



Contents —

CHIEF'S WELCOME	4
MISSION & VISION	5
OFFICE OF PROFESSIONAL STANDARDS	8-10
TRAINING	11
RECORDS	12
SPECIAL OPERATIONS	14-24
CRIMINAL INVESTIGATIONS DIVISION	25-27
ACCREDITATION	28
AWARDS	29

Chief's Welcome =

I am humbled and honored to present to you the 2022 Johns Creek Police Department (JCPD) Annual Report. Our agency staff compiled and generated the following information. We trust the material will provide a framework of our annual crime statistics, calls for service, comparative yearly data, Use of Force statistics, investigated crimes information, personnel training numbers, records/customer service figures, evidence handled and/or processed, and community outreach initiatives during the past year.

JCPD officers serve an ever-growing population of approximately 85,000 residents. Our commanders and supervisors meet each month and review crime and vehicle accident data to pinpoint areas of concern in order to deploy the most effective and efficient police services. The goal is to minimize the impacts of crime and vehicle crashes in our city and to protect and engage with our community. Over the year, officers have also worked hard to build partnerships and trust with those we serve through numerous successful outreach programs and through a

vibrant social media campaign.

Every day, our employees strive to meet and exceed the standards set forth in our status as a Nationally Accredited Agency through The Commission on Accreditation for Law Enforcement Agencies (CALEA), of which we have been for nearly 13 years. Additionally, the activity and successes outlined in this report would not be possible without the vital backing and partnerships we have with our residents and the invaluable continued support we have from our Mayor, City Council, and City Manager.

The JCPD team remains steadfast to improve the quality of life and to provide the most professional and current best practice law enforcement services to this great city. We are committed to carry on our cultivation of trust with every diverse segment of our citizenry and continue to build a culture of success within our organization. Our goal is for this positive environment to trickle down to our base, the very supportive community we serve.

Sincerely,

Mark J. Mitchell Chief of Police



MISSION & VISION ____

The Johns Creek Police Department is committed to serving and protecting the lives, property, and constitutional rights of all who live, work in or visit our city. Our mission is to partner with the community to solve problems and improve public safety in an impartial, transparent, and consistent manner.

OUR CORE VALUES ____

- Justice
- Courage

Annual Report

- Professionalism
- Determination
- Clearly stated beliefs about the organization's vision, mission, and principles

When bought into, everyone is aligned around a guiding philosophy to serve employees, and the community engage with each day.



Goals & Objectives Achieved in 2022 =

GOALS	OBJECTIVES
Recruit and retain employees based on demographic makeup of the community	 Conduct quarterly testing. Research and implement a recruiting team to garner input on best recruiting strategies. Foster relationship between JCPD and local colleges, churches, and
	community groups. Also, work to identify potential police officer candidates through the Student Intern Program.
Continue to enhance and implement effective technology advancements	 Add approximately 30 more Flock cameras throughout the city. Continue to deploy Axon Performance, Axon Signal Side-arm, and AXON Fleet 3 implementation.
Continue to maintain a Comprehensive Training Program	 Increase manpower in training unit by once officer. Create and implement Brazilian Jiu Jitsu Program. Create and implement an FTO Supervisor Program.
Successfully maintain CALEA Accreditation & State Certification	Successfully complete CALEA Year 2 Remote Assessment in June 2022.
Continue to utilize the CORT Unit to address Mental Health concerns in the community	Add one additional Crisis Intervention Officer to CORT Unit.
Establish 24/7 GCIC Unit	 Recruit and hire the most qualified applicants for GCIC positions. Provide training for newly hired GCIC personnel.
Establish and deploy Peer Support Team to provide peer support assitance to JCPD employees and their families	
Increase JCPD representation with North Metro SWAT	Assign maximum number of operators.

Johns Creek PD



Office of Professional Standards

RECRUITMENT

The Johns Creek Police Department is dedicated to recruiting, selecting, training, and retaining the highest quality police officers.

The Office of the Chief, also known as the Office of Professional Standards (OPS), conducts the recruiting and hiring process, as well as background investigations for civilian positions. In 2022, the Recruiting division added another background investigator / recruiter to assist with background investigations for police officers, records clerks, chaplains, Community Ambassador Team (CAT) members, Citizens Auxiliary Police Services (CAPS) personnel, and civilian employees.

