

GREENSBORO POLICE DEPARTMENT

ORGANIZATIONAL STRUCTURE AND FUNCTIONS GUIDE



Brian James
CHIEF OF POLICE

January 2021

Our Mission

Partnering to make Greensboro safe for all people.

Our Vision

To be a national model for exceptional policing through our commitment to excellence, selfless public service, and effective community partnerships.

Our Values

Honesty – Always being truthful, ethical, and principled

Integrity – Embodying and adhering to the principles of honor, trustworthiness, and moral courage

Stewardship – Protecting resources, and placing the needs of the community and our mission above our individual needs

Respect – Always acting with compassion and valuing the diversity of our community by building partnerships and relationships

Trust – Being transparent in our policies and procedures, ensuring they are designed to be fair to the community and our employees and providing all with effective redress for their concerns

Accountability – Providing leadership throughout the Department in a professional and responsible manner and holding all of our employees accountable for their conduct, effective job performance; including quality of work and knowledge, and dedication to our mission

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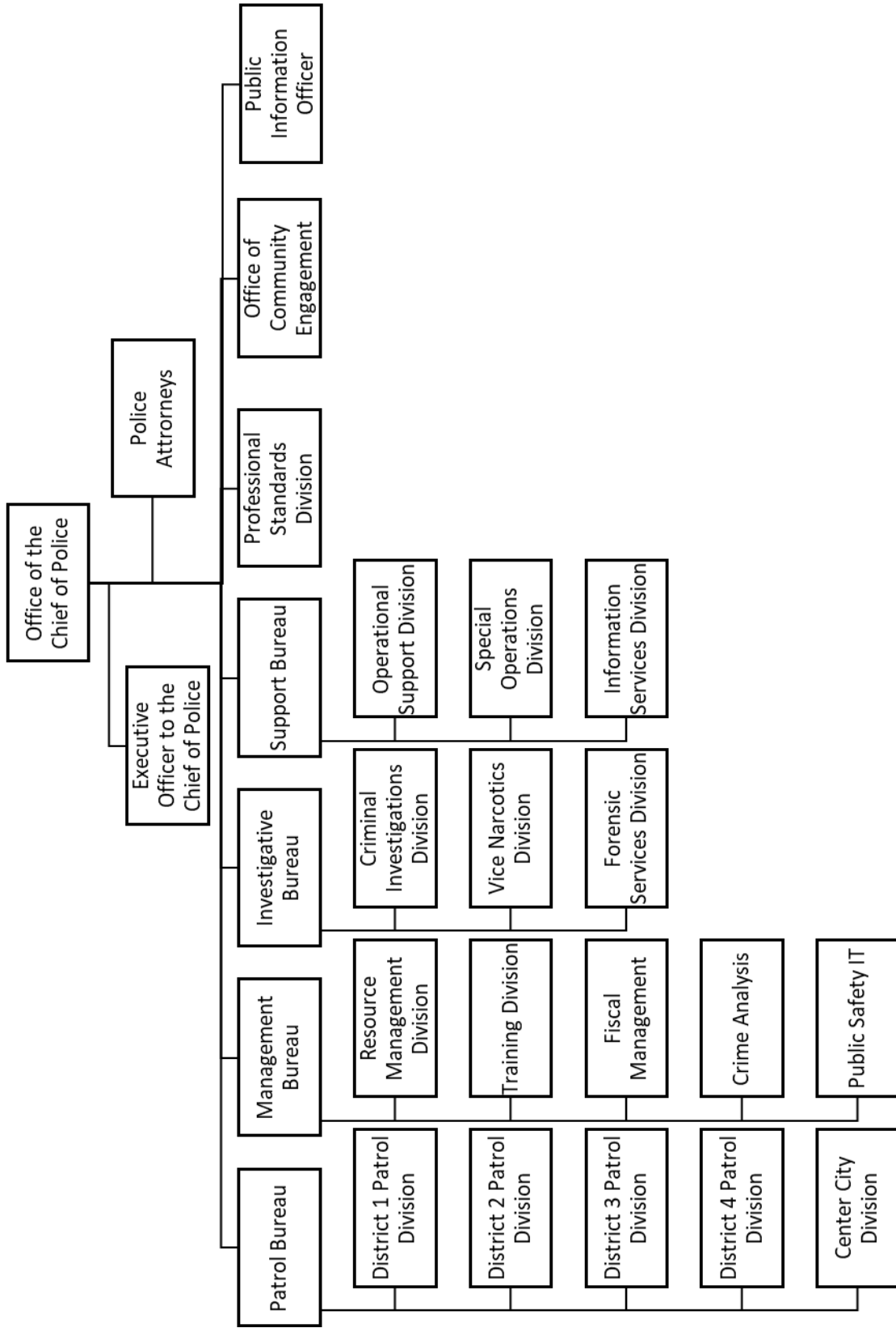
INTRODUCTION

The Greensboro Police Department is located in Greensboro, North Carolina. It is an organization of 679 sworn Law Enforcement Officers and 115 non-sworn employees. The Greensboro Police Department has five major components:

Office of the Chief of Police
Patrol Bureau
Support Bureau
Investigative Bureau
Management Bureau

Throughout these components, the 794 authorized personnel are assigned within fourteen (14) separate divisions. A full range of law enforcement services is provided for all citizens through various components of the Police Department.

The information contained herein provides a brief description of the function and personnel complement of each organizational component of the Department.



OFFICE OF THE CHIEF OF POLICE

1 Chief of Police
4 Deputy Chiefs of Police
2 Police Attorneys
1 Public Information Officer
Professional Standards Division
Office of Community Engagement
1 Executive Officer to the Chief of Police
1 Administrative Assistant
1 Paralegal

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 Police Attorneys, the Public Information Officer, the Professional Standards Division, and the Office of Community Engagement.

Police Attorneys

2 Police Attorneys

The Police Attorneys provide legal advice and support to the Department. They are responsible for providing a variety of work to support the Department including, but not limited to, preparing documents necessary for citizen and attorney requests, document preparation necessary for litigation, filing court documents, responding to civil process, responding to public records requests, reviewing and executing contracts, preparing and delivering training, reviewing and, where necessary, responding to subpoenas, consulting on searches and seizures, reviewing requests for immigration visas, and acting as a liaison to the greater Greensboro legal community.

