I hope that each of you and your entire family had a Merry Christmas and I pray you will have a Happy New Year! It is hard to believe that it is already 2017. Time flies when you are having fun……it also flies as you get older but let’s not talk about that!

Your GACP Board has been busy on your behalf and we have also been preparing for the upcoming legislative session, which is always a challenge.

As we move forward with the business of our association, I believe it is important that we recognize the challenges faced by the men and women of our departments and acknowledge the need to develop partnerships with other groups to advance our agenda and promote fair and impartial policing delivered professionally throughout the State of Georgia.

In early 2016, I attended a meeting where I heard about a program titled “The Law and Your Community” developed by the National Organization of Black Law Enforcement Executives (NOBLE) to help educate and build positive relationships between law enforcement and the communities we serve. I reached out to President Robert Ford of the Georgia Chapter of NOBLE and asked him if he could attend an upcoming board meeting to discuss NOBLE’s initiatives, including “The Law and Your Community” program. He readily agreed to attend.

At our Board meeting in September, President Ford and the Vice President of the Georgia Chapter of NOBLE, Reginald Scandrett, addressed the board and talked about five law enforcement initiatives they have. President Ford then focused on “The Law and Your Community” initiative.

NOBLE developed the curriculum for “The Law and Your Community” through a federal grant. The purpose of the initiative is to provide hands-on interactive training to young people ages 13-18 designed to improve their communications with law enforcement officers and their understanding of federal, state and local laws. Basically, the program educates participants in how our democracy works, describes common laws broken by teenagers and how to avoid breaking them and how to interact positively with law enforcement and what to do if they believe an officer acted inappropriately.

(Continued on Next Page)
President Ford told us the program has been extremely successful and well received by students and adult students as well. What NOBLE really lacks is enough instructors to more widely deliver the curriculum. The curriculum can be delivered in a school during a two hour session, over multiple days or even a stand-alone program held as a one-time event at a location of your choosing.

Your GACP Board embraced this program and agreed to partner with NOBLE to facilitate the training of instructors and promote this excellent program to our members. I would encourage each agency represented by our association to send a member of their department to be trained on the program when an instructor class is scheduled.

I had the great fortune to attend the recent training conference of the Georgia Chapter of NOBLE where I was trained as an instructor for “The Law and Your Community” program. I am eagerly looking forward to conducting my first class in early 2017.

Another potential connection occurred recently after we invited the President of the Georgia Chapter of the NAACP to our November board meeting. Gerald Griggs, Criminal Justice Committee Chairman of the NAACP, attended the meeting due to President Johnson being unavailable. We had a mutually beneficial conversation where both parties agreed that there is great value in working together to help promote positive relationships and outcomes between law enforcement and the communities we serve. We agreed to continue our dialogue and potentially partner at some future undetermined event in the spring.

As we move forward in 2017, several additional initiatives are underway that have not been fully developed as of yet. We will provide more information later. I also plan to reach out to other groups and associations that may be helpful to our association as we carry out our mission.

We, as the board, draw our strength from your participation, your input, your encouragement and your support.

I look forward to seeing all of you at our Winter Training Conference in Athens.

Billy Grogan
GACP President, 2016-2017
Prevention Through Education...

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I am drafting this newsletter article in mid-December because of our holiday time crunch. It seems like everyone wants to be off for holiday preparations like shopping and planning family gatherings. However, weighing heavy on my heart is the loss of the two young officers from the Americus area, Officers Smarr and Smith. I just can’t stop thinking those two young men were preparing to be with their loved ones this holiday season and how their life was cut short by a coward with a long criminal record. Death of police officers while they perform their duty is said to be part of the job; however, that does not mitigate the anger I feel towards anyone who dares to hurt my brothers and sisters. Within days after the shooting of Smarr and Smith, two other officers were shot as they were serving a warrant only a relativity short distance from Americus. And when you think the shooting of police officers has stopped, within a few days of that second shooting, this time in Northeast Georgia, two Lithonia officers were shot. Fortunately, all four of those officers survived but the scars of their encounter with death will live with them forever.