The department was successful in recruiting several new officers, CAT Team, and CAPS members by meeting candidates in unique settings like retail stores, gun ranges, and through word-of-mouth referrals. Staff also recruited at the Johns Creek International Festival and the University of North Georgia. In 2022, the department had 123 police officer applicants and 14 of those were eligible for hire.

Employees can receive a \$500 referral bonus for referring police officer candidates and the department enacted a \$5,000 sign-on bonus to newly-hired certified police officers.



2022 Demographics

	Serv Popul		Availa Workf		2022 C Sworn Offic	Male	2022 C Sworn F Offic	emale	2021 (Sworr Offic	Male	2021 C Sworn I Offic	Female
	#	%	#	%	#	%	#	%	#	%	#	%
Caucasian	45,956	56	49,956	56	54	68.4	8	10.1	53	70.6	5	6.6
African American	8,207	10	8,207	10	10	12.7	1	1.3	10	13.3	1	1.3
Hispanic	5,745	7	5,745	7	1	1.3	0	0	1	1.3	1	1.3
Asian / Other	21,337	26	21,337	26	5	6.3	0	0	4	5.3	0	0
Total	82,065	100	82,065	100	70	88.6	9	11.4	68	90.5	7	9.2

Page 8 Johns Creek PD

USE OF FORCE

There were 408 custodial arrests and 2.6% of all arrests resulted in a use of force incident. In nearly all cases, the original calls were "in progress" calls, persons armed, or felony offenses, and a large number of use of force reports were generated from the Johns Creek and Forsyth Drug Task Force (JCAF) where arrests were made on individuals involved in the distribution of or sale of narcotics.

During 2022, the department continued to evaluate how it documented use of force reports in order to improve the reporting and documenting process. All officers received training on use of force, deadly force, legal and policy updates, and all other training required by the Commission on Accreditation for Law Enforcement Agencies (CALEA) and state certification standards. The department continues to evaluate trends and patterns to determine future training needs or policy adjustments.

PRECENTAGE OF ARRESTS RESULTING IN USE OF FORCE

3.6% 2.9% 2.6%

2020

gave conclusive evidence of the officer's actions.

2021

2022

COMPLAINTS In 2022, the Internal Affairs Division investigated 38 complaints against JCPD employees. All complaints were thoroughly investigated and in most cases, the officer's in-car video system and body-worn cameras

Of the 32 Level 1 complaints, 23 were exonerated, 5 were not sustained, 3 were sustained, and 1 was unfounded.

Type of Complaint **Number of Complaints**

Performance of Duty	19
Courtesy	13
Rules Violations	4
Sexual Harrassment	1*
Inappropriate Use of City Email	1

* Employee complaint against an outside vendor.

Office of Professional Standards

(continued)

BIASED-BASED PROFILING

A review of statistics, citations, and current demographics revealed no negative patterns or trends of biased-based profiling were discovered. In 2022, there were no biased-based profiling complaints.

Race / Sex	Warnings	Citations	Total
Caucasion/Male	347	2,542	2,889
Caucasion/Female	294	1,552	1,846
Black/Male	211	1,277	1,488
Black/Female	199	1,012	1,211
Asian/Male	116	977	1,093
Asian/Female	66	708	774
Indian/Male	5	17	22
Indian/Female	1	19	20
Unknown/Male	0	0	0
Unknown/Female	0	0	0
Voids	0	191	191
Totals	1,239	8,295	9,534

COMMENDATIONS



Our agency continues to commend our employees when applicable. Commendations tripled in 2022 from 2020 and this large increase is what sets JCPD apart from other agencies. Chief Mark Mitchell encourages positive recognition from peers. Not only were many commendations received from the public, but many were peer-to-peer recognition.

NUMBER OF COMMENDATIONS

181

555

199

2020

2021

2022

PURSUITS

There were eight police pursuits in 2022, and the longest pursuit was 2.2 miles long. The initiation and continuance of all eight pursuits were found to be within policy. Two pursuits were cancelled by the officer, four pursuits were cancelled by the supervisor, and two pursuits were terminated when the suspect voluntarily stopped and was apprehended. These results are a good indication of an understanding of the pursuit policy by the agency.

