Columbus Police Department Bureau of Administrative Services

Deputy Chief R. L. Graham

Bureau of Administrative Services
Areas of Discussion

- Overview of the Bureau of Administrative Services
- Recruiting Results for 2022 and 2023
- Recruiting Results Between January 1, 2024 – June 10, 2024
- The Hiring of Civilian/General Government Employees
- The Future of Law Enforcement Training in the Columbus Police Department
- The Use of Intelligence-Led Policing to Reduce Crime
- The Community Relations Unit
- A New Initiative – The Community Policing Unit

Overview of the Bureau of Administrative Services

- **The Bureau of Administrative Services consists of the following six (6) sub-units (38 bureau members):**
- **Personnel Unit**
- **Background and Recruiting Unit**
- **Training Unit**
- **Community Relations Unit**
- **Community Policing Unit**
- **Crime Analysis Unit**
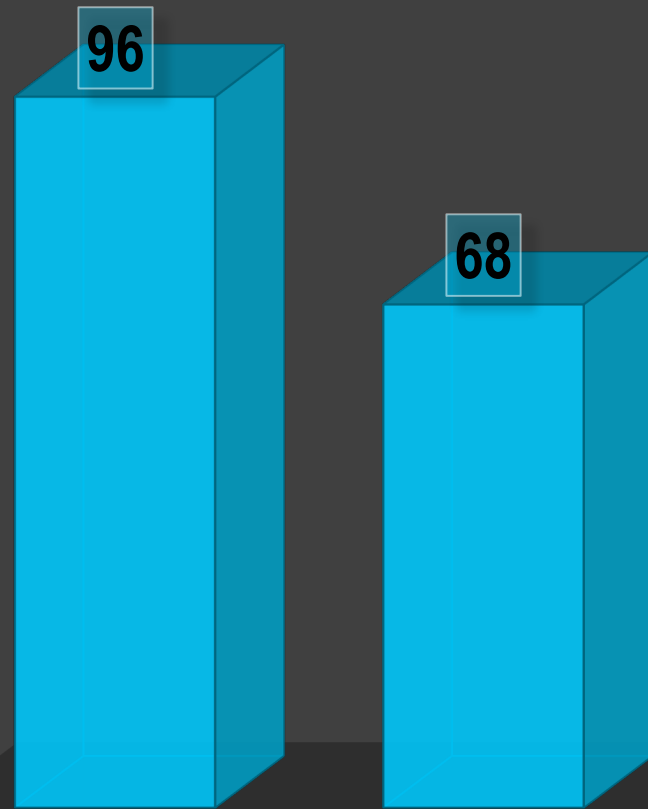
Bureau of Administrative Services Recruiting Results for 2022, 2023 and 2024

Bureau of Administrative Services Recruiting Results for 2022 and 2023
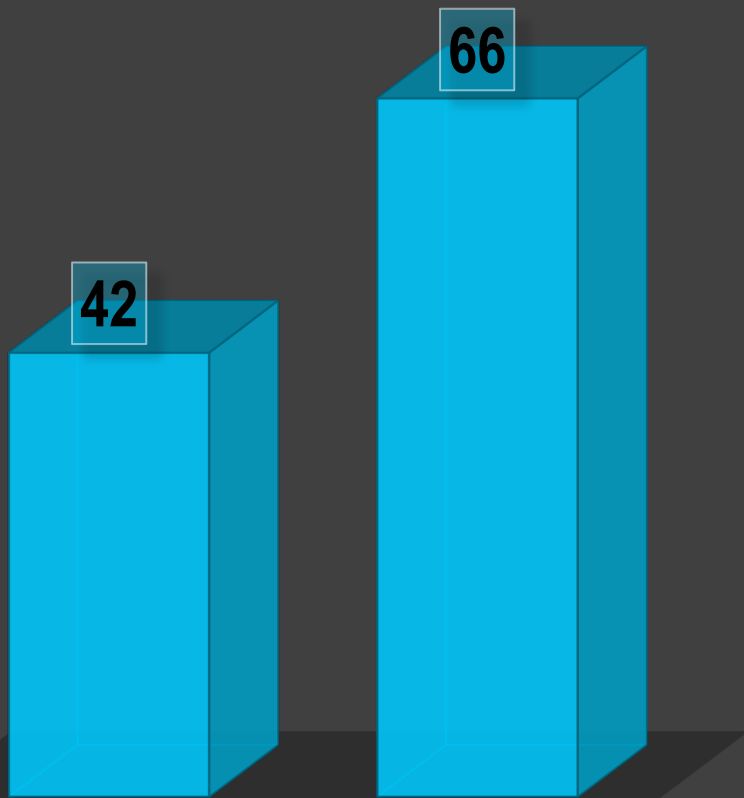
Bureau of Administrative Services
Recruiting Results for 2023 and 2024
June 10, 2024

Bureau of Administrative Services Recruiting Results for 2024
June 10, 2024

Sworn	Jan-24	Feb-24	Mar-24	1st Qtr	Apr-24	May-24	Jun-24	2nd Qtr	Total for 2024
Hired	12	18	10	40	7	4	2	13	53
Resigned - Sworn	3	2	0	5	3	0	1	4	9
Resigned - Pre-Academy/Academy	5	2	1	8	2	2	0	4	12
Terminated/Laid Off	0	0	1	1	0	0	0	0	1
Deceased	0	0	0	0	0	0	0	0	0
Retired	0	0	0	0	0	1	0	1	1

