



# ATHENS-CLARKE COUNTY POLICE DEPARTMENT

3035 Lexington Road Athens, GA 30605  
706-613-3330 • 706-613-3860 (FAX)



Cleveland Spruill, Sr.  
Chief of Police

## M E M O R A N D U M

**DATE:** May 20, 2021  
**TO:** Cleveland L. Spruill, Sr., Chief of Police  
**FROM:** Sgt. Katie Barrick  
**SUBJECT:** 2020 ACCPD Recruitment Plan Analysis/Review

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The purpose of this memorandum is to review and analyze the 2020 ACCPD Recruitment and Hiring Plan and how the department implemented the plan during the 2020 calendar year. This review and analysis satisfies Commission on Accreditation of Law Enforcement Agencies (CALEA) Standard 31.2.2, Annual Analysis Standard for Recruitment & Selection.

The Recruiting Unit set the following goal in the 2020 Recruiting Action Plan. *The Athens-Clarke County Police Department will make special efforts to recruit, with the intent to employ, qualified underrepresented groups to achieve the department's objective of having an ethnic, racial, and gender workforce composition in approximate proportion to the makeup of the available workforce in the community.*

In an effort to achieve the goal, the following objectives were established:

- *“Using the Athens-Clarke County Unified Government’s electronic application form that is in compliance with federal, state and local equal opportunity guidelines and recommendations.”* This objective was successfully met.
- *“Producing a quality recruitment brochure. The brochure will document current salary, benefits, and applicant processing information.”* This brochure may be delayed due to the ACC Pay Study salary changes and questions/ issues regarding applicant salary incentives. This objective was successfully met. However, the pay study did not go into effect and was not reflected in the brochure.
- *“The department’s recruitment literature will include depictions of minorities in public safety roles to enhance its credibility and sincerity.”* This objective was met. The Recruitment Unit worked closely with the Public Information Office to produce updated recruiting materials with more images of minority officers to better reflect on the diversity of the department and to enhance the department’s appeal toward underrepresented groups.
- *“All recruitment announcements and brochures shall contain the phrase ‘Equal Opportunity Employer’.”* The objective was met.



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- *“Utilization of the internet to include the accgov.com website, social media platforms and the police department’s website providing information relating to the department, recruitments and the application process.”* The objective was met. The Recruiting Unit and Public Information Office updated the agency’s website and pushed advertising through social media for recruiting purposes. In 2020, 333 applicants applied for the position of police officer. Of those applicants, 126 provided on their application that they heard about the position through the ACC website/department’s webpage and 65 from Indeed.com. This data was gathered from Neogov and suggests that the agency’s efforts to advertise through the webpage/internet have been positive.
- *“Coordinating recruitment appearances at colleges, universities and military bases.”* This objective was not met due to the COVID-19 pandemic. Because of COVID-19, attending recruiting events was hindered.
- *“Continued recruitment incentive bonuses to department employees who recruit new applicants that successfully complete the employment process.”* This objective was met. Employees are still receiving a recruitment incentive for recruiting applicants.

During 2020, the Athens Clarke County Police Department hired 25 police officers. However, 29 sworn officers retired or resigned. The agency had a net loss of 4 police officers during 2020.

The May 2021 ACCPD demographical data is depicted in the following chart.

**Athens-Clarke County Police Department - Demographic Chart - Athens-Clarke County, Georgia**

POSITIONS/RANKS	AUTH.	ACTUAL					MALES					FEMALES				
		Emp.	Diff.	RIT	Grant	TAA/IJ	WM	BM	HM	OM	TOTAL	WF	BF	HF	OF	TOTAL
											MALES					FEMALES
Chief of Police	1	1	0				0	1	0	0	1	0	0	0	0	0
Deputy Chief	3	2	-1				2	0	0	0	2	0	0	0	0	0
Captain	6	6	0				5	1	0	0	6	0	0	0	0	0
Lieutenant	17	17	0				12	3	1	1	17	0	0	0	0	0
Sergeant	33	32	-1				28	1	0	0	29	3	0	0	0	3
Corporal	12	3	-9				2	1	0	0	3	0	0	0	0	0
Master Police Officer							9	0	1	0	10	2	0	0	0	2
Senior Police Officer							35	4	0	0	39	4	0	0	0	4
Police Officer First Class					3		28	6	4	1	39	3	1	0	0	4
Police Officer	172	139	-33	22			19	9	3	1	32	8	1	0	0	9
Police Officer - COPS GRANT	12	12	0				9	0	0	0	9	1	0	1	1	3
<b>Total Sworn Personnel *</b>	<b>256</b>	<b>212</b>	<b>-44</b>	<b>17</b>	<b>0</b>	<b>3</b>	<b>149</b>	<b>26</b>	<b>9</b>	<b>3</b>	<b>187</b>	<b>21</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>25</b>



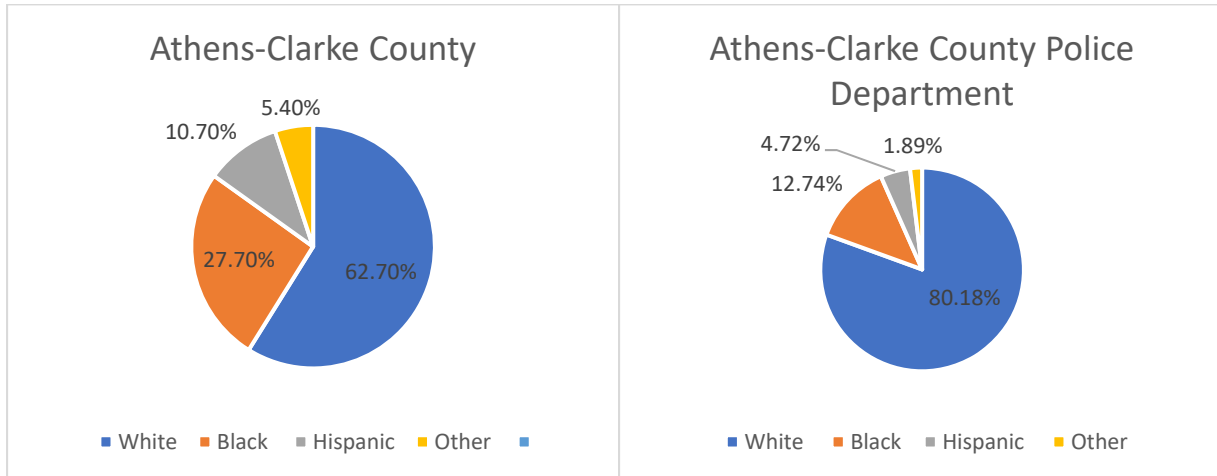
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The chart below illustrates the demographical makeup of Athens-Clarke County (according to the 2019 Census) compared to the demographical makeup of the Athens-Clarke County Police Department.



A comparison of the demographic data of the community and the data from the police department indicates that minority groups of the population are underrepresented within the department. The main goal to achieve a workforce that accurately aligns with the demographical makeup of Athens-Clarke County was not met.

Looking ahead, the 2021 Plan should seek new ideas and initiatives to work toward the goal of a department that reflects the makeup of the community. To meet that goal, the Recruitment Unit would benefit from additional personnel to assist with completing background investigations. To supplement this need, reserve officers will be assigned to assist with recruiting and backgrounds. With more personnel, the Recruiting Unit will be able to work more applicant backgrounds, and this would allow for more recruiting events to be attended. Lastly, the Recruiting Unit will implement the new P.O.S.T required PAT into the hiring process to ensure efficiency and preparation for the new required PAT.