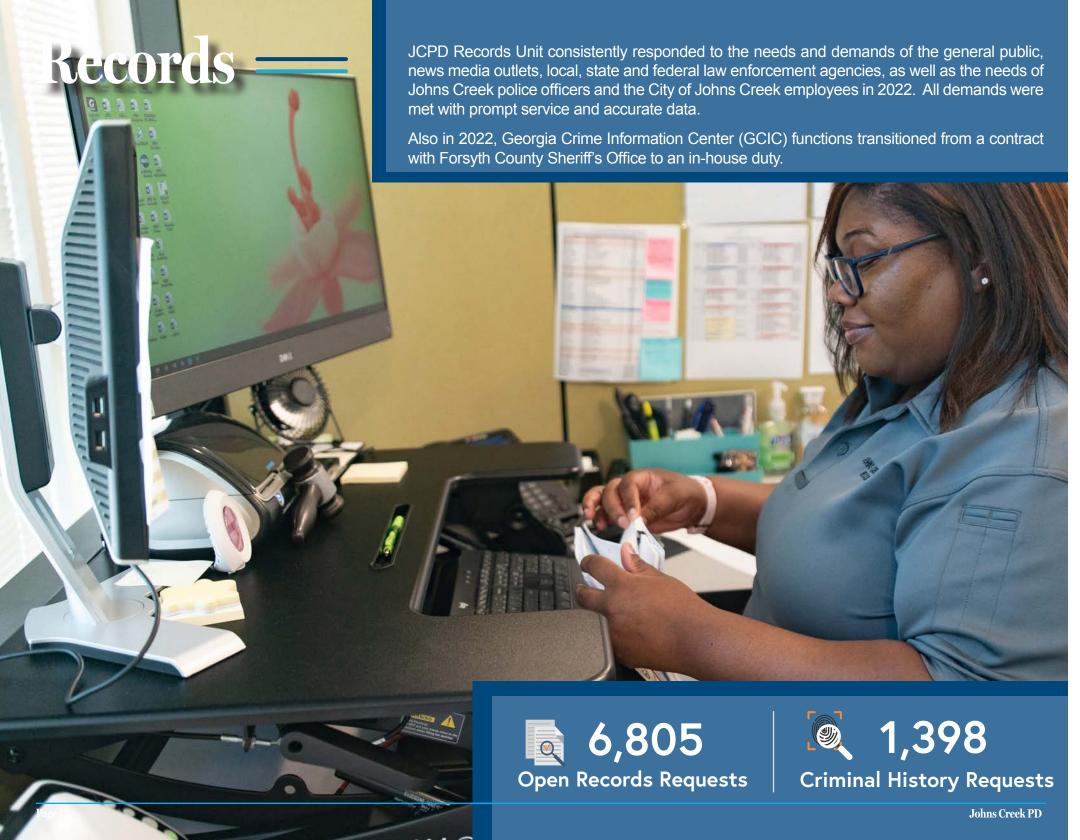
GRIEVANCES

No grievances were filed by employees in 2022. This can be attributed to the quality of employees, our high retention rate of those employees, and the limited number of adverse personnel actions. The disciplinary process was modified to assist the employee, agency, and others in streamlining the appeal or grievance request.

Page 10 Johns Creek PD



Annual Report



By the Numbers =

	2021	2022	% Change
Arson	1	2	100%
Burglary	57	55	-3.5%
Larceny	165	277	68%
MV Theft	31	32	3.2%
Aggravated Assault	20	34	70%
Murder/Homicide/ Non-Negligence	1	1	0%
Rape	4	3	-25%
Robbery	3	2	-33%
Simple Assault	256	318	24%
DUI	215	189	-12%
Citations	7562	8104	7%
Fatalities	3	2	-33%
Arrests	978	961	-2%
Hit & Run	227	203	-11%
Accidents	1637	1781	9%
Calls for Service	76393	77276	1%





BICYCLE PATROL

As the City of Johns Creek continues to add green space, JCPD purchased two electric bicycles which increased the range, distance, and radius that bicycle patrol offers can travel in the community. Therefore, our officers are able to increase visibility and security.

