

LAW ENFORCEMENT ACCREDITATION

North Carolina State Univ. Police Department

Agency

North Carolina State Univ. Police
Department
2610 Wolf Village
Raleigh, NC 27606

Chief Executive Officer

Chief of Police
Daniel L. House, Jr.

Methodology Overview

CALEA serves as the premier credentialing association for public safety agencies and provides accreditation services for law enforcement organizations, public safety communication centers, public safety training academies, and campus security agencies. The standards are promulgated by a board of 21 commissioners, representing a full spectrum of public safety leadership. The assessment process includes extensive self-assessment, annual remote web-based assessments, and quadrennial site-based assessments. Additionally candidate agencies are presented to the Commission for final consideration and credentialing.

CALEA Accreditation is a voluntary process and participating public safety agencies, by involvement, have demonstrated a commitment to professionalism. The program is intended to enhance organization service capacities and effectiveness, serve as a tool for policy decisions and management, promote transparency and community trust, and establish a platform for continuous review.

CALEA Accreditation is the Gold Standard for Public Safety Agencies and represents a commitment to excellence.



Law Enforcement Accreditation

CALEA standards reflect the current thinking and experience of Law Enforcement practitioners and researchers. Major Law Enforcement associations, leading educational and training institutions, governmental agencies, as well as Law Enforcement executives internationally, acknowledge CALEA's Standards for Law Enforcement Agencies© and its Accreditation Programs as benchmarks for professional law enforcement agencies.

CALEA's Founding Organizations:

- **International Association of Chiefs of Police (IACP)**
- **Police Executive Research Forum (PERF)**
- **National Sheriffs Association (NSA)**
- **National Organization of Black Law Enforcement Executives (NOBLE)**

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EXECUTIVE SUMMARY

Overview:

The North Carolina State Univ. Police Department is currently commanded by Daniel L. House, Jr.. The agency participated in a remote assessment(s), as well as site-based assessment activities as components of the accreditation process. The executive summary serves as a synopsis of key findings, with greater details found in the body of the report.

Compliance Services Review:

CALEA Compliance Services Member(s) Dorris Certain remotely reviewed 202 standards for the agency on 2/9/2021 using Law Enforcement Manual 6.10. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

- 46.2.8 – Event Deconfliction Process – ISSUE: - Standard 46.2.8 requires a written directive outlining the agency's participation in an event deconfliction process. This is a new standard for the agency as they transition to a C size agency. The agency had not addressed the standard. AGENCY ACTION NEEDED: - The agency needs to address standard 46.2.8. AGENCY ACTION TAKEN: The agency implemented a new directive for this standard. The deconfliction process is overseen by the City of Raleigh Police Department and Wake County Sheriff Office. It is recommended that this standard be reviewed again in future assessments to verify continued compliance.
- 1.2.10 – Duty to Intervene (LE1) (MMMM) – ISSUE: - Standard 1.2.10 regarding the "duty to intervene" is a new directive for the agency. As it was written the directive only applied to sworn personnel in use of force incidents. The standard applies to all personnel and goes beyond actions involving use of force. AGENCY ACTION NEEDED: - The agency directive should be revised to include all personnel and define the actions they should take. AGENCY ACTION TAKEN: The agency directive was revised to include all personnel. It is recommended that this standard be reviewed again in future assessments to verify continued compliance.

CALEA Compliance Services Member(s) Philip K. Potter remotely reviewed 109 standards for the agency on 2/3/2022 using Law Enforcement Manual 6.12. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

- 1.2.9 – Biased Policing* (LE1) (MMMM) – ISSUE: The agency written directive on bullet b did not specifically require initial training on biased policing, although there is a documented proof of initial training for Year 2. The written directive addresses a "review," not an "administrative review" and does not specifically address citizen "concerns" and corrected measures taken." The documented proofs appear to be detailed administrative reviews, but address only citizen complaints on bias policing not citizen concerns. - AGENCY ACTION NEEDED: The agency should review its written directive and either clarify or update the written directive as it regards the issues on bullet b and c identified. - AGENCY ACTION TAKEN: During the annual review period the agency revised its written directive for bullet b to include specifically initial training on bias policing and on bullet c added language that addressed an administrative review to include citizen concerns and corrective measures taken. The agency's written directive language on bullet b and c is now consistent with the standard language in those bullets. It is recommended that this standard be reviewed in future annual reviews to verify continued compliance.
- 46.2.8 – Event Deconfliction Process – FOLLOW UP: After further clarification and review the agency had the required existing written directive on Event Deconfliction that was in place prior to the annual review and addressed all standard and bullet language, which was consistent with the standard requirements. The agency reported no occurrences of event deconfliction in Year 2 and because of the agency mission reported that such cases would be rare.
- 1.2.10 – Duty to Intervene (LE1) (MMMM) – FOLLOW UP: The standard issue noted in Year 1 regarding the

written directive not addressing all employees and governing situations beyond use of force was corrected by the agency updating the written directive before the close of the Year 1 Annual Review. The Year 2 CSM re-reviewed the agency written directive and found that the written directive is still consistent with the standard requirements in all aspects. The agency had no occurrences to report in 2021.

CALEA Compliance Services Member(s) Louis Moreto remotely reviewed 105 standards for the agency on 2/16/2023 using Law Enforcement Manual 6.12. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

- 1.2.9 – Biased Policing* (LE1) (MMMM) – FOLLOW UP: This was a standards issue during the last review as the agency directive did not require initial training and did not specifically call for an administrative review. The agency modified its directive at that time to address this and the file was reviewed and noted to have proofs of compliance in the file.
- 41.1.5 – Police Service Canines (LE1) – ISSUE: The agency has two types of canines; therapy dogs and explosive detection dogs. The agency directive did not provide for each type of dog for the bullets of this standard
AGENCY ACTION NEEDED: It is recommended that the agency modify its directive and ensure that each bullet covers each category of canine dog.
- 4.3.5 – Firearms Range (MMMM) – ISSUE: The agency directive did not provide for documented safety procedures and range rules being reviewed prior to every training event held at the range. AGENCY ACTION NEEDED: It is recommended that the agency modify its directive and clearly provide for a documented review of safety procedures and range rules prior to every training event held at the range.

CALEA Compliance Services Member(s) Scott Lau (CSM) remotely reviewed 78 standards for the agency on 8/28/2023 using Law Enforcement Manual 6.17. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

- 41.1.5 – Police Service Canines (LE1) – FOLLOW UP: During the Year 3 review it was noted the agency had two types of canines; therapy dogs and explosive detection dogs. The agency directive did not provide for each type of dog for the bullets of the standard. The Year 4 review confirmed the agency modified existing directive GO300-15 (K-9 Explosives detection Unit) and created a new directive GO300-18 (Therapy Dog Program). Both GO's currently addresses each bullet set forth in the standard. Compliance is verified.
- 4.3.5 – Firearms Range (MMMM) – FOLLOW UP: During Year 4, a review of WD. 1300-02 Appendix 1 - Firearms Range Instructor Training Guide, states documented safety procedures and range rules will be reviewed prior to every training event held at the range. Adequate proofs were provided, and compliance is verified.

Site-Based Assessment Review:

From 10/2/2023 to 10/5/2023, Tim Potts visited the agency following a consultation with the chief executive officer regarding critical issues impacting the organization since the last assessment.

Findings:

During the Site-Based Assessment Review, the assessment team conducted 28 interviews regarding the topical areas previously defined. The interviews were with agency members and members of the community. The approach not only further confirmed standards adherence, but also considered effectiveness measures, process management and intended outcomes.

CHIEF EXECUTIVE OFFICER PROFILE

Daniel L. House, Jr.

Chief Dan House has been serving the citizens of North Carolina as a Law Enforcement Officer for 23 years. He started his career with the Wilson Police Department in Wilson, NC, and rose through the department. He was assigned to the Patrol Division as a Sergeant when he left the agency to accept a position with NC State University.

In 2006, Chief House accepted the position of Patrol Sergeant with the NC State University Police Department and ultimately rose to the rank of Lieutenant, responsible for department operations.

In 2011, he accepted the position of Chief of Police with the Wrightsville Beach Police Department and served the citizens of Wrightsville Beach for eight and a half years.

In March on 2020, Chief House was selected as the next Chief of Police with the NC State University Police Department, and currently serves in that capacity.

Chief House holds a Master's of Science Degree in Administration from Central Michigan University, a Bachelor's Degree from North Carolina Wesleyan College in Justice Studies and an Associate's Degree from the State University of New York at Broome Community College.

Chief House attended and graduated from the 243rd Session of the FBI National Academy in Quantico, VA in 2010. In 2017, Chief House was appointed by Governor Cooper to the North Carolina Governor's Crime Commission for a term of three years. Chief House was reappointed in September of 2020.

Chief House was the 2019 President for the North Carolina Association of Chiefs of Police (NCACP) and serves at the SACOP (State Associations of Chiefs of Police) Division representative to IACP (International Associations of Chiefs of Police) for the State of North Carolina.

In 2020, Chief House was appointed by Senate President Pro Tempore Berger to the Industrial Hemp Commission for a three year term.

In 2021, Chief House was elected to the Executive Board of NCLEA (the North Carolina Law Enforcement Accreditation).

Chief House also serves on several advisory committees to the North Carolina Criminal Justice Education and Training Standards Commission.

Most recently, Chief House has been selected to work on a project with the UNC School of Government Criminal Justice Innovation Lab to develop a model policy and program for the State of North Carolina regarding Citation in Lieu of Arrest. This project is part of a larger project aimed at Criminal Justice reform in North Carolina.

COMMUNITY PROFILE

North Carolina State University was founded as a land-grant college on March 7, 1887 and named the "North Carolina College of Agriculture and Mechanic Arts". The University experienced several name changes over the years including "North Carolina State College of Agriculture and Engineering" and the "University of North Carolina at Raleigh". In 1965 after frustration and protest from students and alumni who were dissatisfied with the change in name, the University was renamed as "North Carolina State University".

Today, North Carolina State University excels in science, technology, engineering, math, design, the humanities, social sciences, textiles and veterinary medicine. The University is centrally located within the city limits of the state's capitol, Raleigh, North Carolina. The

campus consists of approximately 27,000 acres of land with approximately 94 miles of roadway. In 1987, seven hundred (700) additional acres of land were developed and named Centennial Campus. Today, Centennial Campus includes both private and public government agencies, a public middle school, student housing, private townhomes, a hotel and conference center, and privately maintained apartments.

NC State University is the largest of sixteen Universities within the University of North Carolina System with a diverse population of approximately 9,000 faculty and staff, 34,000 students and operates with an annual budget of approximately \$1 billion dollars. Major high-tech employers in the area include IBM, Cisco Systems, SAS Institute, Biogen Idec and GlaxoSmithKline. North Carolina State University is governed by a Board of Trustees consisting of thirteen members who are responsible for the establishment of all policies for the University. The University operates under the leadership of Mr. Randy Woodson who serves as the Chancellor of NC State University.

<https://www.ncsu.edu/about/>

Population Demographics: White Non-Hispanic 29,890 70% Black Non-Hispanic 3,180 7.5% Hispanic-Latino Any Race 1,789 4.2% and Other 7,502 17.7 % Note: Population Data as of 2015 (Most Recent Available)

Mean income and education level for the community: 54,447 / Bachelor's Degree

AGENCY HISTORY

The North Carolina State University Police Department began as a small security guard operation. In 1978, the Security Division's primary function was to make certain that buildings were locked at night. The Security Division performed few law enforcement functions. The officers did not possess a professional law enforcement or security background and worked for the Security Division on a part-time basis. Many of the officers had other full-time jobs. Historically the NC State Security Division had been seen by students, staff, and faculty as a necessary support service on campus, but having limited effectiveness and having less than a positive image.

In 1978, a national search was conducted and a new director was hired. He was charged by the university administration with creating a professional campus law enforcement agency capable of performing all law enforcement and security functions on campus.

