

Analysis of Grievances as required by CALEA Law Enforcement Standard 25.1.3 and Public Safety Communications Standard 3.5.3

Review Period:

01 January 2015 – 31 December 2015

Data Sources:

I am the commander of the Office of Professional Standards and have been for the above named time. I am not aware of any grievances filed in 2015. I checked with the Chief’s secretary Kathy Phillips. She reviewed her records and confirmed there were no grievances filed in 2015. I contacted personnel director Petina Cheek with the Athens Clarke County Human Resources. She reviewed the records and confirmed that no grievances were filed in 2015.

Information Reviewed, Collected, Analyzed:

ACCPD records, ACCUG Human Resources. The data review allowed for a better understanding of the amount of grievances filed throughout the years.

Previous/Current Year Comparison:

Grievances	2012	2013	2014
Number	0	1	1

Grievances	2015	2016	2017
Number	0		

Training.

Employees who receive any type of discipline are advised of their right to file an appeal/grievance. Employees are provided with all policies related to grievances. The ACCUG Human Resources handles all grievances. Their personnel are properly trained on the procedures concerning grievances. When a grievance is found to be sustained the department will offer training to address the issue.

Policies and Reporting

I have reviewed all of our policies relating to grievances, and to the author’s knowledge, no grievance policies were added or modified during the period of interest. No changes to reporting methods are known to have occurred, while the current policies and processes prove sufficient to allow for a general understanding of the grievance policy within the agency. The department is currently working with a company to revamp all of our policies.

Analysis and Practices

In reviewing the four years of data I did not see any patterns or trends. There have been no changes in the grievance filing practices or policies. However we are contracting with a company to review and revamp all of our policies. Since Human Resources deals with grievances I would not expect to see any major changes in our processes.

Conclusions.

In reviewing the data there have not been any increases in grievances. I believe the current policy is clear and effective. The agency treats all grievances as a serious matter. All grievances are thoroughly examined and addressed in a timely manner. I do not have any suggestions concerning the grievance process.