CITIZENS AUXILIARY POLICE SERVICES (CAPS)

Nineteen volunteers comprise the Citizens Auxiliary Police Services (CAPS) unit, which plays a vital role not only inside the department but in the community as well. They assist with vacation hour/business checks, municipal court assistance, vehicle maintenance, and other assignments. Due to its continued success and importance, the unit plans to add more members to the program in 2023.



★ 1,587

Patrol Hours

Non-Patrol Hours



CITIZENS POLICE ACADEMY

In 2022, JCPD hosted a Citizens Police Academy class and a Student Public Safety Academy (in conjunction with the Johns Creek Fire Department). Thirty-three graduates participated in classroom lectures and hands-on interactive instruction, which provided a behind-the-scenes view of police department operations.



Founded in 2021, the Clinician Officer Response Team (CORT) Unit answers calls for service pertaining to mental health. The unit has two full-time police officers, a mental health advocate, and a full-time clinician.



The Police and Community Together (PACT) program helps reduce crime opportunities in the community through regular meetings and correspondence with residents.







公 73

Neighborhoods

PR 122

Meetings



Special Operations =

CAPS WINTER WONDERLAND

The JCPD Citizens Auxiliary Police Services (CAPS) unit continued providing Christmas trees, lights, decorations, and presents to families nominated by community members. The program continues to grow in size and scope thanks to generous donations and sponsorships.

COMMUNITY SAFETY DAY

The overall safety of the community is a top priority for the City of Johns Creek. In conjunction with the Johns Creek Fire Department, JCPD hosts the annual Community Safety Day to educate residents about emergency services and safety tips. The event features demonstrations by the North Metro SWAT Team, K-9 unit, and motorcycles.

COFFEE WITH A COP

Johns Creek Police continued Coffee with Cop events at community club houses and local businesses in the city. These events provide an opportunity for law enforcement and residents to engage in a casual environment. Feedback continues to be positive with more requests from the community for additional opportunities to meet.

CRASE

The Civilian Response for Active Shooter instructors conducted four classes with 163 participants in 2022. This program helps educate residents on what to do in an active shooter situation. Classes are always full and are regularly requested by residents and businesses in Johns Creek.

DEA DRUG TAKE-BACK

In 2022, the Special Operations Unit conducted two DEA Drug Take-Back events, and collected approximately 249 pounds of unused and expired prescription drugs and over-the-counter (OTC) drugs. The Take-Back event educates our community on the dangers of keeping or improperly disposing of unused/expired prescription and OTC drugs.











FAITH & BLUE

The National Faith and Blue Initiative was launched to facilitate a safer, stronger, more just, and unified community by directly enabling partnerships between law enforcement and local faith-based organizations. JCPD hosted a reading event in partnership with Johns Creek United Methodist Church. All faith-based groups and organizations were invited to participate in the city's annual Community Safety Day at City Hall.

Special Operations

JCPD GIVES BACK

The second annual Johns Creek Gives Back event provides Thanksgiving dinners for families who need additional assistance. Sponsored by Honey Baked Ham Company and Masjid Jafar, the give-back program provided assistance to seven deserving families.

MENTAL HEALTH / DRUG OUTREACH

With the creation of CORT, the Special Operations Unit has participated in several community outreach programs aimed at assisting those with mental illness. The unit participated in NAMI Georgia's Mental Health Fair and worked with the One Johns Creek Coalition to organize local events about mental health and drug use for youth in Johns Creek. JCPD worked with One Johns Creek Coalition to provide Deterra bags at no cost for the community to dispose of their over-the-counter (OTC) and prescription medications at City Hall.

RECRUITMENT EVENTS & RIDE-ALONGS

In 2022, the Special Operations Unit assisted the Office of the Chief/Recruiting in hosting recruitment events and ride-along opportunities for potential candidates, the interview process, and hiring process for police officer applicants.

READY PROGRAM

JCPD's READY (Recognizing, Empowering, and Defending Yourself) Program - Women and Teen Safety & Self Defense classes are always in high demand. The program teaches women and teen girls about situational awareness, self defense, self-empowerment, and how to survive an active shooter event. In 2022, JCPD hosted five classes with 27 participants.