By 1980, the new director had begun to transform the security division to a public safety department. The agency established a mission statement and established new hiring standards that mirrored state mandated standards for municipal police agencies. Patrol officer uniforms and vehicles were changed to reflect a more positive image. The patrol division was restructured to improve response and the agency switched from two man to one man patrol cars.

The agency established its first investigative unit to investigate serious crime on campus. However, because of state legislation the public safety department was still considered to be a private police force.

In 1988, state law changed and with the approval of the University's Board of Trustees the agency came under the jurisdiction of the North Carolina Training and Standards Commission and was recognized as a municipal police department.

In the spring of 2001, the department officially changed its name from Public Safety to Campus Police to reflect its real mission on campus.

In March of 2003, the NC State University Police Department became the 2nd university police department in North Carolina to become accredited.

The department has an authorized strength of 58 sworn police officers and 17 civilians and is organized into two Divisions, Field Operations and Support Services, each headed by a Major. Within the Field Operations Division, there are patrol and investigative functions. Lieutenants are responsible for the management of the District, and are supported in the field by Sergeants, who are responsible for the day-to-day supervision of the patrol units. Patrol officers work permanent 12-hour shifts. A Lieutenant heads the investigative division, and the unit has three full time investigators.

The Support Services Division is responsible for Communications, Career Development, Training, Evidence, Vehicle Maintenance, and coordination of a contract security service that is responsible for the locking of doors.

Reporting to the Office of Chief of Police are the business manager, media relations officer, and the Professional Standards Division.

AGENCY STRUCTURE AND FUNCTION

The North Carolina State University Police Department is a full-service University Law Enforcement Agency commanded by the Chief of Police Daniel L. House, Jr. The agency is organized into two (2) functional divisions, Field Operations led by Major David Kelly, Support Services led by Major Ian Kendrick. Included in the day-to-day operations are Internal Affairs led by Lieutenant William Davis and Professional Standards led by Ms. Belinda Pounds. Internal Affairs and Professional Standards functions report directly to the Chief of Police.

The agency has a complement of:

Field Operations Division (The following two functions Report Directly to the Major of Field Operations):

1. (The following functions Report Directly to the Patrol Major)

A Squad led by Lt. Randy Dolliver

B Squad led by Lt. Jeremy Allen

C Squad led by Lt. William Peebles

D Squad led by Lt. Tim Hammonds

2. Investigations Property and Evidence led by Chris Hopkins

Support Services Division (The following three (3) functions Report Directly to the Major of Support Services)

1. Operations, Crime Prevention, Recruitment, Training/Career Development led by Lieutenant Jeff Williams (The following functions Report Directly to Lt. Jeff Williams)

Crime Prevention Mounted Unit, led by Sergeant Brian Wiggs

Recruitment Career Development led by Sergeant Steve Barham

Traffic Enforcement, Mounted Patrol and K-9 led by Sergeant Jermev Soul

2. Emergency Communications IT led by ECC/IT Director Mr. Thomas Vigilante (The following functions Report Directly to Mr. Vigilante)

Emergency Communication Supervisor led by Ms. Kimberly Davis

IT Records function led by David Boggs

3. Clery Compliance Officer Crime Analysis led by Erica Cooper.

Internal Affairs Vehicle Maintenance led by Lieutenant Williams Davis (The following function Reports Directly to Lieutenant Williams Davis):

Vehicle Maintenance – Keith Smith

AGENCY SUCCESSES

The NC State University Police Department places a huge emphasis on the safety and security of spectators at NC State University home football games. Over the years, the Police Department has worked very diligently to stay consistent with best practices in stadium security. In 2019, we were successful in obtaining an initial order of 20 magnetometers. These magnetometers have been implemented for the 2019 football season. Although this is not sufficient to ensure that every spectator goes through a magnetometer, it is the first step in a multi-year plan that is designed to obtain enough magnetometers to cover the entire stadium. There are also other security uses for the magnetometers. These magnetometers can be used for other sporting events at Reynolds Coliseum and also will be available for any campaign visits associated with the 2020 Presidential elections. There have also been additional security cameras installed at the Football Stadium for the 2019 season, and there has been an upgrade to a new Genetech camera system that provides for better quality.

The NC State University Police Department has also been very successful in filling vacant police officer positions. The NC State Police Department has a much lower percentage of vacancies than the majority of the other police departments in the UNC System.

FUTURE ISSUES FOR AGENCY

One future issue that the NC State University Police Department continues to face is the impact of the State of NC budget and the inability to remain competitive in pay structure due to the limitations of being a state agency. As of September, 2019, the State of North Carolina has still not adopted its 2019-2020 budget. This means that no police personnel can get any pay raises until the budget is approved. Even officers who advance through the next step in career development (first class officer, senior officer, master officer) are unable to acquire the associated pay raise with their advancement due to restrictions on raises implemented by the University. These restrictions on pay raises outside of the police department's control makes it difficult to remain competitive and have a negative impact on morale and retention.

There are also challenges related to filling key positions. Chief Moorman retires on October 1, 2019 and former Chief Tom Younce will return as an interim chief, while the search process for a permanent chief gets underway. The Clery Compliance Officer position is also vacant and the Records Technician position is vacant. Our Clery Compliance Officer recently left for a career advancement opportunity at another university and our Records Technician retired. This means that the ECC Director, the Support Services Major and other personnel are having to cover these additional duties of key positions.

There is also the challenge of keeping staffing levels appropriate for the growth of campus. NC State University has a number of private enterprises on its Centennial Campus. This includes a golf course, a hotel and conference center, privately owned condos, a luxury apartment complex and numerous businesses. As Centennial Campus continues to grow and expand and includes even more non-traditional campus enterprises, it is important to ensure that staffing levels and resources of the police department are sufficient to deal with this increased demand for services.

YEAR 1 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Dorris Certain

On 2/9/2021, the Year 1 Remote Web-based Assessment of North Carolina State Univ. Police Department was conducted. The review was conducted remotely and included 202 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.1.1 Oath of Office (LE1) (MMMM)	Compliance Verified
1.1.2 Code of Ethics* (LE1) (MMMM)	Compliance Verified
1.1.4 Consular Notification (MMMM)	Compliance Verified
1.2.4 Search and Seizure (LE1) (MMMM)	Compliance Verified
1.2.8 Strip/Body Cavity Search (LE1) (MMMM)	Compliance Verified
1.2.10 Duty to Intervene (LE1) (MMMM)	Standard Issue
<p>Notes: ISSUE: - Standard 1.2.10 regarding the "duty to intervene" is a new directive for the agency. As it was written the directive only applied to sworn personnel in use of force incidents. The standard applies to all personnel and goes beyond actions involving use of force. AGENCY ACTION NEEDED: - The agency directive should be revised to include all personnel and define the actions they should take. AGENCY ACTION TAKEN: The agency directive was revised to include all personnel. It is recommended that this standard be reviewed again in future assessments to verify continued compliance.</p>	
3 Contractual Agreements for Law Enforcement Services	
3.1.1 Written Agreement for Services Provided (LE1) (MMMM)	Not Applicable by Function
3.1.2 Employee Rights (MMMM)	Not Applicable by Function
4 Use of Force	
4.1.1 Use of Reasonable Force (LE1) (MMMM)	Compliance Verified
4.1.2 Use of Deadly Force (LE1) (MMMM)	Compliance Verified
4.1.3 Warning Shots (LE1) (MMMM)	Compliance Verified
4.1.5 Rendering Medical Aid Following Police Actions (LE1) (MMMM)	Compliance Verified
4.1.6 Vascular Neck Restrictions (LE1) (MMMM)	Compliance Verified
4.1.7 Choke Holds (LE1) (MMMM)	Compliance Verified
4.2.1 Reporting Uses of Force* (LE1) (MMMM)	Compliance Verified
4.2.4 Analyze Reports* (LE1) (MMMM)	Compliance Verified
4.2.5 Assault on Sworn Officer Review* (MMMM)	Compliance Verified
11 Organization and Administration	
11.1.1 Description of Organization (LE1) (MMMM)	Compliance Verified

Standards	Findings
11.3.3 Notify CEO of Incident with Liability (LE1)	Compliance Verified
12 Direction	
12.1.2 Command Protocol (LE1)	Compliance Verified
12.1.3 Obey Lawful Orders (LE1)	Compliance Verified
15 Planning and Research, Goals and Objectives, and Crime Analysis	
15.1.3 Multiyear Plan	Compliance Verified
15.2.1 Annual Updating/Goals and Objectives* (LE1)	Compliance Verified
17 Fiscal Management and Agency Property	
17.2.2 Functional Recommendations to Budget*	Compliance Verified
17.4.2 Cash Fund/Accounts Maintenance* (LE1)	Not Applicable by Function
17.5.2 Operational Readiness (LE1)	Compliance Verified
21 Classification and Delineation of Duties and Responsibilities	
21.1.1 Job Analysis	Agency Elected 20%
21.2.2 Job Description Maintenance and Availability* (LE1) (M M M M)	Compliance Verified
21.2.3 Position Management System	Compliance Verified
22 Personnel Management System	
22.1.1 Salary Program	Agency Elected 20%
22.1.3 Benefits Program (LE1)	Compliance Verified
22.1.5 Victim Witness Services/Line of Duty Death (LE1)	Compliance Verified
22.1.8 Employee Identification (LE1)	Compliance Verified
22.1.9 Military Deployment and Reintegration (LE1)	Compliance Verified
22.2.5 Extra-Duty Employment (LE1)	Not Applicable by Function
22.3.1 Agency Role	Not Applicable by Function
22.3.2 Ratification Responsibilities	Not Applicable by Function
22.4.1 Grievance Procedures (LE1)	Compliance Verified
22.4.3 Annual Analysis*	Compliance Verified
26 Disciplinary Procedures and Internal Investigations	
26.1.1 Code of Conduct (LE1)	Compliance Verified
26.1.3 Harassment (LE1)	Compliance Verified
26.1.4 Disciplinary System (LE1)	Compliance Verified
26.1.6 Appeal Procedures	Compliance Verified
26.3.2 CEO, Notification (LE1)	Compliance Verified

Standards	Findings
26.3.3 Investigation Time Limits (LE1)	Compliance Verified
26.3.5 Statement of Allegations/Rights (LE1)	Compliance Verified
26.3.8 Conclusion of Fact	Compliance Verified
31 Recruitment and Selection	
31.2.1 Recruitment Plan (LE1)	Compliance Verified
31.2.2 Annual Analysis	Compliance Verified
31.2.3 Equal Employment Opportunity Plan	Compliance Verified
31.4.1 Selection Process Described (LE1)	Compliance Verified
31.4.8 Sworn Appointment Requirements (M M M M)	Compliance Verified
31.5.1 Background Investigations (LE1)	Compliance Verified
33 Training and Career Development	
33.1.4 Lesson Plan Requirements	Compliance Verified
33.1.5 Remedial Training (LE1)	Compliance Verified
33.1.6 Employee Training Record Maintenance (LE1)	Compliance Verified
33.5.1 Annual In-Service Training Program* (LE1) (M M M M)	Compliance Verified
33.8.2 Skill Development Training Upon Promotion (LE1)	Compliance Verified
34 Promotion	
34.1.5 Eligibility Lists	Not Applicable by Function
34.1.6 Promotional Probation	Compliance Verified
35 Performance Evaluation	
35.1.2 Annual Evaluation* (LE1)	Compliance Verified
40 Crime Analysis and Intelligence	
40.2.3 Criminal Intelligence Procedures* (LE1)	Compliance Verified
41 Patrol	
41.1.2 Shift Briefing	Compliance Verified
41.2.5 Missing Persons (LE1)	Compliance Verified
41.2.7 Mental Health Issues* (LE1)	Compliance Verified
41.3.1 Patrol Vehicles Lights, Sirens	Compliance Verified
41.3.5 Protective Vests (LE1)	Compliance Verified
42 Criminal Investigation	
42.1.3 Case File Management (LE1)	Compliance Verified
42.2.7 Cold Cases	Compliance Verified

