



NEWS RELEASE

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Glynn County Police Department Updates

GLYNN COUNTY, Ga. – The Police Advisory Panel was established in April of 2020 by the Glynn County Board of Commissioners. The appointed Panel members were tasked with reviewing the current structure and operations of the Glynn County Police Department (GCPD). Their focus includes ensuring recommendations made in a 2018 Management Study conducted by the International Association of Chiefs of Police (IACP) are implemented properly and assessing various areas of functions such as the organizational structure, current level of training, progress towards accreditation, Internal Affairs operations, current policies, and the initiative for community oriented policing. Based on their review and assessments, the Panel has developed recommendations for improvements and corrective action which were submitted to GCPD leadership and the Board of Commissioners. The GCPD has embraced these recommendations, making substantial progress towards departmental operation improvements. These changes include:

- Modernization of the GCPD mission statement through lessons learned and innovation of communications through technology based on past and current needs of citizens and the department, including one-on-one meetings between officers and the Chief of Police.
- Implementing monthly, virtual Town Hall Meetings which create a forum for citizens to ask questions to the Chief of Police and other officers.
- Assessment of the K-9 operations policy and enhancement of the standard county wide K-9 operations to allow for 24/7 coverage.
- Reviewing and revamping the traffic unit.
- Implementation of community policing through efforts to include: geographic policing, community meetings, intelligence led policing, and a Citizen's Police Academy.
- Instituting regular meetings with The Community Leaders Group to encourage open discussion and explore how to better recruit minorities, improve community relationships, and increase transparency.

- Hiring a full-time crime analyst.
- Merging the Criminal Investigations Division with the Special Operations Division to improve communication and coordination.
- Improving the victim services liaison program.
- Adding two civilian positions: an evidence room technician and a crime scene technician.
- Establishing a new policy manual.
- Revising use of force policy and training.
- Creating a separate policy regarding unbiased equitable treatment of all persons.
- Developing and implementing an Early Warning System that requires a quarterly performance history audit for all sworn employees by immediate supervisors, which can help identify exceptional performance and professional or personal issues that may impact job performance. This process is designed to identify any issues that may be addressed by counseling, mentoring, training, or discipline.
- Implementing a progressive disciplinary matrix that supervisors use to ensure each disciplinary issue is properly reviewed, so that the necessary disciplinary measure for an individual's action is consistent with similar offenses under similar circumstances throughout the department.
- Developing policies to ensure proper treatment of the LGBTQ+ community.
- Revising field training, and developing a formal, strategic, and comprehensive agency training plan.
- Assessment of employee attrition, and developing formal recruiting, hiring, promotional, and transfer plans.
- Updating the performance appraisal system.
- Implementing a new system for tracking citizen complaints.
- Implementation of an Employee Relations Committee, consisting of one Sergeant and several officers.
- Progression towards implementation of 10-hour shifts for officers to replace the current 12-hr shifts. The change to the 10-hour shift will allow officers two training days per month, 24 per year, which is a key to better community policing. The Federal Law Enforcement Training Center (FLETC) offers several "train the trainer" programs such as a use of force class. Four GCPD instructors recently attended a two-week session on use of force at FLETC.
- Launching an Online Police Reporting System for resident use.
- Appointment of a permanent Chief of Police.
- Creating and implementing a take-home vehicle policy which allows officers that live outside of the County the opportunity to respond directly to the scene of a critical incident instead of going to headquarters first to get a car and the appropriate equipment before responding.

The Police Advisory Panel will continue working toward other goals. The current emphasis is on a contract between Glynn County and Axon Enterprises to implement new Tasers, Body Cameras, In Car Cameras and Evidence.com which is the all-encompassing evidence management software that accompanies that equipment. Under this contract all officers in the department will have the newest model of conducted electrical weapon which is the Taser 7, the newest model of body camera which is the Axon Body 3 and access to Evidence.com to enable a much easier cloud based workflow. In addition, every marked patrol vehicle will have the newest model in car camera which is currently the Axon Fleet 2 and next year all marked patrol vehicles will be upgraded to the Axon Fleet 3 in car camera system.