Public Information

1 Public Information Officer

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 mission, 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.

Professional Standards Division

- 1 Captain
- 1 Lieutenant
- 7 Sergeants
- 1 Administrative Support Specialist

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 manages the Department's Body Worn Camera (BWC) program.

Office of Community Engagement

- 1 Office of Community Engagement Manager
 - 1 Assistant Manager
 - 1 Police Officer Therapy Dog Handler
- 1 Community Resource Coordinator (Contracted)
 - 1 Multi-media Specialist
 - 1 Administrative Assistant
 - 1 Social Media Specialist (Roster)
- 1 Students Overcoming Situations (SOS) Tech (Roster)

The Office of Community Engagement exists to build and foster positive police-community relations through communication, programs, partnerships, and volunteer opportunities based on community need. The Community Relations Coordinator reports directly to the Office of Community Engagement Manager. The Office of Community Engagement Manager also supervises the Police Officer Therapy Dog Handler, the Social Media Specialist, and the Customer Service Representative. In this capacity, the Community Engagement Manager and the Community Relations Coordinator play pivotal roles 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. The Multi-media Specialist coordinates and develops social media content and oversees youth engagement. 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 Engagement Team develops and implements public safety themes, tools, and campaigns. Members of the Community Resource Teams work closely with the Community Engagement Office to plan

National Night Out activities, community presentations, and implementation of community programs throughout the city.

Executive Officer to the Chief of Police

- 1 Executive Officer
- 1 Administrative Assistant
- 1 Paralegal

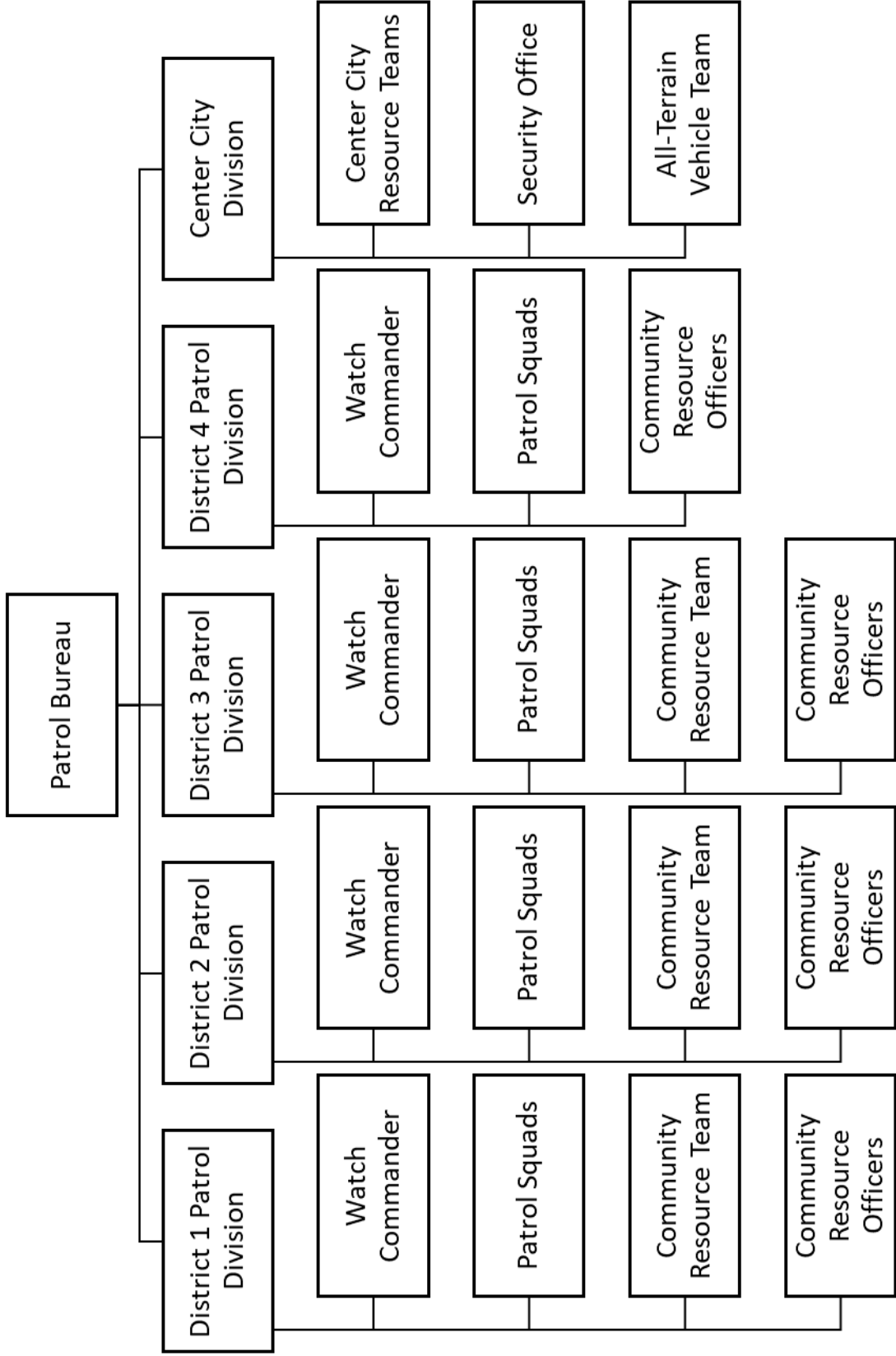
The Executive Officer to the Chief of Police prepares special reports and handles administrative concerns as directed by the Chief of Police, providing direct assistance to the Chief of Police in the overall administration of the Department's operation. The position is responsible for developing work 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 supervises the Administrative Assistant to the Executive Officer and the Paralegal.

