.

Key personnel that were interviewed regarding the areas of interest were very knowledgeable about how the agency used accreditation based reports, meetings, analytics, court decisions, laws, and professional best practices to ensure the agency functioned as desired. They collectively identified the use of information from many sources as one of the primary reasons that changes were made within the agency. They identified numerous changes in policy, programs,

training, and equipment that were a direct result of either agency experiences and/or research based information. These interviews verified and clearly established that Conyers PD actively sought out and used various internal reports, external reports and information, and input from a variety of sources to make constant enhancements to how the agency functioned.

Parent/Partner Agencies:

A variety of community leaders were officially interviewed, while a few others were casually spoken with. A total of 5 different organizations were represented in these conversations. Some of the interviews focused directly on at least one area of interest while others involved general agency perceptions, performance, and operations. Each of these activities added value and understanding to how the agency participates with and involves others in their quest to be responsive to the community.

A representative of the Rockdale County Public School System provided a great overview of how the PD and school system work together on a variety of mutual interests. This representative who serves as the Chief Operating Officer of the school system reported excellent relationships with the Chief, command personnel, and all agency personnel. He stated that agency is very open to ideas, suggestions, and having conversations about various issues. He advised that Conyers PD listens, is open-minded, and constantly strives for improvement. He also stated that Conyers PD could be relied on, conducts joint training activities, and is a great team player.

Two community leaders represented different organizations that focused on youth issues. One was focused on substance abuse prevention and developing life skills while the other focused on helping youth overcome current day challenges they faced. Both advised that they shared excellent relationships with Conyers PD. They felt that agency personnel were always willing to help and participate in various activities and events and they found the agency to be proactive and responsive to requests and various community surveys and input. They felt the agency was very open and responsive to working with them, fully considers and any ideas offered. They found the Chief and his staff to be very open and honest. Each found the agency to be very willing to work together, could be relied upon, and were a great partner.

The Executive Director of the Piedmont Rockdale Hospital stated that they had an excellent relationship with Conyers PD. He stated they participate in quarterly meetings wherein a variety of community leaders discuss issues facing the community and the medical/mental health systems. He indicated that the agency was very open to ideas and input, and that the agency considered issues from points of view outside the agency. He also advised that there are open lines of communications and they frequently have frank talks about items of mutual concern.

Another interview was with a long time business owner, resident and member of the Mayor's Diversity Council. He spoke very highly of the Chief and indicated that the Chief was well informed, uses information and trends to implement ideas and solutions, and is excellent in educating and informing the public about issues. He stated the agency listens and responds to the concerns of the Diversity Council, engages very well with the Council and the Community, and interacts very well with the business community. He reports that the agency has made great strides in diversity but in an intelligent and understandable way. He also stated that the officers are polite, caring, and serve with knowledge, compassion, and good intentions. He also advised that agency leadership is focused on the 'right' things.

Community:

Several citizens of Conyers were also spoken with and most of these were ad hoc and not arranged by the agency. These included business persons, regular citizens, residents, and volunteers in the community. A total of nine interactions occurred. The vast number of persons reported positive interactions with the agency and/or its personnel. One knew an officer but never had a direct interaction with the agency officially but reported they had not heard or witnessed anything negative, and felt the agency did a good job

Five persons individually advised that they had either directly interacted with or observed agency personnel conducting business. Each had nothing but positive comments including ‘professional’, ‘courteous’, ‘friendly’, ‘wonderful’, ‘outgoing’, ‘a good agency’, and ‘provide great service’.

One person managed the Welcome Center and worked with the agency on various events and issues to support the community. She was extremely positive about the Chief and the overall agency. She reported that the agency always considered the viewpoints, concerns, and opinions of citizens and businesses in everything they did. This including planning for and handling community events like the upcoming Red, White, and Boom 4th of July celebration.

Another interview was with two persons together. One was the director of the local Alcoholics Anonymous facility and one was a consumer of services. Both were extremely positive about the agency. The director advised that the agency was very supportive of the organization’s efforts, was compassionate, calm, and understanding when dealing with consumers, and represented the best in the profession. The consumer was also very positive about the agency. He described his history of struggles including several arrests. But he felt the officers had treated him fairly and even stated that he believed the officers had saved his life several times. He described them as caring and compassionate.

Assessor Conclusions:

The Conyers Police Department is an outstanding agency regardless of topic. They have fully embraced the concept, standards, philosophy, and intent of accreditation. They utilize accreditation as a foundation to help them continuously review their operations. They do this by heavy usage of the time sensitive reports and activities. The agency is a dynamic learning organization that is never satisfied with the status quo or yesterday’s accomplishments. They have numerous processes in place to seek out, solicit, accept, and utilize input from agency personnel as well as community members, businesses, and partner agencies.

The agency makes terrific use of its own experiences, even on an individual case or incident basis. They proactively review trends, internally and nationally to ascertain how they can improve performance. This includes a heavy focus on training as opposed to discipline. They revise policies quite frequently due to what they have learned. This includes internal experiences, national trends, incidents involving other agencies, court decisions, law changes, and the numerous reports they require as part of their own administrative reporting process.

The agency has a wide variety of programs that have been developed based on sound research and informed decision making. They seek out community input which enables them to have better programs and policies and greater community support. The Conyers Georgia Police Department is an outstanding agency that delivers great services to its community.

Respectfully submitted

Scott A. Cunningham, Ph.D.
Assessment Team Leader

Summary:

Number of Interviews Conducted: 68

Assessors' Names: Scott A Cunningham

Site-Based Assessment Start Date: 06/25/2023

Site-Based Assessment End Date: 06/29/2023

Mandatory (M) Compliance	313
Other-Than-Mandatory (O) Compliance	48
Standards Issues	0
Waiver	0
(O) Elect 20%	8
Not Applicable	92
Total:	461

Percentage of applicable other-than-mandatory standards: 85.714 %

COMMUNITY FEEDBACK AND REVIEW

Public Information Session

Telephone Contacts

Correspondence

Media Interest

Public Information Material

Community Outreach Contacts

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 agency’s use of standards to address the standards' intent

Traffic Warnings & Citations - Reaccreditation Year 1

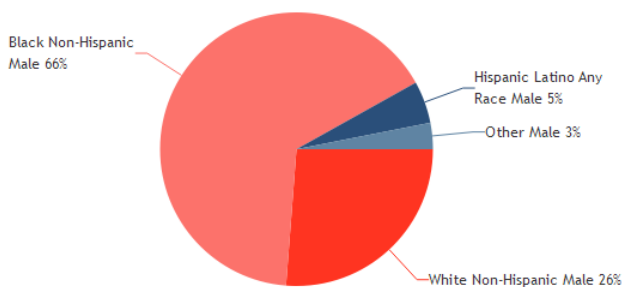
Data Collection Period: 1/1/2019 - 12/31/2019

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	526	844	1370
Black Non-Hispanic Male	1318	2378	3696
Hispanic Latino Any Race Male	100	188	288
Other Male	62	108	170
White Non-Hispanic Female	376	639	1015
Black Non-Hispanic Female	1362	2012	3374
Hispanic Latino Any Race Female	39	106	145
Other Female			
TOTAL	3783	6275	10058

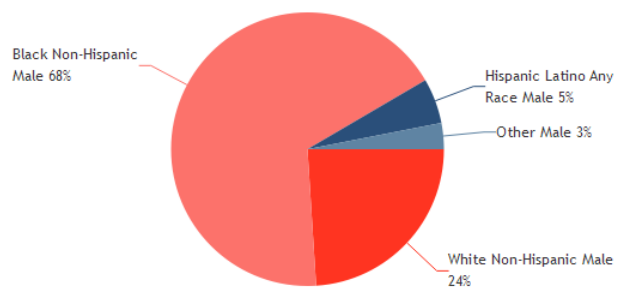
Reaccreditation Year 1 Notes:

There were citations that fell under the other category by race that were not distinguished by sex of the offender. These citations were placed under the "Other Male" category.

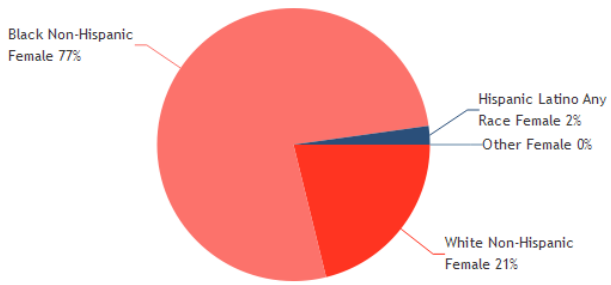
Male Warnings



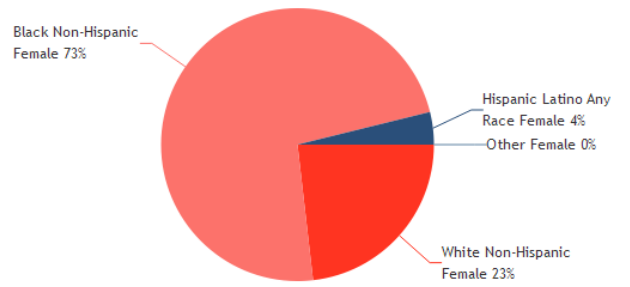
Male Citations



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

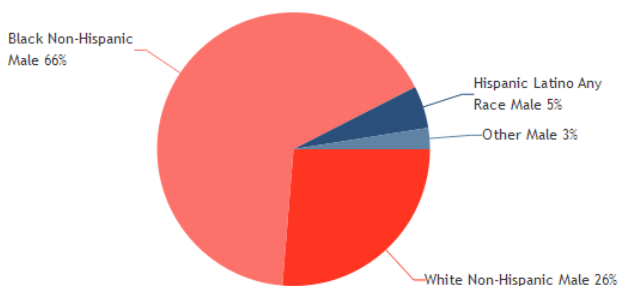
Data Collection Period: 1/1/2020 - 12/31/2020

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	137	351	488
Black Non-Hispanic Male	345	924	1269
Hispanic Latino Any Race Male	26	83	109
Other Male	13	29	42
White Non-Hispanic Female	91	213	304
Black Non-Hispanic Female	237	659	896
Hispanic Latino Any Race Female	14	41	55
Other Female	0	0	0
TOTAL	863	2300	3163

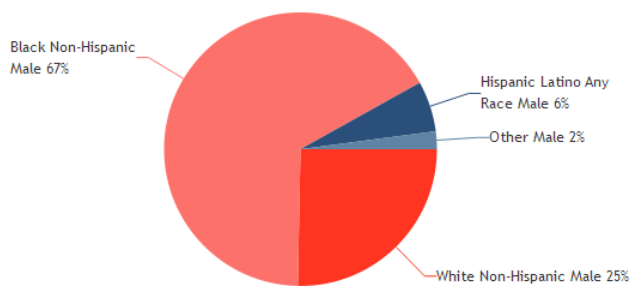
Reaccreditation Year 2 Notes:

The overall number of citations are lower then previous years due to COVID-19 operations.

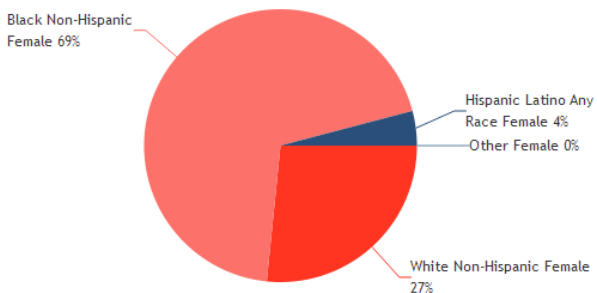
Male Warnings



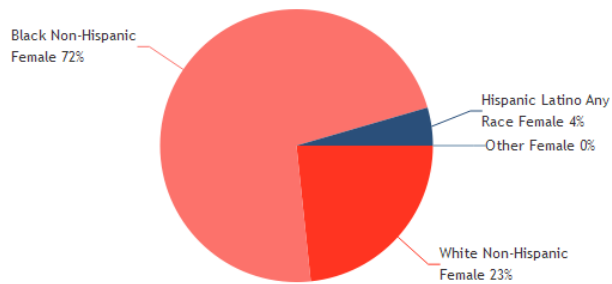
Male Citations





Female Warnings



Female Citations



Legend

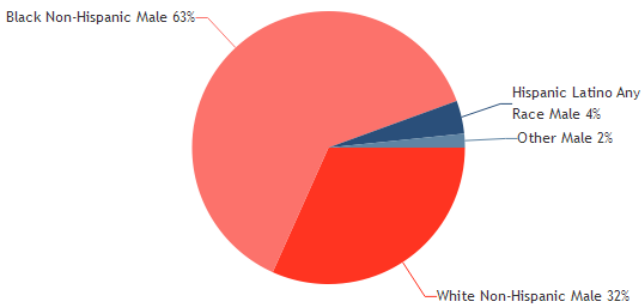
White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

Traffic Warnings & Citations - Reaccreditation Year 3

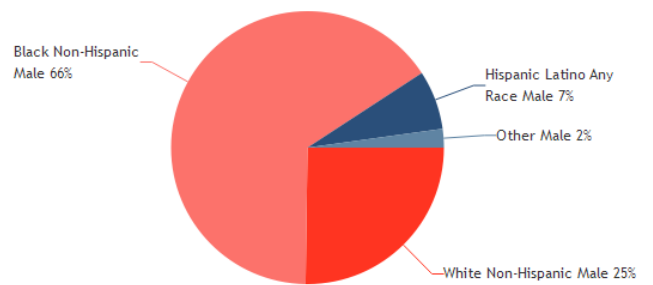
Data Collection Period: 1/1/2021 - 12/31/2021

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	97	436	533
Black Non-Hispanic Male	192	1134	1326
Hispanic Latino Any Race Male	12	121	133
Other Male	5	38	43
White Non-Hispanic Female	61	225	286
Black Non-Hispanic Female	173	736	909
Hispanic Latino Any Race Female	8	47	55
Other Female	0	12	12
TOTAL	548	2749	3297

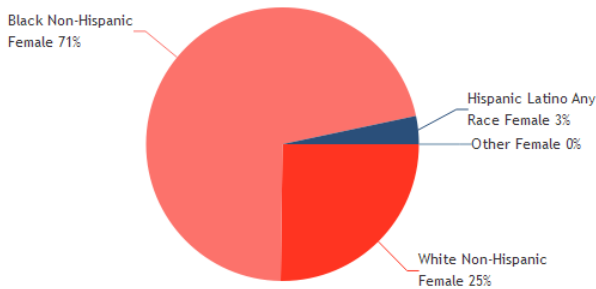
Male Warnings



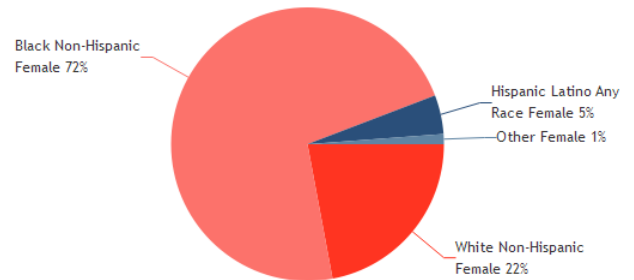
Male Citations



Female Warnings



Female Citations



Legend

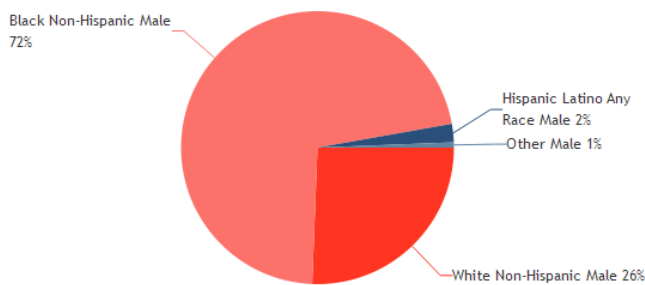
White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

Traffic Warnings & Citations - Reaccreditation Year 4

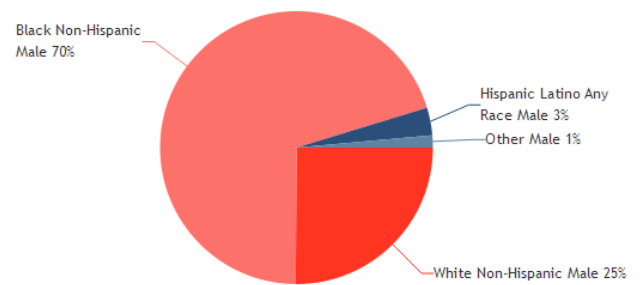
Data Collection Period: 1/1/2022 - 12/31/2022

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	166	820	986
Black Non-Hispanic Male	464	2296	2760
Hispanic Latino Any Race Male	14	107	121
Other Male	4	47	51
White Non-Hispanic Female	102	427	529
Black Non-Hispanic Female	437	1531	1968
Hispanic Latino Any Race Female	6	51	57
Other Female	6	18	24
TOTAL	1199	5297	6496

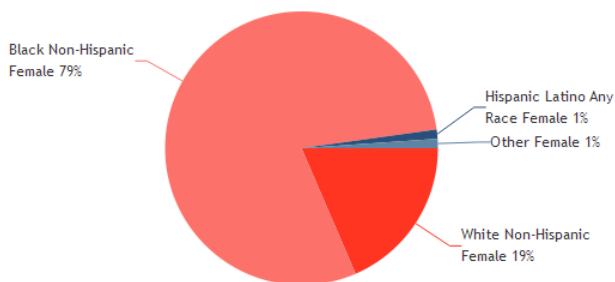
Male Warnings



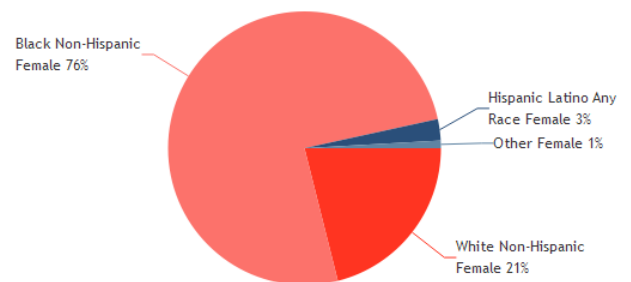
Male Citations



Female Warnings



Female Citations



Legend

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

Biased Based Profiling

Year 1 Data Collection Period: 1/1/2019-12/31/2019

Year 2 Data Collection Period: 1/1/2020-12/31/2020

Year 3 Data Collection Period: 1/1/2021-12/31/2021

Year 4 Data Collection Period: 1/1/2022-12/31/2022

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

Reaccreditation Year 1 Notes:

There was only one biased policing complaint. It was related to a traffic stop and was unfounded.

