



Georgia Association of Chiefs of Police Georgia Law Enforcement Certification Program On-Site Assessment – Final Report



To: Mark Bender
Director of State Certification

From: *Lieutenant G.E "Ned" Watson*
University of West Georgia Police Department

Date: June 23, 2015

Type:

5th Edition Standards

☐ Initial Certification

☐ Re-Certification

☐ Re-Certification Tier 1

☒ Re-Certification Applicable to Georgia

Agency: Griffin Police Department

Agency CEO: Chief Steven D. Heaton

Certification Manager: Mr. Eddie Bogan

Dates of Assessment: June 18, 2015

Assessment Team:

Assessor

Lt. GE "Ned" Watson, MPA
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Agency Profile

The motto of the Griffin Police Department (GPD) is "*Serving with the Community*". The agency is devoted to its mission: To provide the citizens of Griffin with the most professional, best trained and most efficient police department in the State of Georgia. The vision of the Griffin Police Department is to be a role model for all law enforcement agencies in the state. The community's first town hall and jail was built in 1842, a year before the official incorporation of Griffin. The first town marshal was appointed that same year, although his name has been lost in history. By 2000 the Griffin Police Department had grown to 96 officers and was reorganized to improve the ratio of supervisors to officers and command of specialized units. C. Frank Strickland was appointed Griffin's police chief in 2002. Chief Strickland has emphasized training as an organizational priority, a commitment that continues today.

Chief Heaton administers a staff of 95 sworn police officers and 12 non-sworn employees. The department's annual budget is approximately \$9.5 million. The police force operates from a former elementary school building that is located on a spacious property along West Poplar Street. The police staff has created work spaces that are neat, clean and very functional despite the building's age and the structural limitations inherent to its former use.

The Griffin Police Department provides a full range of professional law enforcement services. GPD subscribes to the COMSTAT (comparative statistics) philosophy of crime reduction and police accountability. The chief and his command staff meet weekly to assess progress. In addition to CALEA law enforcement accreditation, the Griffin Police Department enjoys Georgia state certification.

The police department has three principle organizational components: the Office of the Chief of Police and two major divisions, Uniform Patrol and Criminal Investigation, each commanded by a captain. The functional responsibilities of the chief's office and staff include budget and fiscal activities, training, internal affairs, the special response team, media relations, accreditation, and coordination of the employment and personnel processes. The Uniform Patrol Division provides continuous coverage of the city's four geographic zones by deploying three 10-hour patrol shifts. These shifts are comprised of a lieutenant, a sergeant, Master patrol officer/corporals and ten patrol officers. The Uniform Patrol Division also includes a traffic enforcement unit, community-oriented policing services, customer service and school crossing guards.

The Criminal Investigation Division (CID) investigates person and property crimes. The CID also staffs a crime suppression unit and manages the police records function. In addition, CID has a juvenile unit, including the DARE program and school resource officers, conducts special investigations, provides evidence/property custodians, and deploys a crime scene unit. The Criminal Investigation Division also provides clerical support to the municipal court.

Assessment Summary

This assessor conducted an accelerated on-site assessment of the Griffin Police Department. This type of assessment is available to law enforcement agencies who have achieved national accreditation from the Commission on Accreditation of Law Enforcement Agencies (CALEA). Currently, the Griffin Police Department is Tier 1 CALEA accredited agency. A tier 1 accredited CALEA agency has to meet 188 national standards as prescribed by CALEA. Their last CALEA on-site assessment was October 28-31, 2012. The Griffin Police Department is now in preparation to elevate to the CALEA Advanced Law Enforcement Accreditation Program meeting 482 national standards. They have scheduled their on-site assessment for August 3-6, 2015. Therefore, this assessor reviewed 19 standards and proofs that are “applicable” to the Georgia Association Chiefs of Police-Georgia Law Enforcement Certification Program (GLECP).

On 18 June, 2015, this assessor arrived on or about 0830 hrs. to conduct an accelerated onsite assessment at the Griffin Police Department. I was met in the front lobby by Mr. Eddie Bogan (Accreditation Manager). This assessor was escorted by Mr. Bogan to the review area. Upon our arrival to the review area Bogan gave this assessor a copy of the last GLECP assessment report dated 6 July, 2012 written by Maj Danny Messimer of the Marietta Police Department. The Griffin Police Department’s last state on-site assessment was on 15, June 2012. This report shall be made part of this report in the appendix.