Administrative Assistant to the Executive Officer

The Administrative Assistant to the Executive Officer is responsible for providing administrative support to the Office of the Chief of Staff. 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. This includes maintaining a calendar of appointments, conducting research, and preparing written correspondence for the Office of the Chief of Staff while preparing offices, programs, and supplies for executive level meetings. The Administrative Assistant serves as the direct liaison with other departmental and organizational personnel. The position assists with a wide variety of departmental operations and performs special projects and assignments as requested.

Paralegal

The Paralegal is responsible for supporting the Police Attorneys taking phone calls, preparing documents necessary for citizen and attorney requests, document preparation necessary for litigation, document preparation necessary for responding to public records requests, organizing and maintaining case files, checking brief citations, assistance in preparing supporting exhibits, filing court documents, responding to civil process, and reviewing requests for immigration visas.



PATROL BUREAU

1 Deputy Chief of Police
5 Division Commanders
5 Division Executive Officers
1 Lieutenant Patrol Executive Officer
4 Watch Commanders
2 Administrative Assistants

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 Bureau Executive Officer

The Executive Officer to the Patrol Bureau Commander provides administrative support to the Patrol Bureau Commander, performing a wide variety of complex tasks which support the department's mission. The position assists the public regarding departmental policy and procedures and is the Department's liaison to outside organizations.

Watch Commanders

The primary responsibilities of the Watch Commanders are to coordinate and supervise the delivery of police services throughout the entire city during their tour of duty. The Watch Commanders have staff supervision over any departmental personnel working during their tour of duty.

Center City Division

Center City Resource Teams (CCRT)

1 Captain
1 Lieutenant
2 CCRT Sergeants
2 CCRT Corporals
18 CCRT Officers
1 Security Specialist

The Center City Resource Teams provide police services to the downtown area including vehicle and foot patrols during the afternoon and evening hours. The Center City Resource Teams are 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.

City Security Office

1 Security Specialist

The City Security Office is primarily responsible for 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.

Special Team

All-Terrain Vehicle Safety Training and Education Program Team (ATV S.T.E.P.)

The ATV S.T.E.P. Team serves as the agency's lead component for ATV safety efforts, to include education, Training, and Enforcement. The ATV S.T.E.P. Team is also responsible for providing assistance to follow-up investigators in all near-fatality and fatality ATV crashes. The team maintains an on-call program to render these services when necessary and is able to conduct search and rescue activities over difficult terrain. They are also available to patrol area watersheds and city parks.

The ATV S.T.E.P. Team is the lead unit for liaison with other agencies concerning ATV enforcement, education, and training activities. It also serves as the liaison with community groups such as 4-H and N.C. Safe Kids.

Special Event Team (SET)

The mission of the Greensboro Police Department's Special Event Team is to protect lives and property by maintaining order during incidents of civil unrest through a contingency that utilizes specially trained and equipped personnel. The SET 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.

District 1 Patrol Division

1 Captain

1 Lieutenant

1 Lieutenant Watch Commander

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
69 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. District 1 Patrol Squads are also responsible for applying proactive policing strategies in an effort to reduce criminal activity.

Community Resource Team

3 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)

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.

District 2 Patrol Division

1 Captain
1 Lieutenant
1 Lieutenant Watch Commander
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
71 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 Sergeant
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 primary 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 Patrol Division

1 Captain
1 Lieutenant
1 Lieutenant Watch Commander
1 Administrative Assistant

District 3 provides police services to an area that includes the residential, commercial, and industrial areas to the west 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 and businesses 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
6 CRT 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.

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 primary 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 4 Patrol Division

1 Captain
1 Lieutenant
1 Lieutenant Watch Commander
1 Administrative 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

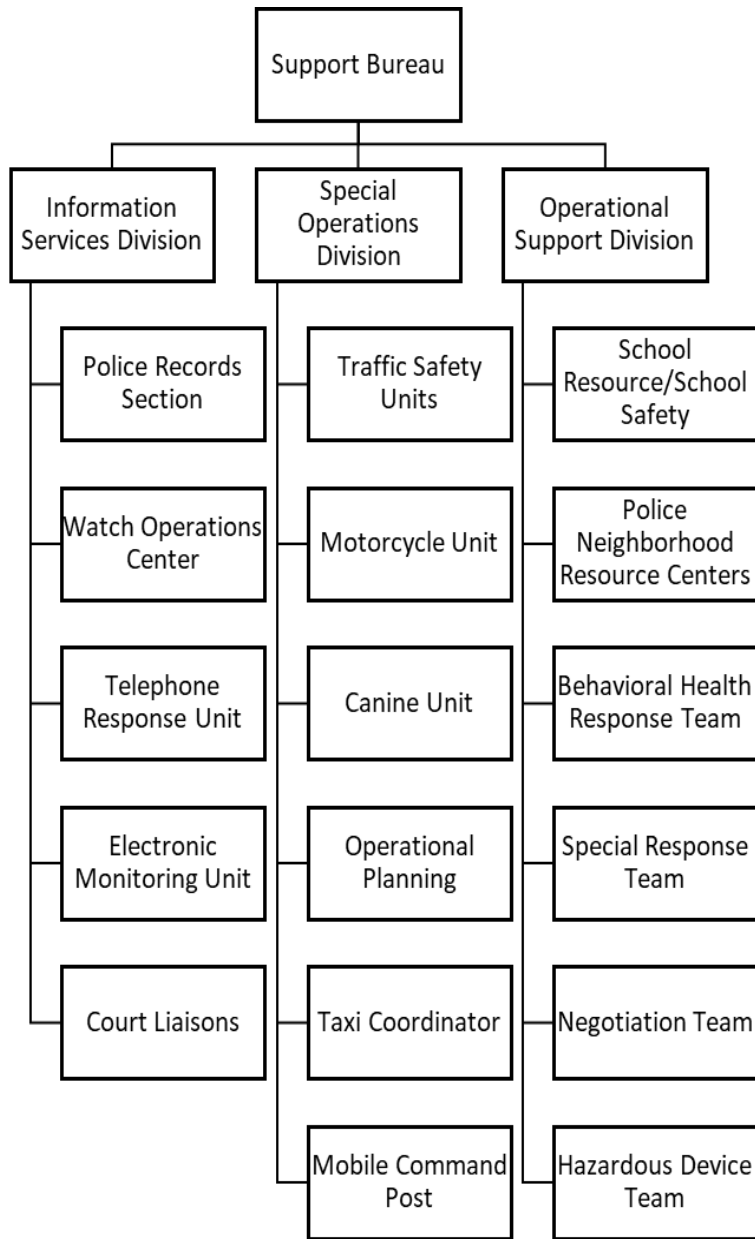
76 Patrol Officers

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 Officers

5 Community Resource Officers (CRO)

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.