I am trying to find a small speck of light I can associate with this double assassination of law enforcement officers in Americus but none seems to exist. Sure, I can say that the coward took his own life eliminating the need for a lengthy investigation if the police had to use force to make an arrest. I could also say that the fraternity of law enforcement handled the situation in an upmost professional manner and that the community stood firmly behind law enforcement.

I know that last statement is true because one of the well-respected NAACP Americus community leaders noted to the press that the police acted very professionally when conducting their manhunt, which ultimately ended in the death of the assailant. However, having said all of that does not make me feel any better knowing that two twenty-first century centurions lost their lives needlessly. I would be remiss if I did not thank our fellow law enforcement agencies for their unabridged cooperation. Below is a list extracted from a memo by GBI Director Vernon Keenan in which he thanks the members of our profession for their teamwork.

A copy of Director Keenan’s letter will be made part of this newsletter, as well as a press release that came out of the GACP office regarding the shooting in Americus.

- Albany State University Police Department
- Albany-Dougherty Drug Unit
- Americus Fire Department
- Americus Police Department
- Ben Hill Sheriff’s Office
- Bureau of Alcohol, Tobacco, Firearms and Explosives (ATF)
- Byron Police Department
- Columbus Police Department
- Cordele Police Department
- Crisp County Sheriff’s Office
- Decatur County Sheriff’s Office
- Department of Community Supervision
- Department of Natural Resources
- Dooly County Sheriff’s Office
- Dougherty County Sheriff’s Office
- Ellaville Police Department
- Federal Bureau of Investigation (FBI)
- Fort Valley State University Police Department
- Georgia Bureau of Investigation - Columbus, Americus, Douglas, Thomasville, Eastman, Perry, and Sylvester.
- Georgia Department of Corrections
- Georgia Emergency Management Agency
- Georgia Southwestern State University Police Department
- Georgia State Patrol
- Homeland Security Investigations (HSI)
- Houston County Sheriff’s Office

(continued on next page)
Lee County Sheriff’s Office
United States Marshals Service (USMS)
Middle Flint Regional E9-1-1 Emergency Communications Center
Montezuma Police Department
Oglethorpe Police Department
Peach County Sheriff’s Office
Schley County Sheriff’s Office
Stewart County Sheriff’s Office
Sumter County Sheriff’s Office
Taylor County Sheriff’s Office
Tift County Sheriff’s Office
Turner County Sheriff’s Office
Webster County Sheriff’s Office

We have a lot of projects going on at our office such as cleaning up the laborious record keeping of 2016 and preparing for our 2017 “better than ever year” of policing and police management training. Monica Duran, GACP’s Training Coordinator, has prepared an outstanding line-up of professional trainers that will lecture at our 2017 Winter Training Conference. We will have some new vendors displaying their goods and services at the conference and many of our tenured favorite vendors will be in attendance. If you have not registered, please do so soon. I am sure you know this year’s WTC will be in Athens, GA. The last time we were in Athens, The Classic Center (convention facility), the restaurants, and the hotels all received high praise by the members that attended that conference.

By the time this is published it will be too late to wish you a happy holiday season, but it is not too late to say we at GACP wish you all a happy and healthy 2017.

Respectfully,

Frank Vincent Rotondo
Frank Vincent Rotondo
Executive Director

Michael A. Caldwell, General Counsel
Specializing in Labor, EEOC & FLSA Issues

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Message from the Training Coordinator

We can’t help being excited at the possibilities and opportunities we have as staff to make this a great year for GACP members!

Even though 2016 has just officially ended, GACP has been planning 2017 events and training for several months. Over the past few weeks, our primary focus has been the upcoming Winter Conference that is scheduled for February 6-8, 2017 in Athens. The conference will be located at The Classic Center, which is in the heart of downtown Athens. There are many restaurants and shops within walking distance of the conference center. Also, to avoid hotel shortages, we have arranged hotel blocks at 5 hotels that are either adjacent to the conference center or within a short distance. When you register for the conference and choose your hotel, please note that the Hilton Garden Inn is the host hotel and is the closest. If you were not able to secure a room there, please be sure to check the distance from the other hotels in relationship to the conference center.