Net Gain: +30 / 56.60%
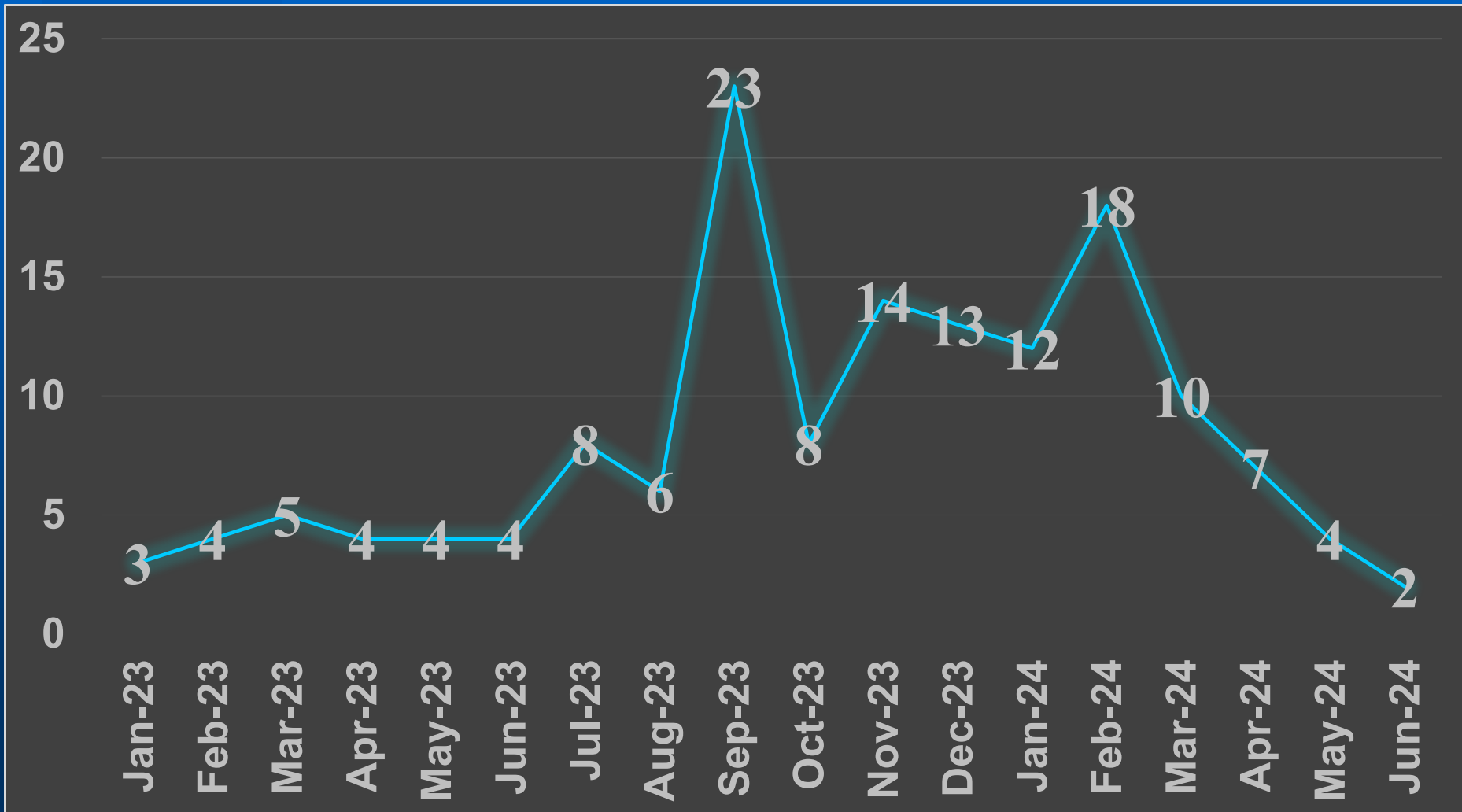
Bureau of Administrative Services Recruiting Results for 2022-2024

- **2022 – Net Loss -24**

- **2023 – Net Gain +28**

- **2024 – Net Gain +30 (as of June 10th)**

Bureau of Administrative Services Recruiting Results for 2023 and 2024
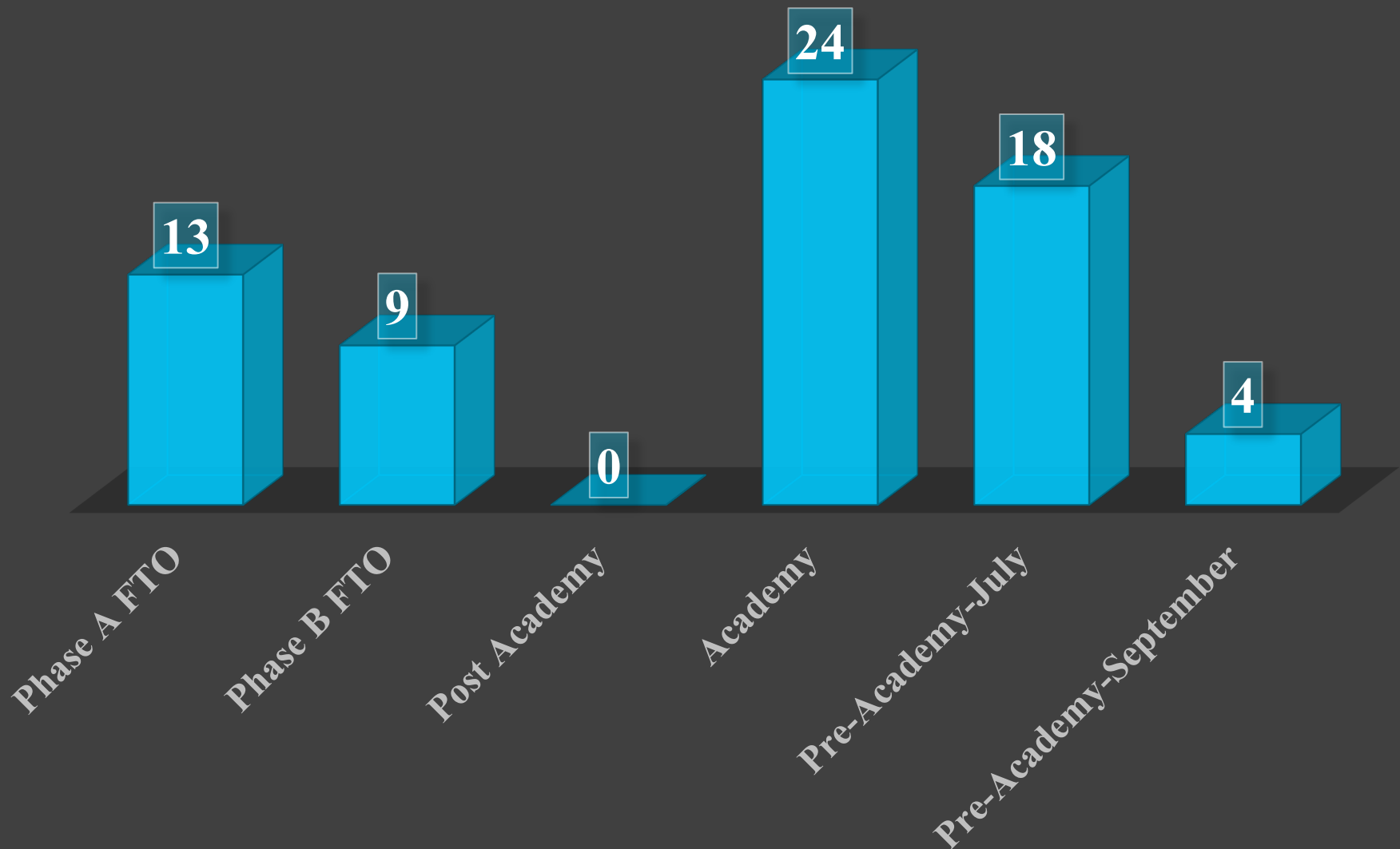**June 10, 2024**