SUPPORT BUREAU

1 Deputy Chief of Police
3 Division Commanders

The Support Bureau is commanded by a Deputy Chief of Police who reports directly to the Chief of Police. The Bureau is composed of three (3) Divisions whose primary responsibilities are to provide efficient and cost effective administrative and operational support functions for the department and to extend support services to other department components.

Information Services Division

The Information Services Division is organized into five (5) distinct organizational components, each responsible for a specific support service function. Some of these sections have multiple missions dependent on the expertise of assigned personnel. The following information provides a brief description of each component and the positions allocated.

Records Management Section

1 Records Manager
3 Records Supervisors
13 Records Specialists
1 Legal Administrative Assistant

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 include receiving and reviewing documents for accuracy and completeness, indexing data from documents into the Department's Records Management System, conducting fingerprint processing, mailing of legal notices, service of Criminal Summons, and calling and/or mailing notices to inform citizens of existing subpoenas and their service.

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 (WOC)

2 Watch Operations Supervisors
12 Watch Operations 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 available to police personnel and citizens.

Telephone Response Unit

2 Telephone Response Specialists
2 Rosters

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.

Electronic Monitoring Unit (EMU)

1 Electronic Monitoring Supervisor
5 EMU 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 the EMU is to provide a level of supervision to offenders that will deter their criminal activity and change their patterns of criminal behavior.

Court Liaisons

2 Court Liaison Officers

The Court Liaisons coordinate court appearances between officers and the District Attorney's Office. The Liaisons promote and maintain a professional working relationship with the district Attorney's office, and keeps court appearances to the minimal time required to prosecute cases successfully.

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 five (5) principal work components: the Traffic Safety Units, Motorcycle Unit, Canine Unit, Taxi Inspector, and the Operational Planning Unit. This Division provides staffing for special operations, planned events and critical incidents that arise.

Traffic Safety Units (2)

2 Sergeants
2 Corporals
10 Traffic Safety Officers
2 Hit and Run Investigators
2 DWI Enforcement Officers

The Traffic Safety Unit (TSU) consists of two (2) teams who provide support to the Patrol Function. 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 (GHSP) by participating in countywide checking stations that are directed at DWI suppression and seatbelt use enforcement. The Unit also provides two (2) officers that are devoted to DWI enforcement throughout the city and two (2) officers that conduct follow-up investigations on certain hit and run cases. The Unit has a Traffic Safety Education Program that conducts a variety of programs tailored to specific audiences all in an effort to promote safe driving behavior and increase safety on our roadways.

Motorcycle Unit

1 Sergeant
4 Officers

The Motorcycle Unit is a single team that works in conjunction with the Traffic Safety Units and 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.

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 fourteen (14) canines consist of ten (10) dual purpose patrol canines, two (2) explosive detection dogs and two (2) trailing dogs. The canines and their handlers are certified through the International Police Work Dog Association (IPWDA) and the National Police Bloodhound Association.

Operational Planning Unit

2 Police Officers

This Unit is responsible for developing Incident Action Plans in accordance with the National Incident Management System (NIMS) for all major events that occur within the City of Greensboro which 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 Unit acts as the department's emergency management representative and liaisons with other partner agencies both within and outside Guilford County.

Taxi Coordinator

1 Police Officer

The Taxi Coordinator is responsible for the inspection and permit process for taxis, the 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.

Special Teams

Mobile Command Center Team

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.

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. The Division is responsible for the administration of certain Departmental Special Teams.

School Resource/School Safety

2 Sergeants
1 Corporals
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 provide service to middle and high schools in the form of law enforcement law- related instruction, and counseling.

Police Neighborhood Resource Center

1 Sergeant
1 Corporal
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.

Behavioral Health Response Team

1 Sergeant
1 Corporal
7 Officers

The Behavioral Health Response Team (BHRT) is a team of officers who have received specialized training to handle the complex issues relating to mental illness and homeless/unsheltered populations. Officers are partnered with licensed counselors in a co-response model and responsible for dealing with mentally ill subjects, including making arrangements for the care, transport to appropriate facilities, etc. Designated officers on the team also continue to serve in the functions of Homeless Assistance Response.

Special Teams

Special Response Team (SRT)