There will be a dynamic line-up of training sessions for the Winter Conference that we believe will benefit all members, whether your department is a large metro-based agency or a smaller suburban/rural agency. Identifying training topics that are applicable to our diverse membership can be a challenge; therefore, we always start early in identifying presenters for the conferences and look to our members, the Conference Committee and Executive Board for recommendations and suggestions.

In addition to securing great speakers, we have been working diligently to improve our efficiency and service to members. As many of you know, there was a need for our scanning methods to be improved. We are ready and prepared to address this issue with a better organized approach. Improvements may require more time at the beginning and end of each class for scanning; however, it should be worth the wait for better accuracy.

Many of you may have used our mobile app at the previous Summer Conference. We heard both positive and negative feedback from users. Now that GACP has gained experience with using the app and is more proficient in uploading information, we hope to make it a better resource for everyone at the Winter Conference.

Please note, we do not intend for the app to totally replace handouts and/or other information you may want to view during the sessions. A limited number of hand-outs will be made available for you to take back to your agencies. Therefore, we encourage you to print out the presentations in advance and take them to the Conference.

Other events and trainings scheduled for 2017 include:

- Chief’s Day at the Capitol: March 14, 2017
- Chief Executive Training Class (New Chief’s School): April 3-12, 2017
- Goals Conference - TBA
- Summer Training Conference: July 23-26, 2017

Here’s to a safe and productive 2017!

Monica Duran
Training Coordinator
I have now begun my 36th year in law enforcement, and I find that being your Director of Operations is a great job for me at this point in my career. I have settled into the job well and have learned all of the responsibilities of this position. Most of the work that I do consists of putting together promotional assessment centers for ranks from Corporal to Chief and conducting departmental reviews of every area of responsibility and operations at a police department along with a team of two other individuals. I will also be learning and taking on additional responsibilities for working with all vendors at the Winter Training Conference.

Since my last newsletter article, I have begun putting together promotional assessment centers for Sergeant and Lieutenant at the Thomasville Police Department and Chief at the Sylvester Police Department. I also completed an assessment center for all ranks at the Thomaston Police Department from Major down to Sergeant. We can custom design an assessment center for any rank from Corporal to Chief of Police. We can also test for several different ranks during the same assessment center time frame. I encourage all departments to consider using this fair and unbiased system for making promotions within your departments.

I have been actively participating in the Georgia Homeland Security Task Force meetings and the Governor’s Strategic Highway Safety Plan Task Team Summit, where I am a member of the Traffic Crash Records/Data Team. I look forward to continuing these partnerships. They will be used to bring important knowledge forward to the membership as well as much needed grant funding for the agencies that qualify for it. The current Governor’s Office of Highway Safety (GOHS) technology grant period began on October 1, 2016. We have received training on the new grant system and we will begin soliciting departments to receive these grant funds around January 2017.

I am also involved in one other important aspect of the services that we provide to this association. The GACP is about to begin a management review of the Savannah Airport Police Department. We will be able, over the course of about three months, to produce a professional report that will look at many different aspects of the department such as fleet aging and needs, equipment needs, recruitment and retention, succession planning, etc. We will make note of everything that the department is already performing well at, as well as, making several suggestions for future improvements. This is something other departments should consider as it provides a fair and unbiased look at all aspects of your department. There is also a list of items that can be looked at so that a department that only wants suggestions in a very few areas can have only those areas examined. The team that would come out to your department would have over 110 years’ experience in law enforcement.

I will also begin putting information together for legislative updates beginning in January 2017. I look forward to continuing to serve the membership of this organization and look forward to meeting even more of you at the Winter Conference in Athens.