Reaccreditation Year 2 Notes:

There was only one biased policing complaint during this period. This complaint was the result of a suspicious vehicle investigation. The vehicle was unattended at the start of the investigation. The vehicle in question was also a stolen vehicle.

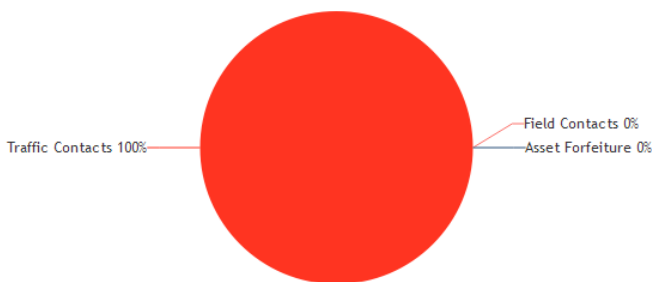
Reaccreditation Year 3 Notes:

There were only two biased policing complaint during this period. One complaint was unfounded and the other complaint was exonerated.

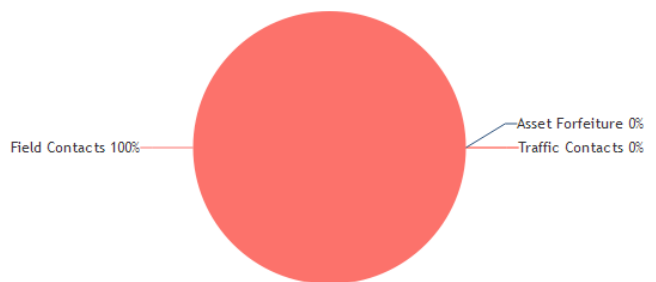
Reaccreditation Year 4 Notes:

The results of these complaints were unfounded or exonerated.

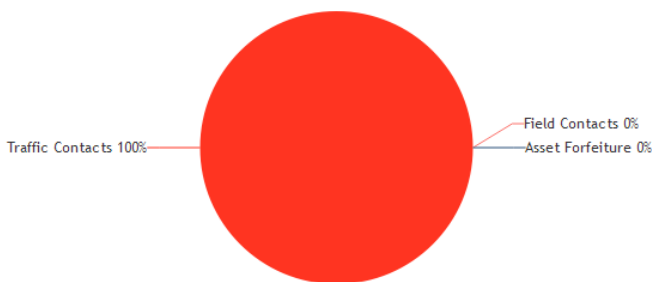
Complaints



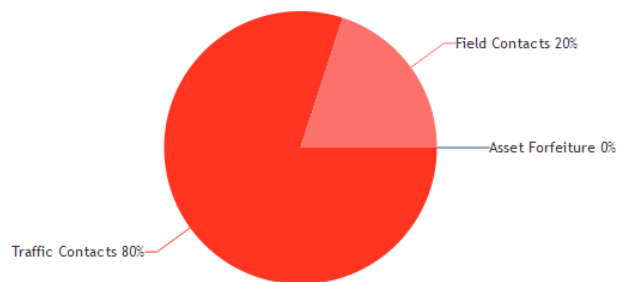
Complaints



Complaints



Complaints



Legend

Traffic Contacts

Field Contacts

Asset Forfeiture

Use Of Force - Reaccreditation Year 1

Data Collection Period: 1/1/2019 - 12/31/2019

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									56
Discharge	0	0	0	0	0	0	0	0	0
Display Only	9	0	36	10	0	0	1	0	56
ECW									35
Discharge Only	0	0	10	0	0	0	0	0	10
Display Only	0	0	23	1	1	0	0	0	25
Baton	0	0	0	0	0	0	0	0	0
Chemical/OC	0	0	1	1	0	0	0	0	2
Weaponless	0	0	0	0	0	0	0	0	0
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	9	0	70	12	1	0	1	0	93
Total Number of Incidents Resulting In Officer Injury or Death	0	0	0	0	0	0	0	0	0
Total Use of Force Arrests	0	0	11	1	0	0	0	0	12
Total Number of Suspects Receiving Non-Fatal Injuries	0	0	5	0	0	0	0	0	5
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	419		1634		88		6		2147
Total Use of Force Complaints	0	0	0	0	0	0	0	0	0

Reaccreditation Year 1 Notes:

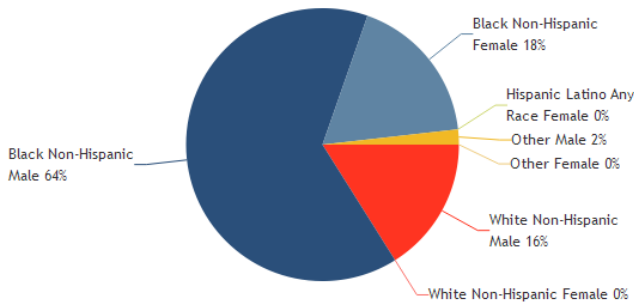
During this reporting period there were five incidents where deadly force was used for the humane treatment of injured animals and there was one instance of an unintentional discharge of a TASER.

The number for display of firearms and tasers includes the number of weapons drawn on multiple subjects as well as by multiple officers. With the multiple office and multiple subjects the numbers appear higher but may be related to fewer

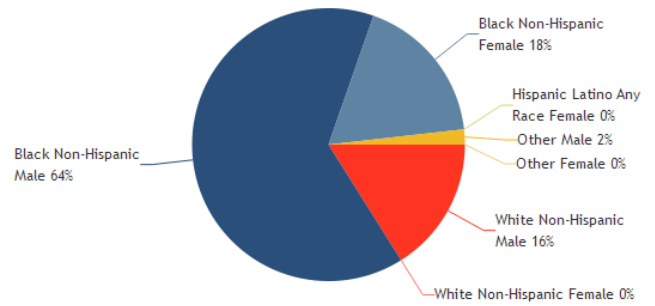
total incidents.

The arrest numbers are categorized by race but not defined by sex. As such all the numbers for male and female for each race is listed in the male column.

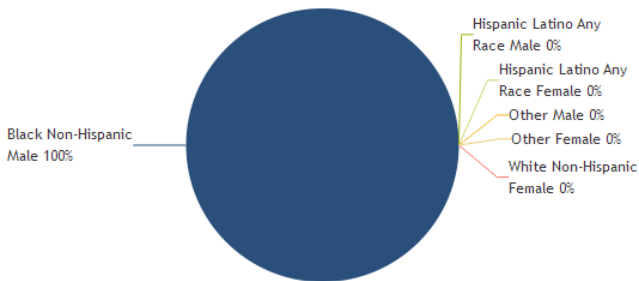
Total Firearm



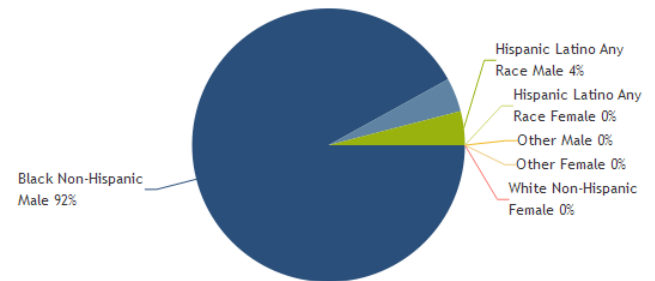
Firearm Display



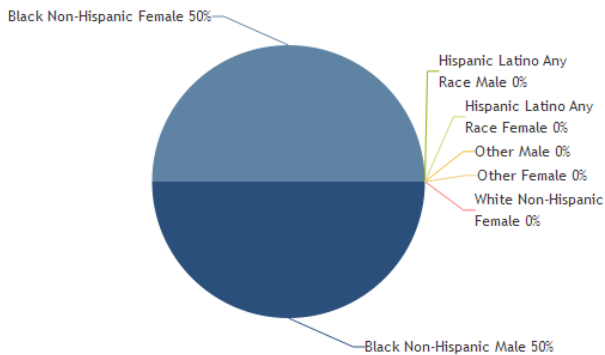
ECW Discharge



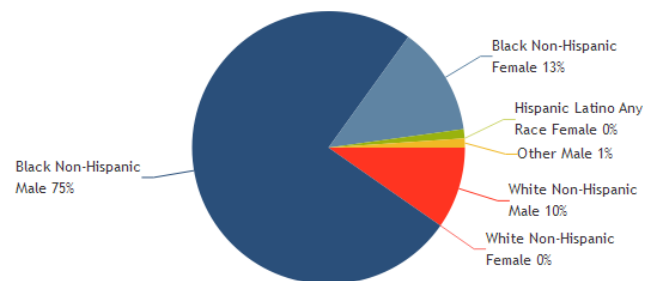
ECW Display



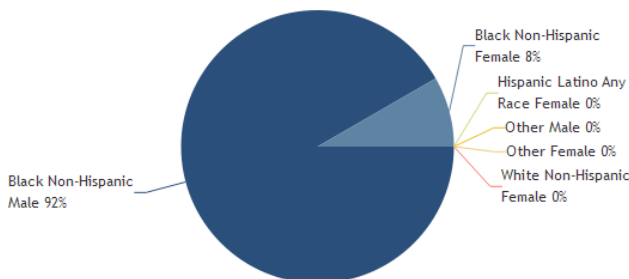
Chemical/OC



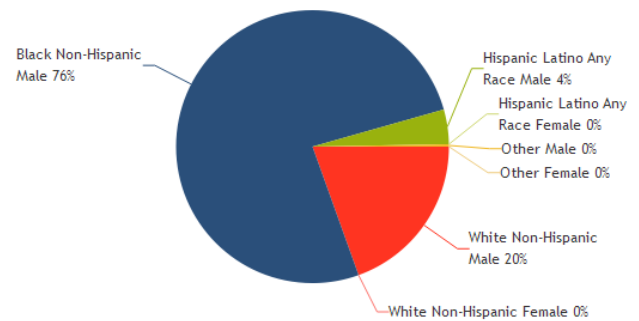
Total Uses of Force



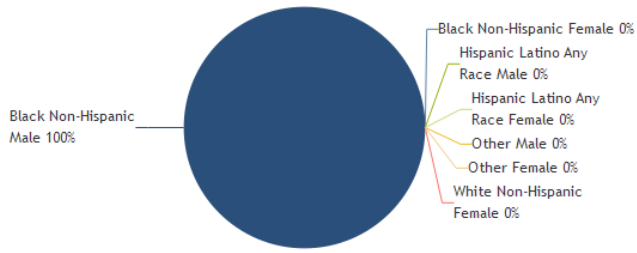
Total Use of Force Arrests



Total Agency Custodial Arrests



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 - Reaccreditation Year 2

Data Collection Period: 1/1/2020 - 12/31/2020

	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	1	0	0	0	0	0	1
Display Only	5	2	15	1	0	0	1	0	24
ECW									15
Discharge Only	2	0	6	0	0	0	0	0	8
Display Only	4	0	3	0	0	0	0	0	7
Baton	0	0	0	0	0	0	0	0	0
Chemical/OC	0	0	0	0	0	0	0	0	0
Weaponless	1	0	2	0	0	0	0	0	3
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	12	2	27	1	0	0	1	0	43
Total Number of Incidents Resulting In Officer Injury or Death	1	0	1	0	0	0	0	0	2
Total Use of Force Arrests	4	0	9	0	0	0	0	0	13
Total Number of Suspects Receiving Non-Fatal Injuries	3	0	4	0	0	0	0	0	7
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	166		670		44		5		885
Total Use of Force Complaints	3	0	9	0	0	0	0	0	12

Reaccreditation Year 2 Notes:

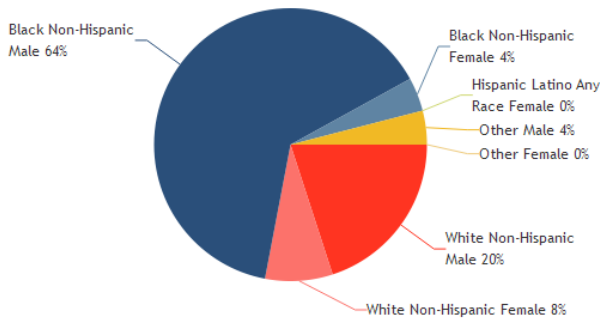
During this reporting period there were five incidents where deadly force was used for the humane treatment of injured animals.

The number for display of firearms and tasers includes the number of weapons drawn on multiple subjects as well as by multiple officers. With the multiple officer and multiple subjects the numbers appear higher but may be related to fewer

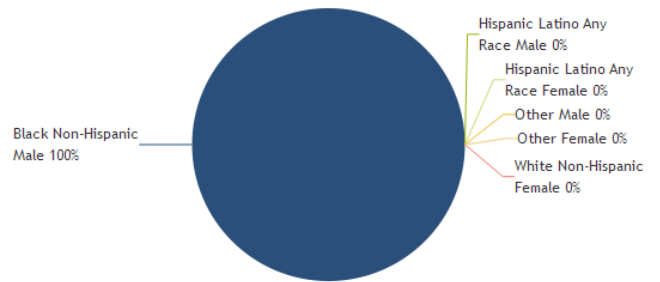
total incidents.

The arrest numbers are categorized by race but not defined by sex. As such, all the numbers for male and female for each race are listed in the male column.