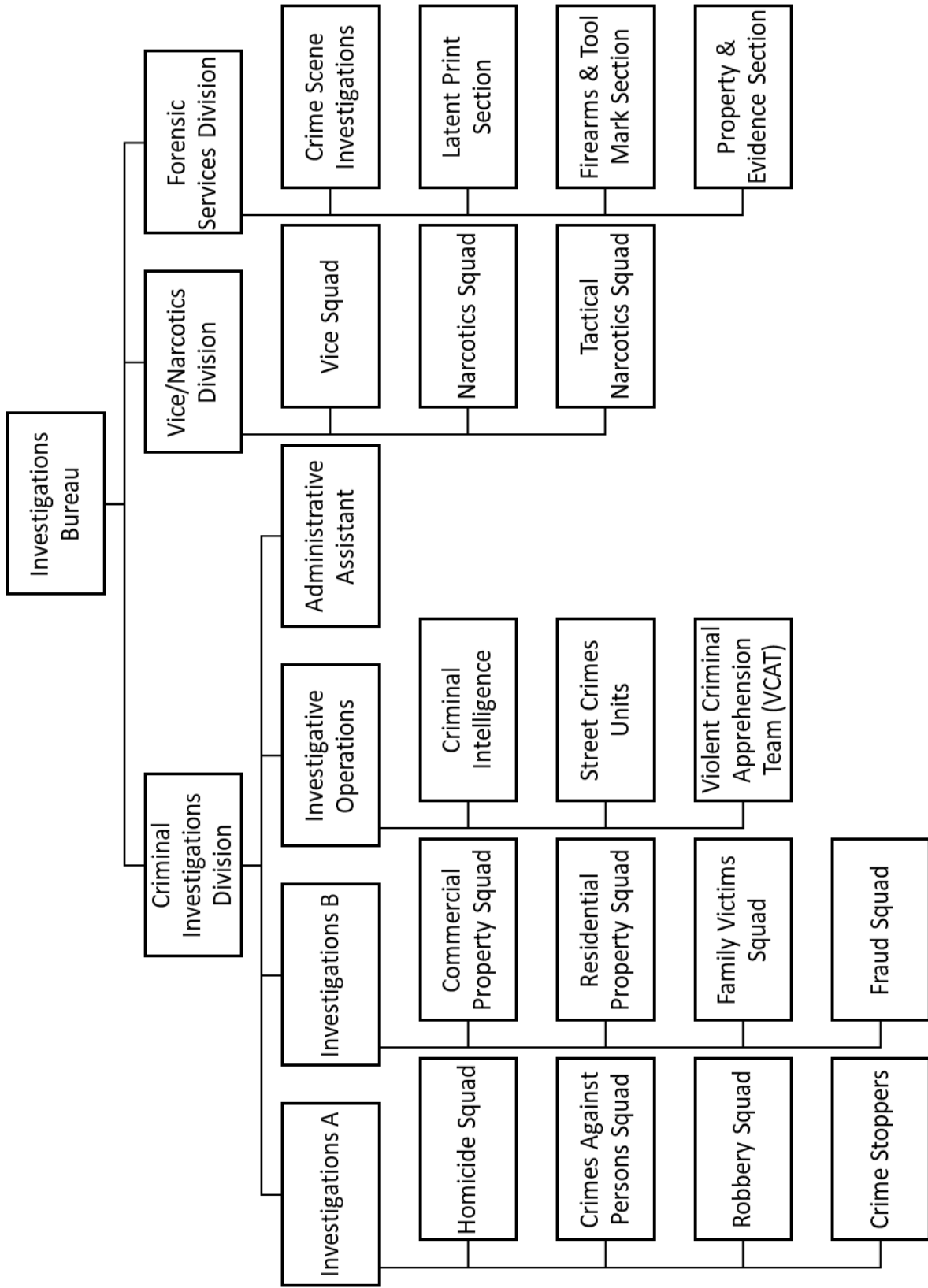
The purpose of SRT is to enhance the effectiveness of police operations by handling incidents that by their nature exceed or strain the ability of Patrol Officers to provide police services safely. These unusual operational activities and problems include, but are not limited to, hostage incidents, armed 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 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.

Hazardous Devices Team

The Hazardous Devices Team responds on found or recovered civilian and military explosives, suspicious packages in Greensboro and surrounding communities.



INVESTIGATIVE BUREAU

- 1 Deputy Chief of Police
- 2 Division Commanders
- 1 Division Director

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

- 1 Captain
- 3 Lieutenants
- 1 Administrative Assistant
- 2 Sworn Rosters
- 3 Non-Sworn Rosters

The Criminal Investigations Division is composed of eight (8) Investigative Squads that are responsible for conducting follow-up investigations of reported offenses as well as monitoring violent and repeat offenders, two (2) Street Crimes Squads that are responsible for monitoring and gathering information on repeat offenders and violent suspects and one (1) Criminal Apprehension Team that is responsible for conducting fugitive investigations and apprehensions for wanted persons. The Crime Stoppers Program is also organized within this Division. The Investigative Squads are divided into three (3) Sections, each managed by a Lieutenant. The functions assigned to each section are described in the following paragraphs:

Investigations A

Homicide Squad

- 1 Sergeant
- 1 Corporal
- 12 Detectives
- 1 Multiple Offender Coordinator
- 2 Department Program Technicians

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 eighteen (18) years. Cases involving children younger than eighteen (18) years of age are investigated by the Family Victims Squad in conjunction with the Homicide Squad.

Crimes Against Persons Squad

1 Sergeant
1 Corporal
7 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 18 years of age and older, including all non-domestic physical assaults, harassing telephone calls, non-criminal injury cases, threats, bomb threats and any reports of abuse or exploitation of elderly persons in the city.

Robbery Squad

1 Sergeant
1 Corporal
6 Detectives (1 FBI Task Force Officer)

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.

Investigations B

Property Squad

1 Sergeant
2 Corporals
11 Detectives
2 Department Program Technicians

The 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. They are also 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.

Family Victims Squad

1 Sergeant
1 Corporal
9 Detectives
1 Victim's Advocate
1 Department Program Technician

The Family Victims Unit investigates domestic violence offenses, sex offenses, missing persons, and offenses against juveniles. This includes Sudden Infant Death Syndrome (SIDS), and other death cases in which the victim is under the age of eighteen (18) 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
5 Detectives

The Fraud Squad investigates all cases involving financial crimes, which include forgery, fraud and false pretense. One detective is sworn with the Secret Service Financial Crimes Task Force. One Detective is sworn with the Department of Homeland Security. Three of the detectives complete all computer forensic exams for the department and investigate technology related crimes.

Investigative Operations

Criminal Intelligence Squad

1 Sergeant
1 Corporal
6 Detectives
1 Joint Terrorism Task Force (JTTF) Detective
2 Violent Crimes Task Force (VCTF)
2 Safe Streets Task Force (SSTF) Officers
1 Gang Intelligence Department Program 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.

The two (2) Violent Crimes Task Force (VCTF) Officers works collaboratively with North Carolina's Middle District law enforcement and community partners to combat violent repeat offenders and

their crimes. This program is 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.

Street Crimes Units (2)

2 Sergeants
2 Corporals
12 Detectives

The Street Crimes Units 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.

Violent Criminal Apprehension Team

1 Sergeant
1 Corporal
6 Detectives (2 FBI Task Force Officers, 1 US Secret Service Task Force Officer)
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, Department of Homeland Security 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.