Standards	Findings
43 Vice, Drugs, and Organized Crime	
43.1.1 Complaint Management (LE1)	Compliance Verified
44 Juvenile Operations	
44.1.3 Annual Program Review*	Agency Elected 20%
44.2.4 School Services Program	Not Applicable by Function
44.2.5 Community Youth Programs	Not Applicable by Function
45 Crime Prevention and Community Involvement	
45.3.1 Program Description	Not Applicable by Function
45.3.2 Training	Not Applicable by Function
45.3.3 Uniforms	Not Applicable by Function
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.1 Planning Responsibility (LE1)	Compliance Verified
46.1.9 All Hazard Plan Training* (LE1)	Compliance Verified
46.1.10 Active Threats* (LE1)	Compliance Verified
46.2.2 Tactical Team Selection	Not Applicable by Function
46.2.3 Tactical Team Equipment	Not Applicable by Function
46.2.4 Crisis Negotiator Selection	Not Applicable by Function
46.2.5 Search and Rescue	Not Applicable by Function
46.2.7 Special Events Plan (LE1)	Compliance Verified
46.2.8 Event Deconfliction Process	Standard Issue
<p>Notes: ISSUE: - Standard 46.2.8 requires a written directive outlining the agency's participation in an event deconfliction process. This is a new standard for the agency as they transition to a C size agency. The agency had not addressed the standard. AGENCY ACTION NEEDED: - The agency needs to address standard 46.2.8. AGENCY ACTION TAKEN: The agency implemented a new directive for this standard. The deconfliction process is overseen by the City of Raleigh Police Department and Wake County Sheriff Office. It is recommended that this standard be reviewed again in future assessments to verify continued compliance.</p>	
46.3.2 Hazmat Awareness (LE1)	Compliance Verified
54 Public Information	
54.1.3 Media Access (LE1)	Compliance Verified
54.1.4 Public Information Officer Training	Compliance Verified
55 Victim/Witness Assistance	
55.1.2 Review Need/Services*	Compliance Verified
55.2.6 Next-of-Kin Notification	Compliance Verified
61 Traffic	

Standards	Findings
61.1.4 Informing The Violator (LE1)	Compliance Verified
61.1.9 Impaired Driver Enforcement Program	Compliance Verified
61.3.4 School Crossing Guards*	Not Applicable by Function
61.4.1 Motorist Assistance (LE1)	Compliance Verified
61.4.2 Hazardous Roadway Conditions (LE1)	Compliance Verified
61.4.3 Towing (LE1)	Compliance Verified
70 Detainee Transportation	
70.1.1 Pre-Transport Prisoner Searches (LE1)	Compliance Verified
70.1.2 Searching Transport Vehicles (LE1)	Compliance Verified
70.1.7 Procedures, Escape* (LE1)	Compliance Verified
70.2.1 Detainee Restraint Methods (LE1)	Compliance Verified
70.3.3 Special Situations	Not Applicable by Function
71 Processing and Temporary Detention	
71.1.1 Designate Rooms or Areas (LE1)	Not Applicable by Function
71.2.1 Training of Personnel* (LE1)	Not Applicable by Function
71.3.1 Procedures (LE1)	Not Applicable by Function
71.3.2 Immovable Objects	Not Applicable by Function
71.3.3 Security in Designated Temporary Detention Processing and Testing Rooms/Areas (LE1)	Not Applicable by Function
71.4.1 Physical Conditions (LE1)	Not Applicable by Function
71.4.2 Fire Prevention/Suppression (LE1)	Not Applicable by Function
71.4.3 Inspections* (LE1)	Not Applicable by Function
72 Holding Facility	
72.1.1 Training User Personnel* (LE1)	Not Applicable by Function
72.1.2 Access, Nonessential Persons	Not Applicable by Function
72.2.1 Minimum Conditions	Not Applicable by Function
72.3.1 Fire, Heat, Smoke Detection System, Inspections*	Not Applicable by Function
72.3.2 Posted Evacuation Plan	Not Applicable by Function
72.3.3 Sanitation Inspection*	Not Applicable by Function
72.4.1 Securing Weapons (LE1)	Not Applicable by Function
72.4.2 Entering Occupied Cells	Not Applicable by Function
72.4.3 Key Control	Not Applicable by Function
72.4.4 Facility Door Security	Not Applicable by Function

Standards	Findings
72.4.5 Security Checks	Not Applicable by Function
72.4.6 Security Inspections*	Not Applicable by Function
72.4.7 Tool and Culinary Equipment	Not Applicable by Function
72.4.8 Alerting Control Point	Not Applicable by Function
72.4.9 Panic Alarms*	Not Applicable by Function
72.4.10 Procedures, Escape	Not Applicable by Function
72.4.11 Report, Threats to Facility*	Not Applicable by Function
72.5.1 Detainee Searches	Not Applicable by Function
72.5.2 Intake	Not Applicable by Function
72.5.3 Sight and Sound Separation (LE1)	Not Applicable by Function
72.5.4 Segregation	Not Applicable by Function
72.5.5 Procedure, Outside Detainees	Not Applicable by Function
72.5.6 Procedure, Exceeding Capacity	Not Applicable by Function
72.5.7 Identification, Released Detainees	Not Applicable by Function
72.6.1 Procedure, Medical Assistance	Not Applicable by Function
72.6.2 First Aid Kit*	Not Applicable by Function
72.6.3 Posted Access to Medical Service	Not Applicable by Function
72.6.4 Dispensing Pharmaceuticals	Not Applicable by Function
72.7.1 Procedure, Detainee Rights	Not Applicable by Function
72.8.1 Monitoring of Detainees (M M M M)	Not Applicable by Function
72.8.2 Audio/Visual Surveillance	Not Applicable by Function
72.8.3 Supervision, Opposite Gender	Not Applicable by Function
72.8.4 Receiving Mail/Packages	Not Applicable by Function
72.8.5 Visiting	Not Applicable by Function
73 Court Security	
73.1.1 Role, Authority, Policies* (LE1)	Not Applicable by Function
73.2.1 Facilities, Equipment, Security Survey*	Not Applicable by Function
73.3.1 Weapon Lockboxes (LE1)	Not Applicable by Function
73.3.2 Use of Restraints	Not Applicable by Function
73.4.1 Identification, Availability, Operational Readiness	Not Applicable by Function
73.4.2 External Communications (LE1)	Not Applicable by Function
73.4.3 Duress Alarms*	Not Applicable by Function

Standards	Findings
73.5.1 Training*	Not Applicable by Function
73.5.2 Detainee Searches	Not Applicable by Function
73.5.3 Detainee Property Security	Not Applicable by Function
73.5.4 Segregation	Not Applicable by Function
73.5.5 Procedure for Medical Assistance	Not Applicable by Function
73.5.6 First Aid Kit*	Not Applicable by Function
73.5.7 Access of Nonessential Persons	Not Applicable by Function
73.5.8 Minimum Conditions*	Not Applicable by Function
73.5.9 Fire Alarm System*	Not Applicable by Function
73.5.10 Evacuation Plan	Not Applicable by Function
73.5.11 Pest Control Inspection*	Not Applicable by Function
73.5.12 Securing Weapons (LE1)	Not Applicable by Function
73.5.13 Entering Occupied Cells	Not Applicable by Function
73.5.14 Key Control	Not Applicable by Function
73.5.15 Facility Door Security	Not Applicable by Function
73.5.16 Cell Security Checks	Not Applicable by Function
73.5.17 Facility Security Inspections*	Not Applicable by Function
73.5.18 Designated Control Point (LE1)	Not Applicable by Function
73.5.19 Panic Alarms*	Not Applicable by Function
73.5.20 Escape Procedures	Not Applicable by Function
73.5.22 Posted Access to Medical Service	Not Applicable by Function
73.5.23 Audio/Visual Surveillance	Not Applicable by Function
73.5.24 Supervision of Opposite Gender	Not Applicable by Function
74 Legal Process	
74.2.1 Procedure, Civil Process	Not Applicable by Function
74.3.2 Arrest Warrants Require Sworn Service	Compliance Verified
81 Communications	
81.1.1 Agreements, Shared/Regional Facility	Not Applicable by Function
81.1.2 Operations Meet FCC Requirements	Compliance Verified
81.2.8 Local/State/Federal CJI Systems	Compliance Verified
81.2.11 Misdirected Emergency Calls (LE1)	Compliance Verified
81.2.12 Private Security Alarms	Not Applicable by Function

Standards	Findings
81.2.13 First Aid Over Phone (LE1)	Not Applicable by Function
81.3.2 Alternate Power Source* (LE1)	Compliance Verified
82 Central Records	
82.1.1 Privacy and Security (LE1)	Compliance Verified
82.1.3 Records Retention Schedule	Compliance Verified
82.1.6 Computer File Backup and Storage* (LE1)	Compliance Verified
82.2.3 Case Numbering System (LE1)	Compliance Verified
82.3.1 Master Name Index	Compliance Verified
83 Collection and Preservation of Evidence	
83.1.1 24-Hour Availability (LE1)	Compliance Verified
83.2.4 Equipment and Supplies (LE1)	Compliance Verified
83.2.6 Report Preparation (LE1)	Compliance Verified
83.3.2 Evidence, Laboratory Submission (LE1)	Compliance Verified
84 Property and Evidence Control	
84.1.1 Evidence/Property Control System (LE1)	Compliance Verified
84.1.5 Records, Status of Property (LE1)	Compliance Verified
84.1.6 Inspections and Reports* (LE1)	Compliance Verified
91 Campus Law Enforcement	
91.1.1 Risk Assessment and Analysis* (LE1)	Compliance Verified
91.1.2 Out of Agency Budget Coordination	Agency Elected 20%
91.1.4 Campus Security Escort Service (LE1)	Compliance Verified
91.1.5 Emergency Notification System (LE1)	Compliance Verified
91.1.7 Security Camera Responsibilities* (LE1)	Compliance Verified
91.1.8 Emergency Only Phones and Devices* (LE1)	Compliance Verified
91.2.2 Personnel Assigned to Medical Centers	Not Applicable by Function
91.2.3 First Responses Responsibilities	Not Applicable by Function

Comments:

This agency should be transitioning to a C size agency.

The AM was reminded to complete statistical reports.

Response from Agency Regarding Findings:

CEO Feedback not provided.