Bureau of Administrative Services
Training Classification for New Recruits
June 10, 2024

- Phase A FTO: 13
- Phase B FTO: 9
- Post Academy: 0
- Academy: 24
- Pre-Academy-July: 18
- Pre-Academy-September: 4

Bureau of Administrative Services Recruiting Targeted Market

- **former Columbus Police Officers**

- **Georgia POST Certified Officers**

- **approved POST Certified Officers from other states**

- **Columbus State University and other colleges and universities (students)**

- **Fort Moore (Career Skills Program)**

Bureau of Administrative Services Means of Recruiting

- **advanced recruiting software**

- **social media sites, such as Facebook and Linkedin, etc.**

- **official Columbus Police Department's site**

- **word-of-mouth by officers**

- **billboards and recruiting pamphlets**

Bureau of Administrative Services Means of Recruiting

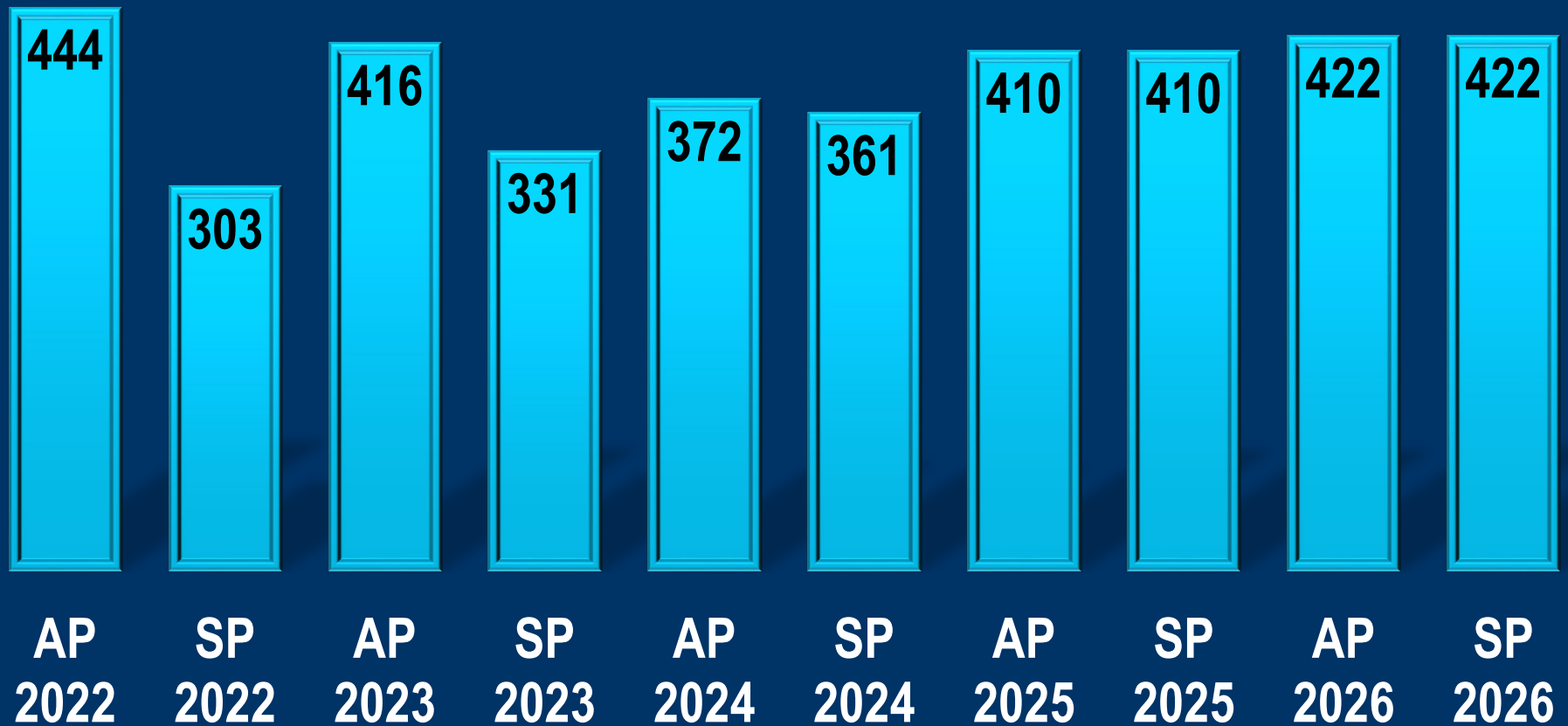- **military personnel (CSP)**

- **job fairs**

- **citizens**

- **City Councilor**

Bureau of Administrative Services
Recruiting Allotted Positions v. Staffed Positions
June 10, 2024

