

GREENSBORO POLICE DEPARTMENT

# ORGANIZATIONAL STRUCTURE AND FUNCTIONS GUIDE



Wayne Scott  
CHIEF OF POLICE

February 2016

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## MESSAGE FROM THE CHIEF

The Organizational Structure and Functions Guide will provide you with an overview of how the Greensboro Police Department is organized. Inside this document, you will find a brief description of the mission of each section in the department including staffing levels and task organization charts.

Our structure and functions are ever changing. As the needs of our city change and societal norms evolve, we include more technology and best practices in crime fighting to adjust the way we do business. Often, this results in restructuring bureaus, divisions, or sections of the department.

In 2014, the department began implementing the Neighborhood Orientated Policing (NOP) model. NOP can best be described as Community Policing meets the Stratified Problem Solving Model. This evidence-based policing strategy is applied across the depth of the organization and delivered to neighborhoods in the form of effective police services. The NOP model has been shown to reduce crime and improve the quality of life for community members.

The NOP plan is the product of a two year analysis of the practices and operations of the Greensboro Police Department. The analysis included a comprehensive staffing study, conducted with the assistance of a nationally recognized subject matter expert – Peter Bellmio; and, the implementation of Problem Oriented Policing (POP), assisted through a grant from the United States Department of Justice, in partnership with Dr. Rachel Santos. The staffing study and POP are based on rigorous and sound analysis of data and research resulting in the recommendations to the department.

POP is a service delivery model that we have collectively embraced as the model that best meets our organizational and community needs. Together with NOP, they form the foundation of all changes that will enable us to develop ownership of neighborhoods by officers, minimize response times, and migrate toward a more collectively proactive approach to policing.

It is this work –from within the department itself and defined through the commitment of time, energy and ideas – that has resulted in an extraordinary and comprehensive plan to serve our community well and help us be the national model for exceptional policing that we truly want to be.

A handwritten signature in black ink that reads "Wayne Scott". The signature is written in a cursive, flowing style.

Wayne Scott  
Chief Of Police

**VISION:** My vision for the Greensboro Police Department remains to be a national model for exceptional policing through our commitment to excellence, selfless public service, and effective community partnerships.

**MISSION:** Partnering to fight crime for a safer Greensboro

**INTENT:** I intend to achieve our mission and vision through the following strategies:

**Implementing emerging best practices in policing to reduce crime and improve quality of life throughout the city**

- Geographically realign patrol and zone boundaries for Neighborhood Oriented Policing by the end of April 2015
- Reassign personnel in support of NOP by the end of August
- Finalize training and accountability aspects of NOP by the end of the year
- Continue and expand technology-based systems that help with predictive policing, crime analysis, and problem-solving

**Expanding GPD's community outreach efforts to better connect with all of Greensboro's residents, business owners and visitors**

- Create small group enhancement teams focused on strengthening relationships with the media, the elderly, youth (pre-high school) and the faith community
- Form employee-lead focus groups to develop and implement methods to reach designated communities and demographics by the end of April 2015
- Contract to conduct a community survey to measure perceptions of safety and professionalism of GPD no later than August 2015
- Create civilian community liaisons to better connect unrepresented populations to GPD by December 2015

- Create additional videos for the community that specifically addresses use of force and discretion. These videos can be used as the framework for discussion with multiple audiences by fall 2015
- Tap the potential of the Greensboro Police Foundation to increase opportunities for positive police-community interactions by August 2015
- Expand use of social media to reach today's tech-savvy and mobile population by the end of June
- Provide a new uniform for officers to wear at certain community functions to make them more approachable to the public in order to invite discussion and interaction

**Instituting professional development programs to build skilled, passionate and values-based employees**

- Conduct a top to bottom evaluation of current Police Academy and field training programs
- Revise the program of instruction of the 100<sup>th</sup> Police Academy to focus on interpersonal skills, data-driven operations, and problem-solving by the end of 2015
- Create a formal method of mentorship for officers through command-level positions by the end of August 2015 with a specific focus on female and other underrepresented officer mentorship program to address upward mobility
- Implement an in-house innovative primary leadership development course to prepare corporals and sergeants by the end of 2015
- Re-brand the academy to reflect GPD's cultural shift and to make it more relevant to younger people by the end of June, 2015
- Expand supervised hands-on training time to better teach, evaluate and improve the skills of new officers before 2016

**Placing greater emphasis on recruiting and retaining qualified employees, with a focus on diversity**

- Evaluate existing discipline and promotion policies and practices to ensure they are suitable for today's generation while preserving the high standards necessary to maintain a quality department and public trust by the end of August 2015

- Create a new Senior Command promotion system designed to allow for greater transparency and a sense of inclusion by all of staff by June 2015
- Develop clear career progression paths, including advanced schools and training, for specialized positions by the end of 2015
- Dedicate young diverse officers to temporary full-time recruiting efforts by April 2015
- Attract and retain high-achieving people who have the values and skills that reflect favorably on our city for the 100th Police Academy
- Expand use of social media in recruiting efforts by the second quarter 2015; brand GPD to make it more culturally relevant and appealing by the second quarter 2015

**Providing the department and the people it protects with cost-effective, innovative, and sustainable services and equipment**

- Evaluate the number and type of vehicles needed to support operations; recommend cost-effective sources of supply by the end of August 2015
- Research and recommend the best means of providing reliable in-car communications with the understanding that many police practices are data-driven by the end of August, 2015
- Refurbish, furnish and occupy 100 Police Plaza by the end of 2016
- Select the locations and designs to replace aging police substations based on population needs and police response times to select by 2018
- Keep Body Worn Cameras (BWC) and associated evidence retention systems state-of-the-art; upgrade and/or replace by the end of August 2015
- Provide the Family Justice Center with the staff and resources from GPD to contribute to the county's effort to reduce the harmful effects of family violence

**Emphasizing the nobility of policing throughout the department's culture and the Greensboro community**

- Implement a personnel evaluation tool that measures employees' performance and behaviors that support the department's vision and mission related to NOP

- Conduct a comprehensive review of current internal investigation and discipline system
- Instill the spirit of NOP throughout the department with an emphasis on rightful policing (2016 In-service training)
- Encourage member so the public to participate in GPD's ceremonies, traditions, and community programs

# OFFICE OF THE CHIEF OF POLICE

## Chief of Police

- 1 Chief of Police
- 4 Deputy Chiefs of Police
- 1 Executive Officer to the Chief
- 1 Office of Community Engagement Manager
  - 1 Community Relations Coordinator
  - 1 Executive Assistant to the Chief
- 1 Executive Officer to the Patrol Bureau Commander
  - 1 Public Information Officer
  - 1 Public Information Specialist
- Professional Standards Division

The Chief of Police directs and is responsible for the control of all police department operations in accordance with ordinances, policies and regulations established by the City of Greensboro and the City Manager. The Chief of Police reports to the City Manager. The Chief of Police exercises direct supervision over four (4) Deputy Chiefs of Police, the Executive Officer to the Chief of Police, the Public Information Officer, and the Professional Standards Division.

## Executive Officer to the Chief of Police

- 1 Captain
- 1 Office of Community Engagement Manager
  - 1 Community Relations Coordinator

The Executive Officer to the Chief of Police prepares special reports and handles administrative concerns as directed by the Chief of Police. He provides direct assistance to the Chief of Police in the overall administration of the Department's operation. The position is responsible for developing work plans for the Department and for the direction and control of the operational and the administrative activities of all personnel under his command. This position formulates and executes command decisions relative to special and routine police problems within his scope of authority. The Executive Officer serves as the direct liaison with other departmental and organizational personnel. The Executive Officer to the Chief of Police also manages the Office of Community Engagement and supervises the Office of Community Engagement Manager.



Community Relations

1 Community Relations Coordinator

The Community Relations Coordinator reports directly to the Office of Community Engagement Manager. In this capacity, the Community Relations Coordinator plays a pivotal role in enhancing community trust between the Department and city residents by developing and nurturing rapport with citizens, businesses and organizations to foster mutually beneficial relations. This office manages community outreach and public safety resources, ensuring equitable and fair use of limited resources while creating opportunities for positive police/community interactions. The Community Relations Coordinator develops and implements public safety themes, tools and campaigns. Members of the Community Resource Teams work closely with the Community Relations office to plan National Night Out (NNO) activities, community presentations and implementing community watch groups throughout the city.

Executive Officer to the Patrol Bureau Commander

1 Captain

Security Contract -Contract Employees

1 Security Specialist

2 Roster Employees

Reserve Officers

The Executive Officer to the Patrol Bureau Commander is the Department's designated liaison with: Guilford County Mental Health, Guilford County Animal Control, Moses Cone Hospital System, Lankford Police/Security, Probation and Parole, Alcohol Drug Screening (ADS) and all Colleges and Universities.

The Executive Officer assigned to the Patrol Bureau also serves as the City's Security Director. The City of Greensboro contracts with an outside Security Agency to provide security at multiple locations throughout the City and during all City Council and City meetings held after business hours. Many locations are staffed twenty-four (24) hours a day 365 days a year. Company police, unarmed and armed security officers are utilized to provide security and deter crime. The Security Director also oversees the Security Section which manages access control to all City facilities through a swipe card system and makes and distributes ID badges to all City employees and contractors.

Reserve Officers  
Reserve Officers

Established in 1952, Reserve Officers supplement patrol functions. Reserves represent many civilian occupations; each Reserve Officer must work a minimum of ten (10) hours per month in an operational police assignment to maintain membership. They provide valuable assistance at major city events and supplement call-answering officers within the Patrol Bureau.

Public Information

1 Public Information Officer

1 Public Information Specialist (Office Administration)

The Public Information Officer reports directly to the Chief of Police and serves in an advisory role to the Chief of Police. In this capacity, the Public Information Officer serves as the primary advisor to the Department on media matters. This position serves as the primary liaison between the Department and the media, develops media guidance, policy, plans, activities, messages and products that support the Department's missions, priorities and values. This office trains Department personnel on how to deal with the media, writes speeches, maintains the Department's social media networks and conducts internal communications program to inform Department members of programs, policies, news, and personnel accomplishments. To ensure unity of message, this office supervises the Community Relations Coordinator.