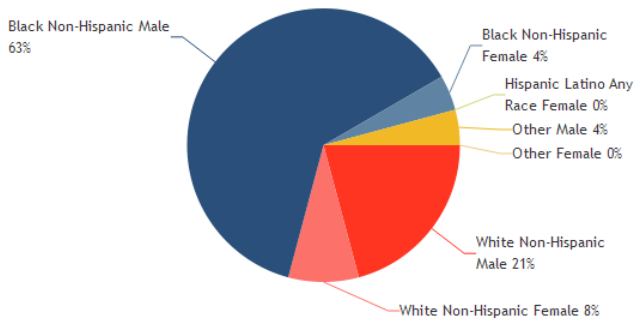
Total Firearm



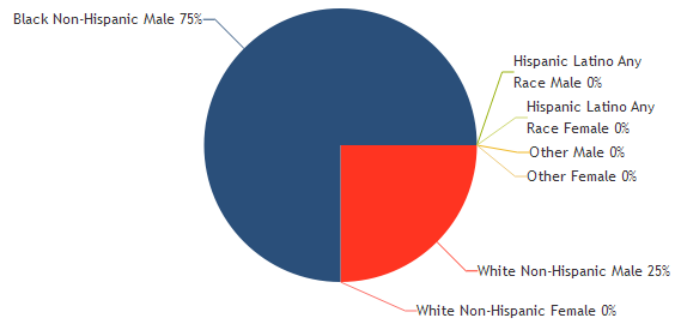
Firearm Discharge



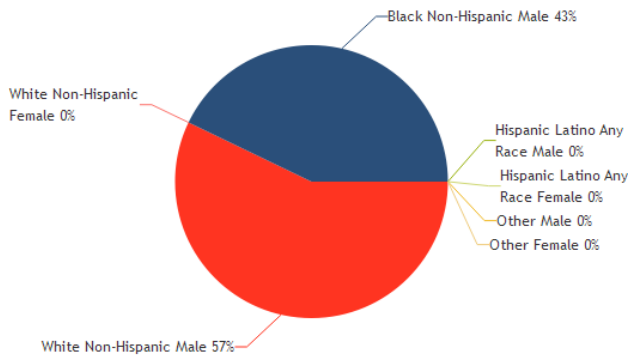
Firearm Display



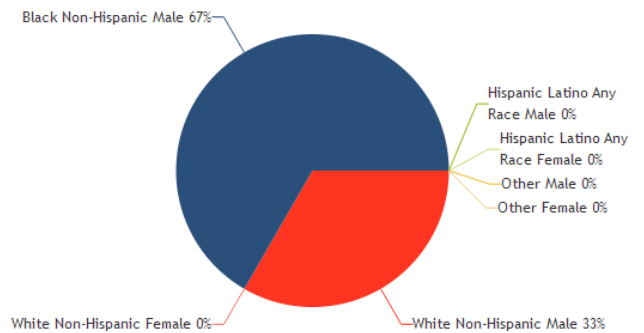
ECW Discharge



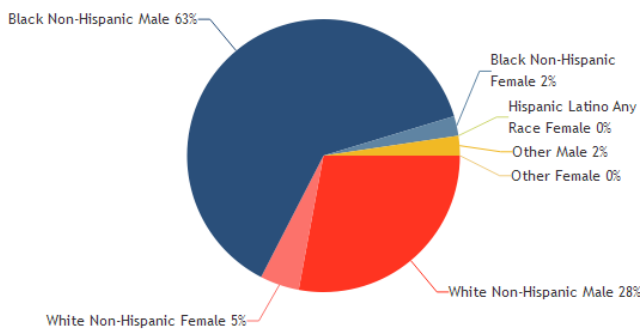
ECW Display



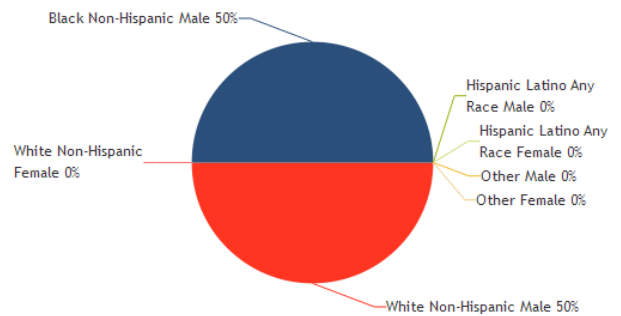
Weaponless



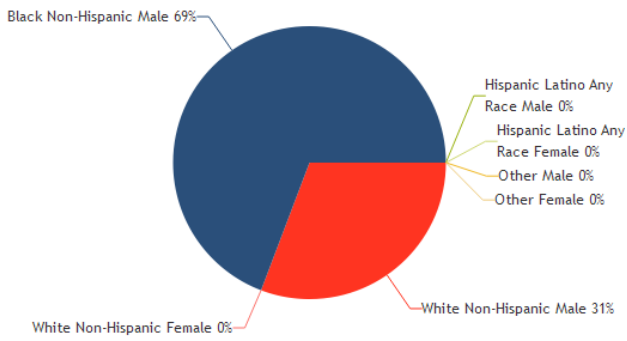
Total Uses of Force



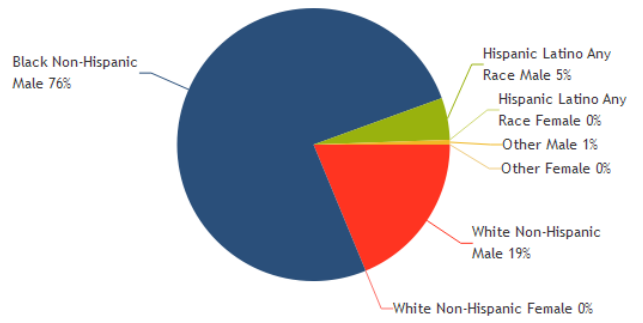
Total Number of Incidents Resulting in Officer Injury or Death



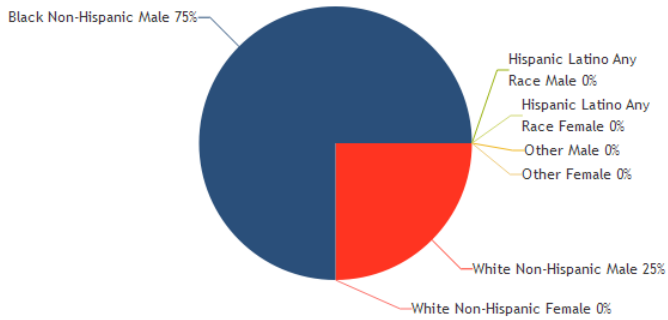
Total Use of Force Arrests



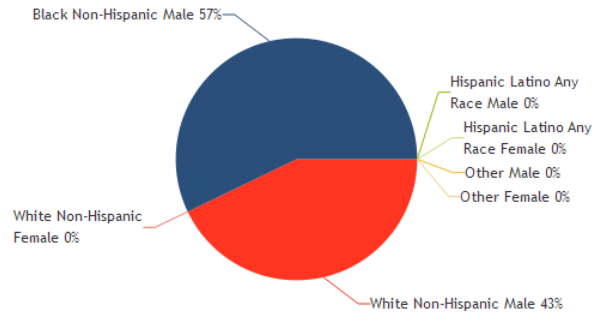
Total Agency Custodial Arrests



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 - Reaccreditation Year 3

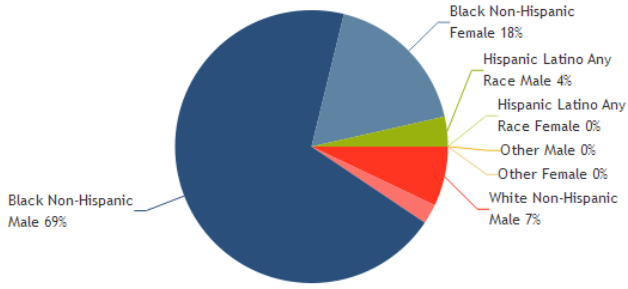
Data Collection Period: 1/1/2021 - 12/31/2021

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									85
Discharge	0	0	0	0	0	0	0	0	0
Display Only	6	2	59	15	3	0	0	0	85
ECW									42
Discharge Only	3	1	10	0	0	0	0	0	14
Display Only	3	1	22	2	0	0	0	0	28
Baton	0	0	0	0	0	0	0	0	0
Chemical/OC	0	0	0	0	0	0	0	0	0
Weaponless	0	0	2	0	0	0	0	0	2
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	12	4	93	17	3	0	0	0	129
Total Number of Incidents Resulting In Officer Injury or Death	0	0	0	0	0	0	0	0	0
Total Use of Force Arrests	3	1	9	0	0	0	0	0	13
Total Number of Suspects Receiving Non-Fatal Injuries	2	0	5	0	0	0	0	0	7
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	97	54	518	216	66	20	8	0	979
Total Use of Force Complaints	0	1	1	0	0	0	0	0	2

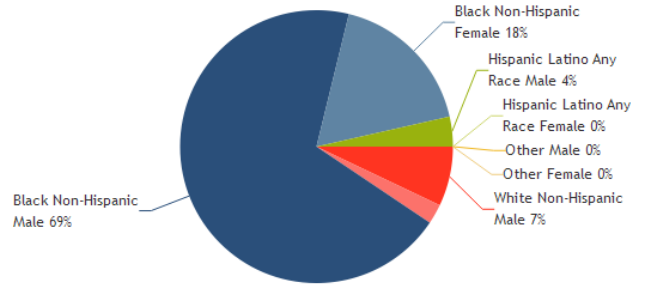
Reaccreditation Year 3 Notes:

The number for display of firearms and tasers includes the number of weapons drawn on multiple subjects as well as by multiple officers. With the multiple officer and multiple subjects the numbers appear higher but may be related to fewer total incidents. There were a total of 16 actual use of force incidents. The number reflected above in the chart includes the display of weapons in the total number of use of force incidents. The arrest numbers for those of an unknown or not identified sex are included in the column for Unknown males.

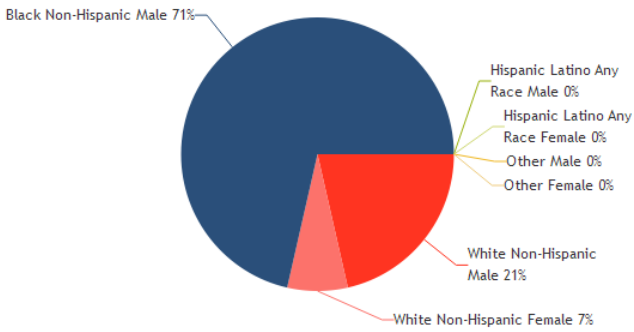
Total Firearm



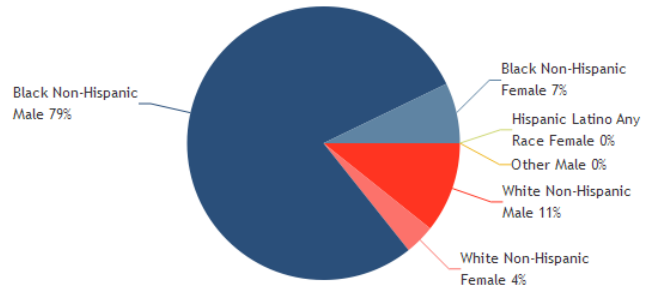
Firearm Display



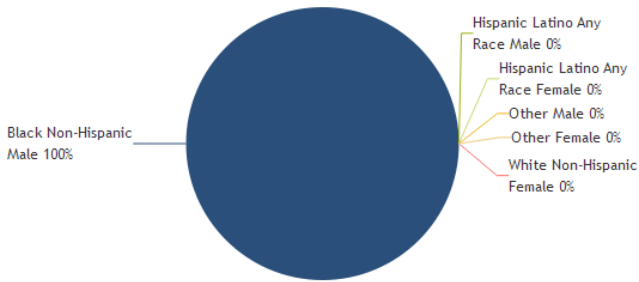
ECW Discharge



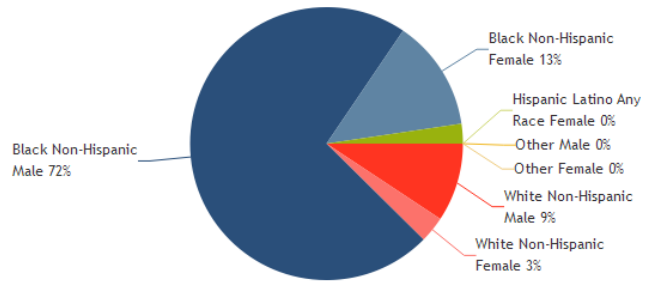
ECW Display



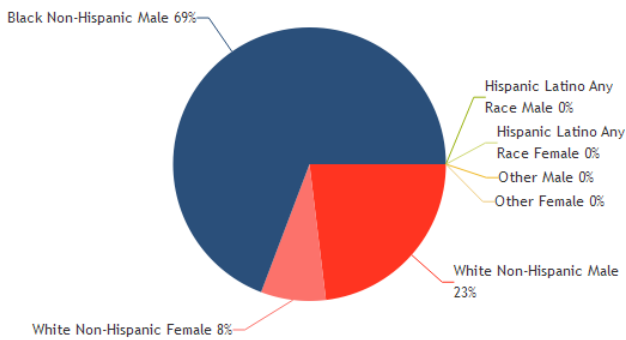
Weaponless



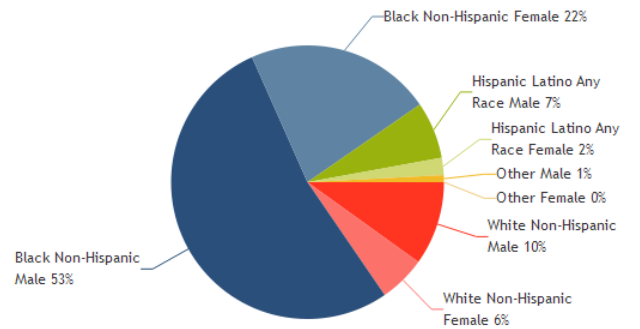
Total Uses of Force



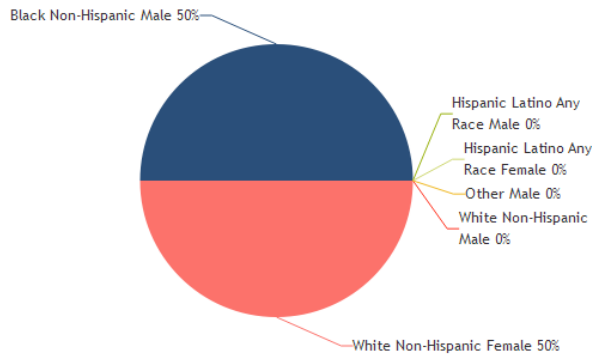
Total Use of Force Arrests



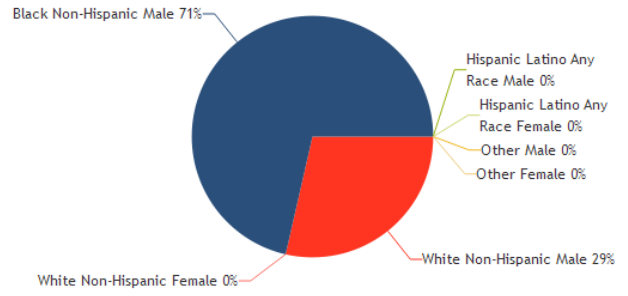
Total Agency Custodial Arrests



Total Use of Force Complaints



Total Number of Suspects Receiving Non-Fatal Injuries



Legend

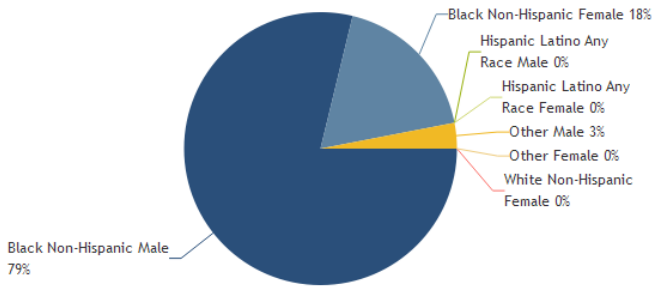
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Use Of Force - Reaccreditation Year 4

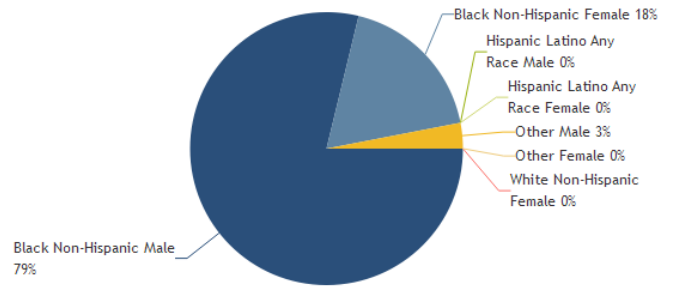
Data Collection Period: 1/1/2022 - 12/31/2022