	AP 2022	SP 2022	AP 2023	SP 2023	AP 2024	SP 2024	AP 2025	SP 2025	AP 2026	SP 2026
	444	303	416	331	372	361	410	410	422	422

Bureau of Administrative Services
Current Staffing
June 10, 2024

Unfilled Positions 2024 3%

Filled Positions 97%
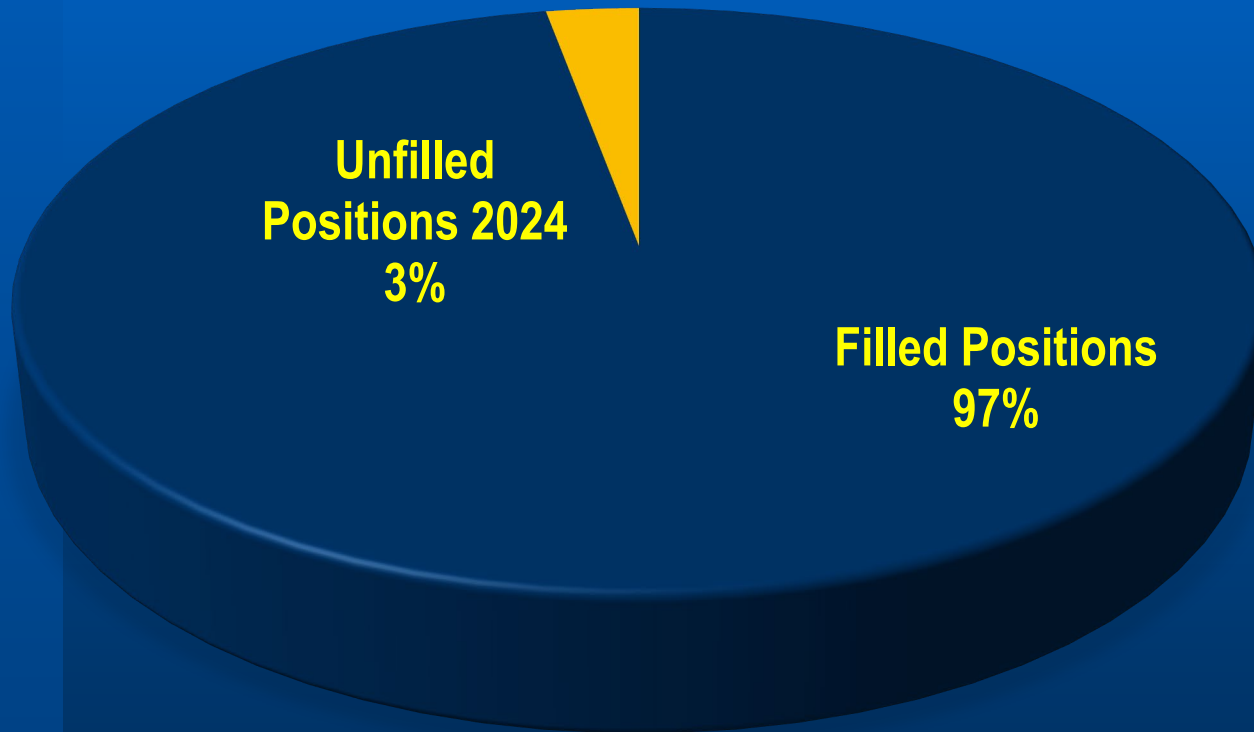
Bureau of Administrative Services
Current Staffing
June 10, 2024

high morale

The Chief's "Open Door" policy

Unfilled
Positions 2024
3%

Filled Positions
97%
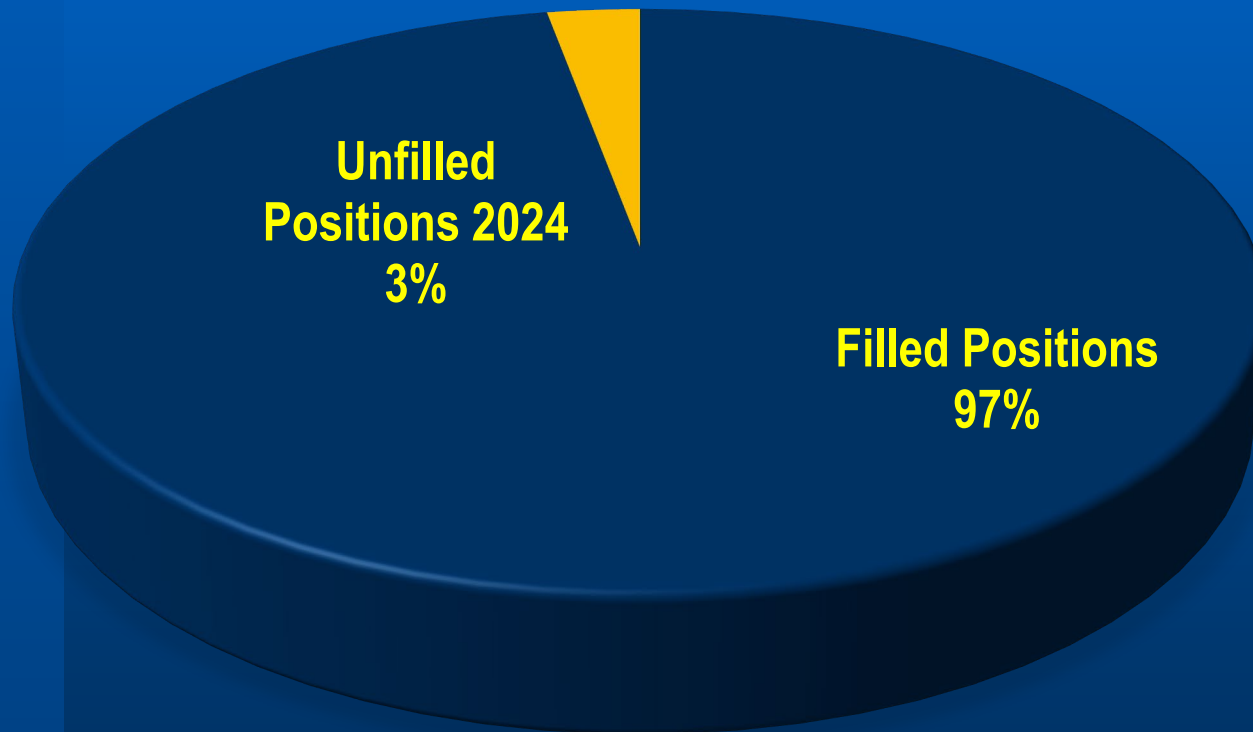
soliciting officers input and
suggestions

hearing the concerns of all employees

Bureau of Administrative Services Mission – Reduce the E911 Center Vacancies

- On Wednesday, April 24th, the Chief of Police tasked the Background and Recruiting Unit to increase the staffing in the E911 Center.