SCHOOL INITIATIVES

The Special Operations Unit hosted and participated in multiple events at the request of local schools. These events included Walk to School and Touch-A-Truck events, which are designed to bring the police department and community together.











SPECIAL OLYMPICS GEORGIA

The Special Operations Unit participated in multiple fundraising events for Special Olympics Georgia (SOGA) in 2022. During the Polar Plunge, officers jumped into frigid cold waters of Lake Allatoona in order to raise money for the organization. JCPD also participated in the Cops on Donut Shops, Guns & Hoses Golf Tournament, and Battle on the Creek, which raised more than \$30,000 for SOGA.

TRUNK OR TREAT

The department's annual Halloween celebration featured 30 local vendors that not only promoted their business or civic organization, but entertained children and families as they passed out candy. More than 5,000 people attended the event at City Hall, which featured a dance floor, food trucks, and a haunted hayride.

VACATION WATCH

In 2022, JCPD received 1,384 vacation watch requests. The Uniform Patrol Division and Johns Creek Citizens Auxiliary Police Services (CAPS) members conduct house checks while residents are away. The program continues to receive excellent feedback from the community and it's one of the most requested services of the department.

WORTH-IT-WEDNESDAY

JCPD's "Worth-It-Wednesday" program allows officers to engage with elementary school children and school administrators in an effort to build relationships built on mutual trust. In 2022, the program has grown to include members of the John Creek Fire Department at three Worth-It-Wednesday events with 11 schools participating.





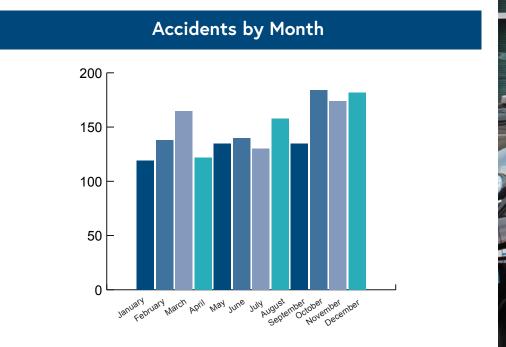


Special Operations

TRAFFIC SAFETY UNIT

In 2022, the Traffic Safety Unit continued its investigation of hit and run accidents, the investigation of serious injury and fatal vehicle crashes, tracking of traffic complaints, and traffic enforcement across city. The Unit presented traffic safety programs to various community groups, and continued its vital role in teen safety classes last year.

Top Intersections for Accidents				
Intersection	Number of Accidents			
Medlock Bridge at State Bridge	79			
Medlock Bridge at Abbotts Bridge	51			
Abbotts Bridge at Jones Bridge	44			
State Bridge at Jones Bridge	33			
Medlock Bridge at Johns Creek Parkway	26			



53

Traffic Complaints

203

Hit & Run Investigations

1,788

Accidents

Page 20 Johns Creek PD







POLICE DEPARTMENT



Operations

POLICE DEPARTMENT



POLICE DEPARTMENT



POLICE DEPARTMENT





The Johns Creek Police Department distributes information during a crisis, manages public relations, and promotes a positive public image of the department. Working under the Office of the Chief, the communications of the department is essential in maintaining good relationships with the media in order to help distribute information that keeps the public safe, utilizing the public as a resource of information for criminal investigations and continuing to build trust between the community and the police department.

In 2022, the department distributed 23 official media releases, and completed hundreds of media requests and multiple interviews.

SOCIAL MEDIA

The importance of social media engagement with police department is multi-faceted:

Enhanced communication: Social media allows the department to communicate quickly and effectively with our community providing timely updates, safety tips, and other important information.

Crisis management: In an emergency, we can use social media to disseminate information quickly, coordinate with other agencies, and inform the public. Social media engagement allows for two-way dialogue between our department and our community, leading to improved relationships, better communication, and more effective policing.

43,587
Facebook
Followers



7,470

Twitter Followers



4,112

Instagram Followers



Page 23



Johns Creek PI

Criminal Investigations Division

The Johns Creek Police Department Criminal Investigations Division (CID) serves as the formal investigative branch of the department. CID answers resident complaints, respond to crime scenes, and manage cases from the Uniform Patrol Division.