John Whitaker
Director, Operations
Greetings from the certification world! By now I'm sure that most of you know, especially if you are insured through GIRMA and are not state certified, that you will be losing any discount for liability offered by GIRMA. The deadline for certification or at a minimum, a contract, is May 1, 2018. Many of you have inquired about this since this was put out by them. Simply put, GIRMA wants those that they insure to adhere to the highest of standards. State Certification is the perfect vehicle to achieve this. Here are some of the misconceptions about state certification:

1. Do I have to hire someone just to do certification? Answer: NO it can be an additional duty for a sworn officer or civilian within your agency.

2. State Certification costs too much. Answer: State Certification only costs $375.00 for the first contract which lasts three years or until the agency achieves certification then an annual fee of $375.00. Not too shabby for up to a 20% discount on your liability insurance through GIRMA.

3. State Certification tells me how to run my department. Answer: NOT TRUE! You develop policies that meet the standards to best and efficiently manage your agency.

There are plenty of resources and help out there too. GACP has model policies on-line that directly relate to certification. The Georgia Police Accreditation Coalition (GPAC) is also a valuable tool that provides assistance, training and subject matter experts to help you along the way. We are always here to help and assist in any way possible. All it takes is a commitment to step up to the challenge!

Mark Bender
Director, State Certification
As some of you may or may not know, we’ve had a recent “changing of the guards” and I am now the Member Relations Coordinator for GACP.

Member Relations involves keeping up to date on all membership related issues which include, but are not limited to, the following:

- New Membership
- Renewal Membership
- Conference Registrations
- Death Notices
- Keeping our Database current with up to date Member information

Keep in mind, that anytime a change takes place for members, whether it be a change in promotional rank, an email change, representing a different agency, or even a different contact telephone number, GACP Member Relations needs to be contacted so that we may update our database accordingly. In doing so, members are more likely to get GACP information via our special email broadcast messages.

The following are things to keep in mind as we prepare for the new year:

- 2017 Membership Dues – Due by January 31, 2017 or a late fee of $25.00 will be added. **Dues must be up to date to participate in the Winter Training Conference.**
- Winter Training Conference Registration – Should be taking place by the time this newsletter is released. Late Registration Fee is $50.00 after January 14, 2017.

As your Member Relations Coordinator, I look forward to serving your needs and I am available via email at info@gachiefs.com or by phone at 770-495-9650.

Cathy L. Oehler
Member Relations Coordinator

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**Our website is updated almost daily.**

**On our website, you can:**

- Pay Dues and Register for Conferences
- Browse our Training Calendar
- Take advantage of our Multiple Department Resources
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Innovations in the assessment center process make this service affordable to agencies of any size. For as little as $3,500 per rank, we can provide a quality selection system that meets all of the CALEA and Georgia State Certification standards. This concept is a legally defensible promotional system that produces the outcome of a traditional assessment center but at a fraction of the cost and time.

LAW ENFORCEMENT ENTRY-LEVEL EXAM
Our entry-level exam identifies individuals who possess the abilities required to be successful entry-level officers. Our exams are valid, reliable, and legally defensible.

CANDIDATE PROFILE SUMMARY FOR LAW ENFORCEMENT
The CPS-LE is designed to make informative inquiries into a wide range of key behaviors and is an extremely valuable tool in the hiring process. It is highly recommended for use with our entry-level exam. The Georgia State Certification Committee has concluded that the CPS-LE is valid to meet Standard 3.3 for State Certification.

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COLUMBUS, Ga. — William “Billy” Mixon, a career law enforcement official who has spent 25 years in academy operations, has been named the new director of Columbus State University’s Command College.

Command College, a partnership between the university and the Georgia Association of Chiefs of Police, provides a program of study that goes beyond what is currently available in public safety executive and management development courses, serving as a “graduate school” for public safety executives. Students earn professional development experience while also earning academic credit toward a master’s degree in a program that is distinctive, flexible, relevant and comprehensive.

Mixon has been serving as interim director of Command College since August. He came to Columbus State University after spending 13 years as the Public Safety Training Manager at Columbus’ Georgia Public Safety Training Center. There, he supervised a professional staff in development, delivery, review and revision of statewide public safety training programs that involved about 70 adjunct instructors. A certified law enforcement officer since 1982, Mixon has been involved with public safety training for 25 years.