Crime Stoppers

1 Crime Stoppers Coordinator
1 Crime Stoppers Assistant

Crime Stoppers is responsible for the 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.

Vice/Narcotics Division

1 Captain
1 Lieutenant
1 Administrative Assistant

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

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.

Narcotics Squad

1 Sergeant
1 Corporal
10 Detectives
1 Police Canine

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)

2 Sergeants
2 Corporals
10 Officers

Tactical Narcotics Team 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.

Forensics Services Division

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

The mission of the Forensic Services Division is to provide forensic services characterized by a level of excellence that is established through diligence, perseverance, and positive partnerships with the greater law enforcement community, judicial system and members of our community. The personnel assigned to this Division perform a range of duties undertaken in direct support of Department investigations.

The four (4) primary sub-units comprising the Forensic Services Division are the Crime Scene Investigations Section, the Firearms and Tool Mark Section, the Latent Print Section, and the Property & Evidence Section. 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

The Crime Scene Investigations Section is comprised of investigative personnel and a digital imaging specialist whose primary responsibility is the provision of crime scene/evidence documentation and processing services. The goal of any crime scene investigation is to recover evidence that will establish objective elements of a crime and provide associative links between the key components comprising a criminal event (suspect, victim, location, items/objects). CSI Section personnel is responsible for assessing crime scenes in a manner that ensures items/conditions of probative value are recognized as evidence, processed appropriately and documented/preserved to maintain integrity. This section is operational 24 hours a day. Additionally, section personnel are Certified Chemical Analysts for the Driving While Impaired Enforcement Program.

Latent Print Section (LPS)

- 2 Latent Print Examiners

Finger/palm prints can provide follow-up investigators with information concerning the identity of individuals who may have knowledge of a particular crime. The Latent Print Section is responsible for the evaluation, storage, examination, and disposition of all friction-ridge impressions recovered by the Department. This section serves to establish associations between crime scene evidence, victims, suspects, and/or witnesses by individualizing friction-ridge impressions using scientific methodology. Examinations conducted by the section also play a critical role in confirming the identity of deceased individuals; thus assisting the investigation from a law enforcement standpoint but also ensuring family and friends receive notice and closure. The LPS function is assisted by utilization of local, state and nation-wide automated fingerprint identification systems (AFIS).

Examinations conducted by the Latent Print Section are undertaken in accordance with standards set forth by the ANSI-ASQ National Accreditation Board ISO/IEC accreditation program. The division employs standardized and validated inspections methods which serve to satisfy the requirements of its accreditation to ISO/IEC 17020:2012 quality standards for the examination of forensic evidence and accompanying customer needs.

Firearms & Tool Mark Section (FTS)

1 Firearms and Tool Mark Examiner

The Firearms & Tool Mark 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. The section assists investigations by providing information regarding firearms used to commit crimes within the city. By examining firearms evidence (firearms, casings, bullets) the section is able to provide critical information and associations, such as: determining that a specific known firearm recovered by the department was used in a particular crime, or that the same firearm was used in multiple crimes overtime (thus linking incidents city-wide and nation-wide).

This section employs guidelines set forth by the Association of Firearm and Tool Mark Examiners (AFTE) when comparing firearms evidence to form an expert opinion. Examinations conducted by this section are undertaken in accordance with standards set forth by the ANSI-ASQ National Accreditation Board ISO/IEC accreditation program. The division employs standardized and validated inspections methods which serve to satisfy the requirements of its accreditation to ISO/IEC 17020:2012 quality standards for the examination of forensic evidence and accompanying customer needs.