Timeline – Reduce the E911 Center Vacancies

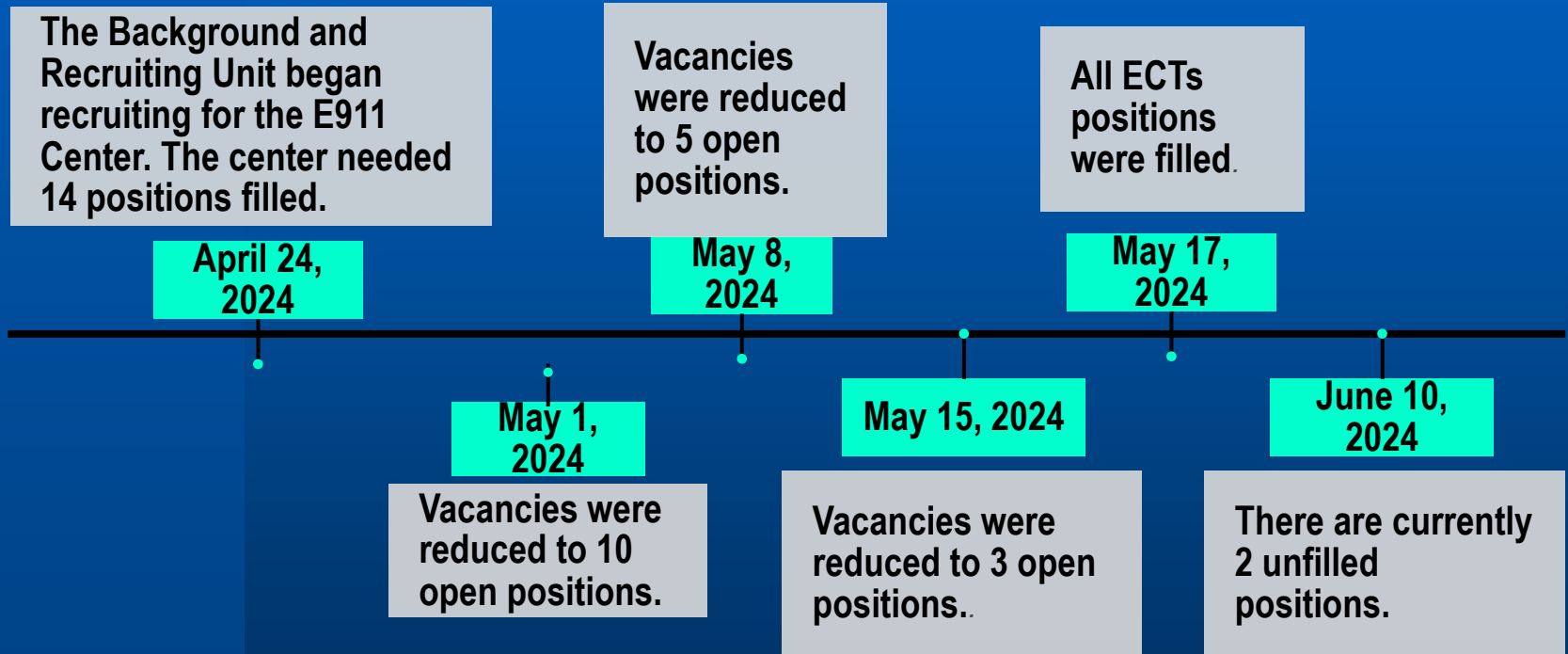The Background and Recruiting Unit began recruiting for the E911 Center. The center needed 14 positions filled.

April 24, 2024

Vacancies were reduced to 5 open positions.

May 8, 2024

All ECTs positions were filled.

May 17, 2024

May 1, 2024

Vacancies were reduced to 10 open positions.

May 15, 2024

Vacancies were reduced to 3 open positions.

June 10, 2024

There are currently 2 unfilled positions.

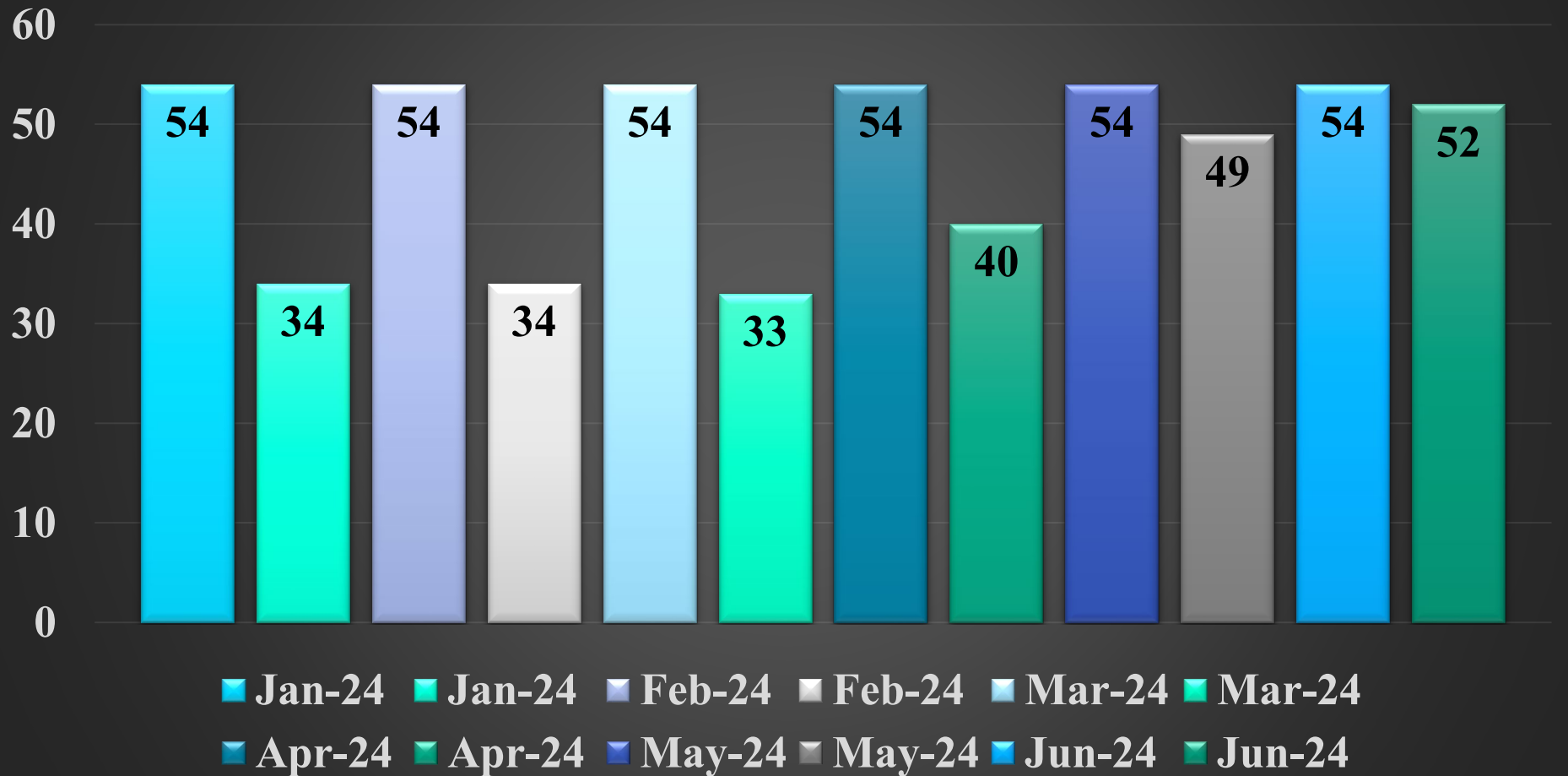# Bureau of Administrative Services
Endurance Recruiting for 911 Dispatchers (ECTs) Past Six Months