YEAR 2 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Philip K. Potter

On 2/3/2022, the Year 2 Remote Web-based Assessment of North Carolina State Univ. Police Department was conducted. The review was conducted remotely and included 109 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.2.1 Legal Authority Defined (LE1) (MMMM)	Compliance Verified
1.2.2 Legal Authority to Carry/Use Weapons (MMMM)	Compliance Verified
1.2.3 Compliance with Constitutional Requirements (LE1) (MMMM)	Compliance Verified
1.2.5 Arrest with/without Warrant (LE1) (MMMM)	Compliance Verified
1.2.6 Alternatives to Arrest (MMMM)	Compliance Verified
1.2.7 Use of Discretion (MMMM)	Compliance Verified
1.2.9 Biased Policing* (LE1) (MMMM)	Standard Issue
<p>Notes: ISSUE: The agency written directive on bullet b did not specifically require initial training on biased policing, although there is a documented proof of initial training for Year 2. The written directive addresses a "review," not an "administrative review" and does not specifically address citizen "concerns" and corrected measures taken." The documented proofs appear to be detailed administrative reviews, but address only citizen complaints on bias policing not citizen concerns. - AGENCY ACTION NEEDED: The agency should review its written directive and either clarify or update the written directive as it regards the issues on bullet b and c identified. - AGENCY ACTION TAKEN: During the annual review period the agency revised its written directive for bullet b to include specifically initial training on bias policing and on bullet c added language that addressed an administrative review to include citizen concerns and corrective measures taken. The agency's written directive language on bullet b and c is now consistent with the standard language in those bullets. It is recommended that this standard be reviewed in future annual reviews to verify continued compliance.</p>	
1.2.10 Duty to Intervene (LE1) (MMMM)	Compliance Verified
<p>Notes: FOLLOW UP: The standard issue noted in Year 1 regarding the written directive not addressing all employees and governing situations beyond use of force was corrected by the agency updating the written directive before the close of the Year 1 Annual Review. The Year 2 CSM re-reviewed the agency written directive and found that the written directive is still consistent with the standard requirements in all aspects. The agency had no occurrences to report in 2021.</p>	
2 Agency Jurisdiction and Mutual Aid	
2.1.1 Geographical Boundaries (MMMM)	Compliance Verified
2.1.4 Requesting Assistance: Federal LE/National Guard (MMMM)	Compliance Verified
4 Use of Force	

Standards	Findings
4.2.2 Written Use of Force Reports and Administrative Review* (LE1) (MMMM)	Compliance Verified
4.2.3 Removal from Line of Duty Assignment (LE1) (MMMM)	Compliance Verified
4.2.4 Analyze Reports* (LE1) (MMMM)	Compliance Verified
4.3.2 Demonstrating Proficiency with Weapons (LE1) (MMMM)	Compliance Verified
4.3.4 Prerequisite to Carrying Lethal/Less Lethal Weapons (LE1) (MMMM)	Compliance Verified
11 Organization and Administration	
11.2.1 Direct Command, Component	Compliance Verified
11.3.1 Responsibility/Authority (LE1)	Compliance Verified
11.3.2 Supervisory Accountability	Compliance Verified
11.4.2 Accountability for Agency Forms	Compliance Verified
11.4.3 Accreditation Maintenance	Compliance Verified
12 Direction	
12.1.1 CEO Authority and Responsibility (LE1)	Compliance Verified
12.1.4 Functional Communication/Cooperation	Compliance Verified
15 Planning and Research, Goals and Objectives, and Crime Analysis	
15.1.1 Activities of Planning and Research	Compliance Verified
15.1.2 Organizational Placement/Planning and Research	Compliance Verified
15.2.2 System for Evaluation/Goals and Objectives	Compliance Verified
17 Fiscal Management and Agency Property	
17.1.1 CEO Authority and Responsibility	Compliance Verified
17.2.1 Budget Process and Responsibility Described	Compliance Verified
17.4.1 Accounting System*	Compliance Verified
21 Classification and Delineation of Duties and Responsibilities	
21.2.4 Workload Assessment*	Compliance Verified
22 Personnel Management System	
22.1.1 Salary Program	Compliance Verified
22.2.1 Physical Examinations	Compliance Verified
22.2.2 General Health and Physical Fitness (LE1)	Compliance Verified
22.2.4 Off-Duty Employment	Compliance Verified
22.3.1 Agency Role	Not Applicable by Function
22.3.2 Ratification Responsibilities	Not Applicable by Function
26 Disciplinary Procedures and Internal Investigations	

Standards	Findings
26.1.2 Employee Awards	Compliance Verified
26.1.5 Role and Authority of Supervisors	Compliance Verified
26.1.7 Termination Procedures	Compliance Verified
26.1.8 Records	Compliance Verified
26.2.1 Complaint Investigation (LE1)	Compliance Verified
26.2.2 Records, Maintenance and Security (LE1)	Compliance Verified
26.2.3 CEO Direct Accessibility	Compliance Verified
26.2.4 Complaint/Commendation Registering Procedures (LE1)	Compliance Verified
26.2.5 Annual Statistical Summaries; Public Availability*	Compliance Verified
26.3.1 Complaint Types	Compliance Verified
26.3.4 Informing Complainant	Compliance Verified
26.3.6 Submission to Tests, Procedures	Compliance Verified
26.3.7 Relieved from Duty	Compliance Verified
31 Recruitment and Selection	
31.1.1 Agency Participation	Compliance Verified
31.1.2 Assignment/Recruitment	Compliance Verified
31.3.1 Job Announcements	Compliance Verified
31.4.5 Notification of Ineligibility	Compliance Verified
31.5.2 Training	Compliance Verified
31.5.3 Truth Verification	Compliance Verified
31.5.4 Conducted by Certified Personnel	Compliance Verified
31.5.5 Use of Results	Compliance Verified
31.5.6 Medical Examinations	Compliance Verified
31.5.7 Emotional Stability/Psychological Fitness Examinations (LE1)	Compliance Verified
33 Training and Career Development	
33.1.2 Training Attendance Requirements	Compliance Verified
33.1.3 Outside Training Reimbursement	Compliance Verified
33.1.7 Training Class Records Maintenance	Compliance Verified
33.2.1 Academy Administration and Operation	Not Applicable by Function
33.2.2 Academy Facilities	Not Applicable by Function
33.3.1 Instructor Training	Not Applicable by Function
33.4.2 Recruit Training Program (LE1)	Compliance Verified

Standards	Findings
33.4.3 Field Training Program (LE1) (M M M M)	Compliance Verified
33.4.4 Limited Function Alternate Training Requirements (LE1) (M M M M)	Compliance Verified
33.5.2 Shift Briefing Training	Compliance Verified
33.6.2 Tactical Team Training Program (LE1)	Not Applicable by Function
33.7.1 Non-sworn Orientation	Compliance Verified
33.8.1 Training for Career Development Personnel Training	Compliance Verified
33.8.3 Career Development Program	Compliance Verified
34 Promotion	
34.1.1 Agency Role, Authority and Responsibility (LE1)	Compliance Verified
34.1.2 Promotional Process Described	Compliance Verified
34.1.5 Eligibility Lists	Not Applicable by Function
35 Performance Evaluation	
35.1.9 Personnel Early Intervention System* (LE1)	Compliance Verified
41 Patrol	
41.2.2 Pursuit of Motor Vehicles* (LE1)	Compliance Verified
41.2.3 Roadblocks and Forcible Stopping* (LE1)	Compliance Verified
41.2.4 Notification Procedures (LE1)	Compliance Verified
41.3.3 Occupant Safety Restraints	Compliance Verified
41.3.4 Authorized Personal Equipment	Compliance Verified
41.3.6 Protective Vests/Pre-Planned, High Risk Situations (LE1)	Compliance Verified
41.3.9 License Plate Recognition Systems	Not Applicable by Function
42 Criminal Investigation	
42.1.1 On-Call Schedule	Compliance Verified
42.2.3 Communication with Patrol Personnel	Compliance Verified
44 Juvenile Operations	
44.1.1 Juvenile Operations Policy (LE1)	Compliance Verified
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.2 All Hazard Plan (LE1)	Compliance Verified
46.2.6 VIP Security Plan	Compliance Verified

Standards	Findings
46.2.8 Event Deconfliction Process Notes: FOLLOW UP: After further clarification and review the agency had the required existing written directive on Event Deconfliction that was in place prior to the annual review and addressed all standard and bullet language, which was consistent with the standard requirements. The agency reported no occurrences of event deconfliction in Year 2 and because of the agency mission reported that such cases would be rare.	Compliance Verified
61 Traffic	
61.1.7 Stopping/Approaching (LE1)	Compliance Verified
61.1.10 DUI Procedures (LE1)	Compliance Verified
61.1.11 License Reexamination Referrals	Compliance Verified
70 Detainee Transportation	
70.1.3 Procedures, Transporting by Vehicle	Compliance Verified
70.1.4 Interruption of Transport	Compliance Verified
70.1.5 Prisoner Communication	Compliance Verified
70.1.8 Notify Court of Security Risk (LE1)	Compliance Verified
70.3.1 Sick, Injured, Disabled	Compliance Verified
70.3.2 Hospital Security and Control	Compliance Verified
70.4.1 Vehicle Safety Barriers	Compliance Verified
70.4.2 Rear Compartment Modifications (LE1)	Compliance Verified
81 Communications	
81.2.1 24 Hour, Toll-Free Service (LE1)	Compliance Verified
81.2.2 Continuous, Two-Way Capability (LE1)	Compliance Verified
81.2.10 Emergency Messages (LE1)	Compliance Verified
82 Central Records	
82.1.4 Crime Reporting	Compliance Verified
82.2.5 Reports by Phone, Mail or Internet	Compliance Verified
83 Collection and Preservation of Evidence	
83.2.5 Procedures, Seizure of Electronic Equipment	Compliance Verified
83.3.1 Collecting from Known Source	Compliance Verified
84 Property and Evidence Control	
84.1.3 Temporary Security (LE1)	Compliance Verified
84.1.6 Inspections and Reports* (LE1)	Compliance Verified

Comments:

No report comments provided.

Response from Agency Regarding Findings:

CEO Feedback not provided.

YEAR 3 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Louis Moreto

On 2/16/2023, the Year 3 Remote Web-based Assessment of North Carolina State Univ. Police Department was conducted. The review was conducted remotely and included 105 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.1.3 Agency's Role in Criminal Justice Diversion Programs (OOOO)	Compliance Verified
1.2.9 Biased Policing* (LE1) (MMMM)	Compliance Verified
Notes: FOLLOW UP: This was a standards issue during the last review as the agency directive did not require initial training and did not specifically call for an administrative review. The agency modified its directive at that time to address this and the file was reviewed and noted to have proofs of compliance in the file.	
2 Agency Jurisdiction and Mutual Aid	
2.1.2 Concurrent Jurisdiction (OOOO)	Compliance Verified
2.1.3 Written Agreements for Mutual Aid (OOOO)	Compliance Verified
4 Use of Force	
4.1.4 Use of Authorized Less Lethal Weapons (LE1) (MMMM)	Compliance Verified
4.3.1 Authorization: Weapons and Ammunition (LE1) (MMMM)	Compliance Verified
4.3.3 Annual/Biennial Proficiency Training* (LE1) (MMMM)	Compliance Verified
4.3.5 Firearms Range (MMMM)	Standard Issue
Notes: ISSUE: The agency directive did not provide for documented safety procedures and range rules being reviewed prior to every training event held at the range. AGENCY ACTION NEEDED: It is recommended that the agency modify its directive and clearly provide for a documented review of safety procedures and range rules prior to every training event held at the range.	
11 Organization and Administration	
11.3.4 Police Action Death Investigations	Compliance Verified
11.4.1 Administrative Reporting Program	Compliance Verified
11.4.4 Computer Software Policy	Compliance Verified
11.4.5 Electronic Data Storage	Compliance Verified
11.5.1 Temporary/Rotating Assignments	Compliance Verified
12 Direction	
12.2.1 The Written Directive System (LE1)	Compliance Verified
12.2.2 Dissemination and Storage (LE1)	Compliance Verified
15 Planning and Research, Goals and Objectives, and Crime Analysis	

Standards	Findings
15.1.4 Succession Planning	Compliance Verified
17 Fiscal Management and Agency Property	
17.3.1 Requisition and Purchasing Procedures	Compliance Verified
17.4.3 Independent Audit	Compliance Verified
17.5.1 Inventory and Control	Compliance Verified
21 Classification and Delineation of Duties and Responsibilities	
21.2.1 Classification Plan (N/A O O O)	Compliance Verified
22 Personnel Management System	
22.1.2 Leave Program	Compliance Verified
22.1.4 Personnel Support Services Program	Compliance Verified
22.1.6 Clothing and Equipment	Compliance Verified
22.1.7 Employee Assistance Program	Compliance Verified
22.1.10 Bonding/Liability Protection (M M M M)	Compliance Verified
22.2.3 Fitness and Wellness Program	Compliance Verified
22.4.2 Coordination/Control of Records	Compliance Verified
31 Recruitment and Selection	
31.3.2 Notification Expectations	Compliance Verified
31.3.3 Maintaining Applicant Contact	Compliance Verified
31.4.2 Job Relatedness	Compliance Verified
31.4.3 Uniform Administration	Compliance Verified
31.4.4 Candidate Information	Compliance Verified
31.4.6 Records	Compliance Verified
31.4.7 Selection Criteria (LE1) (MMMM)	Compliance Verified
33 Training and Career Development	
33.1.1 Training Committee	Compliance Verified
33.2.3 Outside Academy, Role	Compliance Verified
33.2.4 Outside Academy, Agency Specific Training	Compliance Verified
33.5.3 Accreditation Process Orientation (LE1)	Compliance Verified
33.5.4 Accreditation Manager Training	Compliance Verified
33.6.1 Specialized Training	Compliance Verified
33.8.1 Training for Career Development Personnel Training	Compliance Verified
33.8.4 Educational Incentives	Compliance Verified

