



EXCELLENCE IN POLICING

JANUARY 2022
FINAL REPORT

GMA Board of Directors





Spring 2021 GMA began an Excellence in Policing Initiative, co-chaired by College Park Mayor Bianca Motley Broom and LaGrange Police Chief Lou Dekmar. The committee is comprised of 16 members ranging from mayors, police chiefs, lawyers, a community activist and a mental health expert. The group was tasked with developing an affordable, achievable, scalable, and measurable set of best practices and guidelines for public safety agencies to serve as a standalone certification for cities, and to utilize as part of GMA's Equity and Inclusion Certification Program.

The intent is to provide model policies, training modules, and best practices for law enforcement agencies in Georgia. The resources are intended to support agencies in their efforts to implement professional policies and practices in a manner that is cost effective, efficient and meets standards in line with ones existing in other certification programs. This program will be offered in partnership between GMA, Georgia Association of Chiefs of Police (GACP) and Local Government Risk Management Services (LGRMS).

COMMITTEE MEMBERS



Committee Co-Chairs:

Bianca Motley Broom, Mayor, City of College Park

Lou Dekmar, Police Chief, City of LaGrange

Committee Members:

Chalton Askew, Community Member, Racial Trust Building

Butch Ayers, Executive Director, GACP

L'Erin Barnes, City Attorney, L F Barnes Law, LLC

Linnie Darden, City Attorney, Jones, Osteen & Jones Law Firm

Kim Jones, Executive Director, NAMI Georgia

Steven Krokoff, City Manager, City of Milton

Jonathan McCollar, Mayor, City of Statesboro

Regina McDuffie, City Manager, City of Brunswick

Craig Newton, Mayor, City of Norcross

Rusi Patel, General Counsel, GMA

Michael Persley, Police Chief, City of Albany

Joshua Powell, City Attorney, City of Dublin

James Westbury, Property and Liability Claims Manager, GMA

Blaine Williams, Manager, Athens Athens-Clarke County



Excellence In Policing Required Policies & Criteria –

Law enforcement departments shall have:

- Equal Opportunity Employment Plan (written directive governing all personnel policies)

Inclusive of a policy on background investigations, department's disciplinary process, fitness of duty policy, etc.

- Written directive for all rules of conduct for municipal employees/officers

- A policy governing identification, collection, packaging, storage, and disposal of evidence/property

- A written directive requiring all officers to receive vehicle operations policy and legal update training on vehicle pursuits annually and defensive driving at least every three years.

- A policy governing search and seizure, both with and without a warrant

- A 'Use of Force' or 'Response to Aggression' policies with all officers receiving necessary training

- A policy governing the arrest of individuals

- A policy governing employee's off-duty and extra-duty employment

- A policy outlining equipment required for use by officers while on-duty and when equipment is required (i.e. ballistic vests)

- A policy governing officers' response to and interactions with persons who may be experiencing a mental health issue and persons with diminished capacity (i.e. Crisis Incident Stress Management (CISM) training)

- A policy governing body & car camera usage

Additional Recommended Focus Areas:

- Body and car cameras issued to each officers / vehicle

- Public Safety information officer

- Decriminalization of misdemeanor offenses and bail reform

- GMA Affirmation Form for municipal court judges



The Excellence in Policing Committee began their work by reviewing the standards in the Local Government Risk Management Service's (LGRMS) Risk Reduction Certification program which is in partnership with GMA and the Georgia Association of Chiefs of Police (GACP).

The current program is primarily focused on limiting liabilities, property damage and workers' compensation to local governments. The committee's recommendations offer an enhanced program scope, and compliment the findings and recommendations of GMA's Equity and Inclusion Commission and will be reflected in the public safety component of the GMA Equity and Inclusion Certification program.

The Excellence in Policing Certification will be administered by the Local Government Risk Management Agency through partnership with GMA and GACP. To assist cities with the implementation and required program standards, GMA will provide a resource guide that offers model policies and tools to help with seeking this designation.

Additional details on the application process and program incentives will be available at GMA's Annual Convention in June 2022.