Public Information (Office Administration)

1 Public Information Specialist

The Public Information Specialist reports directly to the Public Information Officer and serves to develop and nurture rapport with citizens and businesses through phone interaction, written correspondence and planning/participating in special events such as the annual police awards banquet and memorial ceremony. As part of the team consisting of the Public Information Officer and Community Relations Coordinator, the Public Information Specialist assists in developing and implementing public safety themes, tools and campaigns. This office serves as the Department's primary webmaster and manager of social media sites essential in providing timely, relevant and well-organized public safety information. This office also manages the Department's Employee of the Month nominees and publishes the monthly GPD newsletter.

### Executive Assistant to the Chief of Police

The Executive Assistant to the Chief of Police is responsible for providing administrative support to the Office of the Chief of Police. This includes a wide variety of complex administrative and secretarial duties and includes functions which support the Department's mission. The position is responsible for organizing, coordinating, and facilitating executive level meetings and conferences. They assist the Executive Officer with maintaining the Chief's calendar of appointments and preparing written correspondence for the Office of the Chief. In addition, they prepare offices, programs, and supplies for executive level meetings. The position assists with a wide variety of departmental operations and performs special projects and assignments as requested.

### Professional Standards Division

1 Captain

1 Lieutenant

7 Sergeants

2 Administrative Support Specialists

This Division performs investigations of an administrative nature within the Departmental framework. It provides internal control to aid the Department in establishing and maintaining community trust. The Professional Standards Division is responsible for internal administrative investigations related to alleged employee misconduct and serves as the Department's control agent in all investigations of citizen complaints. The Division recommends the police-citizen mediation program as an alternative way of resolving complaints about police conduct when appropriate. The Division directly investigates complaints that involve use of force resulting in serious injury to a citizen, alleged violations of criminal laws, or alleged immoral conduct by an employee. The Professional Standards Division conducts administrative investigations into incidents of unusual magnitude and/or sensitivity, as directed by the Chief of Police, even if a citizen complaint has not been received. The Division provides factual information derived from their investigations to an accused employee's chain of command for adjudication and the final results of such investigations are reported to the Chief of Police. The Division conducts pre-employment background investigations for all Greensboro police applicants, and manages the Department's Body Worn Camera (BWC) program.

## **PATROL BUREAU**

### Patrol Bureau

1 Deputy Chief of Police

The Patrol Bureau is commanded by a Deputy Chief of Police, who reports directly to the Chief of Police. The Bureau is composed of five (5) Divisions whose primary responsibilities are to provide patrol services to the geographical area served by the Bureau.

## **PATROL OPERATIONS DIVISION**

### Patrol Operations Division

1 Captain

4 Lieutenant Watch Commanders

The Patrol Operations Division is under the command of a Captain who is the Executive Officer of the Patrol Bureau Commander. The Captain has direct supervision over the four (4) Lieutenant Watch Commanders.

In addition to the Watch Commanders, also under the command of the Patrol Operations Division Commanding Officer is the Police Reserve Unit, City Security Office, Lankford Security personnel, liaison representative to community partners and police representative to the City Council.

### Watch Commanders

4 Lieutenants

The Watch Commanders are primarily responsible for coordinating and managing the delivery of all police services throughout the city during their tour of duty. The Watch Commanders have staff supervision over departmental personnel working during their tour. One (1) full-time Lieutenant provides coverage for day shift and three (3) full-time Lieutenants provide coverage for all night shifts. Watch Command for weekends and holidays is shared by a rotation of the Department's Command Staff. The Patrol Operations Division Commander coordinates the scheduling of the daytime, night, weekend and holiday Watch Command responsibilities.

Reserve Officers  
Reserve Officers

Established in 1952, Reserve Officers supplement patrol functions. Reserves represent many civilian occupations; each Reserve Officer must work a minimum of ten (10) hours per month in an operational police assignment to maintain membership. They provide valuable assistance at major city events and supplement call-answering officers within the Patrol Bureau.

City Security Office  
1 Contracted Position  
2 City Roster Positions

The City Security Office is primarily responsible to manufacturing and issuing the card swipe city identification cards to all City employees. The office also controls the card swipe access rights and permissions to city facilities for all City employees and maintains the records for same. All City video requests are fulfilled by the City Security Office. The office is staffed by one (1) contracted full-time Lankford Security administrative position and two (2) City roster employees.

Lankford Security  
Contracted Employees

Lankford Security is the contracted security company that is responsible for providing security to assigned city facilities. Lankford Security utilizes armed and unarmed security along with company police. The Lankford Security contract is managed by the Patrol Operations Division Commanding Officer.

# District 1

## District 1

1 Captain

2 Lieutenants

District 1 provides police services to residential neighborhoods and businesses, to include the City's Central Business District, and expands west and north leading away from the center city area. It accomplishes its mission through the efforts of the following components:

## Patrol Squads

8 Patrol Sergeants

8 Patrol Corporals

72 Patrol Officers

The Patrol Squads assigned to District 1 provide first-level police services to the residents of the community. Patrol Squads are responsible for providing round-the-clock preventative and suppressive patrols designed to minimize the occurrence of crime, to locate and apprehend criminal suspects, and to enforce traffic and other safety-related laws and ordinances. Patrol Squads are also responsible for applying proactive policing strategies in an effort to reduce criminal activity.

## Community Resource Officers

3 CRO's

The Community Resource Officers are responsible for coordinating the District's efforts to provide police services that are neighborhood-based and employs both proactive and problem-solving strategies. The members of this team are expected to maintain close relationships with the residents of the area they serve and to be familiar with problems and issues that are of concern to the community.

### Center City Resource Teams

2 CCRT Sergeants  
2 CCRT Corporals  
20 CCRT Officers

The Center City Resource Team provides police services to the downtown area including vehicle and foot patrols during the afternoon and evening hours. The Center City Resource Team is also responsible for providing proactive and crime prevention activities throughout other areas of the District in an effort to reduce criminal activity and address citizen complaints and quality of life issues.

## **DISTRICT 2**

### District 2

1 Captain  
2 Lieutenants  
1 Administrative Assistant

Police District 2 provides police services to an area that includes the residential, commercial, and industrial areas to the south and east of the downtown area of the city. The District accomplishes its mission through the efforts of the following components:

### Patrol Squads

8 Patrol Sergeants  
8 Patrol Corporals  
72 Patrol Officers

The Patrol Squads assigned to District 2 provide first-level police services to the residents of the community. The Patrol Squads are responsible for providing round-the-clock preventative and suppressive patrols designed to minimize the occurrence of crime, to locate and apprehend criminal suspects, and to enforce traffic and other safety-related laws and ordinances. The Patrol Squads are the most visible evidence of police presence in the city of Greensboro.

Community Resource Team

- 1 CRT Sergeants
- 1 CRT Corporal
- 7 CRT Officers

The Community Resource Team is responsible for executing the District's proactive crime reduction strategies at the community's neighborhood level. The members of this team are expected to be familiar with problems and issues that are of concern to the community and the district. They serve as the District's Commanding Officers mobile force to address short, medium and long term quality of life and crime issues. This team works in a combination of high visibility and low visibility in order to accomplish the mission of the specific operation.

Community Resource Officers

- 3 Community Resource Officers (CRO)

The Community Resource Officers are responsible for coordinating the District's proactive, problem-solving efforts at the community's neighborhood level. The members of this team are expected to maintain close relationships with the residents of the area they serve and to be familiar with problems and issues that are of concern to the community. They serve as points-of-contact for our residential and business communities, and facilitate the involvement of other City Department's Services in crime prevention and problem-solving strategies.

**DISTRICT 3**

District 3

- 1 Captain
- 2 Lieutenants
- 1 Police Service Assistant

District 3 provides police services to an area that includes the residential, commercial, and industrial areas to the west and north of the downtown area of the city. The District accomplishes its mission through the efforts of the following components.



Patrol Squads

- 8 Patrol Sergeants
- 8 Patrol Corporals
- 72 Patrol Officers

The Patrol Squads assigned to District 3 provide first-level police services to the residents of the community. The Patrol Squads are responsible for providing round-the-clock preventative and suppressive patrols designed to minimize the occurrence of crime, to locate and apprehend criminal suspects, and to enforce traffic and other safety-related laws and ordinances. The Patrol Squads are the most visible evidence of police presence in the city of Greensboro.

Community Resource Teams

- 1 CRT Sergeant
- 1 CRT Corporal
- 7 CRT Officers
- 3 CRO Officers

The Community Resource Team is responsible for coordinating the District's efforts toward providing police services that are neighborhood-based and focused on suppression and collaborative problem-solving. The members of these teams are expected to maintain close relationships with the residents of the area they serve and to be familiar with problems and issues that are of concern to the community.

**DISTRICT 4**

District 4

- 1 Captain
- 2 Lieutenants
- 1 Police Services Assistant

District 4 provides police services to an area that includes the residential, commercial, and industrial areas to the east of the downtown area of the city. The District accomplishes its mission through the efforts of the following components.

Patrol Squads

8 Patrol Sergeants  
8 Patrol Corporals  
72 Patrol Officers

The Patrol Squads assigned to District 4 provide first-level police services to the residents of the community. The Patrol Squads are responsible for providing round-the-clock preventative and suppressive patrols designed to minimize the occurrence of crime, to locate and apprehend criminal suspects, and to enforce traffic and other safety-related laws and ordinances. The Patrol Squads are the most visible evidence of police presence in the city of Greensboro.

Community Resource Team (1)

1 CRT Sergeant  
1 CRT Corporal  
7 CRT Officers

The Community Resource Team is responsible for coordinating the District's pro-active policing efforts. The members are focused on developing strategic operations to combat crime trends in the district. They also partner with CID, CSI, Crime Analysis and the district patrol officers to focus police services in the most affected areas in District 4.

Community Resource Officers

3 CRO Officers

The Community Resource Officers tailor their efforts to provide police services that are neighborhood-based and focused on a problem-solving orientation. The members of this team are expected to maintain close relationships with the residents of the area they serve and to be familiar with problems and issues that are of concern to the community.

