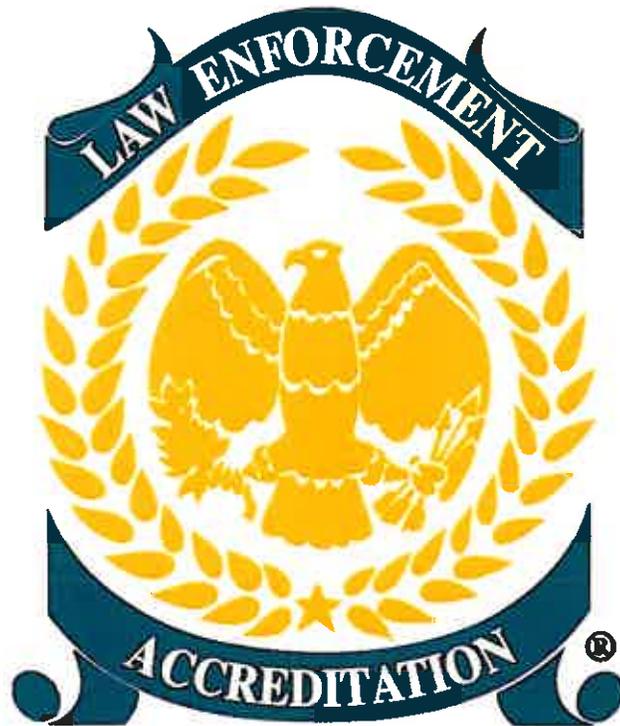


**The Commission on Accreditation
for Law Enforcement Agencies, Inc.**



**Assessment Report for the
Grove City (OH) Division of Police**

2010

January 25, 2011

Mr. G. Joseph Wise
Chief of Police
Grove City Division of Police
3360 Park Street
Grove City, OH 43123

Dear Chief Wise:

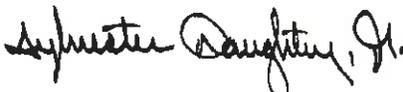
Enclosed is the Assessment Report for the Grove City Division of Police. Your agency is scheduled for a review committee hearing at the next Commission Conference in Montgomery County, Maryland on Saturday, March 26, 2011.

You and/or other members of your agency are invited to attend the hearing and assist with the presentation. While the Commission does not require an agency representative's presence at the hearing, it invites their participation when they are available.

Contingent upon the recommendation of the review committee, formal presentation for Law Enforcement Accreditation to the full Commission will occur at the Awards Banquet, Saturday evening March 26, 2011.

We look forward to seeing you in Montgomery County, Maryland.

Sincerely,



Sylvester Daughtry, Jr.
Executive Director

**Grove City (OH) Division of Police
Assessment Report
December 2010**

Table of Contents

Section		Page
A	Agency name, CEO, AM	1
B	Assessment dates	1
C	Assessment team	1
D	Program Manager	1
	Type of Assessment	1
E	Community and Agency Profile	1
	Community Profile	1
	Agency Profile	2
	Demographics	3
	Future Issues	3
	CEO Biography	3
F	Public Information	4
	Public Information Session	4
	Telephone Contacts	4
	Correspondence	4
	Media Interest	5
	Public Information Material	5
	Community Outreach	5

G	Essential Services	5
	Chapters 1 – 17	5
	Biased Based Profiling	7
	Use of Force	8
	Chapters 21 – 35	9
	Grievances	11
	Discipline	11
	Recruitment	12
	Training	13
	Promotions	14
	Chapters 41 – 61	15
	Vehicle Pursuits	18
	Critical Incidents, Special Operations and Homeland Security	19
	Internal Affairs	20
	Chapters 70 – 84	20
H	Applied Discretion	23
I	Non-compliance	24
J	20 Percent Standards	24
K	Future Performance/Review Issues	24
L	Standards Summary Table	24
M	Summary	25

A. Agency name, CEO and AM

Grove City (OH) Division of Police
3360 Park Street
Grove City, OH 43123

G. Joseph Wise, Chief of Police

Jeff Lawless, Lieutenant and Accreditation Manager

B. Dates of the On-Site Assessment:

December 11 to 14, 2010

C. Assessment Team:

1. Team Leader: PAUL BARROWS
Captain
West Des Moines Police Department
P. O. Box 65320
250 Mills Civic Parkway
West Des Moines, IA 50265-0320
(515) 222-3305

2. Team Member: LARRY STOLL
Director of Records Management
Addison Police Department
Three Friendship Plaza
Addison, IL 60101-2786
(630) 543-3080

D. CALEA Program Manager and Type of On-site:

Maya Mitchell

Third reaccreditation, B size - 76 personnel
5th edition Law Enforcement Accreditation
The agency uses the CACE-L software program.

E. Community and Agency Profile:

1. Community profile

Grove City is a southwestern suburb of Columbus, Ohio. Founded in 1852, it is one of the fastest growing cities in central Ohio. Located just ten miles southwest of Columbus, Grove City's 16.62 square miles are home to an estimated 34,274 citizens. Residents

and businesses enjoy an exceptional quality of life; all of the conveniences of living in a large metropolitan area coupled with the safety and comfort of a small-town. The city has excellent accessibility with two interstates passing through which has made the community successful in attracting some very large warehouses and distribution facilities including Walmart, Pier One Imports, and FedEx. The city offers unmatched opportunities for new and existing businesses through pro-active services, financial and technical tools, and a pro-business government. The city sponsors many outdoor events throughout the year including Blast at Beulah which is one of central Ohio's most impressive Independence Day's events at the Beulah Horseracing track; Christmas Winter Lights decorating the downtown area; and Balloons and Tunes in August which is a hot air balloon festival.

The mayor is the chief executive of the city and is empowered to hear and determine misdemeanor cases arising under city ordinances or to appoint a magistrate judge to oversee what is known as the mayor's court. The mayor appoints the administrative assistant (city administrator), members of the civil service commission, city planning commission, and other commission members and department heads. The city council is comprised of five elected members with four members representing a respective ward and the fifth member serving at-large and representing the whole community. The council also appoints a full-time clerk of council to administer the day-to-day operations of the legislative body. The city council enacts legislation, adopts the city budget, appropriates funds, establishes administrative departments, and defines their own respective duties.

2. Agency profile

The Grove City Division of Police has 76 employees, 59 of whom are sworn and 17 non-sworn. The captain, who serves as deputy chief, answers directly to the chief. By the city's organizational structure, the chief answers directly to a part-time director of public safety, but from a practical standpoint, the chief must ensure that he communicates regularly with the city administrator, the mayor, and the director of public safety. The field services lieutenant and the support services lieutenant each head one of the two primary subdivisions of the agency and answer directly to the captain. The field services division is responsible for patrol operations. It also contains the ad hoc units of the department's special response team and traffic crash investigation team. The support services division contains the investigative bureau, the youth services bureau, communications and records, and accreditation.