Emergency Communication Technicians

Bar chart values:
- 54
- 34
- 54
- 34
- 54
- 33
- 54
- 40
- 54
- 49
- 54
- 52

Legend:
- Jan-24
- Jan-24
- Feb-24
- Feb-24
- Mar-24
- Mar-24
- Apr-24
- Apr-24
- May-24
- May-24
- Jun-24
- Jun-24

Bureau of Administrative Services Mission – Assume Responsibility for All Recruiting

- **On Friday, May 17th , the Chief of Police tasked the Background and Recruiting Unit to recruit for all vacant positions in the Columbus Police Department.**

Bureau of Administrative Services
The Future of Law Enforcement Training in the Columbus Police Department

Bureau of Administrative Services
The Future of Law Enforcement Training in the Columbus Police Department

- **Virtual Academy Training:**

- **8,328 In-Service training hours**

- **In class In-Service training hours have been reduced to 2,778**

Bureau of Administrative Services
The Future of Law Enforcement Training in the Columbus Police Department

- **Virtual Academy Training:**

- **5,552 manhours available for patrolling, investigating or other law enforcement functions.**

Bureau of Administrative Services
The Future of Law Enforcement Training in the Columbus Police Department

- **Scenario Training:**

- **more hands-on scenario-base training**

- **tabletop exercises involving first-line supervisors and mid-level managers**

- **joint training with Fort Moore's military police**

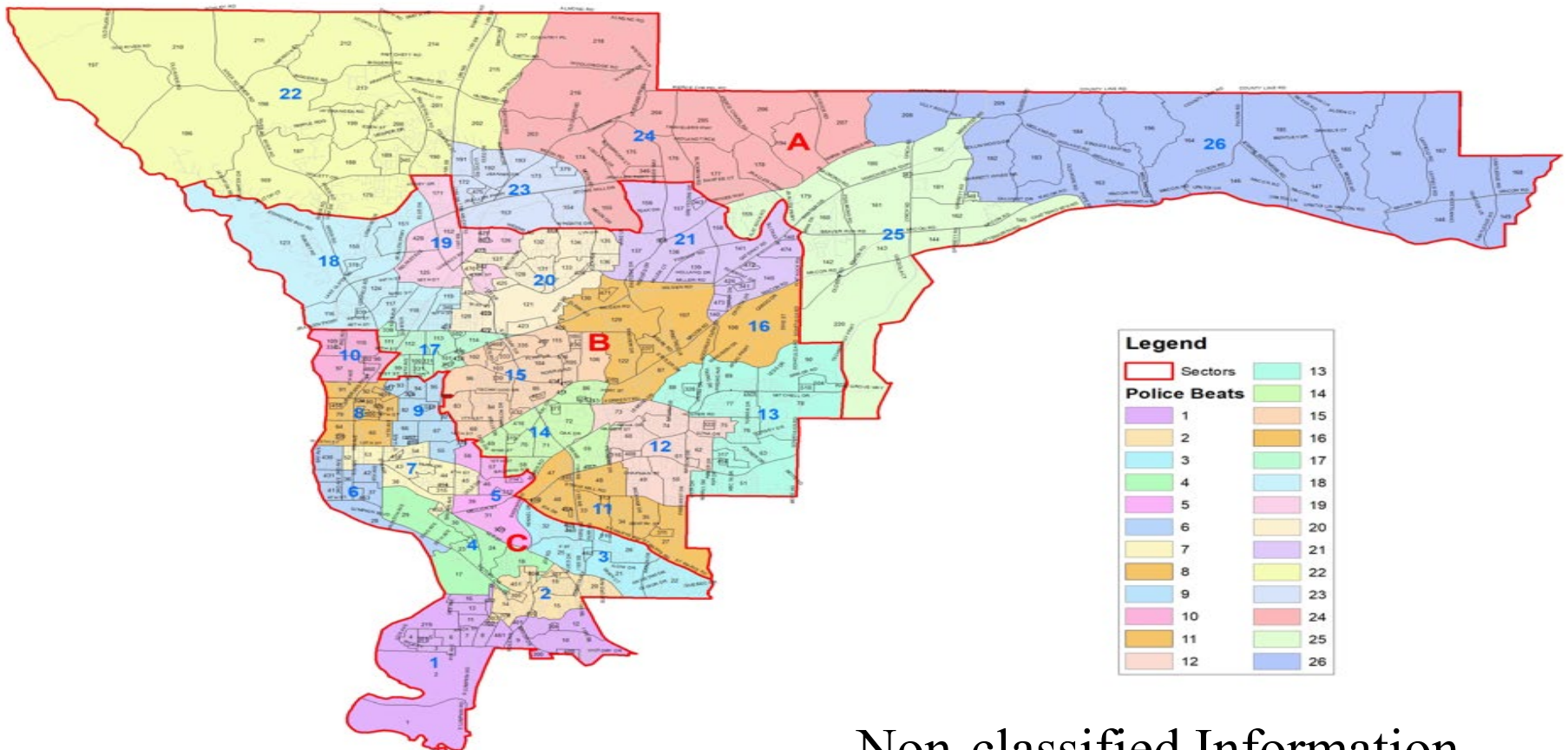# Bureau of Administrative Services
The Use of Intelligence-Led Policing to Reduce Crime