Standards	Findings
34 Promotion	
34.1.4 Promotional Announcement	Compliance Verified
35 Performance Evaluation	
35.1.1 Performance Evaluation System	Compliance Verified
35.1.6 Unsatisfactory Performance	Compliance Verified
35.1.7 Employee Consultation	Compliance Verified
35.1.8 Rater Evaluation	Compliance Verified
40 Crime Analysis and Intelligence	
40.1.1 Crime Analysis Procedures	Compliance Verified
41 Patrol	
41.1.4 Agency Service Animals	Compliance Verified
41.1.5 Police Service Canines (LE1) Notes: ISSUE: The agency has two types of canines; therapy dogs and explosive detection dogs. The agency directive did not provide for each type of dog for the bullets of this standard AGENCY ACTION NEEDED: It is recommended that the agency modify its directive and ensure that each bullet covers each category of canine dog.	Standard Issue
41.3.2 Equipment Specification/Replenishment (LE1)	Compliance Verified
41.3.7 Mobile Data Access	Compliance Verified
41.3.8 In-Car Audio/Video/Body-Worn (LE1)	Compliance Verified
42 Criminal Investigation	
42.1.4 Accountability, Preliminary/Follow-Up Investigations	Compliance Verified
42.1.5 Habitual/Serious Offenders	Compliance Verified
42.2.4 Investigative Task Forces	Not Applicable by Function
42.2.5 Deception Detection Examinations	Compliance Verified
42.2.6 Informants (LE1)	Compliance Verified
42.2.8 Interview Rooms (LE1)	Compliance Verified
43 Vice, Drugs, and Organized Crime	
43.1.2 Records, Storage and Security	Compliance Verified
43.1.3 Confidential Funds	Not Applicable by Function
43.1.4 Equipment, Authorization and Control	Compliance Verified
44 Juvenile Operations	
44.1.2 Policy Input, Others	Compliance Verified
44.2.2 Procedures for Custody (LE1)	Compliance Verified
44.2.3 Custodial Interrogation and Interviews (LE1)	Compliance Verified

Standards	Findings
45 Crime Prevention and Community Involvement	
45.2.1 Community Input Process*	Compliance Verified
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.3 Command Function* (LE1)	Compliance Verified
46.1.11 Personnel Identification	Compliance Verified
46.1.12 Crowd Control Response Training	Compliance Verified
46.3.1 Providing Awareness Information	Compliance Verified
53 Inspectional Services	
53.1.1 Line Inspections	Compliance Verified
53.2.1 Staff Inspections*	Compliance Verified
61 Traffic	
61.1.12 Parking Enforcement	Compliance Verified
61.2.2 Collision/Crash Scene Duties	Compliance Verified
61.3.1 Traffic Engineering	Compliance Verified
61.3.4 School Crossing Guards*	Compliance Verified
61.4.4 Traffic Safety Materials	Compliance Verified
70 Detainee Transportation	
70.1.6 Procedures, Transport Destination (LE1)	Compliance Verified
70.5.1 Prisoner ID and Documentation	Compliance Verified
74 Legal Process	
74.1.2 Execution/Attempt Service, Recording	Compliance Verified
74.3.1 Procedure, Criminal Process	Compliance Verified
81 Communications	
81.2.3 Recording Information (LE1)	Compliance Verified
81.2.4 Radio Communications Procedures (LE1)	Compliance Verified
81.2.5 Access to Resources (LE1)	Compliance Verified
81.2.7 Recording and Playback (LE1)	Compliance Verified
81.2.9 Alternative Methods of Communication	Not Applicable by Function
81.3.1 Communications Center Security (LE1)	Compliance Verified
81.3.3 Mobile/Portable Radios	Compliance Verified
82 Central Records	
82.1.2 Juvenile Records (LE1)	Compliance Verified

Standards	Findings
82.1.5 Report Accounting System	Compliance Verified
82.3.2 Index File	Compliance Verified
82.3.3 Traffic Records System	Compliance Verified
82.3.6 ID Number and Criminal History	Compliance Verified
83 Collection and Preservation of Evidence	
83.2.1 Guidelines and Procedures (LE1)	Compliance Verified
83.2.2 Photography, Video and Audio Evidence	Compliance Verified
83.2.3 Fingerprinting	Compliance Verified
84 Property and Evidence Control	
84.1.4 Security of Controlled Substances, Weapons for Training (LE1)	Compliance Verified
84.1.7 Final Disposition	Compliance Verified
84.1.8 Property Acquired through the Civil Process	Compliance Verified
91 Campus Law Enforcement	
91.1.3 Campus Background Investigation (LE1)	Not Applicable by Function
91.1.6 Behavioral Threat Assessment (LE1)	Compliance Verified
91.1.9 Administrative Investigation Procedures (LE1)	Compliance Verified
91.2.1 Agency Role and Responsibilities (LE1)	Not Applicable by Function
91.3.1 Agency Role and Responsibilities* (LE1)	Compliance Verified
91.4.1 Position Responsible for Clery Act* (LE1)	Compliance Verified

Comments:

Area of Interest: Pursuit of Motor Vehicles

Executive Summary: This area of focus was selected as a high liability area for any agency, but even more acute for a university police department since there is a high number of pedestrians in a university environment. Once a pursuit is initiated the officer notifies communications and is mandated to take into account all of the factors surrounding the pursuit to include the elements of the crime, the risk of the pursuit, weather conditions, and other variables that could affect the pursuit. The on-duty supervisor is always monitoring a pursuit to make sure agency policy is followed and ensuring that the safety of the citizens outweighs the apprehension of a suspect. If that concern occurs, the supervisor will terminate the pursuit.

Any officer involved in a pursuit is required to submit a report which is subjected to an administrative review to ensure that the pursuit was in compliance with agency policy and that there are no disciplinary, training or equipment issues that need to be addressed. Any pursuit that is not in compliance with policy is addressed with counselling or disciplinary action depending on the violation. The agency has had only two pursuits during the time frame of this assessment period.

Details of Review/Interviews: I interviewed Major Anthony Pucket (919-414-0787) the commander of the Patrol Division. He was able to explain the process from the initiation of a pursuit through its conclusion or termination and the administrative review of each pursuit within the agency.

Most line officers in patrol are dedicated to their jobs and focused on enforcement so have a tendency to initiate a pursuit in the desire to achieve their goal of apprehending the suspect for the violation or crime committed. Once a pursuit is initiated the officer notifies communications and is mandated to take into account all of the factors surrounding the pursuit to include the elements of the crime, the risk of the pursuit, weather conditions, and other variables that could effect the pursuit. The officer is mandated to terminate the pursuit if it becomes too risky or if ordered to do so by a supervisor.

The on-duty supervisor, being more seasoned and detached from the actual activity of the pursuit takes a more critical view of every pursuit and is mindful of the high liability of any pursuit, especially in a campus environment. The on-duty supervisor is always monitoring a pursuit to make sure agency policy is followed and ensuring that the safety of the citizens outweighs the apprehension of a suspect. If that concern occurs, the supervisor will terminate the pursuit. The agency does not allow more than two units to be involved in a pursuit. If the initiating unit is an unmarked vehicle, that vehicle will become a secondary unit if a marked unit joins the pursuit. If there is a secondary unit involved in the pursuit, that unit takes over radio communications with the Emergency Communications Center.

The agency does not allow any roadblocks or forcible stopping. The agency conducts initial training for all new officers and the agency conducts an annual review of the pursuit policy for all sworn members of the department. The agency has not had any pursuits during the time frame of this assessment period. Any officer involved in a pursuit is required to submit a report which is subjected to an administrative review to ensure that the pursuit was in compliance with agency policy and that there are no disciplinary, training or equipment issues that need to be addressed. Any pursuit that is not in compliance with policy is addressed with counselling or disciplinary action depending on the violation. The agency has had only two pursuits during the time frame of this assessment period.

Area of Interest: Response to Active Threats/Critical Incidents & All Hazard Planning

Executive Summary: This area of Interest was selected in large part due to the high number of active shooter issues across the country and the importance of these issues. All officers are trained in Critical Incident Response, and they are acutely aware that they move in and do not wait for additional officers. They are trained in single-and two-unit response to active shooters to preserve life and property and to neutralize the threat.

If the agency needs to solicit additional resources, the Emergency Communications Center has direct contact with Raleigh Police Department via radio. The agency also has contact information for other law enforcement agencies such as the Sheriff's Office and the North Carolina Highway Patrol, as well as any other support functions.

The agency does not have a Special Weapons and Tactics (SWAT) Team or an Explosives Detection unit, but those resources are available locally through the Raleigh Police Department and the State Bureau of Investigation.

The agency conducted a large table-top exercise with university partners and external law enforcement Medical and Fire agencies as well as Federal agencies. The second part of this exercise will occur in March of this year with a full-scale exercise to test a response to a radiological material release.

Details of Review/Interviews: I interviewed Major Ian Kendric (919-513-2019) The Commander of the Administrative Services Division. He indicated that the agency provides a heavy emphasis on in-service training and how to respond to critical incidents. All officers are trained in Critical Incident Response, and they are acutely aware that they move in and do not wait for additional officers. They are trained in single-and two-unit response to active shooters to preserve life and property and to neutralize the threat. Once entry is made the officer in charge or senior officer not actively involved in the threat mitigation will immediately set up an Incident Command to coordinate the response. If the Incident Commander changes the Emergency Communications Center is advised of the change in command. The Incident Commander will make notifications to University and Police Department leadership and if appropriate will coordinate and initiate a mass notification of the threat.

If the agency needs to solicit additional resources, the Emergency Communications Center has direct contact with Raleigh Police Department via radio. The agency also has contact information for other law enforcement agencies such as the Sheriff's Office and the North Carolina Highway Patrol, as well as any other support functions. Once the threat has been neutralized the agency transitions into investigation and recovery.

If any agency officer becomes involved in a shooting or significant Use of Force issue the North Carolina State Bureau of Investigation will conduct an investigation. This will also result in an Internal Affairs investigation. When an incident of this nature occurs, the agency has law enforcement partners that will assist with additional resources, long term staffing and assistance with patrol to provide for effective and efficient operations.

The agency does not have a Special Weapons and Tactics (SWAT) Team or an Explosives Detection unit, but those resources are available locally through the Raleigh Police Department and the State Bureau of Investigation.

The agency conducted a large table-top exercise with university partners and external law enforcement Medical and Fire agencies as well as Federal agencies. The second part of this exercise will occur in March of this year with a full-scale exercise to test a response to a radiological material release.

Area of Interest: Communications

Executive Summary: This area was selected as an area of focus for the agency. The Emergency Communications Center (ECC) at full staff has 10 dispatchers. They have two dispatchers on each 12-hour shift and one that floats between the two shifts. New dispatchers are subjected to a 12–18-week training program prior to being fully operational as a dispatcher. The ECC answers all 911 emergency calls, monitors fire and burglary alarms and answers all blue light calls. The ECC is also responsible for the University's mass notification system which is known as "wolf alert". The ECC has an alternative power source provide through a generator which is tested every Monday. A full load test of the generator is conducted monthly, and all testing is completed by the facilities department and coordinated through the Information Technology Department. Actual Power outages are documented in the CAD system but the agency has not had any power outages during this accreditation period that effected the ECC.