“Billy is the right person to lead Command College into its next phase,” said Dennis Rome, dean of CSU’s College of Letters and Sciences, the academic unit of the university that houses Command College. “We want to strengthen and expand upon the wonderful track record that’s already been established with Command College and the representatives from more than 300 different agencies around the country who have gone through the program.”

Since taking over the program, Mixon has met with various law enforcement officials and groups around the state to ensure the master’s degree, course offerings and Professional Management Program continue to serve the needs of state public safety personnel.

“It is a real honor to be leading Command College,” Mixon said. “From the dean to the university president to the Georgia Association of Chiefs of Police Executive Board, there has been universal support for what we’re doing and where we’re planning to go.”
GACP recently emailed members information on the following grant opportunities. If your agency is in need of assistance, we encourage you to act fast on these offerings.

Click on the links below for complete information regarding each of these grants:

**Body-Worn Camera Policy and Implementation Program**  
FY 2017 Competitive Grant Announcement  
Applications Due: February 16, 2017  

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**Technology Innovation for Public Safety (TIPS)**  
Addressing Precipitous Increases in Crime  
FY 2017 Competitive Grant Announcement  
Applications Due: February 7, 2017  

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**Byrne Criminal Justice Innovation Program**  
FY 2017 Competitive Grant Announcement  
Applications Due: February 2, 2017  
Federal Judge Enjoins New Labor Department “Minimum Salary” Requirements for White-Collar Exemptions

A new development has rendered obsolete some advice I provided in this column earlier this year, when I wrote about a new US Department of Labor Regulation that increased the minimum salary requirements for claiming that individuals are exempt from overtime entitlement under the Fair Labor Standards Act’s “white-collar” exemptions. Practically all our readers are aware that the Fair Labor Standards Act, which establishes the minimum wage and overtime requirements applicable to public and private employers alike, contains exemptions from the overtime requirements for persons working in certain “white-collar” positions. The FLSA itself provides for the “white-collar (executive, administrative, professional) exemptions in very spare terms in 29 USC Section 213(a)(1) which provides:

(1) any employee employed in a bona fide executive, administrative, or professional capacity (including any employee employed in the capacity of academic administrative personnel or teacher in elementary or secondary schools), or in the capacity of outside salesman (as such terms are defined and delimited from time to time by regulations of the Secretary, subject to the provisions of subchapter II of chapter 5 of title 5, . . .)

Claiming the authority under that section, the Secretary of Labor created the rule that to claim the exemption for an employee, the employee had to be “genuinely salaried.” The “genuinely salaried” rule is codified in 29 CFR Part 541.100 (for executive employees), Part 541.200 (for administrative employees), and Part 541.300 (for professional employees). The DOL claimed that the authority granted to the Secretary of Labor in the FLSA to “define and delimit” the terms “employed executive, administrative or professional capacity” authorized it to set the salary test. Thus, the Secretary of Labor included the minimum salary test in each subparagraph (a) of each of these Sections, providing that to be exempt under any of the 3 “white-collar” classifications, the employee must be “genuinely salaried” at the rate of $455 per week.
Earlier this year the Secretary of Labor announced a final regulation that would have changed the amount of the minimum salary required for the exemption from $455 per week, to $913 per week (roughly double the previous minimum), and providing for an automatic adjustment of the minimum salary every three years. The Department of Labor estimated that the new rule would affect the pay of 4.2 million workers.

A Texas federal judge on Tuesday, November 22, 2016 entered a nationwide injunction blocking the U.S. Department of Labor from implementing a controversial new rule that would have expanded overtime protections to a larger number of people, saying that the rule improperly created a de facto salary test for determining which workers fall under the Fair Labor Standards Act’s so-called “white collar” exemption. The “genuinely salaried” rule for the white-collar exemptions had been in effect for over 50 years. It never had been challenged as exceeding the Secretary of Labor’s authority to make regulations under the Section 213(a) (1) of the Fair Labor Standards Act. That is, until now. To say the least, this was a surprise.