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									33
Discharge	0	0	0	0	0	0	0	0	0
Display Only	0	0	26	6	0	0	1	0	33
ECW									17
Discharge Only	4	0	11	1	0	0	0	0	16
Display Only	0	0	0	1	0	0	0	0	1
Baton	0	0	0	0	0	0	0	0	0
Chemical/OC	0	0	0	0	0	0	0	0	0
Weaponless			4	2					6
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	4	0	41	10	0	0	1	0	56
Total Number of Incidents Resulting In Officer Injury or Death	0	0	0	0	0	0	0	0	0
Total Use of Force Arrests	4	0	15	3	0	0	0	0	22
Total Number of Suspects Receiving Non-Fatal Injuries	4	0	13	3	0	0	0	0	20
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	4	0	15	3	0	0	0	0	22
Total Use of Force Complaints	0	0	2	0	0	0	0	0	2

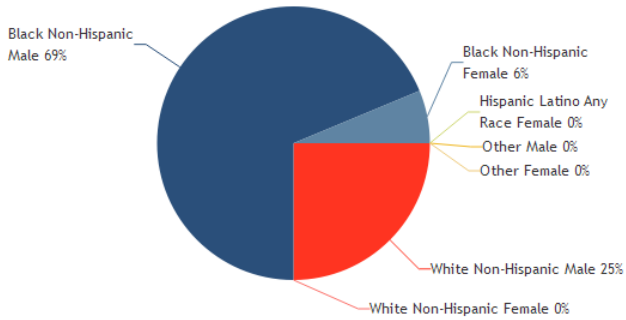
Total Firearm



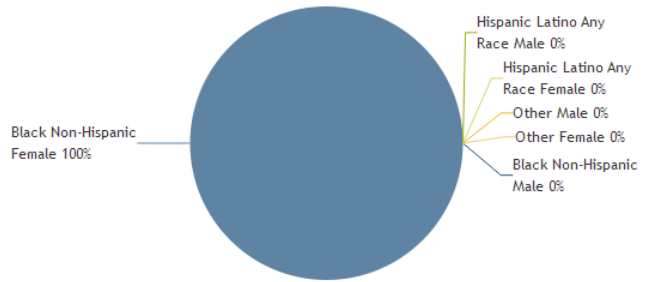
Firearm Display



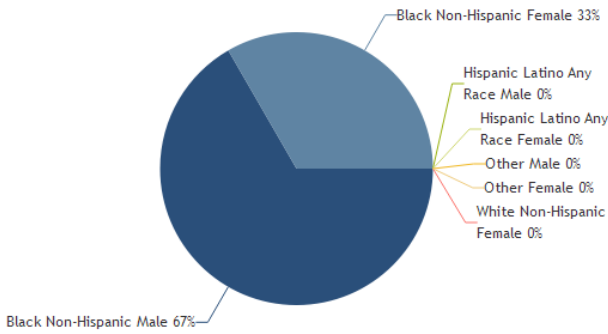
ECW Discharge



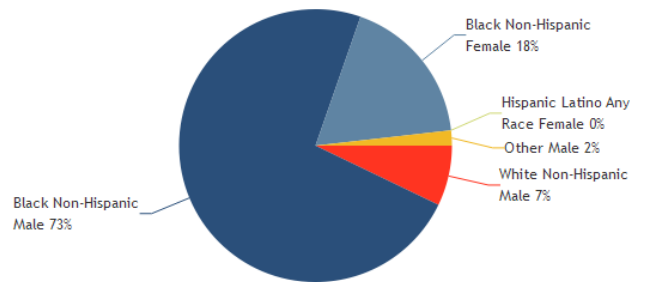
ECW Display



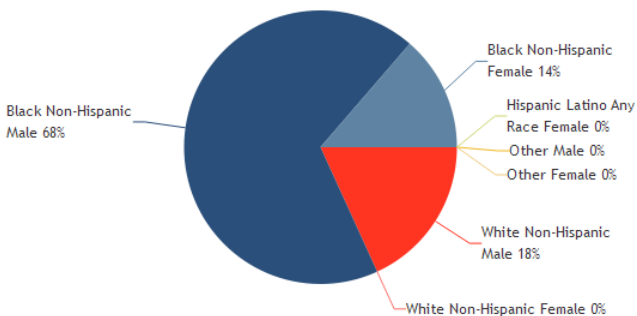
Weaponless



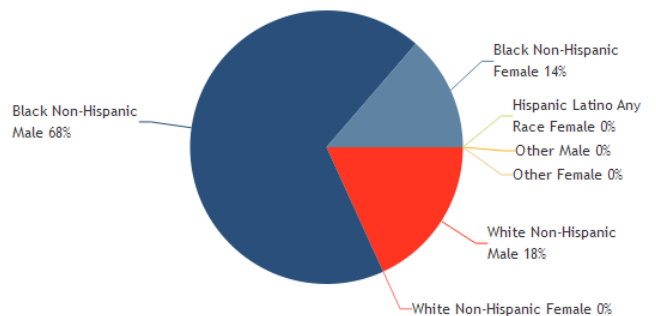
Total Uses of Force



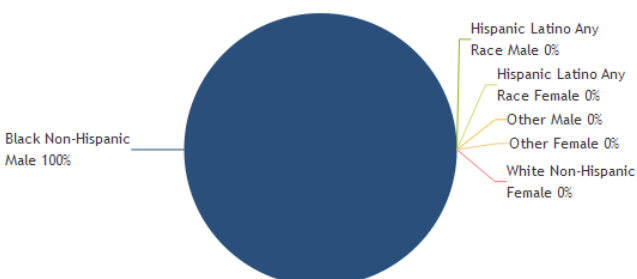
Total Use of Force Arrests



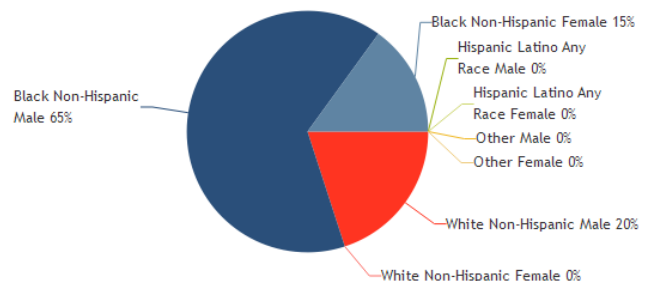
Total Agency Custodial Arrests



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

Year 1 Data Collection Period: 1/1/2019-12/31/2019

Year 2 Data Collection Period: 1/1/2020-12/31/2020

Year 3 Data Collection Period: 1/1/2021-12/31/2021

Year 4 Data Collection Period: 1/1/2022-12/31/2022

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

Reaccreditation Year 1 Notes:

Please also include any other notes relevant to this summary.

Personnel Actions

Year 1 Data Collection Period: 1/1/2019-12/31/2019

Year 2 Data Collection Period: 1/1/2020-12/31/2020

Year 3 Data Collection Period: 1/1/2021-12/31/2021

Year 4 Data Collection Period: 1/1/2022-12/31/2022

	Year 1	Year 2	Year 3	Year 4
Suspension	1	2	3	3
Demotion	0	0	0	0
Resign In Lieu of Termination	0	0	0	3
Termination	0	0	0	0
Other	13	2	2	3
Total	14	4	5	9
Commendations	10	9	26	48

Reaccreditation Year 1 Notes:

The category of "Other" above includes 13 written reprimands.

Reaccreditation Year 2 Notes:

During this review period there was one voluntary demotion. Since it was voluntary and at the request of the employee, it is not listed in the personnel actions listed above.

Reaccreditation Year 3 Notes:

During this review period there was one voluntary demotion from Sergeant to Master Police Officer.. Since it was voluntary and at the request of the employee, it is not listed in the personnel actions listed above. This voluntary demotion is different than the one reported during Calendar Year 2020

Reaccreditation Year 4 Notes:

Resigned while under investigation is counted as "resigned in lieu of termination" for the purposes of this report.

Other counts written reprimands on file.

Commendations include commendations from the Chief's office, awards, certificate ribbons, etc.

Complaints and Internal Affairs - Reaccreditation Year 4

Data Collection Period: 1/1/2019 - 12/1/2022

	Year 1	Year 2	Year 3	Year 4
External/Citizen Complaint				
Citizen Complaint	14	26	13	20
Sustained	2	8	1	5
Not Sustained	2	2	2	5
Unfounded	17	10	7	4
Exonerated	4	6	8	6
Internal/Directed Complaint				
Directed Complaint	0	9	1	11
Sustained	0	8	1	3
Not Sustained	0	0	0	0
Unfounded	0	1	0	4
Exonerated	0	0	0	4

Reaccreditation Year 4 Notes:

In Year 3, it was reported there were a total of 17 complaints and 23 findings. An additional review determined that there were 14 complaints and 30 findings. The difference in the number of complaints was due to two complaints being out of our jurisdiction and one was a discipline matter not related to a complaint. The findings were are follows:

Internal Affairs Investigations – 6

Exonerated - 11

Unfounded - 7

Sustained - 1

Not Sustained - 0

Line Level Complaints – 8

Exonerated - 4

Unfounded - 4

Sustained - 1

Not Sustained -2

Calls For Service / Crime Data - Reaccreditation Year 4

Data Collection Period: 1/1/2019 - 12/31/2022

	Year 1	Year 2	Year 3	Year 4
Calls for Service				
Calls for Service	132278	20853	90809	91862
Crime Data				
Murder	2	2	0	0
Forcible Rape	12	7	4	11
Robbery	16	12	14	14
Aggravated Assault	51	48	82	134
Burglary	51	48	41	37
Larceny-Theft	494	301	232	344
Motor Vehicle Theft	37	44	49	41
Arson	2	5	2	2

Reaccreditation Year 4 Notes:

Calls for service This total includes 9240 traffic stops and other self initiated calls for service/property checks/foot patrols.

Motor Vehicle Pursuit

Year 1 Data Collection Period: 1/1/2019-12/31/2019

Year 2 Data Collection Period: 1/1/2020-12/31/2020

Year 3 Data Collection Period: 1/1/2021-12/31/2021

Year 4 Data Collection Period: 1/1/2022-12/31/2022

	Year 1	Year 2	Year 3	Year 4
Pursuits				
Total Pursuits	7	9	16	19
Forcible stopping techniques used	1	1	2	3
Terminated by Agency	2	6	4	3
Policy Compliant	5	9	14	16
Policy Non-Compliant	2	0	2	3
Collisions				
Injuries				
Total Collisions	2	3	4	5
Officer	0	0	0	0
Suspect	0	1	5	1
ThirdParty	0	0	3	0
Reason Initiated				
Traffic	2	0	1	3
Felony	4	8	12	16
Misdemeanor	1	1	3	

Reaccreditation Year 1

There was one pursuit listed above that was terminated by a Georgia State Patrol Trooper. This was separate from the actions our officers took.

Reaccreditation Year 2

The pursuit policy was updated in the middle of the calendar year.

Reaccreditation Year 4

Total Collisions does not include collisions caused by police intervention.

Agency Breakdown Report - Reaccreditation Year 1

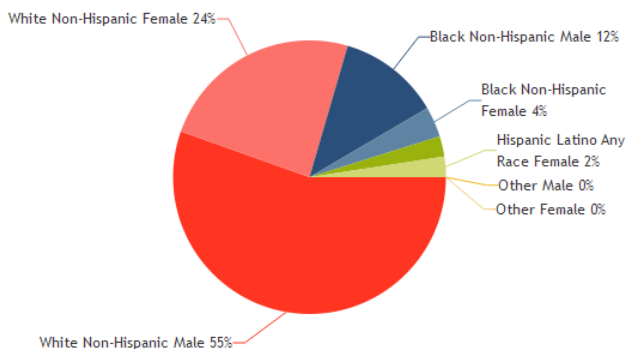
Data Collection Period: 1/1/2019 - 12/31/2019

	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	7	3							10
Supervisory Positions	12	3	1	1		1			18
Non-Supervisory Positions	26	14	9	2	2	1			54
Sub Total									83
Non Sworn Personnel									
Executive									
Managerial		1							1
Supervisory Positions	1	4							5
Non-Supervisory Positions	2	15		6		1			24
Sub Total									30
Total									113

Reaccreditation Year 1 Notes:

The numbers above reflect all personnel that were hired into positions throughout the year and not just on one specific date.

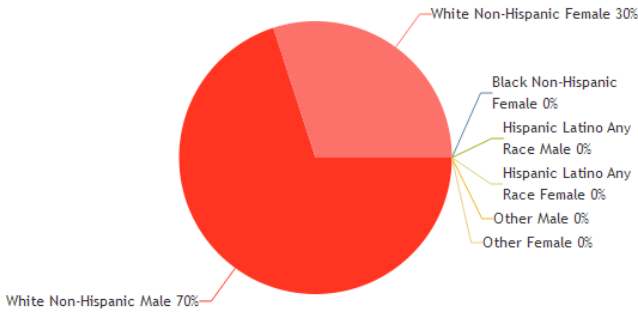
Total Sworn Personnel



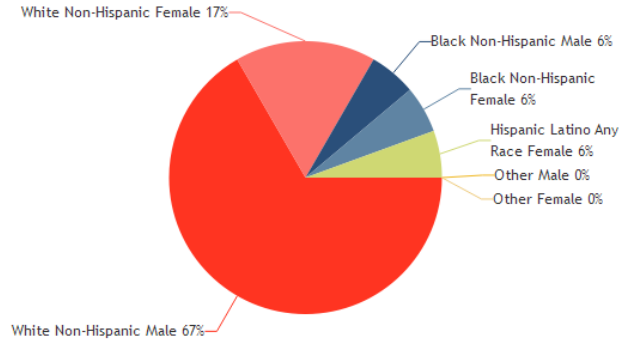
Sworn Personnel: Executive



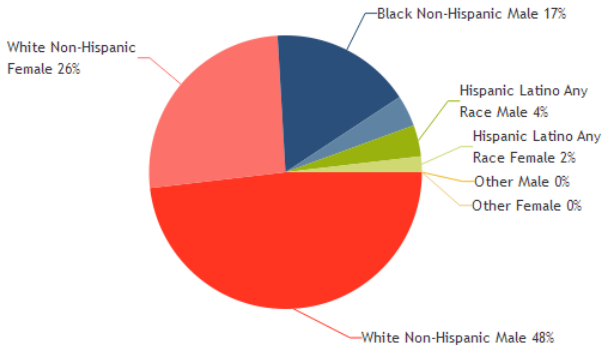
Sworn Personnel: Command



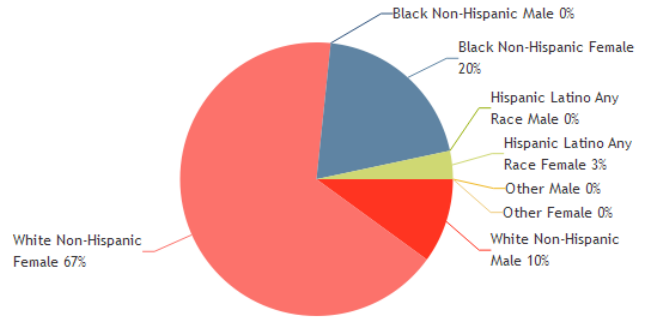
Sworn Personnel: Supervisory Positions



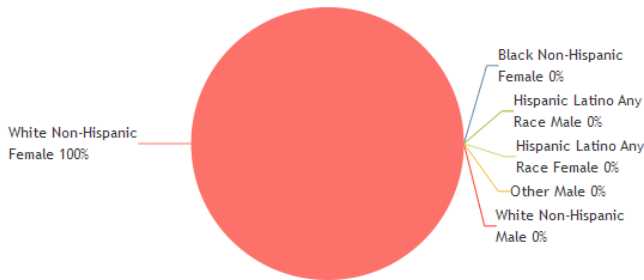
Sworn Personnel: Non-Supervisory Positions



