

ATHENS-CLARKE COUNTY POLICE DEPARTMENT

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

Justin D. Gregory
Deputy Chief

Date: January 29, 2018

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

From: Lt. Richard Odum

Re: Annual Evaluation and Analysis of Early Warning System

Revised 1-5-2018

I have completed an analysis and an annual review of the ACCPD Early Warning System for the period January 1, 2017 through December 31, 2017. This included reviewing the five elements that are used to alert supervisors in determining those employees displaying behavior or tendencies consistent with job-related stress, which, if not corrected, could lead to a decline in job performance and/or unacceptable behavior.

The Office of Professional Responsibility relies upon supervisory personnel to identify those employees that would meet the criterion identified in the WDS to activate the Early Warning System. I have not received information indicating that the Athens- Clarke County Police Department supervisory personnel have referred any employees to the Employee Assistance Program as a result of our Early Warning System.

Use of Force Incidents

Analysis report assigned to Deputy Chief Gregory.

Internal Affairs Investigations

There were a total of forty-eight (55) complaints involving fifty-three (53) different Police Officers and seven (7) complaints involving seven (7) Communications Officers during this review period. The type of complaints ranged from: Service Complaints, Policy Violation, Criminal Violation, Use of Force and Bias – Based. Of these fifty-five (55) complaints, forty-two (42) of these complaints were Unfounded, five (5) were Sustained, seven (7) were Not Sustained and one (1) was Exonerated. None of these investigations resulted in





termination, and one (1) of these investigations resulted in a resignation in lieu of termination of one (1) employee. Of the one (1) employee that resigned in lieu of termination, this employee did not have any additional complaints filed against them during the year.

Of the five (5) sustained complaints in 2017, employees received a variety of disciplinary actions to include verbal counseling, reprimand, and suspension. There appears to be no discernible pattern of problematic behavior when comparing complaints to Use of Force reports, vehicle pursuits, excessive use of sick leave, and accident reports.

Vehicle Pursuits

Analysis report assigned to Lt. Don Eckert.

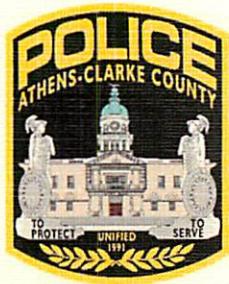
Excessive Use of Sick Leave

Of the 234 sworn officers employed in 2017, 172 used some amount of sick leave during 2017. Forty one (41) employees used more than 96 hours during the year, which equates to one (1) day of sick leave per month. Of the forty one (41) employees, twenty-four (24) had Family Medical Leave Act (FMLA) paper work on file.



Of the thirty-two (32) Communication Officers employed in 2017, twenty-seven (27) used some amount of sick leave during 2017. Seven (7) employees used more than 96 hours during the year, which equates to one (1) day of sick leave per month. Of the seven (7) employees, two (2) had Family Medical Leave Act (FMLA) paper work on file.

All EWS notices were reviewed by supervisors and have known medical issues that do not require intervention in this area.



Accidents

There were 74 accidents during 2017 involving officers fifty five (55) of these were motor vehicle accidents. Twenty one (21) of the motor vehicle accidents were deemed to be preventable by Safety and Risk Management. The highest percentage of these accidents (38%) occurred while backing the vehicle. Only one officer had more than one preventable accidents. There were also a total of twenty five (25) Worker's Compensation claims.

Police Department, Calendar Year 2017		
Total number of incident/accidents (loss notices filed)	74	
Number of vehicle accidents	55	
Number of Preventable (at-fault) vehicle accidents	21	
Number of officers with multiple preventable accidents	1	
Number of worker's compensation claims	25	

Preventable Accident Cause		Number	Percentage
Improper backing	8	38%	
Rear-ended other vehicle	3	14%	
Sideswiped other vehicle	3	14%	
Unattended rollaway	2	10%	
Failure To Yield Rt-Of-Way	2	10%	
Failed To Maintain Lane	1	5%	
Hit stationary object	1	5%	
Improper passing	1	5%	
Total	21	100%	

Approved:  Date 2-5-2018

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