Chapter Summaries

Chapter One: *Overall chapter 1 was great. Only one file maintenance issue was found which was resolved quickly by Mr. Bogan*

Chapter Two: *Overall chapter 2 was great all files were complete.*

Chapter Three: *Overall chapter 3 was great. Only one file maintenance issue was found which was resolved quickly by Mr. Bogan*

Chapter Four: *This chapter was not reviewed during the accelerated assessment.*

Chapter Five: *Overall chapter 5 was great all files were complete.*

Chapter Six: *This chapter was not reviewed during the accelerated assessment.*

Chapter Seven: *Overall chapter 7 was great all files were complete.*

Chapter Eight: *This chapter was not reviewed during the accelerated assessment.*

Agency Inspections/visits

This assessor was taken on a tour of the entire Griffin Police Department and shown all areas of its operation.

Agency Interviews

Since this was an accelerated on-site assessment, no formal interviews were conducted.

Waiver(s):

No waivers were noted in the files reviewed by this assessor

Files Sent Out for Repair:

File Maintenance	1.12,3.5	2
Non-Compliant	None	0
Files Returned Multiple Times	None	0

Standards Found to be in Non-Compliance:

Standards found to be in non-Compliance	None	0
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Standards Found to be Compliance/Written Directive Change

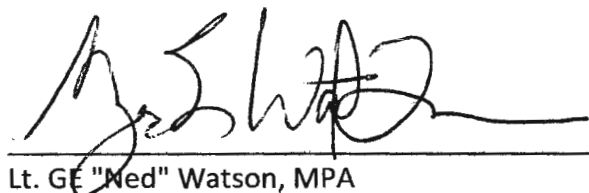
Standards found to be in – Compliance/ Written Directive Change	None	0
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Agency Totals

<i>Standards found to be in compliance</i>	19
<i>Standards found to be compliant/written directive change</i>	0
<i>Standards found to be in non-compliance</i>	0
<i>Standards that were granted waiver</i>	NA
TOTAL NUMBER OF STANDARDS	19

Recommendation/Exit Interview:

After review of applicable files and proofs, I recommend that the Griffin Police Department's state certification be reaffirmed for another three years. I met with Chief Heaton & Mr. Bogan and told them of my findings and recommendation to GACP.



Lt. GE "Ned" Watson, MPA
Professional Standards Manager
Division of Professional Standards, Training & Assessment
University of West Georgia Police Department

Appendix

STATE OF GEORGIA LAW ENFORCEMENT CERTIFICATION PROGRAM

On-Site Assessment Assessor Worksheet

AGENCY: Griffin Police Department CHAPTER: Accelerated State Assessment		ASSESSOR'S NAME: Lieutenant Ned Watson DATE: 061815 PAGE 1	ASSESSOR INITIALS: OF 2
Standard Number	Level of Compliance	COMMENTS / RECOMMENDATIONS	
1.3	C		
1.4	C		
1.12	C	Legal Update proof but no vehicle pursuit training proof-verified through interview of training officer-Memo to file provided to assessor from Training Lieutenant.	
1.13 a-i	C		
1.14 b	C		
1.27	C		
1.28	C		
2.9 d	C		
3.3 c,e	C		
3.5 a-c	C	Memo to file needed stating personnel received info (receipt?) New employee check off sheet Provided to assessor	
5.16 b, c	C		
5.27g	C		
5.28	C		
5.29	C		
5.35	C		
6.8	C	Good File	

STATE OF GEORGIA LAW ENFORCEMENT CERTIFICATION PROGRAM
On-Site Assessment Assessor Worksheet

AGENCY: Griffin Police Department CHAPTER: Accelerated Assessment	ASSESSOR'S NAME: Lieutenant Ned Watson DATE: 061815 ASSESSOR INITIALS: GEW PAGE 2 OF 2
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Standard Number	Level of Compliance	COMMENTS / RECOMMENDATIONS
6.16e	C	Good File
7.5	C	

CHAPTER OVERVIEW	
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**Georgia Association of Chiefs of Police
Georgia Law Enforcement Certification Program
On-Site Assessment – Final Report**



To: D. Mike Edwards
Director of State Certification

From: Major Danny Messimer
Marietta Police Department

Date: July 6, 2012

Type: Re-Certification
5th Edition Standards

Agency: Griffin Police Department

Agency CEO: Chief C. Frank Strickland

**Certification
Manager:** Eddie Bogan

**Dates of
Assessment:** June 15, 2012

Assessment Team:

Team Leader

Major Danny Messimer
Marietta Police Department
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Marietta, GA 30060
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dmessimer@mariettaga.gov

Agency Profile:

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Chief Strickland administers a staff of 90 sworn police officers and 12 non-sworn employees. The department's annual budget is approximately \$9.5 million. The police department operates from a former elementary school building that is located on a spacious property along West Poplar Street. The police staff has created work spaces that are neat, clean and very functional despite the building's age and the structural limitations inherent to its former use.