3. Demographics

The demographic composition of the service area and agency are represented in the following table:

Demographics Report

Race	Service Population		Available Workforce (based on 20 – 54 years old: 46%)		Current Sworn Officers		Current Female Sworn Officers		Prior Assessment Sworn Officers		Prior Assessment Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
Caucasian	32,290	94.3	10,999	93.8	58	98.3	6	10.3	58	98.3	5	8.6
African-American	513	1.5	188	1.6	1	1.7	0	0	1	1.7	0	0
Hispanic	513	1.8	188	1.6	0	0	0	0	0	0	0	0
Other	958	2.4	352	3.0	0	0	0	0	0	0	0	0
Total	34,274	100	11,727	100	59	100	6	10.3	59	100	5	8.6

The service population figures through 2009 for the city of Grove City reflect both male and female as they are not broken down by gender. The community is overwhelmingly Caucasian with slightly over five percent of the resident population being other-than-Caucasian. The agency has a fifteen page recruitment plan to promote recruitment opportunities in an attempt to attract females and minority members into the department.

4. Future issues

The city appears to be in good financial condition, especially considering the current difficulties facing most governmental bodies. The city and department are well managed and the city is very pro-active in the management and facilitation of growth. Within the next few years, the city anticipates tremendous commercial and retail growth in the southern part of town replicating that of the northeast part of the city that has just experienced explosive growth and expansion. Grove City has an exceptional balance of residential, retail, and commercial properties allowing the city to have good financial reserves and the ability to budget for this growth.

5. CEO biography

Chief G. Joseph Wise began his Grove City Division of Police career as a part-time dispatcher in July 1976 and became full-time in 1977. After serving the department in the communication center for a year, he was hired as a police officer for the City of Whitehall in September 1978. In February of 1984 he was hired as a full-time police officer for Grove City. After five years as a police officer, Chief Wise was assigned to the detective bureau where he remained until promoted to sergeant in 1991 and lieutenant in 1996 by then Chief James R. McKean. After the retirement of Chief McKean, Chief Dennis Deskins promoted Wise to captain in 2004. Upon the retirement of Deskins in 2007, Wise was selected as chief.

In addition to receiving his Associates Degree in Law Enforcement at Columbus State in 1979, he has completed the Police Executive Leadership College, and Northwestern University Traffic Institute's School of Staff and Command. Chief Wise is also a member of the Ohio Association of Chiefs of Police and the International Association of Chiefs of Police. Chief Wise is married and the proud father of two and most importantly, grandfather to three.

F. Public Information Activities:

Public notice and input are cornerstones of democracy and CALEA accreditation. This section reports on the community's opportunity to comment on their law enforcement agency and to bring matters to the attention of the Commission that otherwise may be overlooked. It is the intent of this section to report on the community's opportunity to offer input to the assessors and the Commission on the department's overall performance and ability to meet the needs of the community.

a. Public Information Session

The agency publicized a public information session to be held at 5:00pm on Monday, December 13, 2010 in the mayor's courtroom located at Grove City Division of Police, 3360 Park Street, Grove City, OH. The public session began at 5:05pm and was attended by five department members and four guests. All four guests spoke to the assessors and were overwhelmingly positive about the department, its support in the community and its cooperative and open relationships with other governmental entities. There was a slight delay in the hearing after the first three speakers had addressed the assessors to wait for the mayor to arrive from another commitment. After the mayor arrived and spoke for about five minutes, the hearing ended at 5:33 pm. Besides the mayor, the other guests included the city administrator, a chief from a neighboring city, and a representative from the city's chamber of commerce.

b. Telephone Contacts

A public call-in session was held from 1:00pm to 4:00pm on December 13, 2010 using an unrecorded phone line located in the administrative conference room which was also the assessors' workroom during the on-site. Assessors received two phone calls of which both were very positive and supportive of the department and its efforts toward reaccreditation; one from an officer of a neighboring department and the other from the chief of the Columbus Airport Police Department.

c. Correspondence

There were a total of three letters received by CALEA or the assessors; one from the Fraternal Order of Police, one from the State of Ohio Accreditation Resource (PAC) and the third from the chief of Upper Arlington (OH) Division of Police. All letters were very supportive and complementary of the Grove City Division of Police.

d. Media Interest

The assessors received no attention, inquiries, or correspondence from the media.

e. Public Information Material

The agency prepared a detailed public information plan for distribution to area media members including information about the assessors, opportunities availed to offer input about the department, how to contact CALEA, and an explanation about the purpose of accreditation and the process. This public notice was posted in many of the city buildings including the library and city hall as well as grocery stores, the senior center, restaurants, the Walmart, and post office.

f. Community Outreach Contacts

Due to inclement weather conditions during the on-site (near blizzard), attempts toward community outreach were somewhat stymied. The assessors did meet with a former mayor of Grove City, Cheryl Grossman, who is now a state legislator. She spoke very highly and fondly of the department, its high standards and integrity. Representative Grossman remains a resident of Grove City and still enjoys seeing and meeting with department members. The various hotel and restaurant employees, who were asked, had positive impressions of the police department, its members, and professionalism. All agency employees were given copies of the on-site schedule and the public notice one week prior to the arrival of the assessors. Accreditation was also discussed and presented at the agency's in-service last winter. During the assessors' four ride-alongs, they found the officers and staff to be very familiar with the accreditation process, its advantages, and its purpose. A couple of officers said that they were interested in being assigned as the accreditation officer to gain that knowledge and experience.

G. Essential Services

Law Enforcement Role, Responsibilities, and Relationships and Organization, Management, and Administration. (Chapters 1-17)

All officers are sworn in by the mayor at a city council meeting before assuming sworn status. The department has its own code of ethics for all employees and the sworn employees are expected to also abide by the Canons of Police Ethics which have been adopted by the agency. The department has two sworn categories; regular full-time officers and reserve police officers.

The division has a very clear and concise directive delineating the agency's organizational structure and each sub-unit's respective function. The department has roughly 58 administrative reports that are compiled daily, weekly, monthly, or as prescribed by policy. The captain is responsible for ensuring that all prescribed reports and reviews are accomplished and submitted in the designated time period. The

department's written directives are maintained electronically on a shared computer drive with hard copies kept in six locations within the facility.