Non-classified Information

Bureau of Administrative Services
The Use of Intelligence-Led Policing to Reduce Crime

Police Beats

Non-classified Information

Bureau of Administrative Services
The Use of Intelligence-Led Policing to Reduce Crime

- **Strategies to Reduce Crime :**

- **use predictive analysis to identify trending crimes**

- **deploy more police officers to identified "hotspots"**

- **use information received from citizens to correlate identified "hotspots"**

Non-classified Information

Bureau of Administrative Services
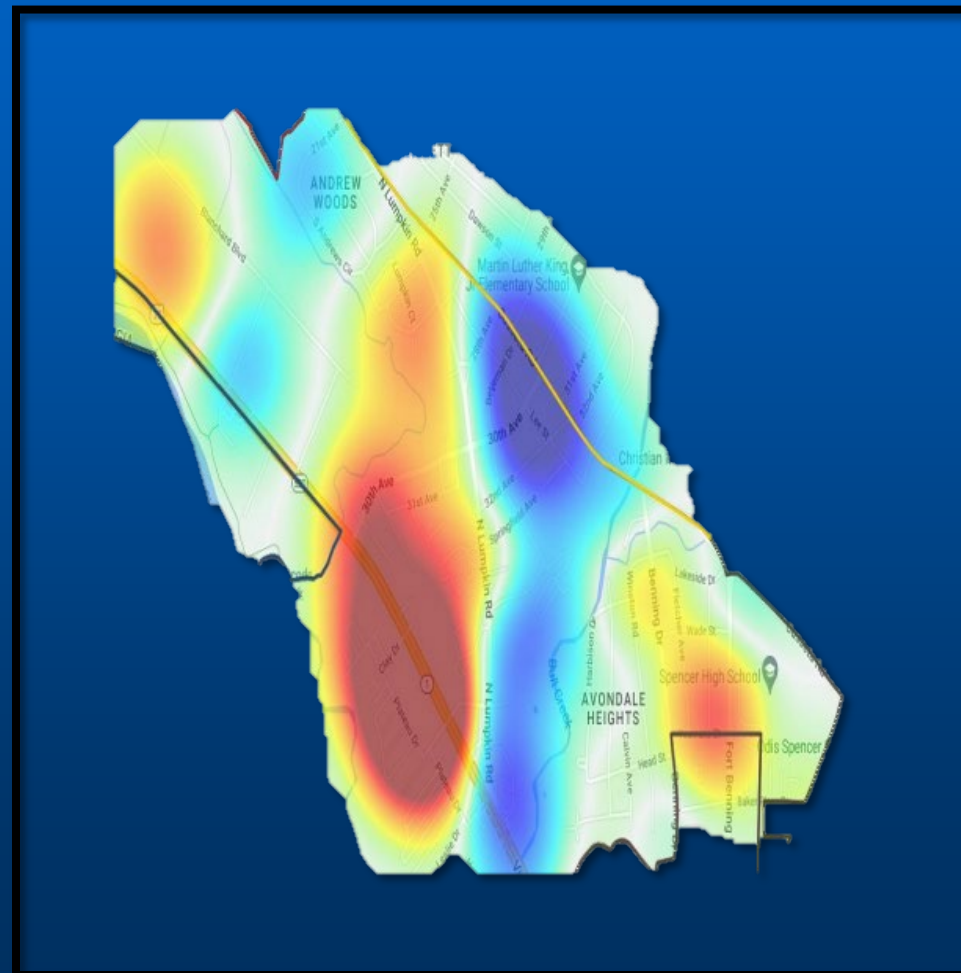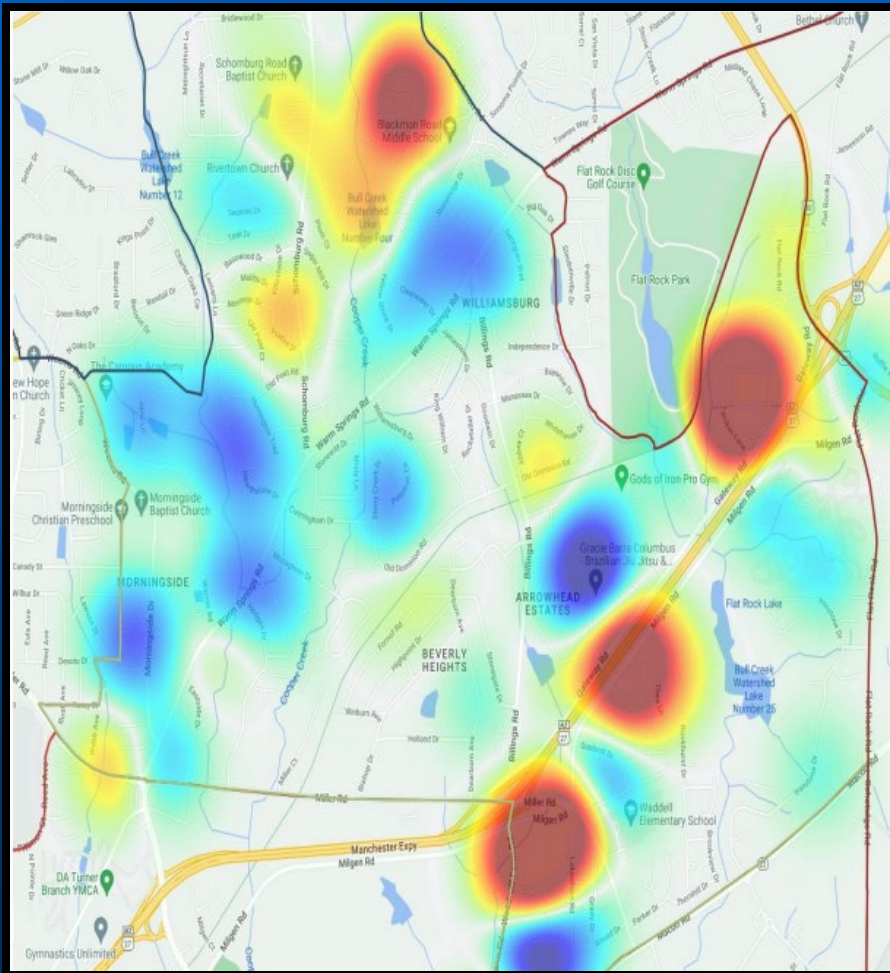# The Use of Intelligence-Led Policing to Reduce Crime