# **INVESTIGATIVE BUREAU**

Investigative Bureau  
1 Deputy Chief of Police

The Investigative Bureau is commanded by a Deputy Chief of Police who reports directly to the Chief of Police. The following components of the Department are assigned to this Bureau:

## **CRIMINAL INVESTIGATIONS DIVISION**

Criminal Investigations Division  
1 Captain  
2 Lieutenants  
1 Department Programs Technician  
1 Administrative Assistant

The Criminal Investigations Division is composed of ten (10) Investigative Squads that are responsible for conducting follow-up investigations of reported offenses as well as monitoring violent and repeat offenders and one (1) Criminal Apprehension Team. The Crime Stoppers Program is also organized within this Division. The Investigative Squads and the functions that are assigned to each are described in the following paragraphs.

Commercial Property Squad  
1 Sergeant  
1 Corporal  
7 Detectives  
1 Department Programs Technician

The Commercial Property Squad is responsible for investigating all commercial property crimes that occur within the City of Greensboro. The crimes investigated include but are not limited to: arson, burglary, larceny and vandalism and motor vehicle thefts involving commercially owned vehicles.

### Crimes Against Persons Squad

1 Sergeant

1 Corporal

4 Detectives

2 Violent Crimes Task Force (VCTF) Detectives

1 VCTF Department Programs Technician

The Crimes Against Persons Squad is responsible for investigating all non-sexual assaults, threats and adult missing person cases that are reported to the Greensboro Police Department. These cases include violent crimes against persons 16 years of age and older, including all non-domestic physical assaults, missing persons, harassing telephone calls, non-criminal injury cases, threats, bomb threats and any reports of abuse or exploitation of elderly persons in the city.

The Violent Crimes Task Force (VCTF) works collaboratively with North Carolina's Middle District law enforcement and community partners to combat violent repeat offenders and their crimes. This program is unique in that it is also supported by the Greensboro Safe Community Coalition, which provides necessary resources to habitual offenders who are sincerely looking to change their lives in a positive way. The Task Force has partners as far east as Durham and as far west as Cabarrus County.

### Crime Stoppers

1 Crime Stoppers Coordinator

1 Crime Stoppers Assistant

Crime Stoppers is responsible for coordination of information received via the special Crime Stoppers telephone number, website and text line. Crime Stoppers conducts internal briefings on the Crime Stoppers Program as well as conducting public programs for civic groups, speaking engagements and related organizations on topics concerning the Program. Crime Stoppers functions as the law enforcement liaison to the civilian board of directors that raises the money for the cash rewards that are paid out to anonymous tipsters. This position reports directly to the Commanding Officer of the Criminal Investigations Division.

Family Victims Unit

1 Sergeant  
1 Corporal  
8 Detectives  
1 Victim Advocate  
1 Department Programs Technician

The Family Victims Unit investigates domestic violence offenses, sex offenses, and offenses against juveniles. This includes Sudden Infant Death Syndrome (SIDS), and other death cases in which the victim is under the age of sixteen (16) years. Any death of a juvenile is the joint investigative responsibility of the Family Victims Unit and the Homicide Squad. The nature of the death of the juvenile will determine which unit will assume the lead in the investigation as to be mutually determined by the respective squad supervisors.

Fraud Squad

1 Sergeant  
1 Corporal  
7 Detectives

The Fraud Squad investigates all cases involving financial crimes, which include forgery, fraud and false pretense. Two detectives are sworn with the Secret Service Financial Crimes Task Force. Two of the detectives complete all computer forensic exams for the department and investigate technology related crimes.

Criminal Intelligence Squad

1 Sergeant  
1 Corporal  
6 Detectives  
1 Joint Terrorism Task Force (JTTF) Detective  
2 Safe Streets Task Force (SSTF) Officers  
1 Gang Intelligence Department Programs Technician

The Criminal Intelligence Squad is responsible for gathering, analyzing and disseminating intelligence data related to subversive groups and other groups or individuals involved in criminal enterprise. The unit is also responsible for coordinating the reduction in crime and related activities perpetrated by identified criminal gang members through a comprehensive application of enforcement activities while supporting the prevention and intervention efforts of the greater community. Because education is the key component to the

Unit's success, it strives to accommodate all requests for informative presentations, averaging about thirty (30) presentations annually.

The Joint Terrorism Task Force (JTTF) Officer reports directly to the Federal Bureau of Investigations and works primarily in the area of domestic and international terrorism with a nexus in the region. The two (2) Safe Streets Task Force (SSTF) Officers are assigned to the local office of the FBI and are responsible for long term major case investigation involving a wide range of criminal activity primarily centered on gang and organized crime.

Homicide Squad

- 1 Sergeant
- 1 Corporal
- 7 Detectives
- 1 Multiple Offender Coordinator

The Homicide Squad is responsible for investigating all death cases, as well as attempted suicides, that come to the attention of the Greensboro Police Department. The only exceptions to this requirement are those cases involving children under the age of sixteen (16) years. Cases involving children younger than sixteen (16) years of age are investigated by the Family Victims Squad in conjunction with the Homicide Squad.

Street Crimes Units (2)

- 2 Sergeants
- 2 Corporals
- 12 Detectives

The Street Crimes Units will strive to reduce crime and other activities related to targeted criminal activity, suspects in crimes, street gangs and their associates. The unit's primary mission is to monitor career criminals, priority offenders, and violent offenders in an attempt to reduce criminal activity and violent criminal trends throughout the city.

Residential Property Squad

- 1 Sergeant
- 1 Corporal
- 8 Detectives
- 1 Department Programs Technician

The Residential Property Squad is responsible for investigating all residential property crimes that occur within the City of Greensboro. The crimes investigated include but are not limited to: arson, burglary, larceny, vandalism and motor vehicle theft from residential properties.

Robbery Squad

1 Sergeant

1 Corporal

6 Detectives

The Robbery Squad is assigned the responsibility of investigating all reported robbery offenses that occur throughout the city. This includes offenses committed against commercial establishments, as well as those committed against individuals. The squad has a cross sworn Task Force Officer with the FBI who is responsible for bank robbery investigations.

Violent Criminal Apprehension Team (VCAT)

1 Sergeant

1 Corporal

7 Detectives

1 Violent Fugitive Task Force (VFTF) Detective

The Violent Criminal Apprehension Team (VCAT) locates and apprehends violent wanted criminals for the City of Greensboro. This team is also primarily responsible for locating and apprehending fugitives from other agencies residing in Greensboro. The Violent Fugitive Task Force (VFTF) Officer reports directly to the United States Marshals.

Task Forces

The Greensboro Police Department is currently engaged in a number of Task Force operations with agencies representing a number of governmental entities throughout the region (i.e. Violent Crimes Task Force, Violent Fugitive Task Force, Joint Terrorism Task Force, DEA Task Force, FBI's Safe Streets Task Force and the Financial Crimes Task Force). The nature of these task forces demands that the number and type of personnel assigned to them is fluid and flexible. Consequently, no personnel positions are permanently assigned to these task forces. However, for purposes of administrative oversight, Task Forces are assigned to the Criminal Investigations Division and the Vice/Narcotics Division.

# VICE/NARCOTICS SPECIAL INVESTIGATIONS DIVISION

## Vice/Narcotics Division

1 Captain  
1 Lieutenant  
1 Administrative Assistant

The Vice/Narcotics Division consists of four sections. These sections and the functions of each are described in the following paragraphs.

## Narcotics Squad

1 Sergeant  
1 Corporal  
7 Detectives

The Narcotics Squad is responsible for the investigation of illegal narcotic and controlled substance sales, possession, and use, including illegal use of prescription drugs. It also conducts special education and enforcement programs targeted at drug abuse reduction.

## Tactical Narcotics Teams

2 Sergeants  
2 Corporals  
12 Officers

Tactical Narcotics Teams (TNT) Officers are responsible for the investigation of crimes including but not limited to open-air drug sales, street level narcotic operations, violent criminal activity, gun crimes, and prostitution.

## Vice Squad

1 Sergeant  
1 Corporal  
8 Detectives

The Vice Squad is responsible for the enforcement of the vice laws and the investigation of vice activities of an organized or commercial nature such as gambling, prostitution, and liquor law violations.



# **SPECIAL OPERATIONS DIVISION**

## Special Operations Division

1 Captain  
1 Lieutenant

The Special Operations Division is a support unit responsible for providing direct assistance to the Patrol Bureau. The Division accomplishes its goals through the efforts of four (4) principal work units: Traffic Safety Unit, Crash Reconstruction Unit, Crash Follow-Up Unit, and the Operational Planning Unit. The Division provides staffing for special operations, planned events and critical incidents that arise. The Division is responsible for the administration of select Departmental Special Teams as well as the Department's secondary employment program.

## Traffic Safety Unit

2 Sergeants  
2 Corporals  
14 Patrol Officers

The Traffic Safety Unit (TSU) consists of two (2) teams that provide support to the Patrol Function five (5) days a week. TSU is responsible for selective traffic enforcement activities and programs designed to reduce accident-causing violations, address traffic complaints from citizens, and manage major roadway incidents. Team members are also responsible for the investigation and reconstruction of serious injury and fatal crashes. The Unit supports the Governor's Highway Safety Program by participating in countywide checking stations that are directed at DWI suppression and seatbelt use enforcement. The unit also supplies two (2) officers to the Guilford County DWI Task Force which is funded by the GHSP. The Unit has a Traffic Safety Education Program that conducts a variety of programs tailored to the specific audiences all in an effort to promote safe driving behavior and increase safety on our roadways.

Traffic Safety Officers (TSOs) are primarily responsible for the enforcement of motor vehicle laws. They are responsible for monitoring traffic conditions on all major roadways within the city limits of Greensboro; management and direction of traffic during special events; enforcement of traffic laws in and around school zones; planned traffic safety events such as Booze It and Lose It, Click It or Ticket It, and Operation Stop-Arm.

Crash Follow-Up Unit  
2 Police Officers

This unit is responsible for conducting follow up investigations on hit and run crashes that are initially reported to the patrol division and cannot be investigated any further or resolved by that division. This unit is also available to assist patrol in providing guidance/addressing questions regarding hit and run investigation. Note that serious and fatal crashes are investigated by a sub-group within the TSU (CRASH Reconstructionists) who have been specially trained to provide an advanced level of investigation.