The chief administers all activities relating to planning and research including; budgeting and cost analysis, operational planning, emergency contingency planning, resource allocation, personnel plans, information management, maintenance of agency forms, grant management and traffic analysis. Whenever the chief is absent the captain becomes the acting chief. Should the captain also be gone or unable to act, the responsibility passes to the senior lieutenant. The captain and either lieutenant may meet directly with the chief to assess their tactical responses to identified problems prior to implementation. The division has a comprehensive five year plan which it updates annually. For efficient communication, the department holds quarterly staff meetings with all components represented.

The chief is responsible for the creation and administration of the department's \$8,838,000 budget with input from the sub-divisions and anyone in the department who desires to make a proposal. The city has a very clear policy for the purchasing of supplies and services with any purchase over \$30,000 requiring a competitive bidding process. The division does not require that the lowest bid be accepted and selected if "a bidder with a clearly superior product or service can be selected without having submitted the lowest bid." The agency collects fees and fines for false alarms, the making of report copies, record checks, and public fingerprinting. The department is able to collect bail / bond as ordered and allowed by the courts. All funds and accounts are audited on a monthly basis. Ohio State Code requires that the Auditor of the State conduct an audit of some public offices no less than once every two years but cities are audited every year by the state.

The department creates objectives for community policing, crime reduction, investigation and apprehension, traffic, community relations, and its internal commitment to excellence. Each supervisor submits a quarterly and an annual report summarizing their progress toward achieving the goals and objectives for their respective unit. Those reports are summarized by the captain in a memo to the chief.

The agency conducts annual workload analysis to prevent over or under staffing. Each of the two divisions conducts its own personnel allocation and workload assessment. The accreditation manager is responsible for the development and control of agency forms. All forms are reviewed annually and the chief approves forms prior to their initial use or promulgation.

There are nine different specialty positions in the department with fourteen people occupying those positions. It is the responsibility of the captain to annually review each specialized position and report its effectiveness and usefulness to the chief. The department allows for temporary assignment to the Investigative Bureau for a period of three to six months. The rotating positions come open for bidding every three years.

The agency does have a reserve police officer program but has only one or two officers participating. Full-time officers are required only to have a high school degree, so the educational requirement for reserves officer is the same as that of full-time officers. The agency has an auxiliary program but it has not been utilized or active during this accreditation cycle. The department also has a very active Explorer Post with approximately ten members presently. At least one current officer and one dispatcher are graduates of the department's Explorer program.

Bias-Based Profiling

The Grove City Division of Police has a strong prohibition against racial or gender based profiling in traffic stops, citations, arrests, or the seizure of property. Any employee who might be found to be profiling, would be subject to serious discipline. A representative of the city's legal department conducts annual training relating to biased based policing and any new court rulings or legal updates. Rather than doing a full departmental review of agency practices in bias based profiling, each sub-unit conducts its own review of complaints and respective data. The department also conducts an annual citizen survey and considers those results in their administrative review.

2008 Traffic Warnings and Citations

Race/Sex	Warnings*	Citations	Total
Caucasian/ Male	0	1,481	1,481
Caucasian/ Female	0	927	927
African-American/ Male	0	135	135
African-American/ Female	0	67	67
Hispanic/ Male	0	0	0
Hispanic/ Female	0	0	0
Asian/ Male	0	12	12
Asian/ Female	0	19	19
Other	2,930	64	2,994
TOTAL	2,930	2,705	5,635

2009 Traffic Warnings and Citations

Race/Sex	Warnings*	Citations	Total
Caucasian/ Male	0	1,891	1,891
Caucasian/ Female	0	1,265	1,265
African-American/ Male	0	146	146
African-American/ Female	0	132	132
Hispanic/ Male	0	0	0
Hispanic/ Female	0	0	0
Asian/ Male	0	28	28
Asian/ Female	0	20	20
Other	3,486	43	3,529
TOTAL	3,486	3,525	7,011

2010 Traffic Warnings and Citations (to date)

Race/Sex	Warnings*	Citations	Total
Caucasian/ Male	0	1,656	1,656
Caucasian/ Female	0	974	974
African-American/ Male	0	140	140
African-American/ Female	0	90	90
Hispanic/ Male	0	0	0
Hispanic/ Female	0	0	0
Asian/ Male	0	22	22
Asian/ Female	0	10	10
Other	3,155	29	3,184
TOTAL	3,155	2,921	6,076

*The agency does not track the gender or race of those receiving warnings.

The department issued 9,517 warnings and 9,151 citations during this cycle for a total of 18,722 violator contacts. Fifty-one percent of the documented contacts resulted in a warning while 49% received at least one citation. Since they do not track race and gender of warnings, 8,194 of the citations written or 90% were given to Caucasians which is very close to the demographic breakdown of the community. Of the total tickets written, 38% were given to females and 62% to males. The department conducts an annual review of traffic stop data and has found no issues or trends.

Use of Force

In 2009, the department changed their use of force analysis creating a very comprehensive report. The older reports were quite adequate, but the new one could be a model report for other departments. The new report gives good information in a clear and easy to read format. Any instance where force is utilized is reviewed by the officer's immediate supervisor and may be reviewed by other managers in the officer's chain of command. There have been no incidents of an officer involved shooting during this three year cycle.

The agency issues one of two models of sidearm; Sig-Sauer .40 caliber P-239 or .40 P-229. The division has a patrol rifle program and officers can carry a rifle, a 12 gauge shotgun or both. The division has a very thorough and encompassing weapons policy and training program. Officers must re-qualify with any firearms that they might utilized twice a year. The officers receive training in less lethal weapons every other year except for the Taser which is done annually. Any officer failing to re-qualify with a firearm is assigned to work one-on-one with an instructor until able to qualify. The chief may remove an officer from regular duty who is unable to qualify. The division has a prohibition against the use of warning shots and the carrying of brass knuckles, sap gloves, nunchaukus and any other martial arts weapons.

Use of Force

	2008	2009	2010
Firearm	0	0	0
ECW	2	3	3
Baton / Impact Weapon	1	0	1
OC	2	0	2
Weaponless	12	21	8
Total Types of Force	17	24	14
Total Use of Force Arrests*	8	10	8
Complaints (Excessive Force)	0	0	0
Total Agency Custodial Arrests	1,499	1,608	1,795

*In some cases there were several responses to aggression captured in one event

An annual use-of-force analysis is conducted by the field services lieutenant, Jeff Pearson and reviewed by the chief. By far, the most predominant force used is that of hands-on, or weaponless. There have been no instances of deadly force and no complaints of unreasonable or excessive force during this period and a total of one half of one percent of the custodial arrests involving force.