Details of Review/Interviews: I interviewed Communications Supervisor Kim Davis (919-513-0591) who is the supervisor for the Emergency Communications Cener (ECC). The ECC at full staff has 10 dispatchers. They have two dispatchers on each 12-hour shift and one that floats between the two shifts. New dispatchers are subjected to a 12–18-week training program prior to being fully operational as a dispatcher. The ECC answers all 911 emergency calls, monitors fire and burglary alarms and answers all blue light calls. The agency also has non-emergency lines for routine and administrative services. The ECC is responsible for activating sirens and they conduct a daily silent test and a monthly audible test of the sirens. The ECC is also responsible for the University's mass notification system which is known as "wolf alert". The ECC uses Southern Software for its Computer Aided Dispatch (CAD) and the system has a map function that can monitor officer location. The system allows for officers to enter self-initiated calls. The CAD software also has a new app called Rapid SOS which can watch the caller's location when calling from a cellular phone. The ECC has an alternative power source provide through a generator which is tested every Monday. A full load test of the generator is conducted monthly, and all testing is completed by the facilities department and coordinated through the Information Technology Department. Actual Power outages are documented in the CAD system but the agency has not had any power outages during this accreditation period that effected the ECC.

Area of Interest: Investigations

Executive Summary: The agency selected the Investigations section as an area of focus for this review. The Investigations division handles any major crimes, all death investigations and any crime that requires extensive follow-up investigation. The Investigations Division also has a threat assessment division or person that works with the University partners on campus for behavioral threat assessment. The Investigations Division participates in information

sharing with other agencies and collaborates with them on cases that have common suspects or similar patterns. The Investigations section is commanded by the Lieutenant and is staffed with a sergeant, three general detectives, one threat assessment detective and one open position which is a hybrid of the two.

Details of Review/Interviews: The agency selected the Investigations section as an area of focus for this review. I interviewed Lt. Timothy Hammonds (919-515-3812) who is the commander of the Investigations Division and serves as the Crisis Intervention Team Coordinator.

The Investigations division handles any major crimes, all death investigations and any crime that requires extensive follow-up investigation. The Investigations Division also has a threat assessment division or person that works with the University partners on campus for behavioral threat assessment. The detective assigned to this focuses on Stalking, Domestic Violence and other inter-personal violence issues. Investigations also acts as a liaison to other agencies for investigations that might affect the campus or its staff or students. The Investigations Division participates in information sharing with other agencies and collaborates with them on cases that have common suspects or similar patterns. The Investigations section is commanded by the Lieutenant and is staffed with a sergeant, three general detectives, one threat assessment detective and one open position which is a hybrid of the two. The Investigations section has an on-call schedule to provide services 24-7 and it rotates on a weekly basis.

The agency has a “bait bike” program which is their sole surveillance program. Any other undercover, decoy or surveillance program is approved on a case-by-case basis with approval from the Chief of Police.

The agency does not have any confidential funds and are not currently maintaining any confidential informants. Any issues with habitual or serious offenders are coordinated through the District Attorney who would execute those charges. The agency has very limited interactions with juveniles.

Findings: The agency is in compliance with all standards related to Pursuit of Motor Vehicles, Investigations, Communications and Response to Active Threats/Critical Incidents & All Hazard Planning. The agency has developed structured systems in terms of agency written directives and procedures that are supportive of the agency’s priority to train personnel, enable its operations, manage agency employee performance during operations. Furthermore, the agency periodically reviews conditions and actions to ensure compliance with agency written directives and standard requirements, as well as reporting any findings through the chain of command to permit data collection and analysis for review. All staff members interviewed demonstrated that they understand the agency’s written directives, processes, and practices in order to provide quality and responsive services to their community, within the existing policies and procedures of the agency. In those focus areas that rely upon data collection (Pursuit of Motor Vehicles), the data collected and analyzed for command staff review, provides sufficient inclusive of all relevant factors, and provide the agency with data and recommendations should there be a need to amend policy or processes or account for agency performance. In conclusion, the staff members interviewed for these three Focus Areas of Interest all demonstrated exceptional understanding of the agency’s policies, procedures and processes and the need for continuous monitoring of the agency’s performance in these areas to provide for continuous improvement in its delivery of services to its community.

Public Portal Summary: No comments were received.

Statistical Data Tables: The data tables provided by the agency are complete and consistent with the established reporting parameters except for the demographic tables. It appears that in year one and two the agency did not break down the demographics and only provided gross totals.

Compliance Data Summary: All standards identified as Not Applicable by the agency have been verified.

Statistical data on compliance with applicable standards to ensure the agency complies within the identified limits:

Number of Interviews Conducted 4
CSM Name Louis Moreto
Annual Review Start and End Dates 01/27/23-02/04/23
Mandatory (M) Compliance 310
Other-Than-Mandatory (O) Compliance 48
Standards Issues 2
Waiver 0
(O) Elect 20% 7
Not Applicable 93
Total 460
Percentage of applicable other-than-mandatory standards 87.2

Response from Agency Regarding Findings:

CEO Feedback not provided.

YEAR 4 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Scott Lau (CSM)

On 8/28/2023, the Year 4 Remote Web-based Assessment of North Carolina State Univ. Police Department was conducted. The review was conducted remotely and included 78 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.1.2 Code of Ethics* (LE1) (MMMM)	Compliance Verified
1.2.9 Biased Policing* (LE1) (MMMM)	Compliance Verified
1.2.10 Duty to Intervene (LE1) (MMMM)	Compliance Verified
4 Use of Force	
4.2.3 Removal from Line of Duty Assignment (LE1) (MMMM)	Compliance Verified
4.2.4 Analyze Reports* (LE1) (MMMM)	Compliance Verified
4.3.5 Firearms Range (MMMM)	Compliance Verified
Notes: FOLLOW UP: During Year 4, a review of WD. 1300-02 Appendix 1 - Firearms Range Instructor Training Guide, states documented safety procedures and range rules will be reviewed prior to every training event held at the range. Adequate proofs were provided, and compliance is verified.	
15 Planning and Research, Goals and Objectives, and Crime Analysis	
15.2.1 Annual Updating/Goals and Objectives* (LE1)	Compliance Verified
21 Classification and Delineation of Duties and Responsibilities	
21.1.1 Job Analysis	Agency Elected 20%
21.2.2 Job Description Maintenance and Availability* (LE1) (M M M M)	Compliance Verified
22 Personnel Management System	
22.4.3 Annual Analysis*	Compliance Verified
33 Training and Career Development	
33.4.1 Recruit Training Required (LE1)	Compliance Verified
33.5.1 Annual In-Service Training Program* (LE1) (M M M M)	Compliance Verified
33.7.2 Non-Sworn Pre-Service and In-Service Training	Compliance Verified
35 Performance Evaluation	
35.1.2 Annual Evaluation* (LE1)	Compliance Verified
35.1.4 Evaluation Criteria	Compliance Verified
35.1.5 Evaluation Components	Compliance Verified
40 Crime Analysis and Intelligence	

Standards	Findings
40.2.1 Criminal Intelligence Data Collection	Not Applicable by Function
40.2.2 Intelligence Analysis Procedures	Not Applicable by Function
41 Patrol	
41.1.1 Shift/Beat Assignment	Compliance Verified
41.1.3 Special-Purpose Vehicles	Compliance Verified
41.1.5 Police Service Canines (LE1) Notes: FOLLOW UP: During the Year 3 review it was noted the agency had two types of canines; therapy dogs and explosive detection dogs. The agency directive did not provide for each type of dog for the bullets of the standard. The Year 4 review confirmed the agency modified existing directive GO300-15 (K-9 Explosives detection Unit) and created a new directive GO300-18 (Therapy Dog Program). Both GO's currently addresses each bullet set forth in the standard. Compliance is verified.	Compliance Verified
41.2.1 Responding Procedures (LE1)	Compliance Verified
41.2.6 Missing Children (LE1)	Compliance Verified
42 Criminal Investigation	
42.1.2 Case-Screening System	Compliance Verified
42.1.6 Exculpatory Evidence (LE1) (M M M M)	Compliance Verified
42.2.1 Preliminary Investigations Steps (LE1)	Compliance Verified
42.2.2 Follow-Up Investigations Steps	Compliance Verified
42.2.9 Line-ups	Compliance Verified
42.2.10 Show-ups	Compliance Verified
43 Vice, Drugs, and Organized Crime	
43.1.5 Covert Operations (LE1)	Compliance Verified
44 Juvenile Operations	
44.1.3 Annual Program Review*	Agency Elected 20%
44.2.1 Handling Offenders (LE1)	Compliance Verified
45 Crime Prevention and Community Involvement	
45.1.1 Crime Prevention Activities*	Compliance Verified
45.1.2 Community Involvement and Organizing Community Groups	Agency Elected 20%
45.1.3 Prevention Input	Compliance Verified
45.2.2 Citizens Survey*	Compliance Verified
45.2.3 Accreditation Public Comment (LE1) (M M M M)	Compliance Verified
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.4 Operations Function (LE1)	Compliance Verified
46.1.5 Planning Function (LE1)	Compliance Verified

Standards	Findings
46.1.6 Logistics Function (LE1)	Compliance Verified
46.1.7 Finance/Administration Function (LE1)	Compliance Verified
46.1.8 Equipment Inspection*	Compliance Verified
46.1.9 All Hazard Plan Training* (LE1)	Compliance Verified
46.1.13 Continuity of Operations Plan (LE1) (M M M M)	Compliance Verified
46.2.1 Special Operations Activities	Compliance Verified
46.2.8 Event Deconfliction Process	Compliance Verified
54 Public Information	
54.1.1 Activities	Agency Elected 20%
55 Victim/Witness Assistance	
55.1.1 Victim/Witness Assistance	Compliance Verified
55.1.2 Review Need/Services*	Compliance Verified
55.2.1 Initial Assistance	Compliance Verified
55.2.2 Assistance, Threats	Compliance Verified
55.2.3 Assistance, Preliminary Investigation	Compliance Verified
55.2.4 Assistance, Follow-Up Investigation	Compliance Verified
55.2.5 Assistance, Suspect Arrest	Agency Elected 20%
55.2.6 Next-of-Kin Notification	Compliance Verified
61 Traffic	
61.1.1 Selective Enforcement Activities*	Compliance Verified
61.1.2 Uniform Enforcement Procedures (LE1)	Compliance Verified
61.1.5 Uniform Enforcement Policies (LE1)	Compliance Verified
61.1.6 Enforcement Practices	Agency Elected 20%
61.1.8 Speed-Measuring Devices	Compliance Verified
61.2.1 Crash Scene Response Reporting and Investigation	Compliance Verified
61.3.2 Direction/Control Procedures (LE1)	Compliance Verified
61.3.3 Escorts (LE1)	Compliance Verified
70 Detainee Transportation	
70.1.7 Procedures, Escape* (LE1)	Compliance Verified
74 Legal Process	
74.1.1 Information, Recording (LE1)	Compliance Verified
74.1.3 Warrant/Wanted Person Procedures	Compliance Verified

Standards	Findings
81 Communications	
81.2.6 Calls for Service Information Victim/Witness Calls (LE1)	Compliance Verified
81.3.2 Alternate Power Source* (LE1)	Compliance Verified
82 Central Records	
82.2.1 Field Reporting System (LE1)	Compliance Verified
82.2.2 Reporting Requirements (LE1)	Compliance Verified
82.2.4 Report Distribution	Compliance Verified
82.3.4 Traffic Citation Maintenance (LE1)	Compliance Verified
82.3.5 Operational Component Record	Compliance Verified
84 Property and Evidence Control	
84.1.2 Storage and Security (LE1)	Compliance Verified
91 Campus Law Enforcement	
91.1.1 Risk Assessment and Analysis* (LE1)	Compliance Verified
91.1.2 Out of Agency Budget Coordination	Agency Elected 20%
91.1.7 Security Camera Responsibilities* (LE1)	Compliance Verified
91.1.8 Emergency Only Phones and Devices* (LE1)	Compliance Verified

Comments:

NO FOCUS AREAS OF INTEREST INTERVIEWS – YEAR 4 ANNUAL REVIEW

Public Portal Summary: In the review of the Year 4 public comments entered into the public portal for this agency, there were no comments in the file as of August 28, 2023.