Operational Planning Unit  
1 Police Sergeant  
3 Police Officers

This Unit is responsible for developing Incident Action Plans in accordance with National Incident Management System (NIMS) for all major events that occur within the City of Greensboro that require some type of police assistance or intervention. Members also conduct critical incident planning for departmental response to a variety of events or incidents that will potentially involve numerous other city and county departments. The OPU acts as the department's emergency management representative and liaisons with other partner agencies both within and outside Guilford County.

Secondary Employment  
1 Non-Sworn Secondary Employment Program Coordinator

This position is responsible for overseeing the secondary employment program and approximately 60 assignment coordinators. The Program Coordinator is responsible for the management and administration of all secondary employment matters.

Special Teams

The Special Operations Division is responsible for oversight of seven (7) Special Teams: the Hazardous Devices Team, Special Response Team, Negotiations Team, Underwater Recovery Team, All Terrain Vehicle Team, the Mobile Command Center Team and the Civil Emergency Unit. These teams are staffed with volunteer members who serve elsewhere in the department.

### Hazardous Devices Team

Consisting of ten (10) officers, the Hazardous Devices Team responds on found or recovered civilian and military explosives, suspicious packages in Greensboro and surrounding communities. HDT also assists SRT with explosive entries and robotic surveillance and HNT with suspect communications.

### Special Response Team

Staffed by thirty-one (31) members, the purpose of SRT is to enhance the effectiveness of police operations by handling incidents that by their nature exceed or strain the ability of normal patrol officers to provide police services safely. These unusual operational activities and problems include, but are not limited to, hostage incidents, armed barricaded persons, sniper incidents, aggravated suicide attempts, dignitary protection, high-risk search warrants, civil unrest, and other related tactical problems.

### Negotiations Team

The Negotiations Team is staffed by fourteen (14) officers who are utilized to negotiate the release of persons taken hostage, to effect the negotiated termination of barricaded person situations, or to negotiate the end to suicidal threat situations. The Team trains monthly and supports the Special Response Team's activations.

### Underwater Recovery Team

Consisting of twelve (12) officers, the Greensboro Police Department Underwater Recovery Team is utilized in an effort to enhance the overall effectiveness of police operations. The purpose of this team is to search for, locate, and recover evidence, stolen property, and other items of interest from bodies of water. The team is also trained and equipped for limited underwater rescue operations. The objective of the Underwater Recovery Team is to safely recover property or items of interest. Rescue operations may also be conducted under certain limited circumstances.

### All Terrain Vehicle Team

Staffed by six (6) members, this Team is able to conduct search and rescue activities over difficult terrain. They are also able to patrol area watersheds and city parks.

### Mobile Command Center Team

Staffed by ten (10) members, this Team responds with and operates the Mobile Command Center (MCC). The MCC is equipped with communication and observation equipment that provides the Incident Commander a platform from which to manage planned events, critical incidents or investigative initiatives.

### Civil Emergency Unit

The mission of the Greensboro Police Department's Civil Emergency Unit is to protect lives and property by maintaining civil order during incidents of civil unrest through a contingency that utilizes specially trained and equipped personnel. The CEU can respond to civil disorders, natural disasters, searches for missing or lost persons, or any other event which requires personnel resources beyond those immediately available. While its membership is unlimited, the team typically consists of 75-100 members from across the department.

## **OPERATIONAL SUPPORT DIVISION**

### Operational Support Division

1 Captain  
1 Lieutenant

The Operational Support Division provides a broad range of services in support of the overall service mission of the Department. The squads assigned to OSD are engaged in operational, administrative educational, or outreach and service activities.

Court Liaison

1 Patrol Officer

The Court Liaison coordinates court appearances between officers and the District Attorney's Office. The Liaison promotes and maintains a professional working relationship with the District Attorney's office, and keeps court appearances to the minimal time required to prosecute cases successfully.

The Court Liaison Officer coordinates court appearances between officers and the District Attorney's Office. The Liaison promotes and maintains a professional working relationship with the District Attorney's office, and keeps court appearances to the minimal time required to prosecute cases successfully. The Court Liaison Officer also manages the release of the Body Worn Camera recordings of the GPD.

Electronic Monitoring Unit

1 Sergeant

5 Police Officers

The Electronic Monitoring Unit (EMU) is responsible for maintaining the Department's Priority Offender List, as well as obtaining and implementing court orders for the electronic monitoring of Priority Offenders. The goal of EMU is to provide a level of supervision to offenders that will deter their criminal activity and change their patterns of criminal behavior.

Police Neighborhood Resource Center

1 Sergeant

9 Officers

Building on the concept of "Storefront Police Stations," Police Neighborhood Resource Centers (PNRCs) are located on-site in the major public housing communities that are managed by the Greensboro Housing Authority. Uniformed foot patrol officers and resident volunteers are stationed in the PNRCs. The goal of these Centers is to maximize police visibility and to enhance coordination and referral efforts to secure prevention, education and treatment programs for residents.

School Resource/School Safety

2 Sergeants

1 Corporal

17 Police Officers

The School Resource/School Safety Section serves as a law-enforcement related resource to Guilford County Schools within the City of Greensboro. The Corporal serves as the School Safety Officer and promotes safety in the elementary schools by developing and presenting special programs. In addition, the Corporal coordinates the Safety Town Program and supervises the school-crossing guards. The School Resource Officers (SROs) provide service to middle and high schools in the form of law enforcement law-related instruction, and counseling.

#### Taxi Coordinator

The Taxi Coordinator is responsible for the inspection and permit process for taxis, registration process for bicycles and for the inspection of wreckers who contractually perform tow-ins for the city of Greensboro. In order to promote safe travel for users, both taxis and wreckers are inspected multiple times annually.

#### Canine Unit

1 Sergeant

1 Corporal

8 Canine Handlers

14 Canines

The Canine Unit supports the department via the application of police service dogs trained in tracking, apprehension, building searches, article searches, and explosive/narcotic detection in order to enhance officer safety and assist in evidence collection. In addition, the unit conducts frequent canine demonstrations intended to provide educational opportunities and enhance community relations. The unit is staffed by ten (10) canine handlers and fourteen (14) canines. The fourteen (14) canines consist of ten (10) dual purpose patrol canines, two (2) explosive detection dogs and two (2) bloodhounds. The Unit has ten (10) ballistic vests designated for the patrol canines that may be deployed in operations where the risk of imminent danger is high. The canines and their handlers are certified through the International Police Work Dog Association (IPWDA) and the National Police Bloodhound Association.

# **FORENSIC SERVICES DIVISION**

## Forensic Services Division

- 1 Director of Forensics Services Division
- 1 Assistant Director of Forensic Services Division

The Forensic Services Division is composed of four (4) sections: Crime Scene Investigations, Property and Evidence, Latent Print, and Firearms and Tool Mark Sections. The personnel assigned to this Division perform a range of duties that are in direct support of units conducting detailed criminal investigations. A description of the unit responsibilities assigned to this Division is included in the following paragraphs.

## Crime Scene Investigations Section

- 4 Crime Scene Investigations Supervisors
- 18 Crime Scene Investigators
- 4 Forensic Specialists
- 1 Forensic Imaging Specialist

This Section is operational 24-hours-a-day. Their primary responsibility is responding to crime scenes and providing field support related to evidence collection, processing and crime scene investigations. Operations of this Section also include photographic services and limited evidence examination. Additionally, the section personnel are Certified Chemical Analyst for the Driving While Impaired (DWI) Program.

## Property and Evidence Section

- 1 Supervisor
- 5 Property and Evidence Technicians

The Property and Evidence Section is responsible for the receipt and storage of evidence, found and confiscated property; while maintaining a strict chain of custody of all property. This section arranges for analysis of evidence by other agencies; and is responsible for disposing of evidence and stored property pursuant to Departmental procedures and North Carolina State statutes.

Latent Print Section  
2 Latent Print Examiners

The Latent Print Section is responsible for evaluation, storage, comparison, and disposal of all latent finger and palm impressions recovered by the Department. The purpose of the Latent Print Section is to link crime scene evidence to the victim, suspect, or witness by individualizing friction ridge impressions recovered from crime scenes using scientific methodology and testify in expert opinion to the results. In addition, this section is responsible for the maintenance of fingerprint cards. The purpose of this section is accomplished utilizing the SPEX, SAFIS, and IAFIS computerized systems to search friction ridge impressions obtaining possible matches for identity and manually comparing any known suspect to friction ridge impressions collected from crime scenes.

Firearms Section  
1 Firearms and Tool Mark Examiner

This section is responsible for leading the efforts of firearms identification directly related to the Department's primary mission of protecting life and property by analyzing and identifying firearms evidence of both property and violent crimes. Upon completion of cases, the cartridges, bullets and firearms identified, will provide detectives with information regarding suspect firearms and linkage of additional cases. This position utilizes the guidelines set forth by the Scientific Working Group for Firearms and Toolmarks (SWG-GUN) and the Association of Firearm and Toolmark Examiners (AFTE) when comparing firearms evidence to form an expert opinion.



## **MANAGEMENT BUREAU**

Management Bureau  
1 Deputy Chief of Police

The Management Bureau is commanded by a Deputy Chief of Police, who reports directly to the Chief of Police. The following components of the Department are assigned to this Bureau:

## **FISCAL MANAGEMENT SECTION**

Fiscal Management Section  
1 Fiscal Manager/Administrator  
1 Program Technician  
1 Grants Coordinator

The Fiscal Management Section is responsible for developing and managing the Department's Budget and serving as point of contact for other city departments concerning all fiscal matters. This Section is responsible for managing all contracts with outside vendors and also manages the Department's Grant Program. This Section manages the Federal Forfeiture Program accounting for assets that have been seized as a result of criminal behavior and ordered turned over to the Department by the Court.

### Fiscal Administrator

The Police Fiscal Administrator manages the City's largest general fund budget. The Administrator reports to the Deputy Chief, Management Bureau, and provides the Police Department Command staff, as well as Finance, Budget/Evaluation and the City Manager's Office, with accurate, timely and relevant information as to the department's fiscal position and activities.