Personnel Structure and Personnel Process (Chapters 21-35)

Personnel of the Grove City Division of Police are represented by three different bargaining units:

- Sworn personnel other than the chief and captain are represented by the Fraternal Order of Police, Capital City Lodge #9;
- Dispatchers are represented by the Fraternal Order of Police, Ohio Labor Council;
- And the clerks are represented by Local 1116, Ohio Council 8 of the AFSCME, AFL/CIO.

Each of the labor agreements is a multi-year contract and each addresses the pay and benefits issues for those employees. The chief, captain, communications supervisor, and the chief's administrative assistant receive their pay and benefits as specified by city policy and code. For collective bargaining negotiations, the principal negotiator for the city is appointed by the mayor. It is agency policy to not utilize the chief to serve as a member of the city's bargaining team. The chief may appoint a staff member to be a departmental advisor/liaison during negotiations.

All full-time departmental employees are enrolled in a state provided pension system with officers being members of the Ohio Police and Firemen's Pension Fund and the non-sworn employees being members of the Ohio Public Employees Retirement System. All full-time employees also are entitled to life insurance benefits as set by their respective labor agreement or city policy. The agency's Employee Assistance Program (EAP) is provided by People Resources, Inc. Supervisors may assist an employee in getting an EAP appointment or these services can be coordinated by the city's human resources department. The department has also identified peer counselors who can

provide direct assistance or advice to employees. Peer counselors are non-professional volunteers such as a chaplain or local physician. Employees can self-refer to EAP, seek a referral from a peer counselor, or be sent by a supervisor of the department.

In early 2009, the division of police made the decision to review and update their job task analysis (JTA). The city hired Circuit Rider Management Group of Granville, Ohio to perform this function. The consultants conducted their interviews and surveys during the last quarter of 2009 and issued the final updated report to the department in March of 2010. The previous JTA done by the department was in 2003.

The agency conducts semi-annual employee evaluations on all full-time employees and reserve police officers. The division keeps each employee's semi-annual evaluation in their personnel file for a period of three years. They utilize a two page employee performance evaluation form which delineates fifteen measurement areas. Some of the fifteen areas include; dependability, cooperation with supervisors, job knowledge, initiative, team spirit, and communication. The supervisor selects one of three proficiency levels for each of these fifteen areas; exceeds expectations, meets expectations, or does not meet expectations. The second page has space for any deficiency and a proposed plan of action if necessary. Entry level non-sworn employees and new reserve officers are evaluated at least quarterly. All new officers and dispatchers go through a formal field training program and are evaluated on a daily and weekly basis during that training period.

The agency has an Early Warning System (EWS) that delineates three phases to the program; identification, intervention, and post-intervention monitoring. Five activities are tracked and monitored in the EWS; citizen complaints, discharge of firearms, use of force, poor performance evaluations, and progressive discipline. This program is administered by the captain who issues a quarterly report for the first line supervisors to monitor and act upon as necessary. The lieutenants are responsible for ensuring that the sergeants are doing their job and they (the lieutenants) handle any post-intervention monitoring. Each January, the captain creates an analysis report for the chief on any EWS issues that have occurred during the year.

The department has a four page policy addressing line-of-duty deaths or serious injury incidents. In case of such an incident, departmental liaison officers are identified to work with the family to ensure that they are provided with all necessary services and beneficial information. The agency has a police chaplain who may assist agency personnel and residents of the community. The chaplain is often called upon to assist with death notifications.

The division does allow extra duty employment for its officers. All jobs are reviewed and approved by the captain to ensure compliance with agency directives. Sworn personnel receive annual clothing/uniform allowances of \$1,200 paid out in two \$600 payments. Dispatchers are provided uniforms and \$175 per year in cleaning allowance.

Grievances

Because the Grove City Division of Police has three bargaining groups/unions representing its employees, there are three separate grievance procedures with two being very similar and one being quite different. It is the chief who is responsible for the coordination of the grievance procedure on the management side. The FOP selects a grievance chairman who processes and coordinates any grievances from the labor side. As part of the annual grievance analysis, the chief meets with the grievance chair after completion of the analysis. They review the results and attempt to seek common ground in avoiding future grievances. The chief also maintains the agency's grievance records in a locked file in his office and any requests to view the files must be approved by him.

Formal Grievances

	2008	2009	2010 (to date)
Number	2	0	2

The department had seven grievances in 2007, the year Chief Wise took office. Since that time, Chief Wise has worked directly with the unions to address issues before they become grievances, greatly reducing the overall number.

Disciplinary

The agency has a combined Code of Conduct and Appearance policy which is sixteen pages in length. The policy also refers to the law enforcement officers' Canons of Police Ethics. The disciplinary system utilized by the department mirrors and expands upon the standards set by CALEA, using training and counseling as primary means of discipline and utilizing punitive action only when necessary. Supervisors have the authority to discipline agency personnel by issuing oral or written reprimands. The chief has the authority to recommend suspension, demotion or termination to the director of public safety. All disciplinary incidents may be appealed through either the grievance procedure or to the city's civil service commission.

The department has a very strong policy prohibiting sexual and other unlawful harassment. Personnel encountering harassment are encouraged to inform the harasser that his/her actions are unwelcome and then report the incident(s) to their supervisor, a lieutenant, the captain, chief or the city's human resources coordinator. There were no incidents of employee harassment reported during this cycle.

The Grove City Division of Police has an extensive recognition and award program for its employees with twenty various awards, medals, and citations. The awards committee is made up of at least seven members (plus the chief) which consider and decide upon award nominations. The chief participates in discussion but does not vote unless functioning as a tie-breaker.

Personnel Actions

	2008	2009	2010 (to date)
Suspension	0	2	1
Demotion	0	0	0
Resign In Lieu of Termination	0	0	0
Termination	1	0	0
Other	0	0	0
Total	1	2	1
Commendations	4	3	8

The agency has had very few personnel actions during this period with one termination and three suspensions. The termination related to an eight month probationary dispatcher who struggled with decision-making, situational awareness of officers and understanding what was happening during incidents. The suspensions related to: a dispatcher who failed to give a proper address on a medical call and then lied about it; an officer who improperly accessed Ohio motor vehicle records while off-duty; and an officer who was reckless and deemed to be dangerous during a pursuit.

Recruitment and Selection

The division of police appears to be very pro-active in its recruitment efforts. The department has a fifteen page recruitment and selection manual which lays out its goals and objectives as well as processes for initial hiring. They advertise employment openings on the city's website and informs at least ten community service groups and area churches. They advertise position openings in major area newspapers including those which speak to the needs and interests of minority readers.

They have a pre-application contact card that can be completed by interested individuals with their name and information which are collected throughout the year. These cards are kept on file until a testing cycle when those having submitted a card are mailed information that a testing process is about to begin so that they may submit a formal application.