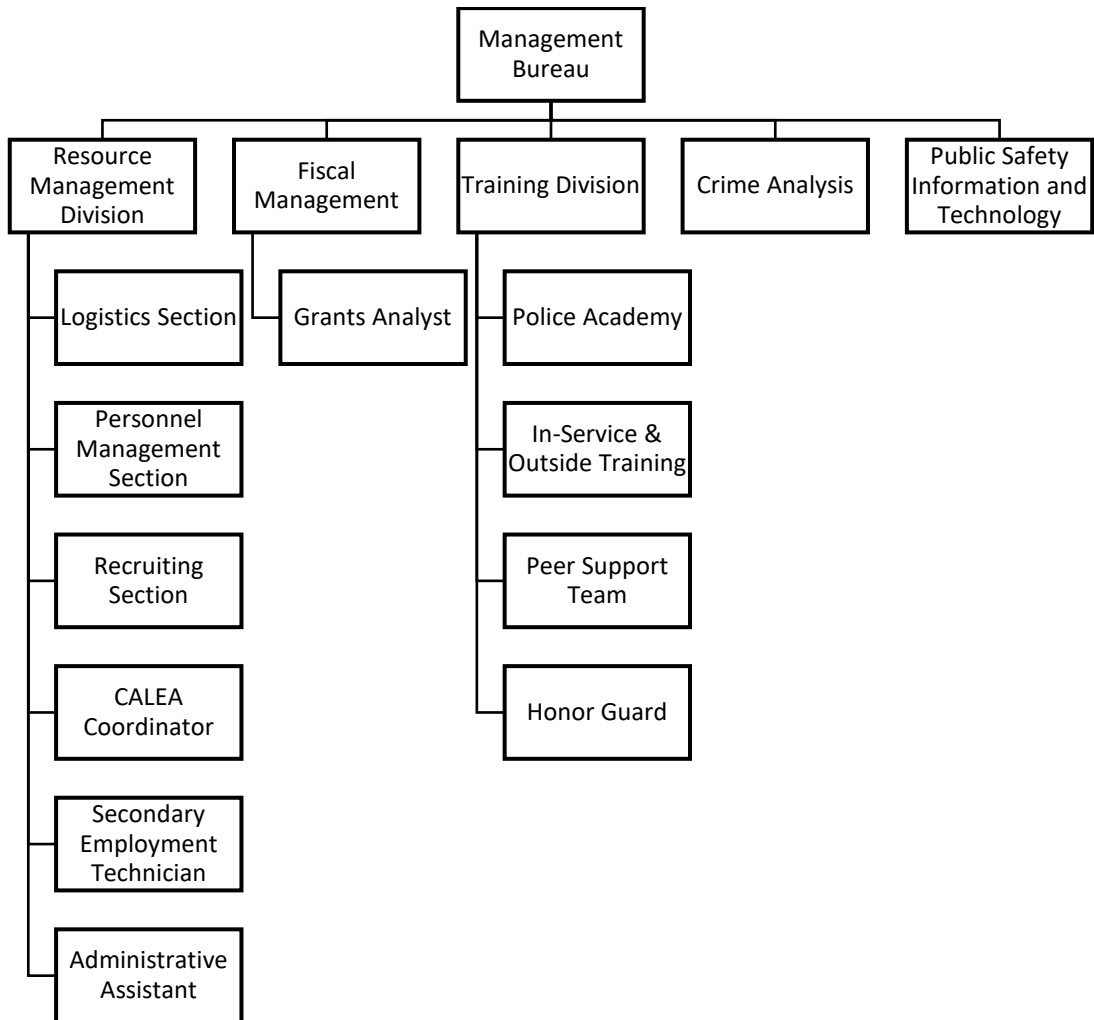
Property and Evidence Section

1 Supervisor

5 Property and Evidence Technicians

1 Roster

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.



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:

Resource Management Division

1 Captain
2 Lieutenants
1 Administrative Assistant

The Resource Management Division is comprised of the Logistics Section, Personnel Management, CALEA Coordination, and the Secondary Employment Technician. 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 Departmental goals. The Division is also responsible for CALEA 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, the Departmental grievance process as well as the development and publication of several reports and the Department's secondary employment program.

Logistics

1 Sergeant
1 Logistics Procurement Specialist
1 Logistics/Fleet Specialist

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.

Personnel Management/Recruiting/Background Investigations

1 Sergeant
3 Officers
2 HR Representatives
1 HR Business Partner
4 Background Investigators (Roster)

The Personnel Management Section is responsible for managing the personnel function for the Department. This includes recruiting and hiring personnel, administration of the employee

benefits package, managing the time keeping program and managing compensation for employees. This Section serves as the primary Greensboro Police Department point of contact for all applicants and manages 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 also ensures compliance with FLSA, FLMA and other federal regulations concerning employee compensation and benefits.

Accreditation Section

- 1 CALEA Program Coordinator
- 2 Accreditation Technicians (Roster)

This section is responsible for the maintenance of all materials related to the accreditation process, oversight of policy revisions and additions, and coordinating with commanding officers from other divisions to ensure all documentation is collected to maintain Commission on Accreditation for Law Enforcement Agencies (CALEA) compliance.

Secondary Employment

- 1 Secondary Employment Program Coordinator

This position is responsible for overseeing the secondary employment program and serves as liaison between the Department, the contracted vendor responsible for managing and scheduling secondary employment and outside customers desiring service. This position is responsible for the management and administration of all secondary employment matters.

Fiscal Management Section

Fiscal Management Section

- 1 Fiscal Manager/Administrator
 - 1 Accountant
 - 1 Grants Analyst

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 Grants Programs. This Section also 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 department's financial activities, contracts and budgetary processes. The Administrator reports to the Deputy Chief in command of the 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.

Accountant

The Fiscal Management's Accountant handles the accounts payable function for the department. This position 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. This position also completes the majority of all police non-grant purchases via purchase requisition and order entry. Furthermore, they will enter all pay roll not done through TeleStaff, such as task force officers and some City sponsored events. This position is also the first level of approval for rehires' time in Kronos.

Training Division

- 1 Captain
- 1 Lieutenant
- 2 Sergeants
- 1 Corporal
- 3 Training Officers
- 6 Rosters

The Training Division is responsible for ensuring 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

The Training Division is responsible for implementing training programs that are designed to provide employees with the knowledge they require to perform their jobs. Initial training in the Police Academy involves the Basic Law Enforcement Training (BLET) that is provided to all newly-hired police officers who have not yet obtained their NC Law Enforcement Officer Certification. The Academy Section is also responsible for delivering advanced levels of training which prepare officers to accept additional responsibilities during their careers.

Field Training

Secondary training for graduates of the Police Academy and lateral officers involves the Police Training Officer (PTO) Field Training Program. To prepare new officers for solo assignment, they are assigned to PTO's in the Patrol Bureau for 12 weeks; complimented by two weeks of supplemental academy refresher training. The new officers are evaluated on a daily basis throughout field training.

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 advanced levels of training which prepare officers to accept additional responsibilities during their careers. This is accomplished through In-Service Training programs, as well as opportunities to attend outside training courses provided by educational institutions throughout the country. This process of continuous career development is coordinated by the In-Service and Outside Training Section.

Special Teams

Peer Support Team

The Peer Support Team's 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 overseen by the Commanding Officer of 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.

Honor Guard

The Greensboro Police Honor Guard members serve as an Honor Detail at the funerals of fallen officers, firefighters (if requested), professional staff (if requested), and retired officers. In addition, they represent the Department at various memorials, conferences, flag presentations; department awards ceremonies, academy class graduations, and similar events. Employee funerals, for both current and retired members of the department continue to be the most important duty the Honor Guard performs.

Sworn Volunteers

Sworn Volunteers are officers who resign or retire and continue to assist the agency by volunteering their skills and talents while retaining their North Carolina law enforcement certification. The officer's focus on non-enforcement activities by supporting the agency through administrative and operational support.

Crime Analysis Unit

1 Supervisor
5 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.

Public Safety Information and Technology

Public Safety IT

3 Systems Administrators
4 IT Specialists
2 Rosters

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.

SPECIAL PROGRAMS

Accreditation

In 1979 the Commission on Accreditation for Law Enforcement Agencies Inc. (CALEA) was created through the combined efforts of four (4) professional 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 practices. 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 include:

- 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
- July, 2017

Automated Fingerprint Identification System (AFIS) / FBI IAFIS

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.

Police Citizens' Academy

The Greensboro Police Citizens' Academy is held annually from February through May. It consists of 17 scheduled classroom discussions, 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 leaves ample time to answer questions and share ideas among the group.

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.