GENERAL INVESTIGATION UNIT

During 2022, CID conducted interviews, performed lawful searches, obtained arrest warrants, and attempted to recreate the circumstances surrounding a crime and proceeded with a successful prosecution. Professional education was a focal point in 2022. In addition to required courses, detectives logged training hours regarding topics such as homicide, managing the detective unit, use of force investigations, search warrants and affidavits, crime scene processing, and criminal procedure.

1,235

82

34

Cases Assigned

Arrest Warrants

Search Warrants

CRIME SCENE UNIT

The Crime Scene Unit is responsible for the documentation, evidence collection, and processing of all major crime scenes in Johns Creek and additional scenes as the custodian for all property and evidence. In 2022, the unit added the responsibility of fingerprinting for Johns Creek Municipal Court and managed a new drug drop-box inside City Hall, which allows residents to properly dispose of unused and expired prescription medications.

1,185

164

133

Items Logged into Property & Evidence

Fingerprints Processed 132.69 Pounds of Prescription Drugs

Criminal Investigations Division (continued)

INTELLIGENCE UNIT

The Intelligence Unit performed cellphone extractions and assisted Alpharetta, Roswell, Stone Mountain, and East Point police departments as well as the Fulton County District Attorney's Office with extractions. The unit utilized Video Focus Pro to carefully parse videos, create still images, and enhance vehicle images to determine tags, partial tags, make, and model in several cases.

The JCPD Tipline was overhauled in late 2021, and procedures were enacted to direct tips to the appropriate JCPD resource/division.

The unit worked to gain access to as many available FLOCK systems in Georgia and JCPD FLOCK cameras were shared with every available law enforcement department operating the system in Georgia. JCPD operates 33 cameras in the city and has access to 174 in Georgia.

In 2022, the unit interfaced with numerous agencies regarding serial A/I burglaries, and developed a relationship with the Gwinnett County District Attorney, who is leading prosecutions of these types of burglars.

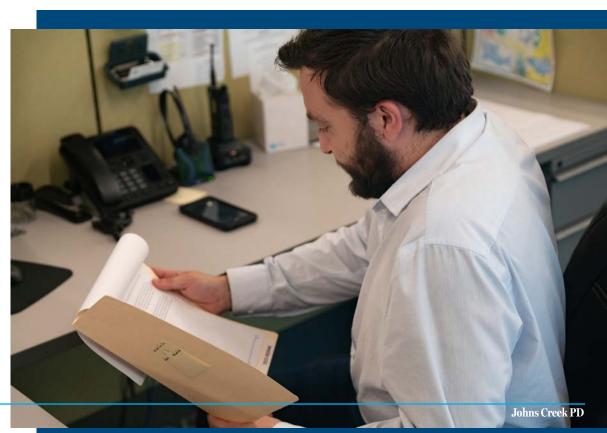
Staff continues to assist the Office of the Chief to perform background checks on employment applicants and official association with JCPD.

In addition, the unit performs checks on individuals with threat assessments for subjects that are being investigated by JCPD and outside agencies, and assists the Traffic Unit with hit and run cases.

A major focus for CID in 2022 was a missing person case and the unit was heavily involved with forensics, cellphone extractions, and reviewing cellular data, mapping potential routes and locations, and security video.

INTERNET CRIMES AGAINST CHILDREN (ICAC)

The Internet Crimes Against Children Task Force Program (ICC) is a national network of 61 coordinated task forces representing more than 4,500 federal, state, and local law enforcement and prosecutorial agencies. In 2022, investigators were assigned an additional eight cases and have a total of 14 open cases to date.



Criminal Investigations Division (continued)

JOHNS CREEK-ALPHARETTA-FORSYTH DRUG TASK FORCE (JCAF)

The Johns Creek Alpharetta Forsyth Drug Task Force is responsible for investigations, planning operations, and maintaining records for narcotics, vice, organized crime, street level crime, and community concerns.

The task force works closely with the criminal intelligence unit to identify trends, patterns, and receive case assignments as necessary. JCAF combats crime in a non-traditional way and addresses community concerns by proactively utilizing intelligence-led policing.

In addition to required courses, JCAF detectives logged more than 200 hours of additional training that covered topics such as advanced search warrants and affidavits, general drug topics, specialized patrol techniques, crime scene processing, interpersonal relations, and first responders.

