



# ATHENS-CLARKE COUNTY POLICE DEPARTMENT

## MEMORANDUM

Date: 01/19/2018

To: File

From: Lt. Richard Odum

Reference: CALEA Annual Analysis of Grievances

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

Justin D. Gregory  
*Deputy Chief*

This analysis is for grievances filed in calendar year 2017. Grievances are actually handled by the Human Resources division of the ACC Unified Government. The commander of the OPS is designated as auditor and as such is filing this memo.

According to the HR Staff there were two grievances filed in 2017 against the police department. The first was a grievance alleging a hostile work environment and it has been closed as not-sustained.

The second grievance was over ACCPD uniform policy and that grievance has moved into an EEOC claim according to the HR staff. This case will remain in a pending status well into the 2018 year.

The files are not available to be reviewed at this time therefore I cannot make judgement as to the need for any changes in policy or procedures.

These are the first grievances filed in the last three calendar years.

### Formal Grievances

Grievances	2015	2016	2017
Number	0	0	2

Based on the data available at this time a true analysis of the grievances cannot be adequately assessed in regards to training, policy or changes in equipment needs.