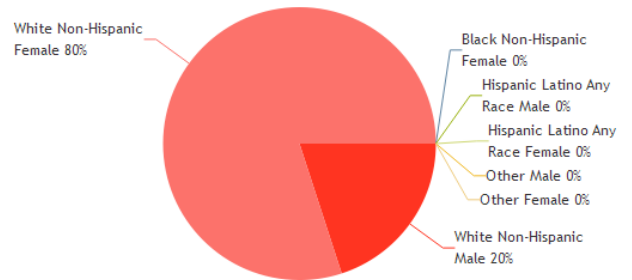
Total Non-Sworn Personnel



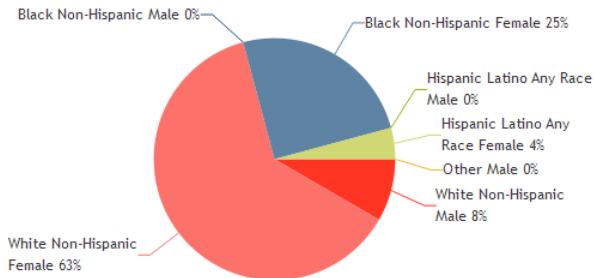
Non-Sworn Personnel: Managerial



Non-Sworn Personnel: 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 2

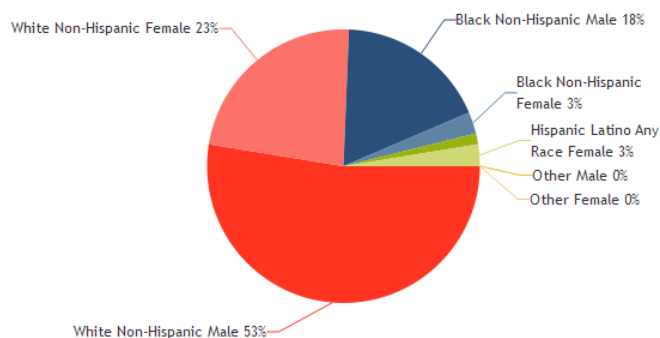
Data Collection Period: 1/1/2020 - 12/31/2020

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	2	0	0	0	0	0	0	0	2
Command	7	3	0	0	0	0	0	0	10
Supervisory Positions	10	2	2	1	0	1	0	0	16
Non-Supervisory Positions	22	13	12	1	1	1	0	0	50
Sub Total									78
Non Sworn Personnel									
Executive	0	0	0	0	0	0	0	0	0
Managerial	0	1	0	0	0	0	0	0	1
Supervisory Positions	1	4	0	1	0	0	0	0	6
Non-Supervisory Positions	2	12	0	6	0	2	0	0	22
Sub Total									29
Total									107

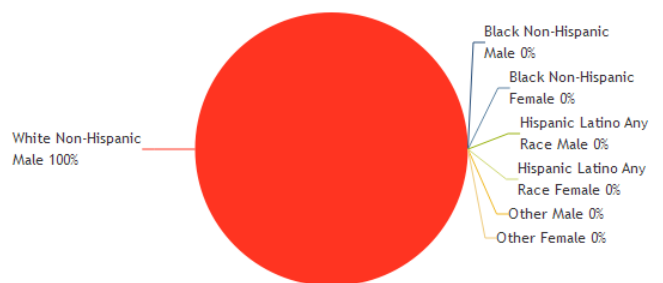
Reaccreditation Year 2 Notes:

The numbers above reflect all personnel that were hired into positions throughout the year and not just on one specific date.

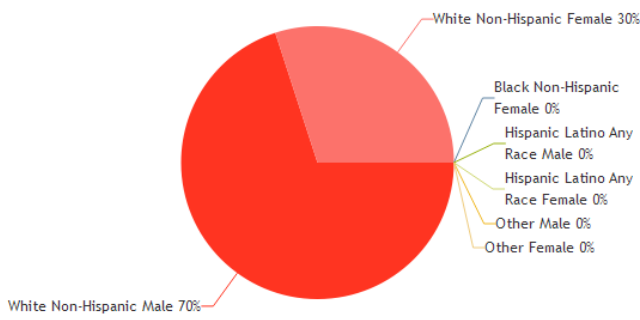
Total Sworn Personnel



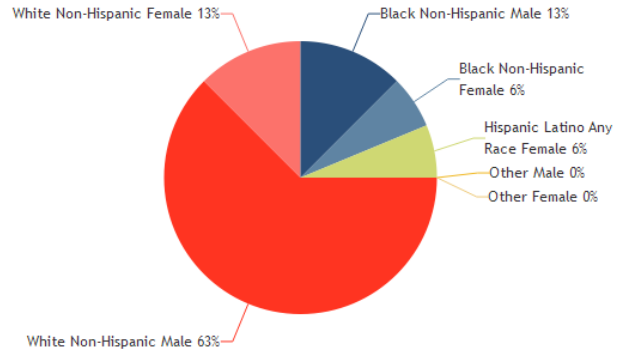
Sworn Personnel: Executive



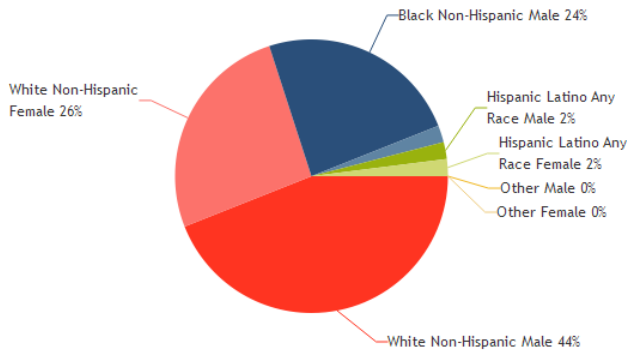
Sworn Personnel: Command



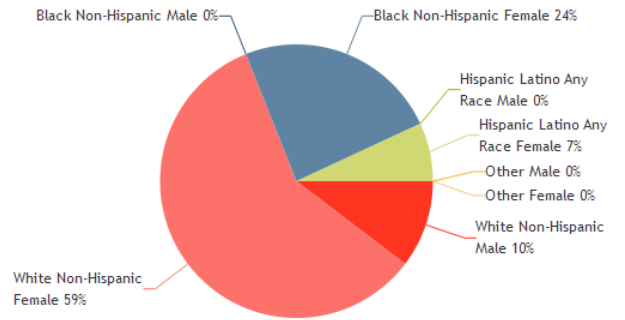
Sworn Personnel: Supervisory Positions



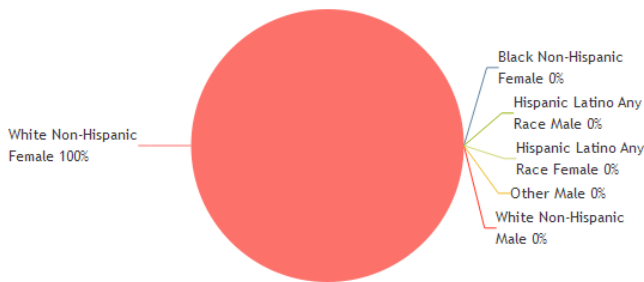
Sworn Personnel: Non-Supervisory Positions



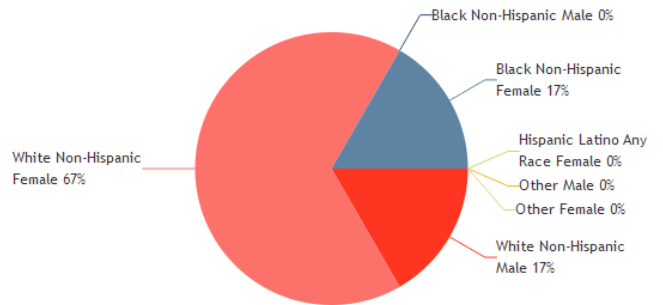
Total Non-Sworn Personnel



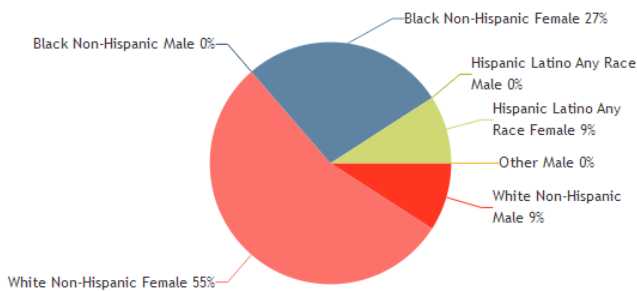
Non-Sworn Personnel: Managerial



Non-Sworn Personnel: 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

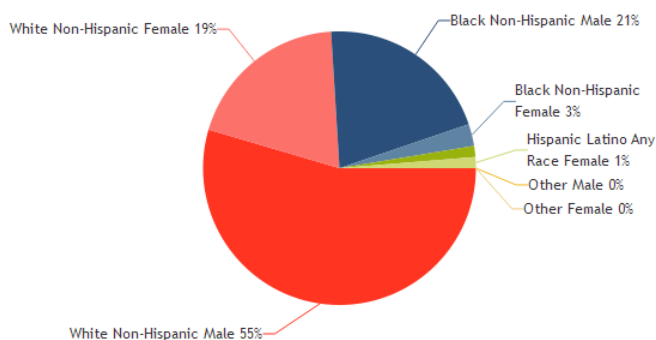
Data Collection Period: 1/1/2021 - 12/31/2021

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	1	0	0	0	0	0	0	0	1
Command	8	3	0	0	0	0	0	0	11
Supervisory Positions	8	2	2	1	0	0	0	0	13
Non-Supervisory Positions	25	10	14	1	1	1	0	0	52
Sub Total									77
Non Sworn Personnel									
Executive	0	0	0	0	0	0	0	0	0
Managerial	0	1	0	0	0	0	0	0	1
Supervisory Positions	1	5	0	1	0	1	0	0	8
Non-Supervisory Positions	1	12	1	6	0	3	0	0	23
Sub Total									32
Total									109

Reaccreditation Year 3 Notes:

The numbers above reflect all personnel that were hired into positions throughout the year and not just on one specific date.

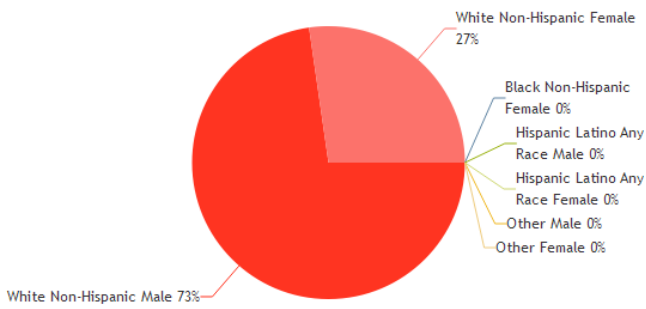
Total Sworn Personnel



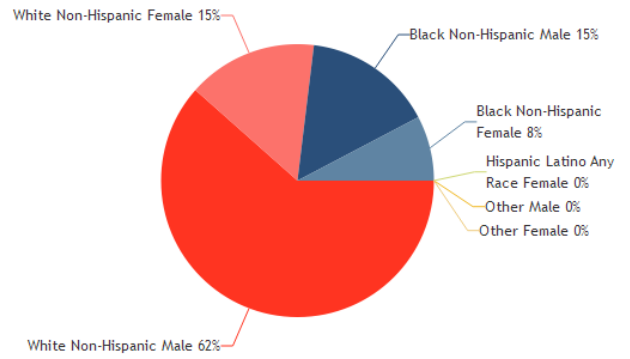
Sworn Personnel: Executive



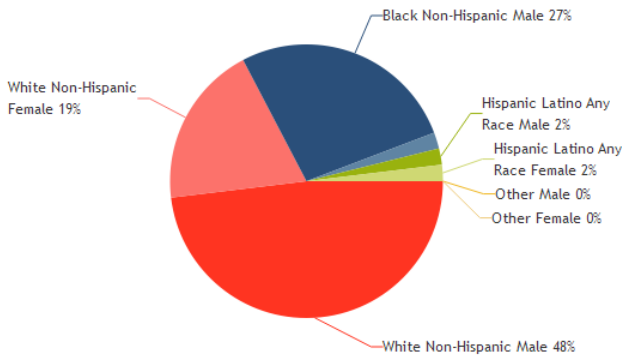
Sworn Personnel: Command



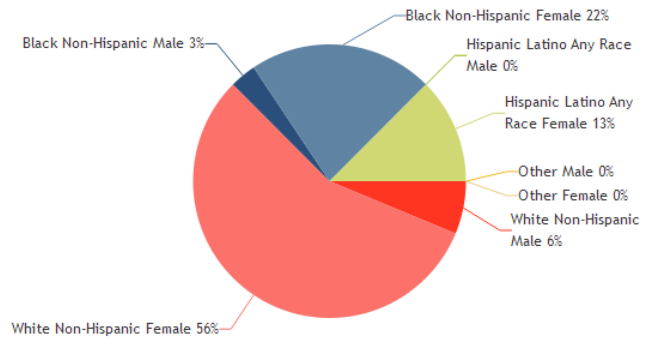
Sworn Personnel: Supervisory Positions



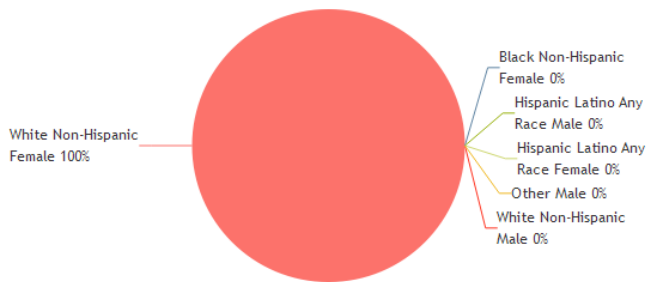
Sworn Personnel: Non-Supervisory Positions



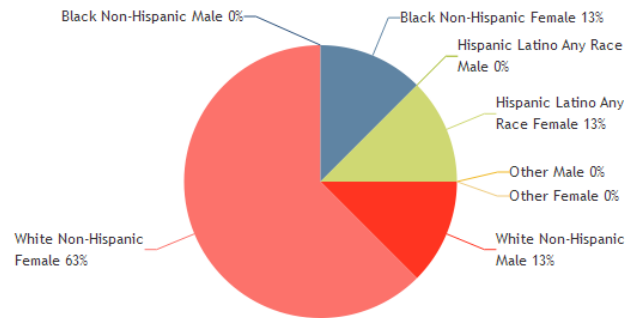
Total Non-Sworn Personnel



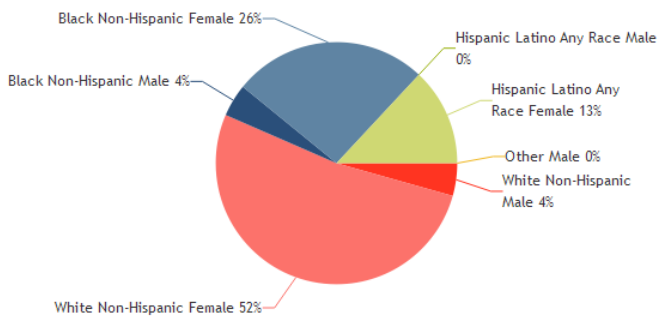
Non-Sworn Personnel: Managerial



Non-Sworn Personnel: Supervisory Positions



Non-Sworn Personnel: Non-Supervisory Positions



Legend

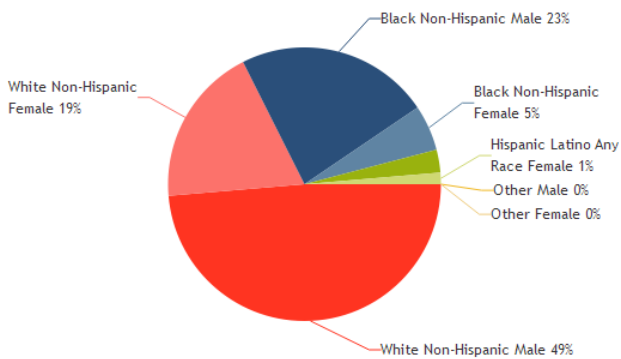
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Agency Breakdown Report - Reaccreditation Year 4

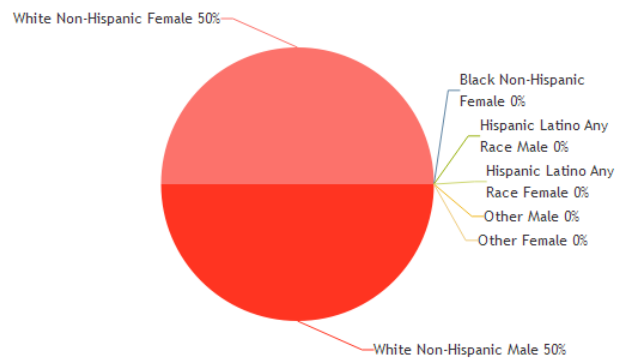
Data Collection Period: 1/1/2022 - 12/31/2022