The department conducted a review of the selection process in 2007 and again in 2009. There was no recruitment done in 2008. The city has a strong policy statement regarding equal employment which they include in recruitment and application materials and the employee handbook. For sworn officer candidates the agency runs a three part assessment center focusing on writing skills, oral presentations, and conflict resolution.

The department has an affirmative action hiring plan with a goal of employing minority members and females in an attempt to reflect the demographics of their service area. The department retains the application records of unsuccessful applicants for two years and then those records are shredded. The records of successful candidates hired by the department are incorporated into their personnel files.

All applicants for sworn positions are given a voice stress analysis examination by a certified examiner as part of their background review. The agency currently has four certified examiners who conduct applicant examinations as well as doing interviews of suspects as needed.

Sworn Officer Selection Activity from testing in 2007 and 2009

Race/Sex	Applications Received	Applicants Hired	Percent Hired	Percent of workforce population*
Caucasian/Male	374	5	1.3	94%
Caucasian/Female	28	1	3.6	
African-American/Male	16	0	0	2%
African-American/Female	4	0	0	
Hispanic/Male	2	0	0	2%
Hispanic/Female	1	0	0	
Other	8	0	0	2%
Total	433	6	1.4	100%

*gender specific workforce population data is not available

By Ohio civil service law, the Grove City civil service commission must certify a list of no more than twelve candidates and the department must hire from that list. As candidates are hired, withdraw, or are eliminated through a background investigation, the civil service commission can move more candidates onto the list of twelve. The civil service commission has the option of extending a one year certified hiring list for another year if requested, which is what happened to the 2007 list extending it into 2009. Out of 433 applications received, 91% were male, eight percent female, 93% Caucasian, and 86% Caucasian male.

Training

Unless already certified, all new officers are required to complete the state mandated Basic Police Officer Training Course. This course is conducted either at the Columbus State Community College or by the Ohio State Highway Patrol. New officers are then assigned to the department's field training programs for a minimum of thirteen weeks before being released to solo patrol.

The training committee is made up of representatives of all sub-units of the division with the support services lieutenant acting as the chair. This committee then makes training recommendations to the chief who reviews the prior year's training and critical training needs for the upcoming year.

The department does not have any personnel assigned full-time to training although they do have a policy addressing that standard should a position be created. The agency conducts an inventory survey of employee skills, knowledge and abilities as part of their career development program. This also includes inquiring as to an employee's

particular area of interest for the employees and their supervisor's review and comments. Those assigned to conduct career development activities are required to receive orientation and training in at least seven areas and topics. New supervisors receive a substantial amount of orientation and training upon promotion including familiarization with over thirty-four topics listed in the department's SOP.

Lesson plans for any in-house training are submitted through the training chain of command with final approval by the chief. Received training is documented by the training sergeant in the department's records management system and any associated certificates or related documents are placed into the individual's training file. It is the policy of the department to verify training effectiveness through some sort of testing following the training, quite often a written test.

Any employee who misses required training without prior approval is subject to pay any costs incurred by the department for the missed training and / or be subject to discipline. Any expenses incurred by an employee for training outside of the greater Columbus metro area is reimbursed per provisions of respective labor agreement or city policy.

Promotions

Under Ohio civil service law, it is the Grove City Civil Service Commission which directs the overall promotional process for the division of police. The chief of police directs the agency's prescribed role in the process working with the Civil Service Commission for the development of a sound promotional program to ensure fairness to the employees and the agency. The agency's role in the promotional process includes:

- posting announcements of pending promotional examinations;
- assist in the development and approval of written promotional exams;
- compile and provide promotional test bibliographies, and;
- recommend to the director of public safety the names of persons to be promoted.

The agency evaluates the promotional potential of candidates through a written test which counts for 50% of the overall score and then an assessment center process which accounts for the remaining 50% of the candidate's raw score. Candidates also receive seniority points for up to ten additional points. The department did conduct a promotional process in 2009, but there were no promotional opportunities in 2008 or 2010.

Sworn Officer Promotions

PROMOTIONS – 2008-2010			
GENDER / RACE TESTED			
Year	2008	2009	2010
Caucasian/Male	0	10	0
Caucasian/Female	0	0	0
African-American/Male	0	0	0
African-American/Female	0	0	0
Hispanic/Male	0	0	0
Hispanic/Female	0	0	0
GENDER / RACE ELIGIBLE AFTER TESTING			
Caucasian/Male	0	8	0
Caucasian/Female	0	0	0
African-American/Male	0	0	0
African-American/Female	0	0	0
Hispanic/Male	0	0	0
Hispanic/Female	0	0	0
GENDER / RACE PROMOTED			
Caucasian/Male	0	1	0
Caucasian/Female	0	0	0
African-American/Male	0	0	0
African-American/Female	0	0	0
Hispanic/Male	0	0	0
Hispanic/Female	0	0	0

The division was able to make one promotion of a sergeant during this accreditation period. There were five Caucasian females and one African American male who were eligible to test, but chose not to test thereby making the candidate pool Caucasian male.

Prior to making a promotional selection, the chief interviews the top three scoring candidates. Following a promotion, the newly promoted person's supervisor conducts written evaluations of the probationary supervisor every thirty days. Within each evaluation are accomplishments, strong points, weaknesses and any other related issues. The evaluation ends with a conclusion as to whether the individual's performance in the new position is satisfactory or unsatisfactory.

Law Enforcement Operations and Operations Support (Chapters 41-61)

The agency's directive requires that a staff inspection is done every three years. Proofs of compliance show that a staff inspection was completed in January of 2010. All bureaus, operational components, equipment, vehicles, facilities, and personnel were included. A comprehensive report was completed along with a follow up report to ensure that all deficiencies noted during the inspection were addressed.

Although the city of Grove City does not have a newspaper covering city specific crime and events, the department does appear to have a very positive relationship with area media outlets through press releases, news conferences and news articles. The chief

sent a copy of the agency's media policy to the main area newspaper for their review and offer any suggestions for improvement. The agency's Public Information Officer is Captain Robinette. The captain said they interact frequently with the major media outlets in Columbus. The chief and captain believe in having very open communications with the media and the public and work hard to maintain a good relationship. They have a media book in the lobby of the police department that includes all of their completed offense reports and accidents. On their website they list wanted persons, the crime of the month, and pin maps of crime and calls for service occurring in their jurisdiction.

The Grove City Division of Police utilizes four patrol shifts which have staggered start times to ensure that officers are always available for calls. There are three traditional eight hours shifts and a "power" or relief shift that works from 5:30pm to 3:30am. Shift assignments and days off are based upon seniority and implemented annually in accordance with the labor contract. To ensure specific coverage and address problems in the agency's service area, officers are assigned to one of four patrol districts.