The position also reviews/creates contracts and other such documents as required by the department in concert with the police attorney. Furthermore, the Administrator is charged with evaluating the potential impact of proposed projects, contracts and activities as it pertains to the budget. The Administrator performs frequent analyses, forecasts, and projects relative to the revenue and expenses of the police department to ensure the department is fiscally sound and is adhering to applicable City, State and Federal requirements.

### Grants Analyst

Grant administration falls under the umbrella of the Fiscal Management Section and encompasses the development, administration and monitoring of all Department grants. The Grants Analyst assists in the preparation of grant applications, obtains the necessary legal and financial concurrences, and submits the application based on the Chief of Police's approval. Upon receipt of a grant, the Fiscal Management Section provides oversight throughout the funding cycle.

### Program Technician

The program technician handles the accounts payable function for the department. She receives reviews and disburses the department's monthly bills and invoices; works with vendors to ensure accurate billing; oversees the sign-off and routing of all departmental contracts and completes all check requests upon verification of supporting documentation. She also completes the majority of all police non-grant purchases via purchase requisition and order entry. Furthermore, she enters all pay roll not done through Telestaff, such as rehires, task force officers and some City sponsored events.

## **INFORMATION AND TECHNOLOGY**

### Information and Technology Section

1 IT Manager

2 Systems Administrators

3 System Support Technicians

The purpose of the Public Safety Information and Technology (PSIT) Section is to direct, plan, control, coordinate and support all Departmental information systems, applications, hardware, and related duties, including but not limited to the mobile devices in police vehicles and all smart phones. All Police servers, including evidence servers, are secured, maintained and monitored by this Section. This Section is responsible for the support of all Departmental users, including assistance in training of all personnel to keep them abreast of the new technologies being implemented within the Department.

# INFORMATION SERVICES

## Information Services Division

1 IS Manager

Information Services Division is comprised of three sections: Crime Analysis, Records, and Watch Operations Center/Telephone Response Unit. This Division is responsible for the processing of documentation, responding to information requests from the public, analyzing crime data, and facilitating the information exchange throughout the agency.

## Crime Analysis Unit

1 Supervisor

4 Crime Analysts

The Crime Analysis Unit supports the operational and strategic needs of the agency. Crime Analysis uses mapping, statistical, and reporting applications to conduct a range of analysis. Crime Analysis provides reports and research to assist administrative personnel in forecasting, planning, and budgeting. This Unit also provides technical assistance for Patrol Divisions, in support of Neighborhood Oriented Policing.

## Records Management Section

1 Operations Manager

6 Records Supervisors

19 Records Specialists

1 Legal Support Specialist

The Records Management Section serves as the repository of Police documents considered to be the official document of record for most police activities. The Section's responsibilities includes receiving and reviewing documents for accuracy and completeness; indexing data from documents into the Department's Records Management System; conducts fingerprint processing; the mailing of legal notices to inform defendants of existing legal papers; the service of Criminal Summons on citizens at the Records desk; and the calling and/or mailing of notices to inform citizens of existing subpoenas and their service.

Records personnel perform analyses of breath and/or the collection of blood samples on impaired citizens under arrest for alcohol related charges and testify in District and Superior Court on alcohol related traffic charges.

Records personnel are responsible for the entry, modification and clearing of the agency's NCIC/DCI hot file records (i.e., stolen vehicles, wanted and missing persons, stolen articles, etc.). Records personnel enter information on towed and impounded vehicles into the Records Management System and provide release forms for towed vehicles to the public.

#### Watch Operations Center

1 Civilian Supervisor  
8 Watch Operations Specialists  
3 Telephone Response Specialists

The Watch Operations Center provides a twenty-four (24) hour liaison between the Department and citizens, other law enforcement agencies and the media. The Center receives inquiries, requests and complaints from the public and ensures they are appropriately forwarded or resolved. The Watch Operations Center provides a single source for resources which are available to police personnel and citizens.

The Telephone Response Unit is responsible for completing Incident/Investigation reports for those incidents that do not require the presence of a sworn officer and those reported via the police website. This unit completes approximately thirty percent (30%) of the investigative reports for the Department.

## **RESOURCE MANAGEMENT DIVISION**

#### Resource Management Division

1 Captain  
1 Lieutenant

The Resource Management Division is comprised of the Logistics Section, Personnel Management, and the Research and Planning Section. The mission of the Resource Management Division is to coordinate and manage the Department's assets in a manner that will assist and support other divisions in accomplishing the Department's Work Plan. The division is also responsible for Accreditation, policy creation and review, and departmental staff inspections. This Division serves as the primary liaison between the Police Department and

other city departments concerning personnel issues, fiscal matters and management of the department's fleet. The Resource Management Division manages Fitness for Duty Evaluations, promotional processes, department's grievance process as well as the development and publication of several reports.

Logistics

- 1 Sergeant
- 1 Logistics Supervisor
- 1 Logistics Technician

The Logistics Section is responsible for the acquisition and issuance of all police uniforms and related equipment. This Section serves as the Department's liaison with the city's vehicle maintenance center, which coordinates the repair and replacement of the agency's vehicle fleet. The Logistics Section is also responsible for the security of the weapons arsenal and the repair and servicing of Departmental firearms.

Research and Planning Section

- 1 Sergeant
- 2 Police Officers

This section is responsible for several on-going evaluation programs as well as research into policy, products and techniques to improve the efficiency and assist with innovation in the Police Department. The evaluation programs include compliance with the national accreditation program through the Commission on Accreditation for Law Enforcement Agencies (CALEA) and Staff Inspections process of inspections and audits of departmental functions, equipment, policies, procedures and personnel. This section also coordinates and assists with special projects throughout the Department.

Personnel Management/Recruiting

- 1 Personnel Technician
- 2 HR Representative's
- 2 Recruiters (Part-time)

The Personnel Management Section is responsible for managing the personnel function for the Department. This includes recruiting and hiring all personnel, administration of the employee benefits package, managing the time keeping program and managing compensation for all employees. This Section serves as the primary Greensboro Police Department point of contact for all applicants

managing the entire application process. The process includes physical ability, psychological and aptitude testing; a thorough background investigation and oral interview; and coordinating medical clearance, drug screening and polygraph testing for selected candidates. This Section maintains all employee personnel files and time records. This Section ensures compliance with FLSA, FLMA and other federal regulations concerning employee compensation and benefits.

## **TRAINING DIVISION**

### Training Division

1 Captain

1 Lieutenant

2 Sergeants

1 Corporal

4 Police Officers

The Training Division is responsible for insuring that the members of the Greensboro Police Department possess the knowledge, skills, and abilities which are required of their positions. The Division accomplishes this mission through the development of training programs that prepare employees for greater levels of responsibility throughout the course of their careers.

### Police Academy

Initial training in the Academy Section involves the Police Basic Introductory Course (Recruit School) that is provided to all newly-hired police officers. The Academy Section is also responsible for delivering advanced levels of training which prepare officers to accept additional responsibilities during their careers.

### In-Service and Outside Training

In an effort to ensure that officers of the Greensboro Police Department are prepared to meet the changing demands and expectations that will occur throughout their careers, the Department provides them with ongoing training. This is accomplished through In-Service Training programs, as well as exposure to outside training that is provided by educational institutions throughout the

country. This process of continuous career development is coordinated by the In-Service and Outside Training Section.

### Peer Support Team

The Peer Support Team goal is to provide all employees with an opportunity for peer support during times of personal or professional crisis. The Peer Support Team is a personnel-based support activity and is administered by the Commanding Officer in the Training Division. The structure of the Peer Support Team is based on internal criteria rather than individual rank or job title. One of the most important responsibilities of a Team Member is the promotion of trust, anonymity, and confidentiality for employees who seek the assistance of the Peer Support Team. Communication between a Peer Support Team member and an employee is considered privileged by the Department, with the exception of those matters involving violations of the law or Departmental misconduct. Clinical matters concerning the Peer Support Team are directed to the program psychologist who will maintain a working relationship with Team Members.

## **PERSONNEL INFORMATION**

### Police Officer Selection Process

The Selection Process, which is continually reviewed and updated, includes a physical agility test, an extensive background investigation, physical examination, drug testing, polygraph examination, oral interviews, and psychological testing for all police applicants.

### Training

Once selected as a police officer trainee, personnel receive approximately 1050 hours of Basic Law Enforcement Training. The Department is one of only a few local agencies accredited by the State to provide this training. Twenty-five (25) weeks of classroom training is followed by twelve (12) weeks of field training under the guidance of Police Training Officers. Officers continue to receive additional training through the Department's annual In-Service Training program and through various specialized and advanced training programs.

## Career Development

A Career Development Program is designed to broaden the experience of uniformed field personnel through the use of short-term training assignments in specialized units. Career Development also includes voluntary participation in Career Counseling.

### Composition by Assignment and Function

#### Authorized Strength—February 2016

Sworn	Non-sworn	Total
673	115	<b>788</b>

#### Actual Strength—February 2016

<b>TOTALS BY BUREAU AND DIVISION</b>			
	<b>SWORN</b>	<b>NON-SWORN</b>	<b>TOTALS</b>
OCP	7	5	12
Planning Division	3	1	4
Eastern Division	91	1	92
Western Division	92	1	93
Central Division	107	0	107
Southern Division	92	1	93
OSD	50	1	51
CID	102	9	111
RMD	3	6	9
Professional Standards Division	9	2	11
Fiscal Management	0	3	3
Training Division	9	0	9
SOD	25	1	26
Information Services	0	43	43
Vice/Narcotics	36	1	37
Forensics/Evidence	0	36	36
Patrol Support Division	5	0	5
PBIC/Field Training*	67	0	67
<b>TOTALS</b>	<b>698</b>	<b>111</b>	<b>809</b>

\*Number of Cadets currently enrolled in the Academy (not included in total)



## Composition by Race and Sex

Actual Strength—February 2016

	W/M	W/F	B/M	B/F	H/M	H/F	AK/M	AK/F	AP/M	AP/F	TOTAL	%F	%MIN
sworn	452	58	109	35	27	2	3	0	8	0	694	14%	27%
non-sworn	18	56	4	30	0	1	0	0	2	0	111	78%	33%
total	470	114	113	65	27	3	3	0	10	0	805	23%	27%

W/M: White Male

W/F: White Female

B/M: Black Male

B/F: Black Female

AP/M: Asian/Pacific Islander Male

AP/F: Asian/Pacific Islander Female

H/M: Hispanic/Spanish surname Male

H/F: Hispanic/Spanish surname Female

AK/M: American Indian/Alaskan Male

AK/F: American Indian/Alaskan Female

%F: Percent Female

%MIN: Percent Minority

# CRIME IN GREENSBORO

## Index Crime

The FBI Uniform Crime Report provides information on the fluctuations in the level of crime. Eight (8) offenses serve as an index for gauging the overall volume and rate of crime. These offenses, known jointly as Index Crime, are Murder, Non-negligent Manslaughter, Forcible Rape, Robbery, Aggravated Assault, Burglary, Larceny, and Vehicle Theft.