	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							2
Command	6	2	1						9
Supervisory Positions	8	3	1	1		1			14
Non-Supervisory Positions	21	8	15	3	2				49
Sub Total									74
Non Sworn Personnel									
Executive									
Managerial		2							2
Supervisory Positions	1	4		1					6
Non-Supervisory Positions	2	10	1	3		3			19
Sub Total									27
Total									101

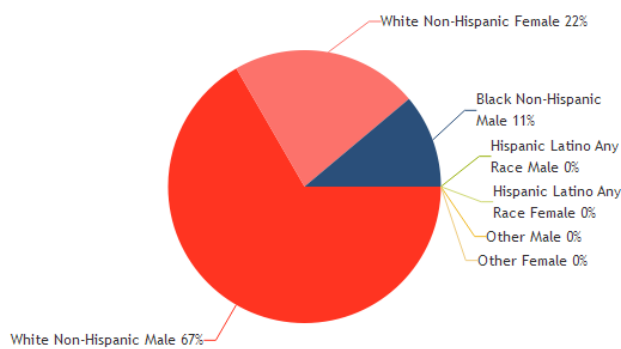
Total Sworn Personnel



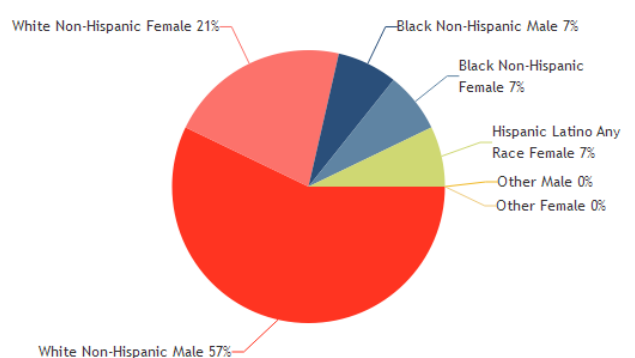
Sworn Personnel: Executive



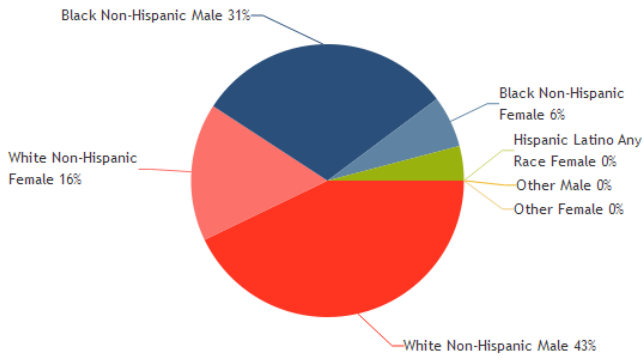
Sworn Personnel: Command



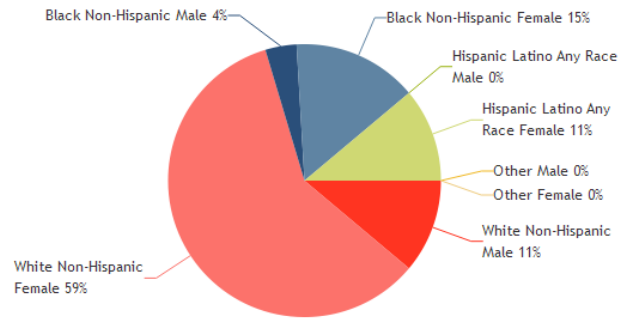
Sworn Personnel: Supervisory Positions



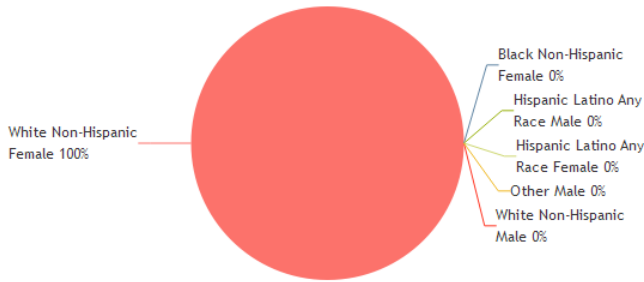
Sworn Personnel: Non-Supervisory Positions



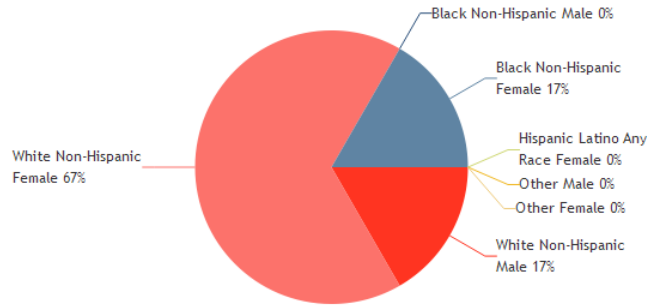
Total Non-Sworn Personnel



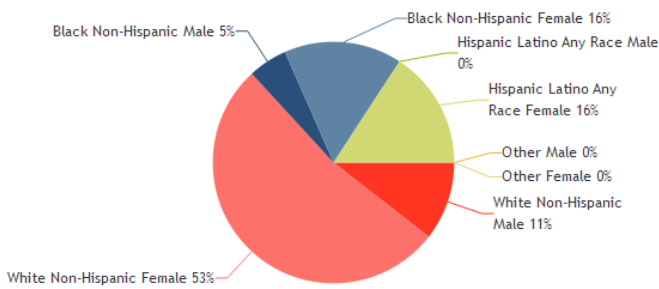
Non-Sworn Personnel: Managerial



Non-Sworn Personnel: 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 Demographics Report - Reaccreditation Year 1

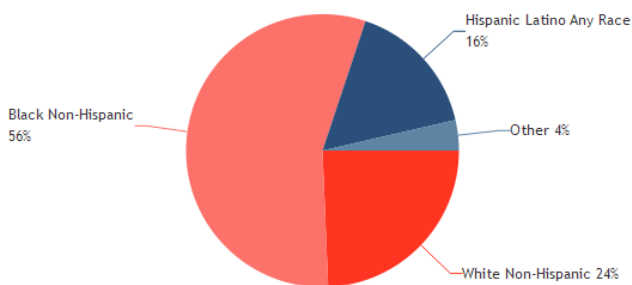
Data Collection Period: 1/1/2019 - 12/31/2019

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	3699	24%	642833	45%	66	80%	20	24%	63	77%	18	22%
Black Non-Hispanic	8474	56%	506010	35%	13	16%	3	4%	16	20%	2	2%
Hispanic Latino Any Race	2475	16%	165683	12%	4	5%	2	2%	3	4%	2	2%
Other	547	4%	121676	8%	0	0%	0	0%	0	0%	0	0%
Total	15195		1436202		83		25		82		22	

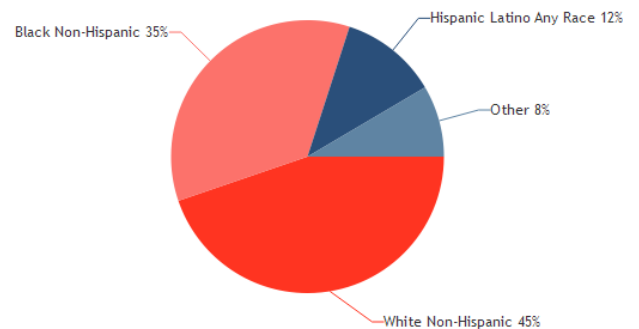
Reaccreditation Year 1 Notes:

The service population and available workforce population numbers are from the 2010 Census. The workforce population numbers include the surrounding counties to encompass the requirement to live within 30 miles of the department. The number of officers represent all officers who were employed during calendar year 2019.

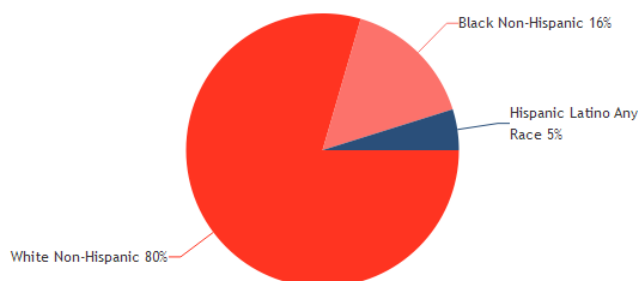
Service Population



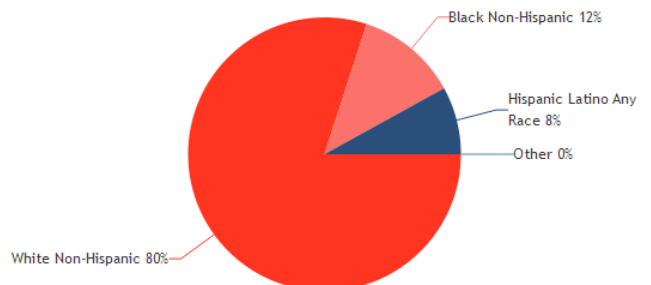
Available Workforce



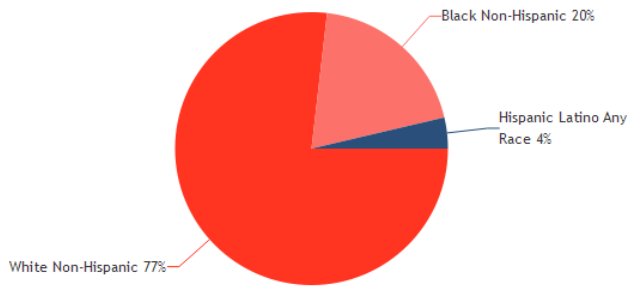
Current Sworn Officers



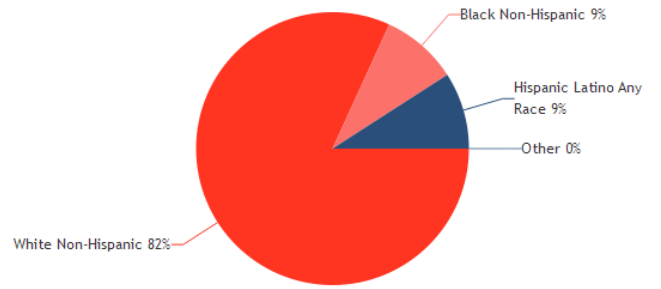
Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers



Agency Demographics Report - Reaccreditation Year 2

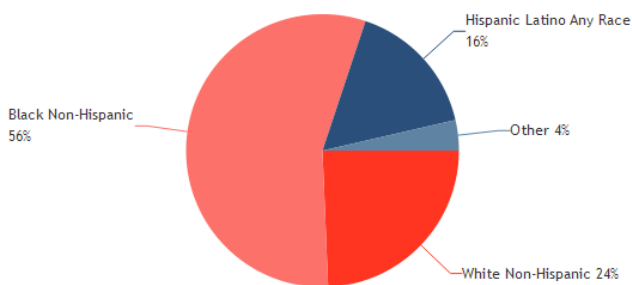
Data Collection Period: 1/1/2020 - 12/31/2020

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	3698	24%	642833	45%	59	76%	18	23%	66	80%	20	24%
Black Non-Hispanic	8474	56%	506010	35%	16	21%	2	3%	13	16%	3	4%
Hispanic Latino Any Race	2475	16%	165683	12%	3	4%	2	3%	4	5%	2	2%
Other	547	4%	121676	8%	0	0%	0	0%	0	0%	0	0%
Total	15194		1436202		78		22		83		25	

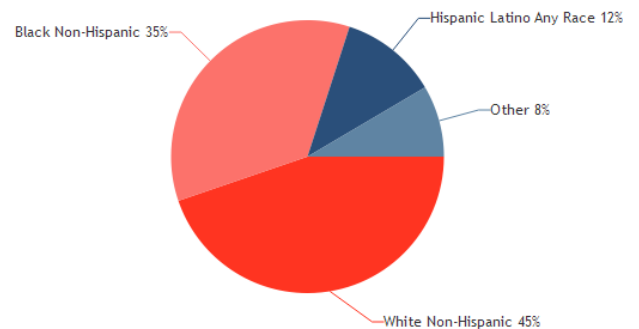
Reaccreditation Year 2 Notes:

The service population and available workforce population numbers are from the 2010 Census. The workforce population numbers include the surrounding counties to encompass the requirement to live within 30 mile of the department. The number of officers represent all officers who were employed during calendar year 2020.

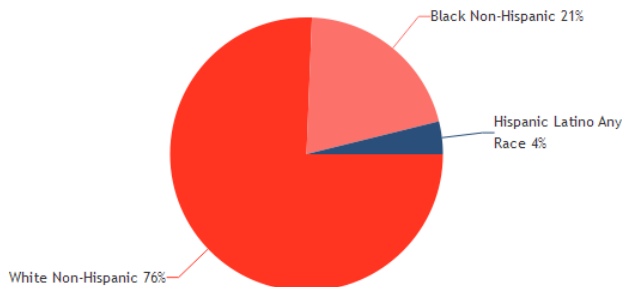
Service Population



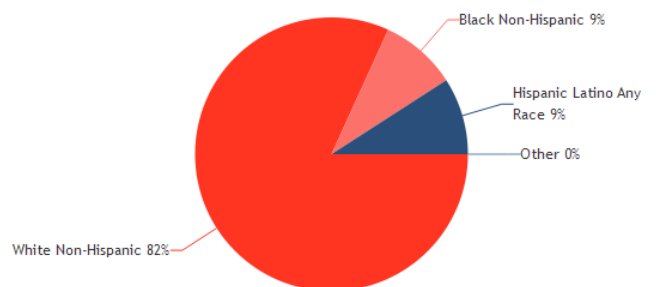
Available Workforce



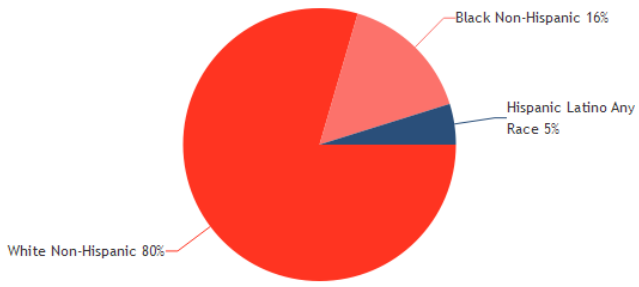
Current Sworn Officers



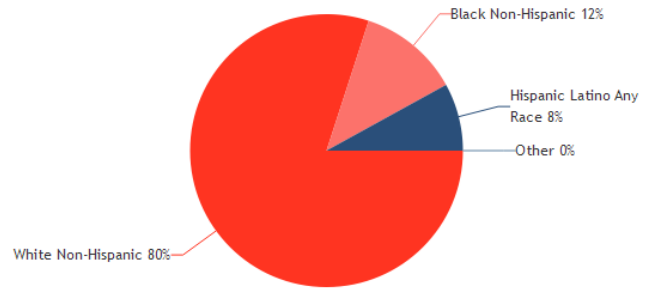
Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers



Agency Demographics Report - Reaccreditation Year 3

Data Collection Period: 1/1/2021 - 12/31/2021

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	5567	29%	169094918	57%	57	74%	15	19%	59	76%	18	23%
Black Non-Hispanic	11135	58%	31613988	11%	18	23%	2	3%	16	21%	2	3%
Hispanic Latino Any Race	2276	12%	45816828	16%	2	3%	1	1%	3	4%	2	3%
Other	367	2%	48322893	16%	0	0%	0	0%	0	0%	0	0%
Total	19345		294848627		77		18		78		22	

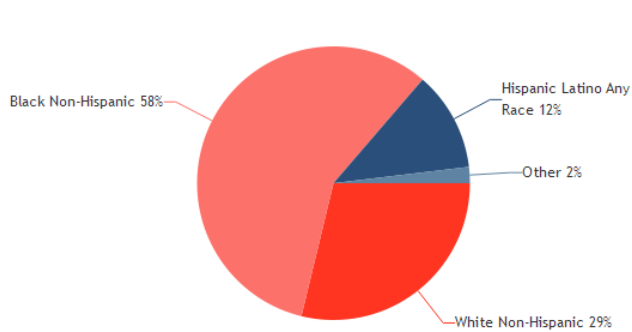
Reaccreditation Year 3 Notes:

The service population is closer to 17,508 total population according to US Census population estimates from 2021. Because the category of "Hispanic Latino Any Race" counts for those who identify as black and Hispanic or white and Hispanic, they are potentially counted twice.