The department utilizes a single page shift rollcall form which on the upper half lists the officers working, their assignment, vehicle, long gun assignments and any riders or other noteworthy information. The lower half of the form has pass-on information, special watches, detectives present or information from the investigative bureau, special events taking place, training, and miscellaneous information of interest. Investigative and Youth Services personnel routinely attend patrol rollcalls.

The agency follows the S.A.R.A. (scan, analyze, respond, and assess), model of community policing to address problems in the community. They have a well-designed scanning worksheet to follow the S.A.R.A. process. The agency conducts line inspections as part of the daily routine. They document any deficiencies on standardized forms that cover personnel, equipment, procedures, vehicles, and building maintenance.

The department utilizes in-car camera systems and retains the recordings for a period of sixty days unless known to have evidence on the tape then it is handled according to evidence procedures. The department performs random quarterly email and vehicle messaging system audits to ensure that respective laws and policies are being followed.

The division utilizes three special purpose type vehicles; bicycles, a prisoner transport van, and a Mobile Command Post/SRT Vehicle. This dual purpose vehicle was configured and outfitted by a local company which designs and furnishes custom motor coaches for wealthy clients. The department also possesses several pieces of electronic surveillance/monitoring equipment including a GPS tracking unit, cameras, a body wire and video equipment.

In 2008 and 2009, the investigative bureau provided 24 hour investigative coverage through a weekly on-call rotation. In 2010, the department began covering the on-call

responsibilities through a 24 hour on-call schedule with each of the five detectives pulling a 24 hour rotation every five days. The agency had a domestic related kidnapping of a young child in April of 2008 and through their fast and efficient work, recovered the baby in about 35 minutes. The department has an agreement with the City of Columbus to use their victim / witness coordinator to provide assistance to those who need or want that service.

The investigative bureau supervisor is responsible for the agency's crime analysis activities. This individual issues monthly reports and circulates crime alert bulletins as needed. This supervisor is also responsible for briefing the chief on noteworthy cases. It is the responsibility of the detective assigned to Special Investigations to receive, compile, document, and if necessary disseminate all intelligence received by the department. The only people having access to this locked file are that detective and the Investigative Bureau Supervisor. The supervisor is responsible for reporting applicable information to the chief through the chain of command.

The police division has a statement of commitment within its Juvenile Operations policy stating, "This agency is committed to the development and perpetuation of programs designed to prevent and control delinquent and criminal behavior by youths." The first shift supervisor assigns a first shift patrol officer to each of the elementary schools within the city to act as school liaisons. They become a resource to school employees, students and parents in most any way possible. The department also has a School Resource Officer (SRO) which works at the high schools and a few other schools. The Grove City Division of Police holds an annual meeting with school representatives to present various topics such as police programs, city issues and programs, on-going projects, smoking enforcement, and diversion programs. This meeting was started several years ago to introduce the youth services unit to school officials. This meeting has continued to grow and be very popular to currently include a luncheon with roughly fifty people in attendance.

The division participates in a youth diversion program as well as an adult diversion program through the Franklin County Prosecutor's office. The division processes between seventy and one hundred and five youth diversions each year and recidivism within six months of completion is under one percent.

Crime Prevention Officer Cindy Ackison said that she is involved in many of the crime prevention programs offered by the agency. One of their successful programs is called Boo on Broadway. During the week of Halloween the businesses on Broadway (their main downtown street) set up tables in front of their stores and pass out treats for the kids, and the employees of the stores dress up in costumes. The crime prevention officers also set up a display. Last year they passed out over 2,000 items. The event is very popular and well attended by the public.

The agency provides a variety of crime prevention programs to its citizens. They appear to be increasing the number of neighborhood watch groups each year from fifteen in

2007 to nineteen in 2009. They have mini-fairs at several of their neighborhood watch group areas. Each watch group is responsible for organizing their particular fair. They try to include activities and entertainment for kids and adults. The crime prevention officers pick one neighborhood watch group each year and attend their event. The officers bring in various police related activities and exhibits for that group. This past year Officer Ackison did a presentation on how citizens can access the police department website in order to see how all of the police activity occurring in their neighborhood through the crime mapping program. Officer Ackison said that another popular program they sponsor is National Night Out.

Officer Ackison related information about another unique program, the Third Grade Seat Belt Program. As the title suggests, the program, geared for third graders, teaches them the importance of wearing their seatbelts. The program lasts 45-60 minutes and it not only encourages children to wear seat belts, but it also teaches them why it is important for them not to sit in the front seat of the car where an airbag can be deployed during a crash. The crime prevention officers developed a creative approach to instruct the children through the use of a toy truck. They cut the top off the truck and attached velcro strips to resemble seat belts. Then they strapped in two eggs and pushed truck into a wall demonstrating that the eggs remained unbroken because they were belted in. Then they put the eggs in the truck without the belts, pushed the truck into a wall, and demonstrated how the eggs broke open. She said that this demonstration always made a big impact on the children.

Crime Statistics and Calls for Service

Annual Crime Statistics

	2008	2009	2010-ytd
Murder	0	1*	0
Forcible Rape	13	7	10
Robbery	38	33	15
Aggravated Assault	8	11	7
Burglary	179	194	117
Larceny-Theft	1,153	1,174	820
Motor Vehicle Theft	33	55	41
Arson	11	7	10

*Gary Robinson was charged in 2009 for a 1999 murder

The department responded to 78,687 calls for service (CFS) in 2008, 94,788 in 2009 and there have been 78,865 CFS to date in 2010.

Vehicle Pursuits

The agency has a rather tight policy governing pursuits. Pursuits are allowed only when the officer knows or believes that the suspects committed a felony. Officers may terminate a chase at any time if they feel they are endangering themselves or others and supervisors may also terminate a pursuit as they monitor it if they believe that the risk is too high. Each patrol car carries stop sticks and all officers are trained in the

utilization of the stop sticks. The agency is considering training its personnel in the PIT maneuver (pursuit intervention technique) but until that is done, no other pursuit termination techniques are allowed.

Vehicle Pursuits

PURSUIT	2008	2009	2010 (to date)
Total Pursuits	1	2	1
Terminated by agency	0	0	0
Policy Compliant	1	2	0
Policy Non-compliant	0	0	1
Accidents	1	1	0
Injuries: Officer	0	0	0
: Suspects	0	0	0
: Third Party	0	0	0
Traffic offense	0	0	0
Felony	1	2	1
Misdemeanor	0	0	0

The department has had very few pursuits during this cycle; a total of four and all were related to felony crimes and three out of four were within policy. The non-compliant pursuit involved an officer who was trying to catch up with a pursuit driving recklessly. The pursuit itself was in compliance. The two accidents in '08 and '09 involved an officer being too close to a suspect and when the suspect hit his brakes, the officer rear-ended the suspect's car. The second accident involved a suspect who went through a fence and struck a tree and then took off on foot. Due to the limited number of pursuits during this cycle, no trends were identified in the analysis.