Statistical Data Tables: The data tables provided by the agency are complete and consistent with the established reporting parameters.

Compliance Data Summary: All standards identified as Not Applicable and 20% by the agency have been verified. Statistical data on compliance with applicable standards to ensure that the agency complies within the identified limits (PDMS version 6.17):

Number of Interviews Conducted None – Year 4
 CSM Name Scott N. Lau
 Annual Review Start and End Dates 08/18/2023 – 08/28/2023
 Mandatory (M) Compliance 295
 Other-Than-Mandatory (O) Compliance 49
 Standards Issues 0
 Waiver 0
 (O) Elect 20% 7
 Not Applicable 110
 Total 461
 Percentage of applicable other-than-mandatory standards 87.5 %

Findings

Public Portal Summary

Statistical Data Tables

Summary:

Number of Interviews Conducted: 28

Compliance Services Member(s): Tim A. Potts

Web-Based Assessment Start Date: 10/02/2023

Web-Based Assessment End Date: 10/05/2023

Standards Issues	0
Waiver	0
Applicable Mandatory (M)	295
Applicable Other-Than-Mandatory (O)	49
Not Applicable	110
Total:	461
Elect 20% (O)	7

Percentage of applicable other-than-mandatory standards:

85.714 %

Response from Agency Regarding Findings:

CEO Feedback not provided.

SITE-BASED ASSESSMENT

5/30/2024

Observable Standards Review

Summary of Agency Adjustments to Standards Issues

Summary Public Access Portal

Findings

Interview: Agency

Interview: Parent/Partner Agencies

Interview: Community

Planning and Methodology:

Observable Standards Review: All applicable observable standards were reviewed and found in compliance.

Summary of Agency Adjustments to Standards Issues: There were no requests from the ASM to follow up with at the onsite.

Summary Public Access Portal: The agency has placed a portal on their website where the public can share comments or concerns. As of this date there have been no comments received via the portal.

Summary of Overall Agency Processes: Prior to the onsite, a discussion with accreditation manager Belinda Pounds was initiated to decide on the areas of interest to be researched. The agency agreed upon the following four areas of interest for the onsite visit.

Recruitment and Selection (Chapter 31)

The written directives in this area are well written and in compliance with the recognized standards. The agency has researched policies, aligned them with the CALEA recognized standards, and adjusted them to fit the needs of their agency. The written directives in this area are evaluated annually. Subject matter experts are expected to review the policies and make changes as necessary. Once approved by agency leadership, the written directives are then disseminated to agency personnel through PowerDMS. Some written directives may be sent to agency personnel for feedback, if appropriate. Updated directives can be sent solely through PowerDMS to be read by employees, or training can be held in-person given the importance of the directive or changes made. Officer Davis and Officer Wright work diligently to recruit qualified personnel while also managing the hiring process. Agency personnel serving on the interview panel must have received specialized training on structured interviews before participating. The agency is in a constant hiring process given being down 15 officers. As a result, they must balance recruitment and the hiring process to see that both are moving in a positive direction.

Officers Davis and Wright recognized they needed to alter their approach to recruiting given the current struggle in

recruitment of law enforcement officers nationwide. The number of applicants has lessened over the years, and competition for applicants is fierce among agencies. While they attend the traditional job and resource fairs and actively recruit officers who work special events for the university, they have discovered another avenue. They developed a relationship with military bases to recruit those who may be leaving the service. They also discovered an opportunity to “advertise” positions on a website where those thinking of leaving the military look for future employment. It is called “Skill Bridge”. This is a program where a person leaving the military can work or “intern” with the agency for up to six months at the end of their military service. They are paid by the military, but it provides them the opportunity to get their foot in the door with the agency. The hiring process must still be completed, but it has the potential to provide quality applicants for the agency. The program is in its infancy for the agency, but it has already landed them one officer.

While the agency is currently down 15 officers, the recruiting/hiring team has an aggressive goal to be fully staffed by the spring of 2024. They work tirelessly to keep the hiring process in constant motion and have a goal to try to complete a process within 90 days for the applicants. The team has attended training provided by North Carolina Training and Standards on recruiting and hiring. The agency also uses contracted background investigators to speed their process along. It has made the process more efficient for the agency. Agency personnel stay in contact with all applicants throughout the process to keep them informed on their status. Contact with the candidates does not end on the day of employment. The agency communicates with them throughout their training to insure they are on track. The continual evaluation the agency does on the written directives and processes in this area helps identify areas of improvement.

Chief House is very involved and invested in the hiring process and attracting qualified personnel. He has provided the campus community the opportunity to serve on the interview panel for the hiring process. While a few people have reached out and expressed interest, there have not been any community members that have wanted to be part of a panel as of today. While some agencies around the country have paid candidates to join their agency, the North Carolina State University Police Department will monetarily reward personnel that recruit people hired by the agency. Recruiting at the law enforcement academy is extremely competitive. Utilizing agency personnel and asking them to recruit people “they want to work with” has “paid off” for the agency. The agency gets qualified applicants, and agency personnel are rewarded for their efforts. Current staff are happy, like their work environment, appreciate the support of the leadership, and enjoy the ample training opportunities. The agency uses the benefit of free education to recruit officers as well. The agency used to rely on their name to recruit candidates. Now the agency works hard to adapt the ways they reach the community and potential candidates to build the largest, most diverse, and best qualified hiring pool possible. They have a QR code on the back of a business card and on posters that takes those interested directly to the application process. They also advertise some of the many benefits the agency has to offer; free tuition to officers within the University of North Carolina system, free gym membership, a 10 percent night shift pay differential, a competitive health care plan, and state retirement plans.

The recruitment plan for the agency is developed, revised, and analyzed annually to determine where to focus efforts to recruit the most competitive candidates. The Career Development Unit and Chief of Police provide input and recommendations to the recruitment plan to ensure equity, diversity, and suitability. Applications are tracked and screened for suitability to ensure they meet the minimum requirements. All applicants are tracked throughout the process on a spreadsheet with notes made to designate who continued in the process and who was eliminated, and why, who was offered a position, and those ultimately hired.

Active Threats (Chapter 46)

The written directives in this area are well written and easy to understand. The general orders have been researched and written to be in compliance with the recognized standards as well as agency and university operations. All the written directives within this area are reviewed annually. More specifically, the general order pertaining directly to high-risk incidents and threat response was completely rewritten this year to simplify the directive. The general order was sent to subject matter experts within the agency to add their thoughts with Chief House giving the final approval

before becoming effective. The policy is well-written, easy to understand, direct, and complete.

The agency has multiple trained instructors in active threat response, all having attended instructor training through the Federal Law Enforcement Training Centers (FLETC). The agency trains on single officer and multiple officer response. Training is done at both the squad level and department level. Squad level training provides the opportunity to train more frequently and with those officers they work with daily. Departmental training takes more schedule coordination and may require funding for overtime if officers are brought in on days off. Squad level training focuses on tactics while the department training may be scenario based. After action reviews are conducted after each training session to discuss lessons learned, and strengths and weaknesses of the training. During this accreditation cycle, the agency, through discussions with the training instructors, national narrative, current events, best practices, and continued training have routinely updated their written directives to reflect those best practices. Training was changed to be done at both the department and squad level to meet the needs of the agency. Training is evaluated by observation, after action review, and officer feedback to ensure it is effective. Squad level training has been well-received as a result. It provides officers more opportunities to train and train with those they work with daily.

The agency participated in a functional exercise, coordinated/organized by the Environmental Health and Public Safety Department. This was a three-day exercise on campus designed around a terroristic attack on high-risk resources located on campus. This exercise received federal funding and had participation from not only the university, but local, state, and federal agencies. The university recognized employees working around the exercise would be displaced during the event, but the decision was made to proceed due to the information and experience that would be gathered. Prior to the functional exercise, a table-top exercise was conducted in October of 2022 to prepare for the functional exercise that was held in March 2023. Federal partners gathered feedback from participants and shared their results with all participants.

The agency conducts active threat response for their community as well. This is training that is typically done at a location around campus, most likely in the work area of the department for who the training was coordinated. Training can last from 1 ½ - 2 hours and includes videos, discussions, and strategies on run, hide, fight. With an active threat situation at another North Carolina university recently, the agency has had an increase in requests for the training and they discovered the “old way” of scheduling the courses was cumbersome and had the potential for people to be left out if a course was full. The agency has started listing their training sessions on a platform through the university website called “Reporter”. Reporter is where non-credited courses can be posted, and people can register or be placed on a “waitlist” if the course is full. This move has been very successful for the agency. It has made scheduling classes easier and those placed on a waitlist are notified of other training opportunities when available.

The Wolf Alert emergency notification system has several methods which are utilized to communicate emergency information to the campus community. The university uses the Rave platform for the notification system. Campus-wide notification is used when necessary to protect life. All incidents are evaluated to see if a campus-wide notification is warranted. The university has worked hard to eliminate unnecessary layers when it comes to emergency notification. On-duty supervisors can make the immediate determination to send the emergency alert if there is an immediate threat to the campus. Layers used for the alert can be email, text, the audible siren/speaker system on campus, notification on the university website, and an email to the listserv containing key university personnel. There may be instances where a campus-wide alert may not be necessary, so the university can alert specific portions of campus. If a situation is near campus, the supervisor may have the time to consult the staff duty officer on-call to decide if an alert is needed to be sent. This streamlined process makes getting the information to the community much quicker. In instances of a crime alert (with respect to the Clery Act), the supervisor will complete a “Clery Intake Form” electronically and submit the document. The form is sent to designated university personnel with a need to know. This has sped the process of notification to the key personnel, but more importantly, it has reduced the number of unnecessary calls to the department for more information. The agency has also worked with campus community partners to develop templates for crime alerts. Over the years, there has been criticism with the wording or descriptions provided in the alerts. The university brought their partners to the table and asked for their participation in developing templates for crime alerts. This has practically eliminated any calls from the community with concerns over the wording within the templates. The

templates are necessary for crime alerts as it helps get the information to the community much quicker.

Use of Technology:

The agency has leveraged the use of technology across the agency to make the job of the employees easier and more efficient, while also employing various technologies to keep the community safe. The agency has deployed body-worn cameras for the officers and is in the process of evaluating the technology as it is nearing the end of its life expectancy. The communications center has real-time access to all cameras around the campus. The university has a robust Blue Light phone system on campus. All the phones, when activated, ring to the communications center and the location of the caller can be identified. As the system has aged and equipment needs replaced, the university has taken the stance to change the phones to phones with a camera above. This allows the communications officer the ability to observe the scene where the call was activated. The university also has an "On Campus" phone app which works with their Rave system for notification and information. Officers have laptops in their vehicles where they can check driving status, update calls, and write reports. The agency utilizes many layers of their Southern Software records management system for evidence, quartermaster, and employee early warning. The daily department activity report which used to be done by hand and sent by email once created is now competed through the records management system and sent automatically each day to designated personnel.