76 457 40

Arrests Arrest & Search Firearms Seized

Warrants

JCAF Arrests				
Arrests	2022			
Investigative Arrest	76			
Call Out Arrest	58			
Warrants Taken	457			
Callouts Responded	87			
VICE Arrests	2			

By the Numbers				
Other Activity	2022			
Currency Seized	\$113,937			
Guns Seized	40			
Vehicles Seized	4			
Residence Search Warrants	24			
Cell Phones Searched	61			
Successful Ops	61			
Surveillance Ops	236			
Interviews	198			

Accreditation =

COMMISSION ON ACCREDITATION FOR LAW ENFORCEMENT AGENCIES (CALEA):

The Johns Creek Police Department received its initial advanced CALEA Accreditation in 2010, just two years after JCPD was established. Holding CALEA accreditation is the benchmark of standards for professional law enforcement agencies worldwide.

CALEA involves a four year assessment cycle. Under this process, on-site assessments occur every four years, and web-based remote assessments are conducted on an annual basis.

The agency's accreditation manager maintains files for each applicable standard, which document our compliance, through examples of agency documentation. All JCPD personnel contribute to ensure our day-to-say operations are well documented and compliant with CALEA requirements.

The Johns Creek Police Department was last awarded CALEA Advanced Accreditation with Excellence Award in 2020. There are approximately 18,000 law enforcement agencies in the country and only 665 or 3.7 percent are accredited by CALEA. The Advanced Accreditation with Excellence Award is only awarded to approximately 65-70 of those agencies accredited in the country.

Following our 2020 CALEA re-accreditation, the Johns Creek Police Department entered a new assessment cycle. We are proud to share that all our Year 1 and 2 web-based remote assessments revealed 100 percent compliance. The next step for this accreditation cycle is the Year 3 web-based remote assessment which will occur in June 2023.

GEORGIA LAW ENFORCEMENT CERTIFICATION PROGRAM (GLECP):

The Johns Creek Police Department received certification through the Georgia Chiefs of Police Georgia Law Enforcement Certification Program in 2010.

In 2023, our department received the Meritorious Silver Award for successfully maintaining Georgia Association of Chiefs of Police (GACP) State Certification at a high level for more than 10 years. Accreditation Manager Valerie Johnson accepted the honor during the GACP Winter Training Conference in Jekyll Island, GA.

The State Certification process involves the maintenance of compliance files, annual compliance reporting, and on-site assessments every four years. Our next steps in this program include our next on-site assessment, which is scheduled for December 2023. During the on-site, an assessment team will visit the Johns Creek Police Department, in order to observe our agency's compliance through facility inspections and interactions with our personnel and the community.



Page 28 Johns Creek PD

2022 Awards

2022 Physical Fitness Award

Gold: Corporal Victor Massarelli Silver: Detective Derrick Williams Bronze: Master Patrol Officer M. Meberg

2022 K9 of the Year Award

Corporal Robert Lemke & K-9 Pandora

2022 Volunteer of the Year Award

CAPS Member Mr. Edward Clark

2022 Employee of the Year Award

Mr. Grant Hickey & Mr. Raymond Parker

2022 Squad of the Year Award C-Squad

Lieutenant Derrick Wilson
Sergeant William Goins
Corporal Ryan Bucki
Corporal Daniel Roop
Officers Shy'Keya Wimberly, Craig Parker,
Cameron O'Connor, Eric Elliott

2022 Leadership Award

Corporal Ryan Bucki

2022 Officer of the Year Award

Officer Tyler Chaney

2022 Chief's Award

Sergeant Colin Belisle

2022 Honorable Service Award

Sergeant Karen O'Hagan Corporal Michael Knoll

2022 Exceptional Duty Award

Officer Kenneth Kennebrew aka "Brew on the Street"

2022 Life Saving Award

Officer Nicholas Johnson
Officer Robert DeRouchie
Officer Jonathon Ware
Officer Boyd Sutton
Officer Tyler Chaney
Officer Gavin Owens

2022 Top Gun Firearms Award

Officer Jared Montero

2022 CAPS Award

Officer Ann Okeson

2022 Police Cross Award

Sergeant George Hodge Officer Dominique Nguyen Officer Troy Morgan