## Violent Crime

The Violent Crime category consists of crimes against persons. These offenses are Murder, Non-Negligent Manslaughter, Forcible Rape, Robbery, and Aggravated Assault.

## Property Crime

The Property Crime category consists of the offenses of Burglary, Larceny, and Motor Vehicle Theft.

## Index Crime Information

INDEX	INDEX	INDEX
CRIME	CRIME	CRIME
2013	2014	2015

VIOLENT	1,449	1,342	1,680
PROPERTY	11,533	10,131	10,102
TOTALS	12,982	11,473	11,782

PER	PER	PER
100,000	100,000	100,000
2013	2014	2015

VIOLENT	540	484	600
PROPERTY	4,301	3,656	3,608
TOTALS	4,841	4,140	4,208

# SPECIAL PROGRAMS

## Accreditation

In 1979, the Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA®) was created through the combined efforts of four (4) major law enforcement organizations:

- International Association of Chiefs of Police
- National Organization of Black Law Enforcement Executives
- National Sheriff's Association
- Police Executive Research Forum

These organizations continue to serve in an advisory capacity to the Commission and are responsible for appointing members to the Commission's 21-member Board.

CALEA® is a **voluntary program** that represents the very best in law enforcement in North America. Its goals are:

- Strengthen crime prevention and control capabilities
- Formalize essential management procedures
- Establish fair and nondiscriminatory personnel practices
- Improve service delivery
- Solidify interagency cooperation and coordination
- Increase community and staff confidence in the agency.

Benefits to participating agencies:

- Stronger defense against lawsuits and citizen complaints
- Greater accountability within the agency
- Support for government officials
- Increased community advocacy
- Recognition for professionalism, excellence and competence

On November 9, 1986, the Commission on Accreditation for Law Enforcement Agencies awarded accredited status to the Greensboro Police Department . . . **the first law enforcement agency in North Carolina to be accredited!** This award was the result of over eighteen (18) months of work. The process of self-examination and assessment by independent assessors served to strengthen all areas of the Department and placed the Greensboro Police Department in the forefront of police professionalism.

As a continuing program, the Greensboro Police Department has had the opportunity to demonstrate a commitment to excellence through its participation in the reaccreditation process. The reaccreditation process

involves the same level of rigorous self-assessment and independent examination associated with the initial accreditation process.

The Department has successfully completed the reaccreditation process on the following dates:

- November, 1991
- November, 1996
- November, 1999
- November, 2002
- November, 2005
- November, 2008
- November, 2011
- July, 2014

#### Automated Fingerprint Identification System (AFIS)/FBI IAFIS

The AFIS is a state-wide database that allows for the searching of latent fingerprints against known prints of individuals who are stored in the database. With AFIS, a latent fingerprint or palm print can be searched through the files and a list of most likely candidates can be developed in a matter of minutes. The computer provides a possible suspect list and the latent print examiner reviews each one in an attempt to identify the unknown print. The computer is not a substitute for the trained latent print examiner—it is only a search tool.

SPEX is a local fingerprint and palm print database that works along the same principals as AFIS; however, it is not a database that is networked with other agencies. SPEX is a search tool that allows for the searching of latent finger and palm prints within a local jurisdiction. With the SPEX System, however, the agency needs to build and maintain the local finger and palm print database of known suspects from their own jurisdiction.

The Integrated Automated Fingerprint Identification System, more commonly known as IAFIS, is a national fingerprint and criminal history system maintained by the Federal Bureau of Investigation (FBI), Criminal Justice Information Services (CJIS) Division. This search tool maintains the largest biometric database in the world, containing the fingerprints and corresponding criminal history information for more than 47 million subjects in the Criminal Master File. Once entered into IAFIS, a latent fingerprint is searched against the known prints of individuals in the database, and a possible suspect list is generated. Once again, it is the responsibility of the fingerprint examiner to review each possible suspect print and determine whether identification to the latent print impression has been made.

### Center City Resource Team (CCRT)

The Department has initiated a program designed to improve and enhance patrol coverage in the central business district. This program has placed an increased police presence in the downtown area during the peak hours of activity. The members of the CCRT frequently flex their schedules in order to cover special events or address unique problems caused by construction or other activities. The officers of the Center City Resource Team are assigned to Division 1 of the Patrol Bureau.

### Police Citizens' Academy

The Greensboro Police Citizens' Academy is held annually from February through August. It consists of 17 scheduled classroom discussions, two partnership sessions, ride-alongs with police officers, and hands-on demonstrations. The program of instruction is designed to be interactive. We hope the program will enhance communication between residents and police, which will create long-term partnerships that solve problems, reduce crime, and improve quality of life. Classroom discussions are facilitated by Greensboro police officers and civilian employees who are subject matter experts in each topic. Each presenter will describe the functions of his/her section and will leave ample time to answer questions and share ideas.

### Citizen Ride-Along Program

Private citizens may take the opportunity to observe police operations on a first-hand basis through participation as an authorized passenger/observer in a marked police unit. Private citizens may ride with an officer for a period of six (6) hours (between 7 a.m. – 2 a.m.), once every six months, if they so desire. Other persons such as non-sworn members of the Department, members of the news media, and other law enforcement personnel, may also participate under some restrictions. The program is coordinated through the Watch Operations Center.

### Courtesy Officer Program

The Courtesy Officer Program (COP) allows police personnel who reside in multi-family communities to receive reductions in rent in exchange for non-law enforcement services. A multi-family community is defined as an apartment complex or multi-unit housing. These personnel are encouraged to interact with residents of their assigned communities and assist as necessary, so long as the activities performed could not be construed as part of the employee's duties as a member of the Greensboro Police Department, and are specifically not of a law enforcement nature.

### Greensboro Police Foundation

On June 5, 2012, the Greensboro Police Foundation, a non-profit organization that champions the needs of the Greensboro Police Department, made its debut as a powerful advocate for the Gate City. The mission of the Greensboro Police Foundation is to enhance the city's economic strength by promoting the safest city possible through support of the Greensboro Police Department. As today's policing becomes more challenging, and demands for the city's resources increase, some of the Greensboro Police Department's most important needs are beyond the scope of the City's budget. The Foundation envisions five primary areas of support:

- Training and professional development
- Cutting-edge specialized equipment and technology
- Employee recruitment, retention, recognition, health and well-being
- Crime prevention and crime solving
- Community partnerships and advocacy

In 2013, the Foundation accepted its first challenge to raise \$150,000 to provide officer-worn cameras for half of the patrol division. The Foundation also sales GPD merchandise.

### National Integrated Ballistic Identification System (NIBIN/IBIS)

The National Integrated Ballistic Identification System is a national database which allows for the entering and searching of shell casings against other cases where firearms have been used in crimes not only in our jurisdiction but across the country. This system provides case linkage and sometimes suspect information from firearm cases where people have been arrested and their firearm test fired. The computer provides investigative leads, similar to how AFIS is operated. A person trained in Firearms Examination then has to manually compare the firearms evidence. The computer is not a substitute for a trained firearms examiner—it is only a search tool.

### National Night Out

The first Tuesday in August neighborhoods throughout Greensboro participate in NNO by sending a strong message that they are united to fight crime. NNO is a nation-wide program that promotes neighborhood spirit and police-citizen partnerships. Founded in 1984 by the National Association of Town Watch, National Night Out is intended to:

- Promote crime and drug prevention awareness
- Gain support for local anticrime programs
- Strengthen relationships between neighborhoods and police
- Send a message to criminals that neighborhoods are working together against crime

Traditionally, residents show their support for National Night Out by turning on their porch lights. Greensboro communities also celebrate the event through an assortment of activities such as block parties, festivals, cookouts and ice-cream socials to name a few.

### Operation PASS

This program provides supplies and resources for school aged kids and their parents. The program is in August right before school starts. Prior to the event donations are accepted in different locations around town as well as business donations of school supplies. The event allows different community partners to provide information and resources to the families.

### Operation Yuletide

The Greensboro Police Department launched “Operation Yuletide”, an initiative to bring holiday cheer to 100 or more underserved youth and senior citizens in the city in 2011. In partnership with Christ Wesleyan Church, the vision of this program was to provide each family with a ham and nonperishable foods for a traditional holiday meal, along with several gifts consisting of new toys and clothing for each family member. The families are nominated by members of the Police Department and the food and gifts are delivered the week before Christmas.

### Police Memorial Week

Former President John F. Kennedy designated May 15<sup>th</sup> as Peace Officers’ Memorial Day and the United States Congress designated the week of May 15<sup>th</sup>

as National Police Week. Peace Officers' Memorial Week was designated to honor the dedicated men and women of law enforcement who lost their lives in the line of duty. Since 1976, the Greensboro Police Department has honored its fallen heroes with a variety of community events to recognize those who gave the ultimate sacrifice: 5K Memorial Run, a Joint Police Memorial Service on the Plaza, and the Police and Citizens Appreciation Awards Dinner co-sponsored by the Guilford Merchants Association.