U.S. District Judge Amos Mazzant (an Obama appointee) sided with 21 States by deciding to issue a preliminary injunction blocking the DOL’s overtime expansion regulation from taking effect on Dec. 1. The plaintiff states claimed that the DOL rule imposes a requirement for the white-collar exemption that is not found in the statute: i.e., that the employees be “genuinely salaried.”

The new regulation, which was to go into effect on December 1, raised the minimum “genuine salary” amount by doubling it. Accordingly, employers were required to double the minimum salary portion of the pay of any employee they wished to be covered by the exemption from the maximum hours (overtime) and minimum wage laws. The States argued to the judge that, prior to the new regulation, the minimum salary requirement was so minimal that the salary test had little impact until the new rule was adopted doubling the minimum salary required for the exemption to apply.

To get a preliminary injunction, a plaintiff must convince the court that he has a “substantial likelihood of success on the merits of the case;” that he will suffer irreversible harm unless the injunction is granted, and that the “purposes and policies of the law are more likely to be served by preserving the status quo” (i.e., in this case, by keeping the old rules in place) than by denying the injunction. Judge Mazzant of the Eastern District of Texas apparently found all three conditions to be present in the challenge that the 21 states filed.

A preliminary injunction is temporary insofar as it remains in place only until the underlying litigation is finished (whereupon it may be dissolved or made a permanent injunction). That could be a year or more off.
Federal Judge Enjoins New Labor Department “Minimum Salary” Requirements for White-Collar Exemptions  (continued)

Any decision reached at trial is likely to be appealed to the 5th Circuit and the party that is unsuccessful on appeal is likely to file for certiorari to the Supreme Court.

There also is some talk that President Trump may appoint a Secretary of Labor who would repeal the Regulation, thereby mooting the court case altogether, much sooner than the approximately 3 years it will take for the case to wind up in the Supreme Court.

Labor law pundits are divided on what is the best course for an employer to follow. Some suggest that companies simply go forward with plans to adjust the minimum salary levels, or to start paying overtime to previously “exempt” individuals. Until either the injunction or the entire new salary test rule is dissolved, however, employers will not be incurring any liability for maintaining the status quo and not changing their pay practices since neither the Department of Labor Wage Hour Division nor any individual employee will be able to claim successfully that they wrongly were classified as exempt under the white-collar exemption test because their salary was not sufficiently large. Employers who had planned to adapt their pay levels to the new rule are free to roll back the plan and not raise the minimum salaries of the exempt employees. However, this is most likely to have seriously deleterious morale impacts upon the employees involved. Since the injunction raises serious questions about the Department of Labor’s authority to impose any salary test, employers who are defending themselves in exemption misclassification cases involving the minimum salary levels for the white-collar exemptions should raise the additional defense that the minimum salary requirements of 29 CFR Part 541.100, 541.200, and 541.300 are unconstitutional in that they exceed the authority of the Secretary of labor under the FLSA.

Due to the likely impact upon employee morale, employers who already have informed employees that they would be receiving the benefits of the new salary minimums we do not recommend that clients roll back the salaries of the exempt employees unless they are in dire financial straits that only can be solved by making this change.

Michael has 40 years of legal expertise in Employment and Labor Law, and is a member of the Bars of Georgia, Maryland, and the District of Columbia. He is admitted to practice before the U.S. Supreme Court and numerous federal appellate courts, and all of the the state courts in Georgia. A 1968 honors graduate of Catholic University in Washington, D.C., he attended Catholic University’s Law School where he was a Law Review Editor and Legal Services Office Student Director. After receiving his J.D. in 1971, Michael began his career in the General Counsel’s Office of the National Labor Relations Board (NLRB) and later served as a Trial Attorney in the NLRB’s Baltimore Regional Office. He entered private law practice with a nationally-prominent Labor and Employment Law firm in Washington D.C. before relocating to Atlanta in 1977.