Critical Incidents, Special Operations and Homeland Security

Considering the size of the agency, it is impressive that they have dedicated the resources necessary to equip and train their own Strategic Response Team (SRT). Officers volunteer to participate on the team and they must meet strict physical, mental, discipline, and firearms standards in order to be eligible to join the SRT. The special response team trains on a monthly basis for an entire day with different areas of emphasis offered each training day.

The agency's directive requires that an after action report is done for all critical incidents. Proofs of compliance show that after action reports were done for the 2008 Election Day Plan, 2009 4th of July events, and the execution of search warrants related to a shooting that occurred in another jurisdiction.

The agency has a well-written All Hazard Plan that follows the Incident Command System (ICS) protocol. The agency ensures that all of its personnel are trained in the All Hazard Plan and ICS. The department provides terrorism awareness training for its personnel and makes similar information available to the public. It also participates in the exchange of information with the state terrorism task force. Officers are supplied with equipment for use in responding to hazardous materials incidents along with the

proper training in the use of the equipment. They are also trained in procedures on how to respond to hazardous materials incidents.

Internal Affairs and Complaints against employees

Proofs of compliance demonstrate that the agency performs very detailed, well-documented internal investigations of complaints against its employees. The agency posts its procedures for registering complaints in the lobby, on its web site, in its annual report, and on its complaint form itself. The chief receives and assigns all complaints against agency personnel and his office sends a letter verifying receipt of the complaint to the complainant. At the conclusion of the investigation, the chief again sends a letter to the complainant explaining the findings. Should the investigation take longer than a month, the complainant is updated as to the status of the investigation. The agency's directive requires that the chief receive written updates on internal affairs investigations at least weekly.

Complaint Investigations

External Sources	2008	2009	2010 (to date)
Citizen Complaint	2	7	0
Sustained	0	2	0
Not Sustained	1	0	0
Unfounded	1	5	0
Exonerated	0	0	0
Int. Sources			
Directed complaint	0	1	1
Sustained	0	1	1
Not Sustained	0	0	0
Unfounded	0	0	0
Exonerated	0	0	0

The department investigated eleven complaints during this assessment period with only four being sustained, six being unfounded and one classified as "not sustained."

Detainee and Court Related Activities; Auxiliary and Technical Services (Chapters 70-84)

As stated earlier, the department has their own prisoner transport van by converting a heavy duty van into a prisoner transport van at a reasonable cost. The van is separated into two secured areas so that they can separate juveniles from adults or females from males. They use the van as a regular patrol vehicle on the second and third shifts so it is readily available for use. The agency's patrol cars are equipped with prisoner shields that are designed to also serve as roll bars in case of a roll-over accident.

In 2008, the agency conducted a fire drill at police headquarters which included the holding facility. The drill included a mock scenario in which a prisoner was in the holding facility as an officer's squad car caught fire in the sally port. The officer attempted to extinguish the fire, but was unsuccessful and was incapacitated outside of the sally port. The drill was critiqued and a few recommendations for improving procedures were made.

The agency maintains a clean holding facility with the required equipment. By General Order, detainees are not held for longer than six hours. Separate areas are available for detaining juveniles, females and males. The agency has a special cell to house intoxicated offenders and a written directive requires that intoxicated offenders must be checked every ten minutes. The department does have video/audio monitoring equipment in the common area of the holding facility which is monitored by the dispatchers 24/7.

The department does house a courtroom in which once a week holds "Mayor's Court." The agency provides security for Mayor's Court where court security is checked prior to each court session. The bailiff has access to a hand-held magnetometer if needed. The courtroom is equipped with an intercom system and a duress alarm which is connected to the dispatch center. The agency's directive exceeds the standard by requiring that a documented security survey be performed annually. As part of the survey the court liaison, bailiffs, prosecutor and magistrate are interviewed for their input into any concerns or problems.

Except in rare circumstances, the agency does not handle civil legal processes as those responsibilities fall under the purview of the sheriff's office. The agency does assist the sheriff's office and other agencies when they perform this service within the city. In the past three years the agency has not served any civil legal process documents.

The department maintains its own communication center with an enhanced E911 phone system and TDD telephone access. The communications center operates 24 hours a day with two-way radio communications. Dispatch Center Supervisor Kelly Davidson demonstrated how their CAD system has built-in tactical dispatch plans. Communications center personnel are trained and certified to give emergency pre-arrival medical and fire/rescue instructions over the telephone. The agency records phone calls and radio frequencies in the communications center and is able to immediately playback and/or retrieve radio and phone traffic.

Supervisor Davidson is also in charge of the agency's records management component and she explained how the city's Information Technology Department developed special statistical reports to extract data on crime, calls for service, and vehicle accident locations. She demonstrated how she can pull up communication center statistics on the number of police calls versus fire calls and landline calls versus wireless calls. She

said it was very helpful to have the Information Technology employees' offices located in the confines of the police department for easy access.

All agency personnel have 24-hour access to calls for service, offense reports, accident reports, arrest reports, and other records through the CAD system and records management system. Juvenile reports are kept separate from adult reports by using color-coded folders. The agency maintains a records-retention schedule and disposes of records only upon application to and after permission from the local records commission.

The agency uses the Ohio Bureau of Criminal Identification and Investigation Physical Evidence Training Manual as a guide in processing crime scenes. The manual is a well-written guide to assist officers in processing crime scenes. The manual does a good job of providing procedures for first responders to follow in addressing responsibilities and precautions when handling crime scenes that may contain DNA evidence. Agency personnel use a form titled the Crime Scene Checklist when processing a crime scene for evidence. The checklist ensures that all relevant information is documented and any possible evidence is not overlooked. They have been able to purchase highly sophisticated crime scene processing technology through the use of forfeited drug funds. The agency is able to handle any type of major crime scene, but they also have the option to call in Ohio State Crime Scene Technicians if needed.

Prior to this on-site, the department allowed other agencies to bring their prisoners to the holding facility for testing and / or processing while unescorted by Grove City personnel. Since personnel from these other agencies had no formal or documented training in Grove City's jail operations, fire suppression, or evacuation plans, it was recommended that either Grove City personnel accompany outside personnel while in the jail or that the other jurisdictions be trained in jail operations to meet the standard. The chief issued a general order stating that Grove City personnel will accompany outside officers while in the jail.