### Police Neighborhood Resource Center Program

Building on the concept of "Storefront Police Stations," Police Neighborhood Resource Centers (PNRCs) have been located on-site in apartment communities provided by the Greensboro Housing Authority. Uniformed foot patrol officers and resident volunteers are stationed in the PNRCs to maximize police visibility and to enhance coordination and referral efforts to secure prevention, education and treatment programs for residents.

The PNRC concept grew out of the concerns of many residents in public housing communities who have witnessed a proliferation of illegal drugs and related criminal activities that are threatening the stability of their neighborhoods.

The highly successful Police Neighborhood Resource Centers were originally established in four public housing communities located in two police Districts: Claremont Courts and Morningside in Division IV, Ray Warren and Smith Homes in Division II. The success of the effort stems from the commitment of the residents and officers directly involved in the day-to-day operation of the program and the strong coalition of agencies and enterprises at the development stage of the program. Many social and health service agencies of Guilford County, with the guidance and approval of the Guilford County Commissioners, formed a partnership to eradicate the drug problems and improve the quality of life in public housing communities. The Greensboro Housing Authority, Greensboro Police Department, Greensboro City Council, Governor's Drug Cabinet, and the Governor's Crime Commission, joined in the effort. The primary funding sources for this effort were the city of Greensboro, Greensboro Housing Authority, and the Governor's Crime Commission.

The PNRC Program has been so successful that the program was extended and expanded. In 1992 the Greensboro Housing Authority provided funding for the Police Department to allow the PNRC Program to become a full-time program at one additional site (Hampton Homes), raising the total number of sites to five (5).



During the years 2002 and 2003, the Morningside Homes public housing community was demolished and replaced with a mixed-use development of residential and commercial structures. The quality of life in this area has improved to the point that the PNR site originally located in this neighborhood has been redeployed to the Hickory Trails public housing community.

### Safety Town

Safety Town is a two-hour a day, two-week program for children that teaches safety lessons on strangers, traffic, pedestrians, fire, bicycles, bus, poisons (including drugs), water and guns. This community service program has been sponsored by the Greensboro Police Department, the Greensboro Jaycees, and other area local civic and business organizations for 30 years.

### Special Olympics

The Greensboro Police Department does several fund raisers throughout the year to raise money for the Special Olympics. Fundraisers include a Bowl-a-Thon, Tip a Cop, Cop on Top, Hockey Tournament, The Torch Run and the Police Memorial Week 5K Run.

### Victim of Crime Services

The Greensboro Police Department supports one full-time victim advocate personnel assigned from the Family Services of the Piedmont. The advocate primarily works with the Family Victims Unit which is housed at the Family Justice Center.

The Victim Advocate provides assistance and counseling to victims and families of victims who have suffered rape, sexual assault, aggravated assault and other crimes. Victims are offered information, counseling and support. Specific services provided by the Victim Advocates include:

- Crisis counseling,
- Assistance with financial claims and compensation filing,
- Criminal justice preparation and orientation,
- Court accompaniment and advocacy,
- Support during medical proceedings,
- Preparation of victim impact statements,
- On-site death notification assistance, and

- Program training for police recruits and police field officers.

Both victims and police personnel enthusiastically support this program, which has proven to be of significant benefit to those who have been victimized by the criminal element in Greensboro.

### In the Schools

The members of the Greensboro Police Department spend a great deal of time involved in the schools in such programs as Junior Achievement, Communities in Schools - Great Leaps Reading Program, Lunch Buddies, and Big Brother and Big Sister.

### McGruff

Back in 1980, a dog in a rumpled trench coat said, "You don't know me yet. But you will." Since then, McGruff the Crime Dog has taught millions of people that the police can't fight crime alone - crime prevention is everybody's business and everyone can help "Take A Bite Out Of Crime." McGruff has been a member of the Greensboro Police Department for over 30 years.

### Christmas with Cops

For more than 20 years, the Greensboro Police Officers Association has taken children shopping for the winter season. GPOA takes 50 young people along with their police partners shopping at Target for winter clothes. The children who participate in "Christmas with Cops" are referred through Big Brothers/Big Sisters, and Lifespan, an organization that teaches disabled youth how to live independently. GPOA is a non-profit organization that provides legal and peer support to Greensboro police officers, as well being actively involved in community and charity events. It consists of approximately 500 members.

### Speakers Bureau

The Greensboro Police Department is asked to speak at numerous different types of events and classes weekly. The most common is in schools educating the kids on safety topics. Often we are asked to display equipment at festivals and other big events. We also speak to businesses and their employees on

safety topics that concern them directly. The Police Department values the opportunity to speak with community groups on safety and crime prevention.

### Boy Scout Merit Badge Workshop

There are four Boy Scout merit badges that pertain to the police; safety, traffic safety, fingerprinting and crime prevention. In order to help as many scouts in the community, the Police Department hosts a workshop that is open to the first 50 to register. There are four different 2 hour workshops each covering one of the merit badge topics.

### Anytown

Is a week-long residential summer program conducted at Blowing Rock Conference Center in the beautiful North Carolina Mountains and is sponsored by NCCJ. Not your "typical summer camp," ANYTOWN provides rising Guilford County high school juniors and seniors with a unique opportunity to live and interact with a diverse group of students who come together to build a community based on inclusivity, respect and understanding. The group includes about 70 delegates, 13 peer counselors, 12 adult advisors and 3 directors. ANYTOWN staff is highly qualified community leaders and ANYTOWN graduates, committed to bringing the magic to new students every summer. GPD sends at least one officer to participate each summer.

### Coffee with a Cop

The Greensboro Police Department began offering members of the public an opportunity to meet officers and discuss community issues in these informal settings in April 2015. The goal of "Coffee with a Cop" is to break down barriers and allow for a relaxed, one-on-one interaction. This is a chance for the public to ask questions, bring concerns or simply get to know officers. These interactions are the foundation of community partnerships. "Coffee with a Cop" is a national initiative supported by The United States Department of Justice, Office of Community Oriented Policing Services. The program aims to advance the practice of community policing by improving relationships between police officers and community members one cup of coffee at a time. Similar events are held across the county.

### Cops and Bobbers

This program has a similar mission as Coffee with a Cop in that the goal is to break down barriers and allow for a relaxed, one-on-one interaction. This is a chance for the public to ask questions, bring concerns or simply get to know officers while fishing at Lake Higgins. We provide the tackle and the bait. No fishing license is required and it is a catch and release program.

### Neighborhood Oriented Policing

As a result of a strategic planning process, the Greensboro Police Department (GPD) has adopted Neighborhood Oriented Policing (NOP) as an agency wide philosophy for policing its community. The foundation of the NOP philosophy is the geographic assignment of patrol officers, supervisors, managers and commanders to smaller services areas within four patrol divisions. These personnel work as a team and develop ownership of the problems and people who live within those patrol areas and divisions. Each team will be responsible for enforcement, intervention, and prevention strategies developed collaboratively with the communities they serve. Deploying patrol personnel in geographic teams within Districts strengthens accountability by expanding responsibilities from time periods within shifts to team areas for which they will be accountable.

### Child Response Initiative - Greensboro

The Child Response Initiative (CRI<sup>®</sup>) is a coordinated community response for children who have been exposed to violence, with the mission of supporting children and families toward safety and wellness. Led by GPD's non-profit partner the Kellin Foundation, CRI<sup>®</sup> is a volunteer patrol referral function whereby first responders such as patrol officers, School Resource Officers and detectives who encounter situations involving a juvenile witness or victim to violence or trauma can refer such youth to this program. CRI's network of private and public sector services provide counseling or other necessary resources and advocacy to families. Founded in 2008 by Dr. Kelly Graves and Lindy Beauregard, CRI<sup>®</sup> has served over 9,000 youth and families in Greensboro.

## Community Watch Groups

This program is based upon the premise that citizens have a responsibility to help keep their own neighborhood areas safe. The principal requirement for becoming a Community Watch Area is for 70% or more of the residents of the area to participate in the program. They do so by marking their valuables with identifying numbers, allowing a security survey of their homes, participating in area meetings and notifying the Police Department when unusual circumstances exist in their area. After qualifying, signs are erected to notify potential violators that they are in a Community Watch Area.

## Crime Stoppers

During the late 1970's and early 1980's, a program was developed in Albuquerque, New Mexico to gain voluntary information from citizens that would help to solve criminal cases. After a highly successful beginning, the program known as Crime Stoppers, Inc. became operational. Greensboro/Guilford Crime Stoppers was incorporated on Jan. 21, 1981 with assistance from the Jaycees and the Chamber of Commerce. Housed within the Criminal Investigations Division, Crime Stoppers is a program that encourages citizens to provide information leading to the arrest or indictment of criminals via a confidential tip line. Callers receive cash rewards and a promise of anonymity for tips resulting in an arrest or indictment. Crime Stoppers is a 501(c) 3, and is funded through donations from individuals and businesses interested in assisting the Department in its effort to solve criminal cases. As of January 31, 2016, Greensboro/ Guilford Crime Stoppers has led to the clearance of 8,157 cases; led to 16,148 charges; and recovered stolen property or narcotics amounting to a total of \$23,227,467.00 since its inception. This program is an extremely valuable aid in our efforts to clear cases and recover stolen property . In 2010, the Greensboro/Guilford Crime Stoppers Program reached a milestone of \$20 million in recovered stolen property and narcotics.

In 2012 the program instituted the text a tip program, which allows tipsters to text information anonymously. They can also submit a tip online via the crime stoppers website, [www.ggcrimestop.org](http://www.ggcrimestop.org). In addition, the program has ramped up its use of social media by creating accounts on Facebook; Twitter and Instagram. IN early 2016, the program will introduce a new product which is a digital kiosk that can be moved to different locations. The kiosk has a digital screen, and works off of a virtual private network, allowing the coordinator to broadcast wanted persons as well as alerts that are distributed on social media sites.

## INTERNAL REVIEW PROCESS

The public grants the police considerable authority to act on its behalf in the effort to create an environment free of crime, drug abuse, violence and disorder. In most encounters with the public, police employees utilize their authority in an appropriate manner, however, there are times when citizens have legitimate questions concerning its application.