Family Justice Center

The Family Justice Center was launched in June of 2015 after several years of research, planning, and coordination. The FJC is a single point of access to services for victims of domestic violence, sexual assault, child abuse and neglect, and elder abuse. The FJC provides coordinated legal, social, and health services through the collaborative efforts of the FJC partnership, which includes survivors, professionals, volunteers, and community members.

Greensboro Police Foundation

The Greensboro Police Foundation is a non-profit organization that champions the needs of the Greensboro Police Department, made its debut in 2012 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 three primary areas of support:

- Cutting edge equipment, training and technology to fight crime
- Officer safety, wellness and recognition
- 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. Since their establishment, the Foundation has raised over \$1 million to promote excellence within GPD. The Foundation also sells 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. 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 nationwide 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 awareness of crime and drug prevention
- 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.

Operation PASS

This program provides necessary supplies and resources for school aged kids and their parents. The program is in August, right before school starts and utilizes specialized officers of GPD to connect with families, such as school resource officers, community resource officers, and public neighborhood resource center officers. The event also allows different community partners to provide needed information and resources to the families.

Operation Yuletide

The Greensboro Police Department launched “Operation Yuletide”, an initiative to bring holiday cheer to local families and senior citizens in the city in 2011. The families are nominated by members of the Police Department and gifts are delivered the week before Christmas. GPD is able to partner with other City of Greensboro departments and local businesses to provide the gifts and household items for these families. The department also “adopts” one senior home, where all senior citizens are provided with gifts of essential household and hygiene items.

Police Memorial Week

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

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 PNRC 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 designed to teach 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, Cops on Top, Hockey Tournament, The Torch Run and the Police Memorial Week 5 K Run.

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.

Shop with a Cop

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 "Shop with a Cop" 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.

Speakers Bureau

The Greensboro Police Department receives requests for speakers to attend numerous different types of events and classes weekly. The most common requests come from schools to educate children on safety topics. The Police Department values the opportunity to speak with community groups on safety and crime prevention.

ANYTOWN

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.

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.

Child Response Initiative

The Child Response Initiative (CRI) 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 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 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. Successful community watch and apartment watch groups work together with law enforcement to educate residents on crime prevention practices. Your local Community Resource Officer will act as a guide and resource to your watch group as residents and GPD work toward shared goals of safety and cooperation. 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 in 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 can 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. 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. 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.

PERSONNEL INFORMATION

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, and psychological testing for all police applicants.

Training

Once selected as a police officer trainee, personnel receive Basic Law Enforcement Training in the Greensboro Police Academy. 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 fourteen (14) weeks of field training under the guidance of Field Training Officers. Officers continue to receive additional training through the Department's In-Service Training program.

Career Development

A Career Development Program is designed to broaden the experience of personnel through the use of both short and long term training assignments in specialized units. Career Development also includes voluntary participation in Career Counseling which is afforded every employee annually.

Employee Recognition

The Department has for many years recognized our employees' achievements in academic and professional areas. This recognition includes a Meritorious Conduct Board to review and recommend awards for meritorious service or exceptional performance of duties. Through this program the Department recognizes the accomplishments of all its employees.

Department Composition

Authorized Strength – January 2021

Sworn	Non-sworn	Total
679	115	794

Actual Strength – January 2021

Sworn	Non-sworn	Total
643	103	746

Composition by Race and Sex

Actual Strength – January 2021

	W/M	B/M	W/F	B/F	H/M	H/F	AP/M	AP/F	TM/M	TM/F	AK/M	AK/F	TOTALS
Sworn	381	106	64	33	33	4	7	1	8	3	3	0	643
	59.3%	16.5%	10%	5.1%	5.1%	0.6%	1.1%	0.2%	1.2%	0.5%	0.5%	0.0%	
Non-Sworn	13	5	48	30	0	2	3	1	0	1	0	0	103
	12.6%	4.9%	46.7%	29.1%	0.0%	1.9%	2.9%	1.0%	0.0%	1.0%	0.0%	0.0%	
Total	394	111	112	63	33	6	10	2	8	4	3	0	746
	52.8%	14.9%	15.0%	8.4%	4.4%	0.8%	1.3%	0.3%	1.0%	0.5%	0.4%	0.0%	

- W/M: White Male
- B/M: Black Male
- W/F: White Female
- B/F: Black Female
- H/M: Hispanic/Spanish surname Male
- H/F: Hispanic/Spanish surname Female
- AP/M: Asian/Pacific Islander Male
- AP/F: Asian/Pacific Islander Female
- TM/M: Two or More Races Male
- TM/F: Two or More Races Female
- AK/M: American Indian/Alaskan Male
- AK/F: American Indian/Alaskan Female

FINANCIAL INFORMATION

Introduction

The 2020/2021 approved budget for the Greensboro Police Department is \$79,103,152. These funds represent 25.7% of the total funds appropriated by the City of Greensboro for General Fund Expenditures for FY 2020/2021. Based on the City Planning Department’s city statistics for the population of Greensboro (294,722), the per capita cost for police service is \$268.40.

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 \$66,919,022 or 84.6% of the Department’s total budget. This percentage is consistent with organizations whose primary product is service. Funds which have been appropriated for these expenditures include the payment of overtime and premium pay for holidays. The overtime funds are used primarily for overtime hours associated with off-duty court attendance and special city events such as the Fun Fourth Celebration.

Maintenance Operations and Capital Outlay

Maintenance and Operation expenditures total \$12,155,034 or 15.4% of the Department's total budget. The most significant expenditures associated with these portions of the budget are telephone, automotive, uniforms, departmental supplies, and maintenance of equipment and buildings. Capital Outlay of \$29,099 or .04% of the total budget is used for an identified project which would improve service or allow the department to comply with new laws.

Budget Allocation by Bureau

	Approved FY 2020/2021	% of Total
Office of the Chief of Police	\$4,724,011	6.0%
Patrol Bureau	\$33,646,502	42.5%
Management Bureau	\$12,348,696	15.6%
Investigative Bureau	\$16,968,892	21.5%
Support Bureau	\$11,415,051	14.4%
TOTAL	\$79,103,152	100%