Property and Evidence

The agency's directive exceeds the standard by requiring that a semi-annual inventory of the property room be done. Proofs of compliance show that the semi-annual inventories were completed during each of the three preceding years. The agency's directive requires that unannounced inspections are conducted at the direction of the chief of police. Documentation in the file shows that unannounced inspections were conducted twice a year for each of the three preceding years.

The division has a secure evidence storage room containing separate locked cabinets for valuables, guns and drugs. Access to the evidence storage room is monitored by the communications center with a closed circuit TV system. The agency does not convert drugs or explosives for agency use however it does convert useful weapons for agency

use. The agency uses a computerized records system to track the status of all property held by the agency. They are in the process of going to a bar code system for all of their evidence.

H. Applied Discretion Compliance Discussion:

This section provides specific information on standards found to be in compliance after on-site "adjustments" were made. Adjustments may include modifying agency policies and directives, creating documentation, and an alteration of the physical plant.

The agency has five standards in applied discretion.

34.1.3 A written directive describes the procedures used for each element of the promotion process for sworn personnel: (d) conducting oral interviews prior to appointment to probationary status (M). ISSUE: the agency had the practice of the chief interviewing the top three candidates prior to promotion but there was no written directive reflecting that practice other than an oral board during a discretionary assessment center of which the chief did not participate. ACTION: the policy was changed to reflect the practice and the standard.

41.2.3 A written directive addresses roadblocks and forcible stopping; (c) requiring training in the use of agency-authorized roadblocks and forcible stopping techniques (M). ISSUE: by policy the department allowed the use of rolling roadblocks, forcible stopping, and the P.I.T. maneuver but did not require or facilitate training in those techniques. The agency did mandate training in tire deflation devices before officers were qualified to deploy that equipment. ACTION: a general order was created and circulated banning the use of rolling roadblocks, forcible stopping and the P.I.T. maneuver unless trained in such techniques.

46.1.2 The agency has a written "All Hazard" plan for responding to critical incidents such as natural and man-made disasters, pandemics, civil disturbances, mass arrests, bomb threats, hostage / barricaded person situations, acts of terrorism, and other unusual incidents. The plan will follow standard Incident Command System (ICS) protocols, which include functional provisions for: command (46.1.3), operations (46.1.4), logistics (46.1.6), and finance / administration (46.1.7). (M) ISSUE: The agency's directive did not include any verbiage that addressed planning for pandemics. ACTION: The agency revised their directive to include verbiage for responding to pandemics.

72.4.4 A written directive specifies which holding facility doors are to be secure and when (M). ISSUE: The agency did not have any written directive addressing how the cell doors would be left when not in use (secured or open). ACTION: the agency drafted and circulated a general order addressing the doors.

84.1.2 All in-custody and evidentiary property is stored within designated, secure areas with access limited to authorized personnel (M). ISSUE: The agency stored newly

seized bicycles unsecured at the public works facility. The facility is protected by a locked chain-linked fence surrounding the facility and is monitored by closed circuit TV cameras; however the in-custody bicycles were accessible to unauthorized personnel who work at the public works facility. ACTION: The agency changed its directive to require bicycles taken into custody be chain-locked to an eye-bolt inside the sally port of the police station until secured by the property officer.

I. Standards Non-compliance Discussion:

The agency has one standard in non-compliance.

72.1.1 *A written directive requires that personnel receive initial training on the operations of the holding facility, to include fire suppression and equipment provided for use by the agency, and retraining at least once every three years (M).* ISSUE: The agency exceeds the standard by requiring refresher training on the operations of the holding facility annually. However, the department self-identified that it had not conducted initial training in fire suppression and operations for four officers within the timeline specified by policy (the FTO training period). ACTION: The agency pro-actively added jail training to the field training task list and conducted training for those four officers in the use of fire suppression equipment and jail operations in September prior to the arrival of the assessors.

J. 20 Percent Standards:

CALEA agencies must be in compliance with at least 80% of the applicable Other-Than-Mandatory (O) standards. The agency is free to choose which standards it will utilize to meet this requirement.

Grove City Division of Police was in compliance with 97.3% of applicable Other-Than-Mandatory (O) standards.

K. Future Performance / Review Issues

This section does not apply.

L. Table: Standards Summary:

	<u>TOTAL</u>
Mandatory (M) Compliance	<u>368</u>
(M) Noncompliance	<u>1</u>
Waiver	<u>0</u>
Other-Than-Mandatory Compliance	<u>74</u>
(O) Noncompliance	<u>0</u>
(O) Elect 20%	<u>2</u>
Not Applicable	<u>19</u>
TOTAL (Equals number of published standards)	<u>464</u>

M. Summary:

Agency files were found to be very well organized in rather unique file folders with more than adequate documentation. Four files were returned for further proof of compliance and those proofs were readily located and added. During their last on-site in August of 2007, the agency had two applied discretions and nine files returned for more documentation. There were no instances of non-compliance during the 2007 on-site.

The assessors found all agency personnel to be open, friendly, and responsive. Grove City Division of Police is an excellent example of a professional law enforcement agency that fully reflects the philosophy of community policing, problem solving and being an equal partner with its community. Assessors observed agency operations through interviews, ride-alongs, tours, rollcall briefings, and visiting personally with the chief and various staff members. There was a lot of discussion over policies and files between staff and the assessors, but we mutually sought to understand both sides of an issue and the discussion was never adversarial. This department truly seeks to be better, more responsive, and always do the right thing.

The agency's annual citizen survey shows that the community holds the agency and its employees in high regard. Several years ago, the department set a meeting with school officials primarily to just put names with faces and agree on scope of services. This intended one time meeting has evolved into an annual meeting with over fifty principals and administrators in attendance with a lunch where varied topics are discussed, contemplated, and presented. This is another example of the agency being a contributing partner within the greater community.

All staff members contacted by the assessors were fully aware of the accreditation process and its significance. Besides the accreditation manager, the department has been using a professional standards officer to build files as well as assigning a second police officer into the professional standards office several months prior to the on-site to assist and further broaden the pool of those intimately involved with CALEA. The last two professional standards officers have gone on to be promoted to sergeant, thereby elevating the importance of this position and accreditation in the eyes of departmental employees.

All comments and communications received by the assessors regarding the agency were positive and stressed cooperation, involvement, and professionalism. Community leaders and citizens alike expressed their overall sense of community safety and pride in the Grove City Division of Police. Each day this full-service and dedicated department demonstrates the core principles of accreditation and internal integrity.



Paul R. Barrows
Team Leader
January 20, 2011