Non-classified Information

Bureau of Administrative Services
The Use of Intelligence-Led Policing to Reduce Crime

- **Strategies to Reduce Crime :**

- **expand the department's neighborhood watch program**

- **continue investigating citizens' complaints and concerns**

Non-classified Information

Bureau of Administrative Services
The Use of Intelligence-Led Policing to Reduce Crime

Part-One Crime	2022				
	1st Qtr	2nd Qtr	3rd Qtr	4th Qtr	Yr Total
Murder	10	8	10	8	36
Rape	13	10	8	13	44
Robbery	84	61	64	57	266
Aggravated Assault	210	153	141	142	646
Burglary	136	141	194	231	702
Larceny	954	1137	1218	1225	4539
Theft by Taking MV	191	173	192	181	737
Part-One Total	1,598	1,683	1827	1857	6970

Part-One Crime	2023				
	1st Qtr	2nd Qtr	3rd Qtr	4th Qtr	Yr Total
Murder	16	4	16	9	45
Rape	5	10	16	9	40
Robbery	86	53	54	61	254
Aggravated Assault	143	150	156	118	567
Burglary	192	242	250	154	838
Larceny	1109	1058	1236	868	4271
Theft by Taking MV	163	145	196	187	691
Part-One Total	1,714	1,662	1924	1406	6706

End of the Year

Non-classified Information

Bureau of Administrative Services
The Use of Intelligence-Led Policing to Reduce Crime

Part One Crime	2023 Part One Crimes by Sector			
	Sector A	Sector B	Sector C	Year Total
Murder	1	2	15	18
Rape	2	2	8	12
Robbery	4	56	63	123
Aggravated Assault	9	111	142	262
Burglary	12	161	191	364
Larceny	338	1393	836	2567
Theft by Taking (MV)	31	147	99	277
Part One Total	397	1872	1354	3623

Part One Crime	2024 Part One Crimes by Sector			
	Sector A	Sector B	Sector C	Year Total
Murder	1	6	9	16
Rape	0	6	5	11
Robbery	2	30	42	74
Aggravated Assault	12	93	141	246
Burglary	17	121	165	303
Larceny	325	1119	771	2215
Theft by Taking (MV)	25	141	85	251
Part One Total	382	1516	1218	3116

YTD: 06/09/2023 & 06/09/24

Non-classified Information

Bureau of Administrative Services Community Relations Unit

Bureau of Administrative Services Community Relations Unit

- **Engaging the Community:**

- **D.A.R.E. (Drug Abuse Resistance Education) in elementary schools**

- **Neighborhood Watch Programs in 65 communities**

- **National Night Out**

- **Special Olympics events**

Bureau of Administrative Services Community Relations Unit

- **Engaging the Community:**

- **Partners in Education (Forrest Road Elementary, Double Churches Elementary, and Eddy Middle School)**

- **Citizens Law Enforcement Academy (C.L.E.A.)**

- **Pastor's Academy**

- **Seniors and Law Enforcement Together (S.A.L.T.)**

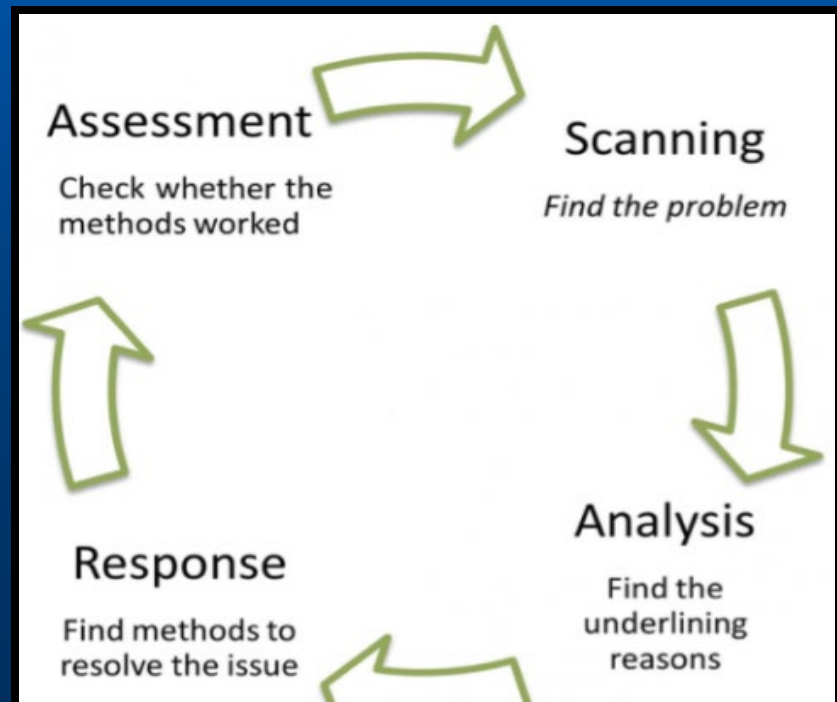- **Project Lifesaver (Alzheimer and Autism clients)**

Bureau of Administrative Services
Community Policing Unit

Bureau of Administrative Services Community Policing Unit

- **Reducing crime and improving the quality of life for the citizens of Columbus, Georgia:**

- **S.A.R.A. Model – Scanning, Analysis, Response, and Assessment**

Assessment
Check whether the methods worked

Scanning
Find the problem

Analysis
Find the underlining reasons

Response
Find methods to resolve the issue

Bureau of Administrative Services Community Policing Unit

- **Reducing crime and improving the quality of life for the citizens of Columbus, Georgia:**

- **Broken Windows Theory**

Bureau of Administrative Services Community Policing Unit

- **Reducing crime and improving the quality of life for the citizens of Columbus, Georgia:**

- **Broken Windows Theory**

Bureau of Administrative Services Community Policing Unit

- **Reducing crime and improving the quality of life for the citizens of Columbus, Georgia:**

- **Engaging our young people to build trust**

Columbus Police Department Bureau of Administrative Services

- Questions