Michael is General Counsel for the Georgia Association of Chiefs of Police and the FBI Academy National Associates, (Georgia Chapter). He is an adjunct professor of Human Resources Management and Law at the Law Enforcement Command College of Columbus State University and has served as an adjunct instructor in Human Resources Law and Ethics at the Beebe Personnel Institute of Georgia State University’s Graduate College of Business.
Americus GA Officers Slain in the Line of Duty

Georgia Bureau of Investigation, News Release
For Immediate Release
December 9, 2016

Americus, Georgia – On Wednesday, December 07, 2016, the Georgia Bureau of Investigation (GBI) was requested to investigate a shooting incident that resulted in the deaths of Americus Police Officer Nicholas Smarr, age 25, and Georgia Southwestern State University Officer Jody Smith, age 26.

At approximately 9:40 AM, Officer Smarr received a 911 call regarding a domestic dispute at an apartment complex on South Lee Street. Officer Smarr responded to the call. Simultaneously, Officer Smith heard the call as well and responded. They encountered the suspect who was later identified as Minquell Kennedy Lembrick, age 32, and at that point shots were fired. Both officers were shot and succumbed to their injuries.

A 24-hour manhunt ensued with assistance from numerous agencies. On Thursday, December 8, 2016, at approximately 10:02 AM, law enforcement received information from a citizen that Lembrick was located inside the residence of 320 Allen Street. Peach County SWAT arrived on scene to begin roping off the perimeter. While setting up the perimeter, they heard one single gunshot. The SWAT team began negotiations & promised Lembrick’s safety. There was no response. Eventually, the SWAT team utilized a GBI EOD tactical robot to make entry into the residence. Once they entered, an individual who appeared to be deceased was observed in the front area of the house with an apparent self-inflicted gunshot wound. EMS responded and pronounced him deceased. Subsequent fingerprint examinations by the FBI confirmed the deceased individuals’ identity as Minquell Lembrick. The GBI conducted the death scene processing.

Several agencies teamed together to offer a reward for information that would lead to Lembrick’s arrest. These agencies were the Georgia Bureau of Investigation, Federal Bureau of Investigation, Peach County Sheriff’s Office, Byron Police Department, Fort Valley Police Department, Sumter County Sheriff’s Office, City of Americus, U.S. Marshals Service, Crisp County Drug Unit, Dooly County Sheriff’s Office, Chatham County Drug Unit, and the City of Andersonville. The total reward money offered rose to $70,000.

Cooperation amongst law enforcement agencies was critical during this incident. The following agencies listed in alphabetical order assisted in this investigation:

- Albany State University Police Department
- Albany-Dougherty Drug Unit
- Americus Fire Department
- Americus Police Department
- Ben Hill Sheriff’s Office
Bureau of Alcohol, Tobacco, Firearms and Explosives (ATF)
Byron Police Department
Columbus Police Department
Cordele Police Department
Crisp County Sheriff’s Office
Decatur County Sheriff’s Office
Department of Community Supervision
Department of Natural Resources
Dooly County Sheriff’s Office
Dougherty County Sheriff’s Office
Ellaville Police Department
Federal Bureau of Investigation (FBI)
Fort Valley State University Police Department
Georgia Bureau of Investigation - Columbus, Americus, Douglas, Thomasville, Eastman, Perry, and Sylvester.
Georgia Department of Corrections
Georgia Emergency Management Agency
Georgia Southwestern State University Police Department
Georgia State Patrol
Homeland Security Investigations (HSI)
Houston County Sheriff’s Office
Lee County Sheriff’s Office
United States Marshals Service (USMS)
Middle Flint Regional E9-1-1 Emergency Communications Center
Montezuma Police Department
Oglethorpe Police Department
Peach County Sheriff’s Office
Schley County Sheriff’s Office
Stewart County Sheriff’s Office
Sumter County Sheriff’s Office
Taylor County Sheriff’s Office
Tift County Sheriff’s Office
Turner County Sheriff’s Office
Webster County Sheriff’s Office

Officer Nicholas Smarr & Officer Jody Smith (pictured below)
The officers, staff and members of the Georgia Association of Chiefs of Police extend their deepest sympathy to the families of Americus Police Officer Ryan Smarr and Georgia Southwestern University Police Officer Jody Smith. Both young officers died from gunshot wounds after responding to a domestic violence call dispatched on the morning of December 7, 2016.

