



Glynn County Police Department



Standard Operating Procedures

Effective Date: 07/17/2025

Chapter 1: Section 100

Chief of Police Scott M. Ebner

Policy Manual

100.1 PURPOSE AND SCOPE

The manual of the Glynn County Police Department is hereby established and shall be referred to as the Policy Manual or the manual. The manual is a statement of the current policies, procedures, rules and guidelines of this department. All members are to conform to the provisions of this manual.

All prior and existing manuals, orders and regulations that are in conflict with this manual are rescinded, except to the extent that portions of existing manuals, orders and other regulations that have not been included herein shall remain in effect where they do not conflict with the provisions of this manual.

100.2 POLICY

Except where otherwise expressly stated, the provisions of this manual shall be considered as guidelines. It is recognized that the work of law enforcement is not always predictable and that circumstances may arise that warrant departure from these guidelines. It is the intent of this manual to be viewed from an objective standard, taking into consideration the sound discretion entrusted to members of this department under the circumstances reasonably available at the time of any incident.

100.2.1 DISCLAIMER

The provisions contained in the Policy Manual are not intended to create an employment contract nor any employment rights or entitlements. The policies contained within this manual are for the internal use of the Glynn County Police Department and shall not be construed to create a higher standard or duty of care for civil or criminal liability against the County, its officials or department members. Violations of any provision of any policy contained within this manual shall only form the basis for administrative action, training or discipline. The Glynn County Police Department reserves the right to revise any policy content, in whole or in part.

100.3 AUTHORITY

The Chief of Police shall be considered the ultimate authority for the content and adoption of the provisions of this manual and shall ensure compliance with all applicable federal, state and local laws. The Chief of Police or the authorized designee is authorized to issue Chief's Directives, which shall modify those provisions of the manual to which they pertain. Chief's Directives shall remain in effect until such time as they may be permanently incorporated into the manual.

100.4 DEFINITIONS

The following words and terms shall have these assigned meanings throughout the Policy Manual, unless it is apparent from the content that they have a different meaning:

County - The County of Glynn County.

Non-sworn - Employees and volunteers who are not certified peace officers.

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Council - The Georgia Peace Officer Standards and Training Council (O.C.G.A. § 35-8-2).

Department/GCPD - The Glynn County Police Department.

Employee - Any person employed by the Department.

Emergency Peace Officer/Emergency Law Enforcement Officer - Persons who are employed or appointed to act as peace officers during an emergency or disaster which has been so declared by the chief executive officer of the state and whose status as peace officers is intended to be temporary and for that limited purpose (O.C.G.A. § 35-8-2(5)).

Law Enforcement Support Personnel - Persons, other than peace officers, whose primary employment with a law enforcement unit consists of performing functions directly related to the prevention, detection, or investigation of crime (O.C.G.A. § 35-8-2(6)).

Manual - The Glynn County Police Department Policy Manual.

May - Indicates a permissive, discretionary or conditional action.

Member - Any person employed or appointed by the Glynn County Police Department, including,

- Full-time and part-time employees
- Certified officers
- Reserve and auxiliary officers
- non-sworn employees
- Volunteers

Officer - Those employees, regardless of rank, who are certified peace officer employees of the Glynn County Police Department.

On-duty - A member's status during the period when he/she is actually engaged in the performance of his/her assigned duties.

Order - A written or verbal instruction issued by a superior.

Peace Officer/Law Enforcement Officer - An agent, operative, or officer of the state of Georgia, a subdivision or municipality thereof, or a railroad who, as an employee for hire or as a volunteer, is vested either expressly by law or by virtue of public employment or service with authority to enforce the criminal or traffic laws through the power of arrest and whose duties include the preservation of public order, the protection of life and property and the prevention, detection or investigation of crime.

Rank - The title of the classification held by an officer.

Shall or will - Indicates a mandatory action.

Should - Indicates a generally required or expected action, absent a rational basis for failing to conform.

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Supervisor - A person in a position of authority that may include responsibility for hiring, transfer, suspension, promotion, discharge, assignment, reward or discipline of other department members, directing the work of other members or having the authority to adjust grievances. The supervisory exercise of authority may not be merely routine or clerical in nature but requires the use of independent judgment.

The term "supervisor" may also include any person (e.g., officer-in-charge, lead or senior worker) given responsibility for the direction of the work of others without regard to a formal job title, rank or compensation.

When there is only one department member on-duty, that person may also be the supervisor, except when circumstances reasonably require the notification or involvement of the member's off-duty supervisor or an on-call supervisor.

100.5 ISSUING THE POLICY MANUAL

An electronic version of the Policy Manual will be made available to all members on the department network for viewing and printing. No changes shall be made to the manual without authorization from the Chief of Police or the authorized designee.

Each member shall acknowledge that he/she has been provided access to, and has had the opportunity to review the Policy Manual and Chief's Directives. Members shall seek clarification as needed from an appropriate supervisor for any provisions that they do not fully understand.

100.6 PERIODIC REVIEW OF THE POLICY MANUAL

The Chief of Police will ensure that the Policy Manual is reviewed at least annually and updated as necessary.

100.7 REVISIONS TO POLICIES

All department members may suggest revision of the contents of the Policy Manual and shall forward their written suggestions to their Division Commanders, through the chain of command. Upon receipt, Division Commanders will make recommendations and forward them to the Office of the Chief for further consideration and action as appropriate.

New policies and significant revisions to existing policies will be made available to department members for review and comment prior to their final publication. All revisions to the Policy Manual will be provided to each member on or before the date the policy becomes effective. All revised directives, Chief's Directives, or policies shall be maintained in the archives in PowerDMS. Each member will be required to acknowledge that he/she has reviewed the revisions and shall seek clarification from an appropriate supervisor as needed.

Members are responsible for keeping abreast of all Policy Manual revisions.

Each Division Commander will ensure that members under his/her command are aware of any Policy Manual revision.