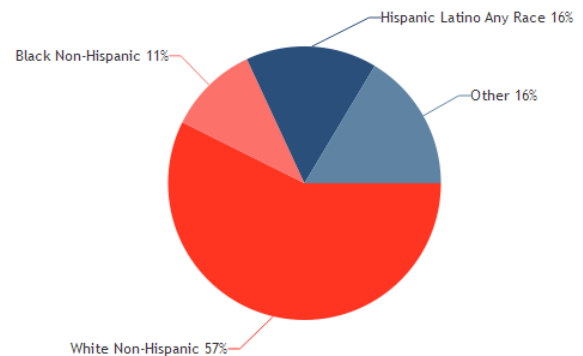
"Total available workforce" includes Rockdale County and 15 surrounding counties that lie within 30 miles of the Police Department. Data was collected from the 2021 American Community Survey (s2301 Employment Status) and encompasses those over the age of 16.

The number of officers represent all officers who were employed during calendar year 2021.

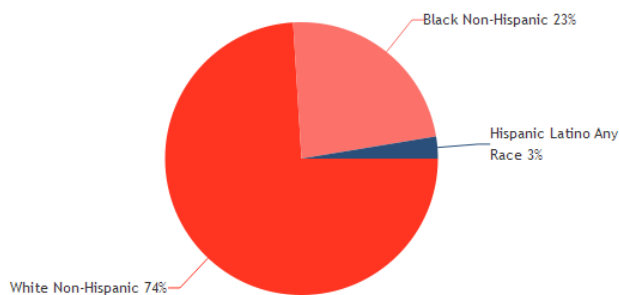
Service Population



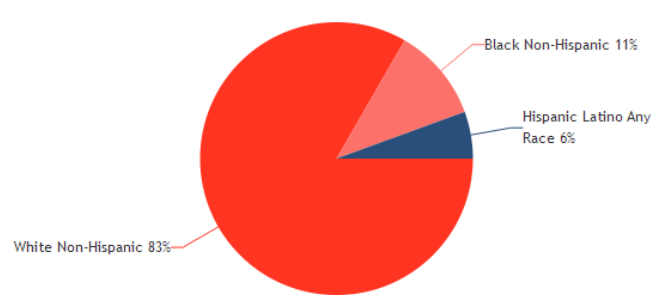
Available Workforce



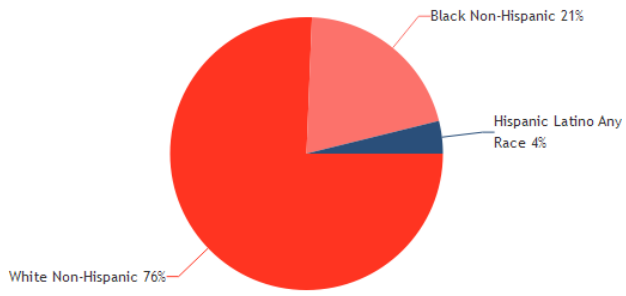
Current Sworn Officers



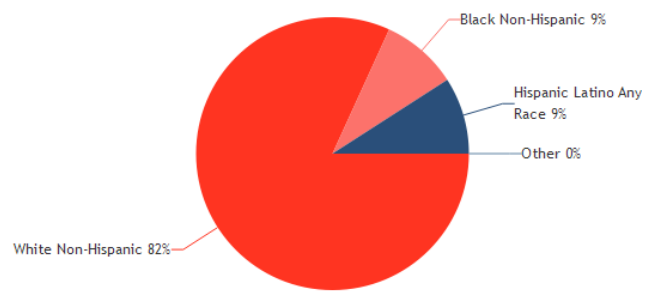
Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers



Agency Demographics Report - Reaccreditation Year 4

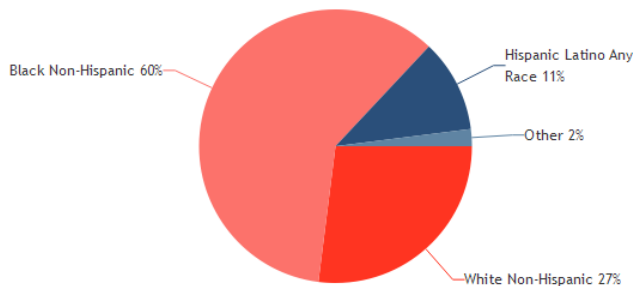
Data Collection Period: 1/1/2022 - 12/31/2022

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	4727	27%	169094918	57%	51	66%	13	17%	57	74%	15	19%
Black Non-Hispanic	10506	60%	31613988	11%	23	30%	4	5%	18	23%	2	3%
Hispanic Latino Any Race	1925	11%	45816828	16%	3	4%	1	1%	2	3%	1	1%
Other	350	2%	48322893	16%	0	0%	0	0%	0	0%	0	0%
Total	17508		294848627		77		18		77		18	

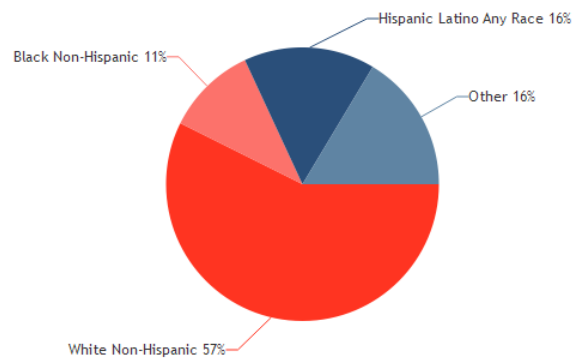
Reaccreditation Year 4 Notes:

Year 4 numbers reflect census bureau population data. Total available workforce" includes Rockdale County and 15 surrounding counties that lie within 30 miles of the Police Department. Data was collected from the 2021 American Community Survey (s2301 Employment Status) and encompasses those over the age of 16. The number of officers represent all officers who were employed during calendar year 2022.

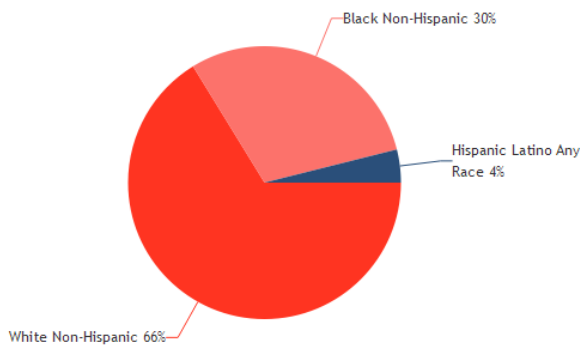
Service Population



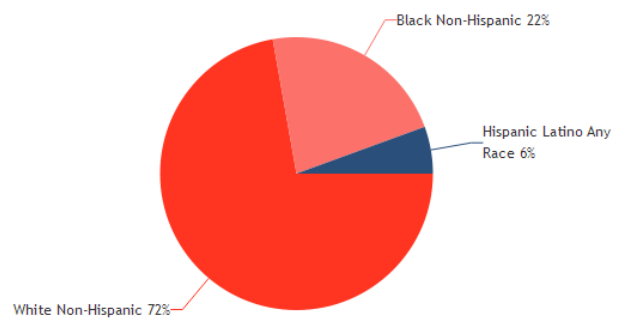
Available Workforce



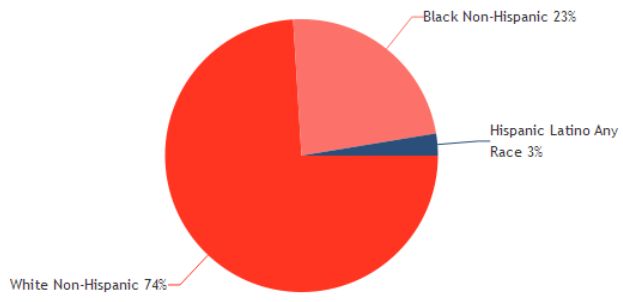
Current Sworn Officers



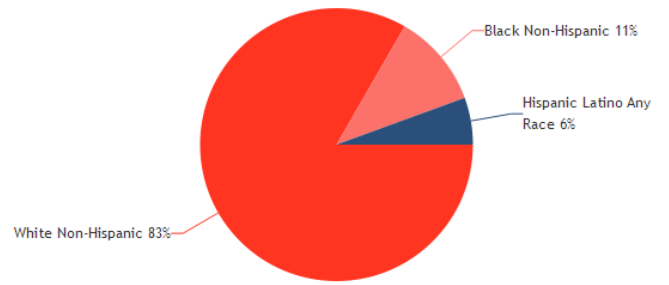
Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers



Sworn Officer Selection - Reaccreditation Year 1

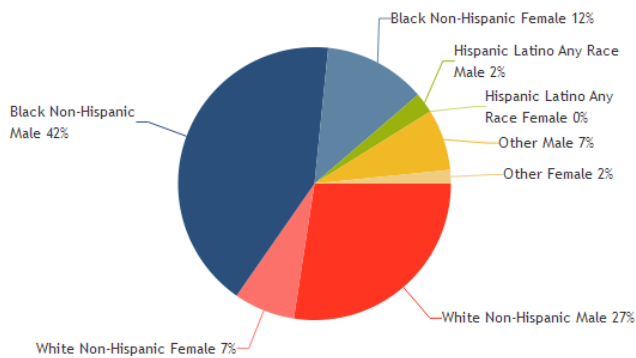
Data Collection Period: 1/1/2019 - 12/31/2019

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	34	9	52	15	3	0	9	2	124
Applicants Hired	3	2	3	0	0	0	0	0	8
Percent Hired	9%	22%	6%	0%	0%	%	0%	0%	N/A
Percent of Workforce Population	6%		4%		0%		0%		N/A

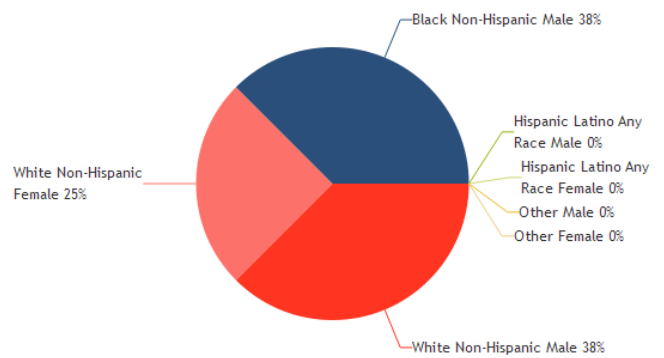
Reaccreditation Year 1 Notes:

Demographic data is not mandatory on our applications but there is a section where applicants can complete this information. The numbers listed above are for those applicants who chose to fill that information out. There were four applicants who did not provide the information. These numbers also represent all applications to include those who do not meet the minimum requirements or selection guidelines established. This information is captured by the Human Resources Department upon an applicants initial application. Two white males and one black male were already certified officers in the State of Georgia. One black male and one white female were in our CADET program.

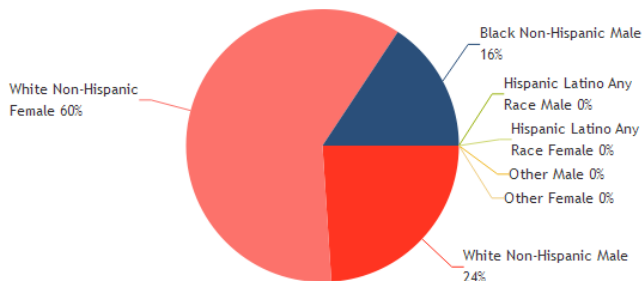
Applications Received



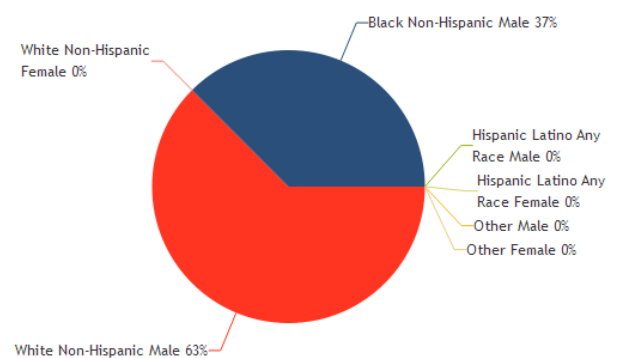
Applicants Hired



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 2

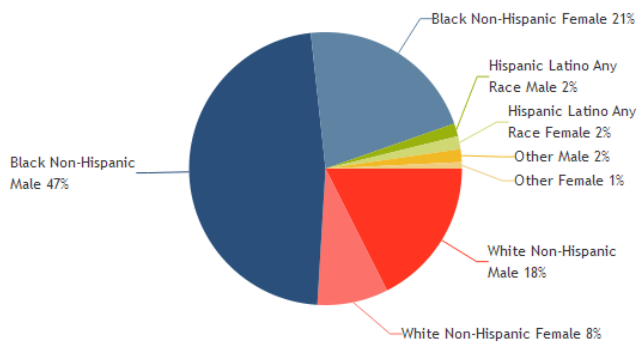
Data Collection Period: 1/1/2020 - 12/31/2020

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	23	11	62	28	2	2	2	1	131
Applicants Hired	2		4						6
Percent Hired	9%	0%	6%	0%	0%	0%	0%	0%	N/A
Percent of Workforce Population	0%		0%		0%		0%		N/A

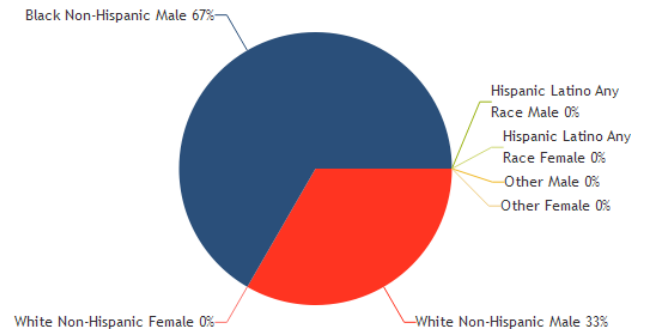
Reaccreditation Year 2 Notes:

Demographic data is not mandatory on our applications but there is a section where applicants can complete this information. The numbers listed above are for those applicants who chose to fill that information out. There was one person who chose not to respond and one person who left their gender blank. These numbers also represent all applications to include those who do not meet the minimum requirements or selection guidelines established. This information is captured by the Human Recourses Department upon an applicants initial applications.

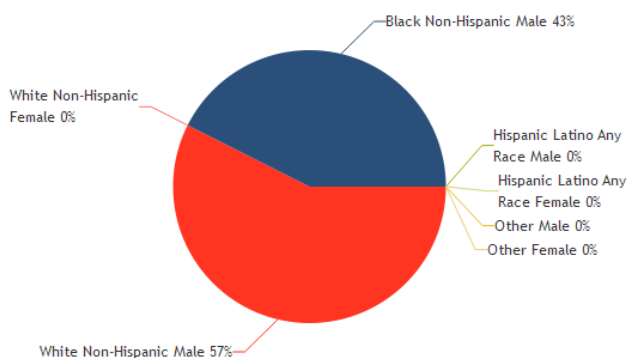
Applications Received



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 3

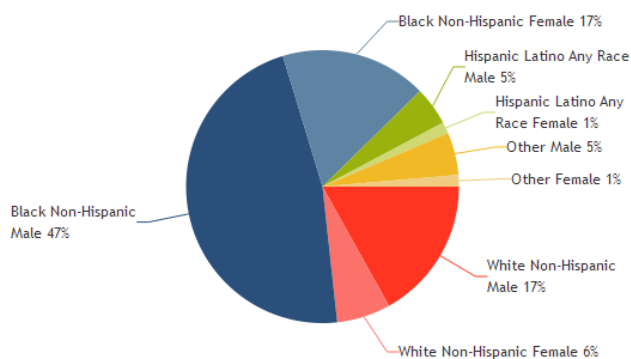
Data Collection Period: 1/1/2021 - 12/31/2021

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	37	14	103	38	10	3	11	3	219
Applicants Hired	7		5						12
Percent Hired	19%	0%	5%	0%	0%	0%	0%	0%	N/A
Percent of Workforce Population	0%		0%		0%		0%		N/A

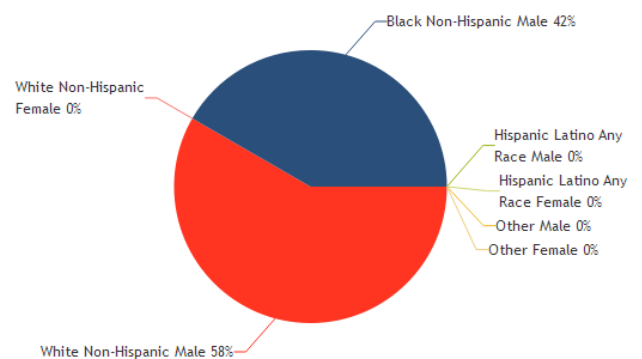
Reaccreditation Year 3 Notes:

Demographic data is not mandatory on our applications but there is a section where applicants can complete this information. The numbers listed above are for those applicants who chose to fill that information out. There was one person who chose not to respond. There were five males and eight females who chose not to respond to the question. These numbers also represent all applications to include those who do not meet the minimum requirements or selection guidelines established. This information is captured by the Human Recourses Department upon an applicants initial applications.