Every police officer dreads responding to domestic violence calls as they are often presented with the nightmarish scenario where the responding officers become the target. The courageous and selfless response of Officers Smarr and Smith was nothing short of heroic. They typified the selflessness and the internal steel with which law enforcement officers across the State of Georgia, and nationwide display every day. Police officers face real and constant dangers that threaten the lives and properties of the citizens and communities they are sworn to protect and serve.

This is the seventh death of a police officer in Georgia this year. This represents over a 200% increase in the past two years. While some have focused upon rare excesses in police responses, this case underscores the need for communities to embrace and support police officers and their families. This is especially tragic, coming at a time of the year when officers and their families are looking forward to celebrating a season of joy and peace to all men and women of good will.

The community of Americus has suffered grave losses in the death of these two fine officers. We will not dignify the perpetrator by mentioning his name; but his suicide, when he was about to be apprehended, offers small comfort to the two officers’ families, friends, and colleagues.

The Georgia Association of Chiefs of Police appreciates the kindness and compassion shown by the citizens of our state. Without their assistance, the felon who committed this atrocity would still be at large. GACP also thanks our federal, state and local law enforcement partners for their collaborative efforts in helping our brothers and sisters of the Americus Police Department and the Southwestern University Police Department.
To: All GACP Active and Professional Members  
From: Frank Vincent Rotondo, GACP Executive Director  
Re: State Asset Forfeiture Forms (mandated if assets are acquired or used)  
Date: December 13, 2016

State Asset Forfeitures and the reporting of the forfeitures has been a major topic of concern in Georgia for years. The result of recently passed legislation mandates the proper reporting of forfeitures to the state. That same legislation authorized the Prosecuting Attorneys Council (PAC) to develop suitable forms for agencies to report their forfeiture earning and their expenditures. These forms must be completed yearly.

Below is the substance of an email I received from the Executive Director of PAC regarding State Asset reporting for the calendar year 2016.

I encourage you to adhere to the letter and the spirit of this law by completing your form within the specified time. Your failure to do so could cause punitive action being taken against your governing authority.

The Asset Forfeiture Report forms for the 2016 calendar year are now available on the PAC website (www.pacga.org).

This year, you will notice that to report, you must download the applicable spreadsheet and fill in the statutorily-required information. The use of a spreadsheet was made after consultation with law enforcement. It is designed to make it easier for reporting agencies and offices to input information from their respective bookkeeping ledgers into the reporting spreadsheet. Once the spreadsheet is completed, you must convert it to .pdf form, attach the .pdf to the Title page and submit it.

Detailed instructions are available here to assist in completing the reporting requirements. If you have any additional questions, please call Gary Bergman in my office (770-282-6300) or email him at gbergman@pacga.org.
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Georgia Operation Lifesaver
770-393-2711 E-mail gaol@mindspring.com
Or visit www.georgiaol.org

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Current Listings

**Chief of Police:** Powder Springs Police Department
Post Until: January 31, 2017

**Chief of Police:** Sylvester Police Department
Post Until: January 30, 2017

**Deputy Chief/Investigations Special Operations:** Newnan Police Department
Post Until: January 6, 2017

For complete descriptions and up-to-date list of job postings, please visit our website at:
February 5-8, 2017:
GACP Winter Training Conference
Athens, GA

March 14, 2017:
Chiefs Day at the Capitol
Atlanta, GA

April 3-12, 2017:
Chief’s Executive Training Program
Duluth, GA

March 23, 2017:
State Certification Manager Training Course
Duluth, GA

March 24, 2017:
State Certification Assessor Training Course
Duluth, GA

July 24-26, 2017:
Summer Training Conference
Savannah, GA
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- Web-Based Training

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