It is the policy of the Greensboro Police Department to investigate all credible allegations of officer misconduct including anonymous allegations whether received from a citizen, a member of the Department, or other agencies. The Professional Standards Division functions as the unit responsible for internal administrative investigations related to alleged officer misconduct. The Commanding Officer of the Professional Standards Division reports directly to the Chief of Police.

The Police Department has an established Directive entitled, Corrective Action Procedures, which establishes the Department's policy regarding citizen complaints of police misconduct and outlines a formal procedure for the investigation of citizen complaints. The Department assigns direct responsibility for a thorough investigation of a citizen complaint to the Professional Standards Division Commanding Officer.

The Professional Standards Division serves as the Department's control mechanism in all investigations of citizen complaints by recording complaints when received, reviewing completed investigations for thoroughness, objectivity and accuracy, as well as establishing and maintaining a complete case file on each complaint. Investigators of the Professional Standards Division are assigned directly to investigate complaints that involve use of force resulting in serious injury to a citizen and to conduct administrative investigations of alleged violations of criminal laws or conduct which could constitute a violation of Departmental policy by a police employee. In addition, the Professional Standards Division conducts administrative investigations into certain incidents due to the magnitude and/or sensitivity of the incident, even though a citizen complaint has not been received. Examples of such incidents include actions of an officer resulting in serious injury or death to a citizen or officer and other incidents as directed by the Chief of Police.

The purpose of the Department's policy of investigating complaints of employee misconduct is to establish a procedure for addressing employee misconduct in a uniform manner, to provide citizens with a fair and effective course for filing complaints through an established process for receiving, investigating and adjudicating complaints against employees of the

Department, to protect all employees from false allegations, and to ensure that accused employees are consistently treated fairly.

There are three (3) primary purposes for the Department's policy of investigating citizen complaints against police officers. These are:

- The policy permits citizens to seek redress of their legitimate grievances against police employees when the citizen feels an officer subjected him to improper treatment.
- The policy provides the Chief of Police with an additional tool to monitor police employees' compliance with the provisions and regulations established by the Department. When violations are established, appropriate corrective action, training, and direction may be applied as necessary to correct the problem.
- The policy of investigating all citizen complaints helps perpetuate a positive image and ensure the integrity of the Department. The policy also helps protect the rights and interests of both private citizens and Departmental members.

During the investigation of a citizen complaint, an effort is made to locate and interview each person who may be a witness to, or have information relevant to, the incident in question. All the information and evidence is reviewed to determine if the officer's actions amounted to a violation of Departmental Directives. The citizen is notified of the findings by letter. Appropriate corrective action is taken where warranted and the Professional Standards Division maintains a completed file.

As stated previously, the Professional Standards Division conducts administrative investigations of incidents of unusual magnitude or sensitivity even though a citizen complaint may not have been received. The basic purpose for the administrative investigation is identical to the purpose for the citizen complaint investigation.

These investigations provide the Department with an opportunity to measure the efficiency and effectiveness of its overall performance during the incident and to take appropriate corrective action when necessary. These administrative investigations may involve interviews with officers and citizens, reviews of police body worn camera footage, radio transmissions and associated transcripts, examination of relevant evidence and a review of applicable policies, procedures and directives. These administrative investigations are filed and retained by the Professional Standards Division. Investigations

involving alleged criminal conduct by an employee are assigned to the Criminal Investigations Division or, at the discretion of the Chief of Police, an outside agency.

Under current city policy, documents in the Professional Standards Division files are retained on both current and former employees of the Department. These files are administrative in nature and are kept secure by the Professional Standards Division. Extensive care is taken to protect the information in the files because employees are compelled to answer questions related to the scope of their employment. In addition, citizens providing sensitive information about possible misconduct of officers are often reluctant or unwilling to have their identities revealed. The files are considered confidential and are subject to review only by persons having a need to know as directed by the Chief of Police or his designee, in accordance with the North Carolina General Statute (NCGS) 160A—168: Privacy of Employee Personnel Records.

## DEFINITIONS

The following definitions were used in preparation of the Internal Review Process information:

Activities: Totals that categorize activity for a specific time period to include:

- Citizen Calls
- Officer Calls
- Part I Offenses
- Part II Offenses
- Miscellaneous Investigations
- Criminal Investigations
- Traffic Arrests
- Traffic Crashes

Arrests: The number of persons taken into custody or issued a citation for having committed a criminal offense, traffic offense, or both.

Assaults on Officers: The number of persons arrested for committing a misdemeanor or felony assault upon a law enforcement officer.

Resisting Arrest: The number of persons charged with resisting, delaying, or obstructing a public officer in the discharge or attempted discharge of a duty of his office.



Complaint: Information received from a citizen or member of the Department, which allege one or more violations of Departmental regulations or law.

Allegations: An assertion of wrongdoing concerning Departmental regulations, procedures, and policies, actions taken by Departmental members in the performance of their duties, and other issues which involve the Department and its members.

Use of Force: Shall be any degree of physical action beyond mere restraint. Striking or any form of restraint in which injury occurs shall be considered use of force. Additionally, any complaint of injury caused by a Greensboro Police Officer is considered use of force.

Sustained: The allegation is supported by sufficient evidence to indicate that the allegation is true.

Not Sustained: There is insufficient evidence to either prove or disprove the allegation.

Exonerated: The complaint or allegation occurred but the investigation revealed that the employee's actions were justified, lawful and proper.

Unfounded: The allegation is false or the facts show that the accused employee could not have committed the violation.

**COMPARISON OF ACTIVITY AND COMPLAINT  
INFORMATION  
CALENDAR YEARS 2011 - 2015<sup>1</sup>**

	2011	2012	2013	2014	2015
<b>CATEGORIES</b>					
Total Activities	447,292	458,660	399,178	380,751	332,344
Total Arrests	33,184	35,050	19,927	17,565	15,259
Assaults on Officers	140	104	129	94	98
Resisting Arrest	1,241	1,229	1,124	885	665
Complaints <sup>2</sup> per Year	110	144	94	168	153
Allegations per Year	172	250	168	281	254
Complaints per 10,000 Activities	2.46	3.14	2.35	4.41	4.60
Sustained <sup>3</sup>	52 (30.2%)	104 (41.6%)	85 (50.6%)	167 (59.4%)	122 (48.0%)
Not Sustained <sup>3</sup>	43 (25.0%)	64 (25.6%)	35 (20.8%)	52 (18.5%)	47 (18.5%)
Unfounded <sup>3</sup>	60 (34.9%)	54 (21.6%)	33 (14.9%)	33 (11.7%)	43 (16.9%)
Exonerated <sup>3</sup>	17 (9.9%)	28 (11.2%)	23 (13.7%)	29 (10.3%)	42 (16.5%)
No Action Taken <sup>3</sup>	0 (0.0%)	1 (0.40%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Uses of Force per Year	320	287	289	274	226
Uses of Force per 10,000 Arrests	96.4	81.9	145.0	156.0	148.1
Disciplinary Actions Imposed					
Written Reprimand	10	14	20	34	17
Suspended	3	10	9	16	16

Resigned	1	3	5	7	4
Demoted	1	0	1	0	1
Terminated	4	8	3	3	4

<sup>1</sup>Year-to-date totals may differ due to case clearance - status changes that may occur after the actual reporting of the crime. Citywide totals may differ from district totals due to telephone and walk-in totals not reflected in district statistics.

<sup>2</sup>The Complaint category encompasses Internal and External Complaints as well as Administrative Investigations. Internal Complaints are when an employee alleges an act of misconduct by another employee. External Complaints are when a citizen alleges an act of misconduct by an employee. Administrative Investigations are alleged violations of Departmental procedure.

<sup>3</sup>The percent calculations are based on the total number of allegations.

# **FINANCIAL INFORMATION**

## **INTRODUCTION**

The 2015/16 approved budget for the Greensboro Police Department is \$70,175,903. These funds represent 30% of the total funds appropriated by the City of Greensboro for General Fund Expenditures for FY 2015/2016. Based on the City Planning Department's city statistics for the population of Greensboro (272,190), the per capita cost for police service is \$234.86.

### **PERSONNEL SERVICES AND BENEFITS**

The most significant cost associated with the operation of the Greensboro Police Department is personnel. The expenditures for Personnel Services and Benefits amount to \$59,572,091 85% of the Department's total budget. This percentage is consistent with organizations whose primary product is service. Funds appropriated for these expenditures include overtime and premium pay. The overtime funds are used for overtime hours associated with work completed beyond normally scheduled duty hours and off-duty court attendance. Premium pay includes expenses such as holiday pay, hours worked over the FLSA limit of 171 hours, and city sponsored events such as the Fun Fourth Celebration.

### **MAINTENANCE OPERATIONS AND CAPITAL OUTLAY**

Maintenance and Operation appropriations total \$10,823,523, 15% of the Department's total budget. Significant expenditures associated with this budget category include vehicle leases, fuel, radio services, uniforms, building security services, and departmental equipment. There is budgeted Capital Outlay for FY 2015/16 of \$121,964 used for Firearms Training Simulator project which will enhance training and maintenance of core skills department personnel.

## BUDGET ALLOCATION BY BUREAU

	<b>Approved 2015-2016</b>	<b>% of Total</b>
<b>Chief of Police</b>	<b>\$3,411,384</b>	<b>4.9%</b>
<b>Management Bureau</b>	<b>\$13,068,040</b>	<b>18.6%</b>
<b>Support Bureau</b>	<b>\$9,351,735</b>	<b>13.3%</b>
<b>Investigative Bureau</b>	<b>\$11,521,838</b>	<b>16.4%</b>
<b>Patrol Bureau</b>	<b>\$32,822,906</b>	<b>46.8%</b>
<b>Total</b>	<b>\$70,175,903</b>	<b>100%</b>

## BUDGET ALLOCATION BY CLASSIFICATION OF EXPENDITURES

<b>Salaries &amp; Benefits</b>	<b>\$59,572,091</b>	<b>85%</b>
<b>Maintenance &amp; Operations</b>	<b>\$10,823,523</b>	<b>15%</b>
<b>Capital Outlay</b>	<b>\$121,964</b>	<b>0%</b>
<b>Total</b>	<b>\$70,297,867</b>	<b>100%</b>