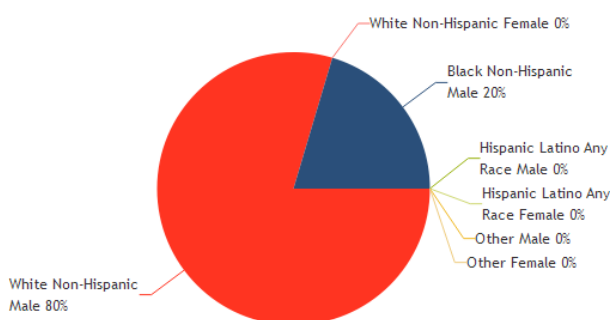
Applications Received



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

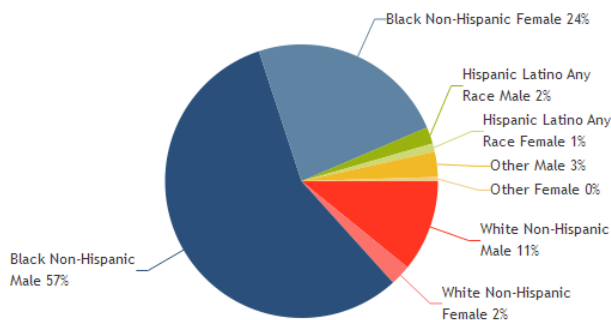
Data Collection Period: 1/1/2022 - 12/31/2022

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	22	5	115	48	4	2	6	1	203
Applicants Hired	5	1	6	1	1	0	0	0	14
Percent Hired	23%	20%	5%	2%	25%	0%	0%	0%	N/A
Percent of Workforce Population	8%		9%		1%		0%		N/A

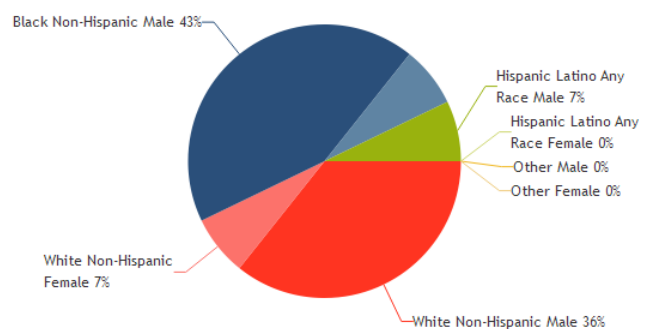
Reaccreditation Year 4 Notes:

Demographic data is not mandatory on our applications but there is a section where applicants can complete this information. Out of 219 total applications, six applicants chose not to submit demographics data. These numbers also represent all applications to include those who do not meet the minimum requirements or selection guidelines established. This information is captured by the Human Recourses Department upon an applicants initial applications.

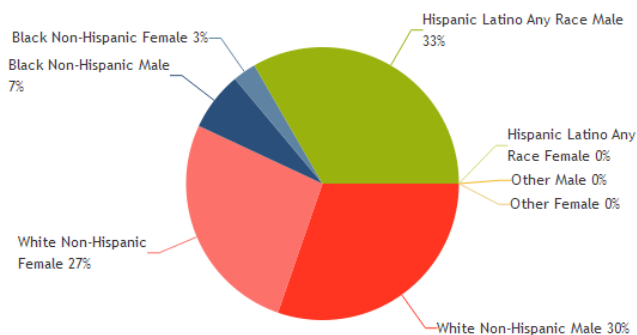
Applications Received



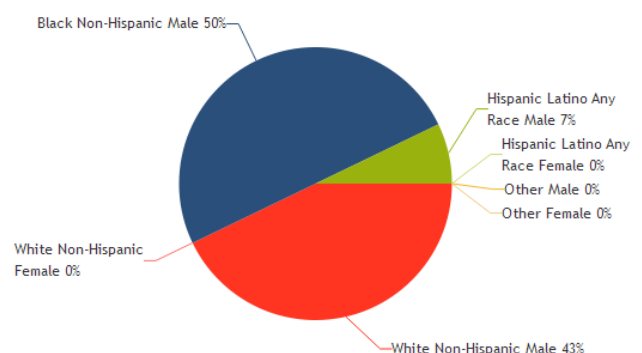
Applicants Hired



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	

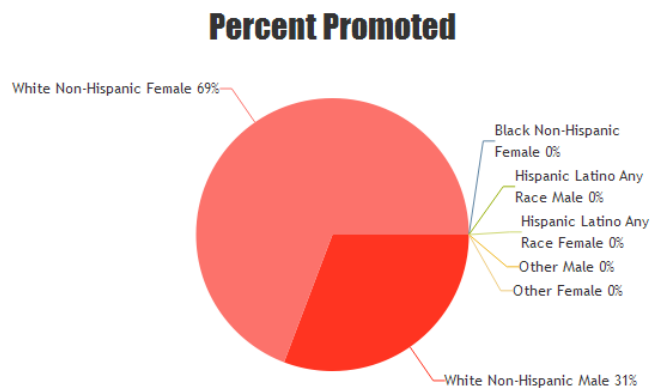
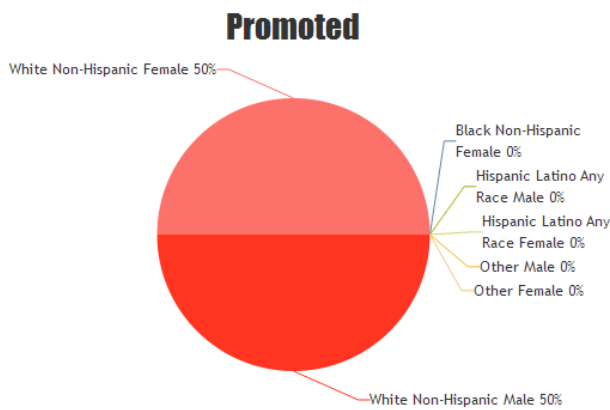
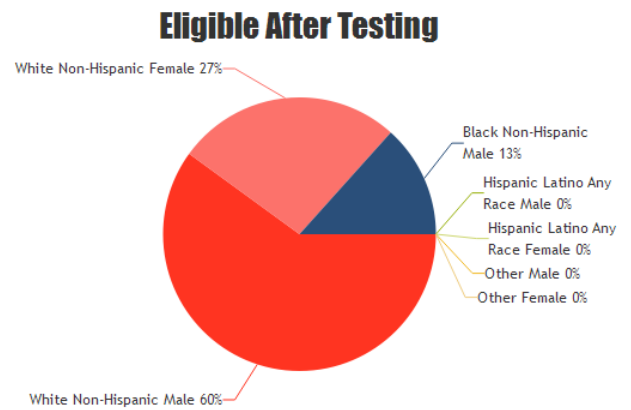
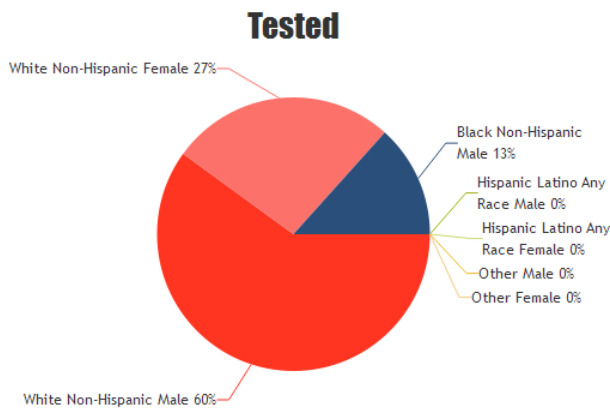
Sworn Officer Promotions - Reaccreditation Year 1

Data Collection Period: 1/1/2019 - 12/31/2019

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	9	4	2	0	0	0	0	0	15
Eligible After Testing	9	4	2	0	0	0	0	0	15
Promoted	2	2	0	0	0	0	0	0	4
Percent Promoted	22 %	50 %	0 %	%	%	%	%	%	N/A

Reaccreditation Year 1 Notes:

The "Tested" and "Eligible After Testing" numbers above reflect Corporal and Lieutenant Assessments held during calendar year 2019. One of the White Non-Hispanic males promoted during this period participated in the Sergeants Assessment that was held in 2018.



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

Data Collection Period: 1/1/2020 - 12/31/2020

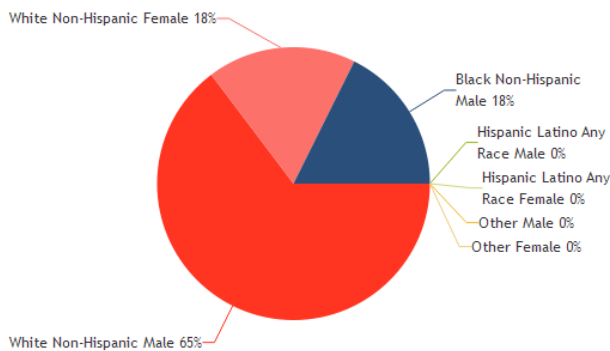
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	11	3	3	0	0	0	0	0	17
Eligible After Testing	11	3	2	0	0	0	0	0	16
Promoted	2	0	0	0	0	0	0	0	2
Percent Promoted	18 %	0 %	0 %	%	%	%	%	%	N/A

Reaccreditation Year 2 Notes:

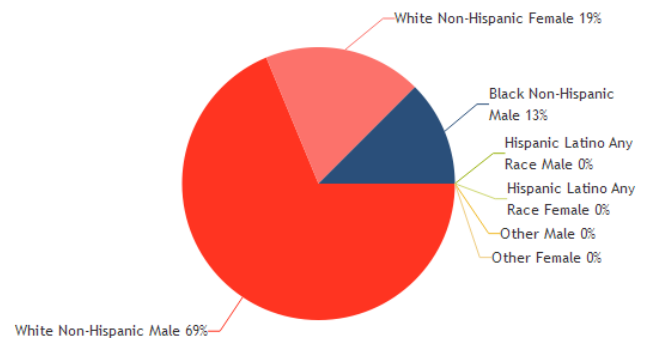
The numbers above represent the promotional assessment process that occurred in calendar year 2020 for the ranks of Corporal, Sergeant, and Lieutenant. No one was promoted during calendar year 2020 from a promotional assessment that occurred during a different time period or from an eligibility list outside of the time period above. During calendar year 2020, there was one person (a white female - not included on the chart above) that was appointed to the position of Captain. With the appointment there was no requirement to participate in a promotional assessment process.

Participants promoted from the 2020 assessment listed above to date consist of five white males (45%) and one black male (33%) of the total that were eligible from the 2020 assessment period.

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

Data Collection Period: 1/1/2021 - 12/31/2021

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	0	0	0	0	0	0	0	0	0
Eligible After Testing	0	0	0	0	0	0	0	0	0
Promoted	3	0	1	0	0	0	0	0	4
Percent Promoted	%	%	%	%	%	%	%	%	N/A

Reaccreditation Year 3 Notes:

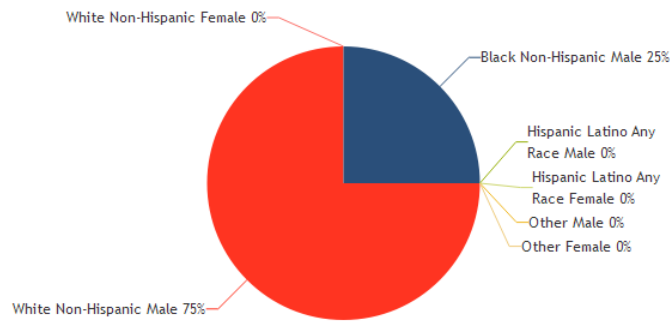
There was no promotional assessment testing held during calendar year 2021. The promotions that were made during calendar year 2021 were from the eligibility list that was established from the promotional assessment that was conducted during calendar year 2020 for the ranks of Corporal, Sergeant, and Lieutenant.

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

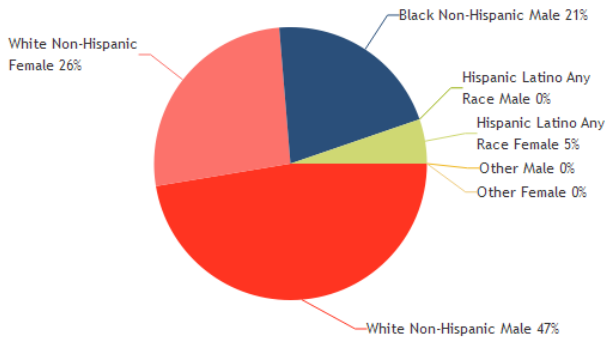
Data Collection Period: 1/1/2022 - 12/31/2022

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	9	5	4	0	0	1	0	0	19
Eligible After Testing	9	5	3	0	0	1	0	0	18
Promoted	5	4	2	0	0	1	0	0	12
Percent Promoted	56 %	80 %	50 %	%	%	100 %	%	%	N/A

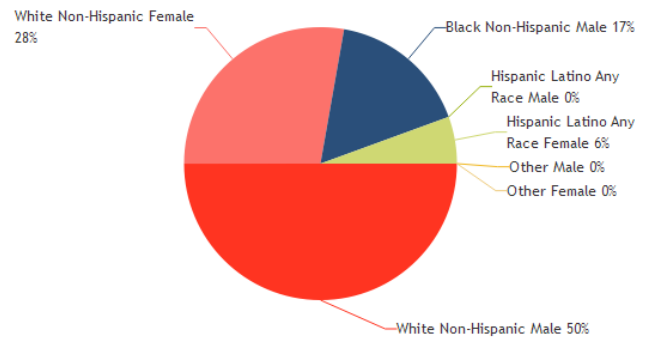
Reaccreditation Year 4 Notes:

Four of the promotions were completed via appointments and did not participate in a testing program, being awarded on merit.

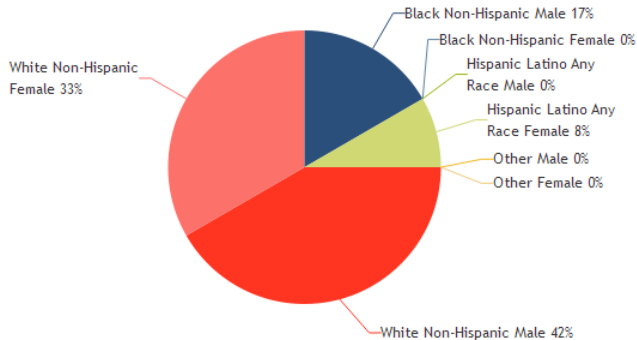
Tested



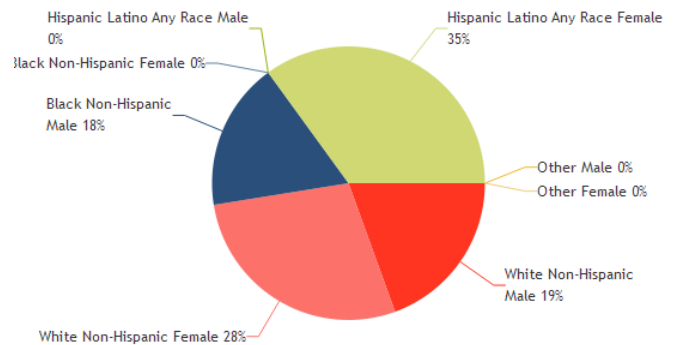
Eligible After Testing



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	