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Assessment Summary:

The on-site was exemplary as well as all correspondence between the assessor and the certification manager. Prior to the assessor's arrival, the certification manager sent a CD with PDF copies of all documentation in the files. This greatly assisted the assessor in understanding the agency prior to his arrival. All files were found to be in order. There was some confusion as to how the files were to be constructed since there was an edition change on the last year of assessment but the certification manager compiled additional files to ensure the changes were covered.

(A.) Findings:

	<u>Reviewed</u>
Standards found to be in compliance	19
Standards found to be in non-compliance	0
Standards that were granted waiver	<u>20</u>
TOTAL NUMBER OF STANDARDS	19

(B.) Waiver(s):

4.3, 4.6 & 4.8 The agency does not have a civil process function

6.6 The agency does not have a reserve unit

Chapter 8 All standards in Chapter 8 were granted a waiver.

(C.) Files Sent Out for Repair:

3.5 The agency shall have a written directive requiring all new personnel to receive information regarding:

- a. the agency's role, purpose, goals, policies, and procedures;
- b. working conditions and regulations; and
- c. responsibilities and rights of employees.

Additional documentation was needed to show new personnel received the information.

(D.) Standards Found to be in Non-Compliance: None

Exit Interview:

I met with the certification manager Eddie Bogan after reviewing the files. I thanked him for the work he had done on the files for having them in order and in compliance. As part of the exit interview, Eddie Bogan provided a tour of the agency further explaining the mission and operation of the department. I was also able to meet with Chief Strickland and thank him for his hospitality and discussed with him the agency's operation and their commitment to training and the use of their facility as a satellite location for the Georgia Command College's Professional Management Program.

Recommendation:

The Griffin Police Department is dedicated to providing professional law enforcement to their citizens. They have been involved in the Certification and Accreditation processes for many years. Their work in both programs demonstrates their commitment to their citizens and their own personnel. All persons of the department encountered during the on-site were courteous and answers questions asked by the assessor. It is apparent the agency is operating under the

standards of certification. The Assessor is satisfied that the Griffin Police Department is a professional organization, providing law enforcement and public services reflecting the spirit of the certification process. The Griffin Police Department, having been found in compliance with all applicable standards, is hereby recommended for State Certification

Major Danny Messimer
Marietta Police Department
Team Leader/Assessor

(Please attach assessor worksheets)

STATE OF GEORGIA LAW ENFORCEMENT CERTIFICATION PROGRAM

On-Site Assessment Shadow Assessor Worksheet

AGENCY: Griffin Police Department CHAPTER:	ASSESSOR'S NAME: Major Danny Messimer DATE: 061512 ASSESSOR INITIALS: DRM PAGE 1 OF 2
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Standard Number	Level of Compliance	COMMENTS / RECOMMENDATIONS
1.3	C	
1.12	C	
1.13 a - j	C	
1.14 b	C	
1.27	C	
1.28	C	
2.9 d	C	
3.3 c	C	
3.3 e	C	
3.5 a - c	C	Additional documentation was needed to show new employees received the information.
5.16 b	C	
5.16 c	C	
5.27 g	C	
5.28	C	
5.29	C	

CHAPTER OVERVIEW

STATE OF GEORGIA LAW ENFORCEMENT CERTIFICATION PROGRAM

On-Site Assessment Shadow Assessor Worksheet

AGENCY: Griffin Police Department CHAPTER:	ASSESSOR'S NAME: Major Danny Messimer DATE: 061512 ASSESSOR INITIALS: DRM PAGE 2 OF 2
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Standard Number	Level of Compliance	COMMENTS / RECOMMENDATIONS
5.35	C	
6.8	C	
6.16 e	C	
7.5	C	

CHAPTER OVERVIEW