One area the agency continues to evaluate their operations is in technology use for special events. The agency began using magnetometers at football games a few years ago. While they could not deploy enough for every gate and for all people to enter through, it was a step in the right direction of making a safer environment for those attending. If a person did not want to (or could not) walk through a magnetometer, there were hand wands available to scan the person. The university also used hand wands at gates where magnetometers were not available and scanned those entering the facility in a systematic pattern. While they continually evaluate their operations, the agency is looking to move to weapon detection devices in the future. They are currently partnering with the state to evaluate the units. The agency has begun to use tablets at special events or large events to be more effective and efficient. Prior to the implementation of the tablets, if an officer was removing someone from the football stadium or event, they would have to escort them to the processing area which could very well be at the opposite end of the stadium. Now, the agency utilizes tablets. Officers will come to the location where an officer has a person detained and use the tablet to complete the required "paperwork" and issue a referral (special event campus appearance ticket) to students for their conduct. Once that is entered, it is immediately visible on a dashboard. The dashboard is a live Google document that lists all service calls for the event from facility /maintenance issues to police calls for service. Those given access to the link can see real-time activity. This has sped the process up for officers, and those being detained or removed from the event are released much quicker. The agency also uses explosive detection K-9 teams to assist in sweeping the stadiums and buses and monitoring the gates and crowd entering. The agency also has a university partner that can bring temporary cameras to troubled areas or gates so they can be viewed real-time to determine if there are safety concerns or if changes are needed in pedestrian flow.

Training (Chapter 33):

The agency has well-written directives for this area. They are complete, easy to comprehend, and are following the recognized standards. Annually, the written directives in this area are reviewed by subject matter experts. They may draft changes or additions to the policy based on laws, national conversations, events, department need, or other information. Employees can offer feedback which will be taken into consideration. Ultimately, Chief House will approve the final version of the directive and then it will be sent to employees through PowerDMS. Some directives may be discussed at squad meetings or training. Three goals of training at the North Carolina State University Police Department are: 1. Prepare officers to act decisively and correctly in a variety of situations; 2. Promote productivity and effectiveness, and 3. Promote cooperation and unity of purpose. The training section is responsible for both internal and external training. Those serving within this section are expected to complete a certification workshop through the North Carolina Criminal Justice Academy. This section is also responsible to ensure all employees complete the mandated training requirements as established by the State of North Carolina and maintain training

records for employees. The training selection supervises the field training program, schedules in-service training, develop and plan training programs, schedule firearms training, assist in the selection of agency instructors, and evaluates and assesses the training needs of the agency. Instructors are expected to submit a lesson plan with training objectives identified. Evaluations are to be completed by those attending training, and on occasion, a seasoned instructor will observe another instructor and offer critiques, if necessary. There is a training committee within the agency to aid in developing and evaluating the training needs of the agency. The process of evaluating, updating, and revising training programs is continuous. There is a process in place for employees to request training. Officers submit a request through their immediate supervisor. Communications personnel will submit their requests through the Communications supervisor.

To receive their basic law enforcement certification, an officer must complete Basic Law Enforcement Training at an approved academy. Training staff will stay in contact with recruits attending basic training. Officers joining the NCSU Police Department from another state must receive approval through the state, and most likely attend additional training to receive certification in North Carolina. Remedial training within the agency may be provided to those who may have a deficiency in an area. Training records are maintained by the Training Section. Officers are provided the links to mandated training, with an expectation that all state mandated training is to be completed by the beginning of July each year. The Professional Standards Manager is responsible for the agency's accreditation process and has received the appropriate training. All newly hired officers must complete a field training program. Only those certified in field training will serve as field training officers. Officers will complete four phases within the program. Officers hired with previous law enforcement experience may be accelerated through the program, with the minimum length of the program being 160 hours.

The Training Section and firearms instructors identified a need to improve on firearms scores and tactics. The agency invested in a DART firearms training system. Simulation training is invaluable to law enforcement personnel. By implementing the DART system, it allowed the agency to do repetitive drills to build skill mastery, something that would be expensive or cumbersome to achieve without a simulation system. Monthly training at the squad level was implemented to improve and polish the skills of officers. As a result, the agency has seen an increase in the firearms scores for officers. Other objectives of the training are to build confidence and improve single officer response to active threats.

Training external to the agency is organized by the Crime Prevention Office. The goal of the office to outreach to the community. Members attend orientation sessions for both students and parents, as well as new staff to the university. They provide safety programs, active threat training, alcohol and drug awareness, "real world" safety, situational awareness, rape aggression defense, citizen's police academy, and they register firearms if someone living in the public housing complexes on campus has a firearm. Pepper spray training is also provided as pepper spray is one of two weapons permitted by the state (small folding knife being the second). The office also provides site security assessments based on CPTED principles, and they register electronic devices through the Wolfguard registration program. An internship program is coordinated through the office, as well as a ride along program.

Certified instructors for the agency are expected to stay up to date on best practices and the latest training techniques in their specific area of interest. They provide input to update the written directives, if warranted. After action reviews are conducted after training sessions, and input is sought from instructors, as well as officer feedback on the how the training was received. One example of instructors evaluating their area of instruction is firearms. They recognized a need to improve the firearm scores within the agency. They took the steps as described above, and as a result, the scores for the agency improved. Not only did scores improve, but officer confidence improved as well.

Findings: The North Carolina State University Police Department was initially accredited in 2004 and currently undergoing their sixth reaccreditation. Chief Dan House returned to the university in March of 2020 to serve as Chief of Police. Since he took the position as chief, he has worked hard to establish a strong leadership team with a vast amount of experience. They strive to exceed all expectations and undertake a continual process of evaluation of their policies, operations, programming, and staffing allocations.

Upon my visit to the agency, I verified all the observable standards complied with the associated standards. The facilities were found to be clean and organized. The staff had been briefed and made aware I would be at the agency. All the staff members were pleasant and accommodating. The leadership team of the agency is very well-versed in the accreditation process with varying levels of experience within the processes. All are proven and experienced law enforcement professionals with servants' hearts and a desire to serve their community the best they can. They lead by example and are heavily involved with community engagement activities. I found each to be knowledgeable not only about their position and responsibilities, but the CALEA process in general. During the current accreditation cycle, the agency began reviewing every written directive annually. The directives are sent to the subject matter experts within the agency to be reviewed and evaluated to ensure they are accurate, meet the current trends and standards, and represent the operations of the department. Agency personnel can also submit their feedback. Drafts are returned to the chief, who will determine the final version, and distribute the approved version to agency personnel through PowerDMS. Some directives may be discussed at the squad level or covered in training. This annual review of policies means the agency is in a constant state of self-assessment/evaluation. The North Carolina State University Police Department is not satisfied with the "status quo". The agency has a recognized strength of 58 sworn personnel with 17 additional civilian positions. Currently, the agency has 15 vacancies, and the hiring team is working hard to fill positions with qualified personnel. They have an aggressive goal to be fully staffed in the Spring of 2024. The hiring team has worked hard to attract qualified candidates and streamline their process so it can be completed within 90 days.

During my visit, I was able to observe the property and evidence areas, including the temporary storage, evidence room, and property room. All areas were found to be clean, orderly, and secure. The communications center is generally staffed with two communications officers, with additional staffing brought in during large events, such as football. The communications center has access to all cameras on campus. The Southern Solutions Records Management System/CAD tracks officer activity and communications officers have access to duty rosters, telephone lists, maps, and university resources at their fingertips. Communications officers can also activate the WolfALert emergency sirens/speaker system in the event of a campus emergency at the direction of the staff duty officer or the on-shift police supervisor.

The agency collects and analyzes data gathered from police reports, use of force incidents, complaints, internal affairs, training records, and the employee early warning system to evaluate, assess, and render decisions or training opportunities to continually strive to improve the operations. The agency strives to be transparent to the community. They bring community members to the table whenever possible. The agency asked key university partners to join them and design crime alert templates. This took place after some campus personnel had concerns over wording, they did not agree with within the crime alerts sent to the community. As a result, the agency now has templates for certain crimes that can be used to quickly send a crime alert to the community using the wording agreed upon. The agency has not received any complaints over the wording of the alerts since this partnership. The agency has extended offers to the campus community to serve on the hiring interview panel. While some have reached out to discuss the opportunity, nobody has taken the agency up on the offer yet. The agency also participates in the University Police Department Task Force (UPD Task Force) with the student government. It serves as an opportunity to develop relationships, share information, and work together on matters of safety for the campus community. They host a citizen's police academy and participate on the behavioral assessment team for the university.

The agency has a talented staff that is committed to providing a safe and secure educational environment. They enjoy and are proud of their roles on the agency. I spoke with numerous members of the agency, sworn and civilian. To a person, they expressed their appreciation about the work environment where every employee has a voice and the support given by leadership. Not one individual shared a comment negative about the accreditation process. Since they are on their sixth reaccreditation, the employees are aware of the accreditation process. Many expressed an appreciation for the benefits the university offers in respect to tuition for employees. Those I had the opportunity to speak with were friendly and had a dedication to the agency and a desire to make a positive difference for the community.

Interviews: While visiting campus for the assessment, I had the opportunity to interview 28 individuals. 20 were from various areas from within the agency, while eight came from the campus community or surrounding agencies.

INTERNAL INTERVIEWS

I had the opportunity to speak with individuals from the evidence section, communications center, field operations, administrative services, investigations, training, patrol recruitment/hiring, internal affairs, special events, crime prevention, threat assessment, accreditation, Clery compliance, and information technology. All those interviewed participated openly and freely. All seemed to enjoy their position on the agency and serving the community. They are passionate about developing relationships and partnerships with their community. They understand the accreditation process and the professionalism the process brings to the agency. Each were able to provide goals they hoped to achieve over the next few years.

EXTERNAL INTERVIEWS

I was able to speak with two police chiefs from neighboring institutions of higher education. Both are much smaller, private institutions. They spoke to the fact that the NCSU Police Department takes the time to notify their agency if there is activity taking place that could potentially impact their institutions. They both shared they do not have the resources available to their agency that NCSU has, and that MCSU is willing to assist as needed without asking anything in return. They are appreciative of the relationship with the agency and Chief House.

Kathy Woodford is the point of contact for the agency with Human Resources when there may be an issue with an employee. Woodford explained she has a very good relationship with the agency. She explained they may not always see eye-to-eye, but they understand the other has good intentions and is advocating for their position. Woodford said she has always had good interactions with the agency when dealing with personnel matters and said the agency is receptive to her opinions or advice.

Timothy Reid, the student body president shared he has worked very closely with the agency for the last three years. A task force was developed between the students and agency and is simply called the “UPD Task Force”. This provides an avenue to discuss concerns or incidents that have taken place on campus, the surrounding area, or across the nation. Straight, direct talks are had to discuss those issues. This provides an opportunity to develop relationships and form a most valuable partnership with the student body.

Amy Orders and David Rainer both work within the Department of Environmental Health and Public Safety. Rainer is the Associate Vice Chancellor and oversees the agency. He has been an advocate for improving the training, technology, equipment, and increasing staffing for the agency. He is very involved in the safety/security for the campus and has championed numerous campaigns to improve the safety on campus, including card access, security cameras, and the behavioral awareness team. Dr. Orders is involved with safety and security as well, but she was the major player in planning the three-day functional exercise that took place on campus, as well as garnering federal funding for not only the training, but to “harden” specific facilities around campus.

Summary:

Number of Interviews Conducted: 28

Assessors' Names: Tim Potts

Site-Based Assessment Start Date: 10/02/2023

Site-Based Assessment End Date: 10/05/2023

STATISTICS AND DATA TABLES

Overview

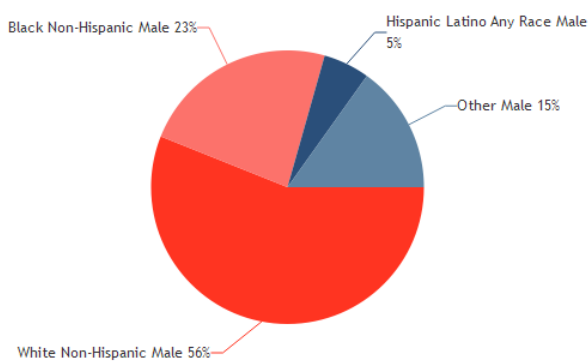
The following information reflects empirical data submitted by the candidate agency specifically related to CALEA Standards. Although the data does not confirm compliance with the respective standards, they are indicators of the impact of the agency’s use of standards to address the standards' intent

Traffic Warnings & Citations - Reaccreditation Year 1

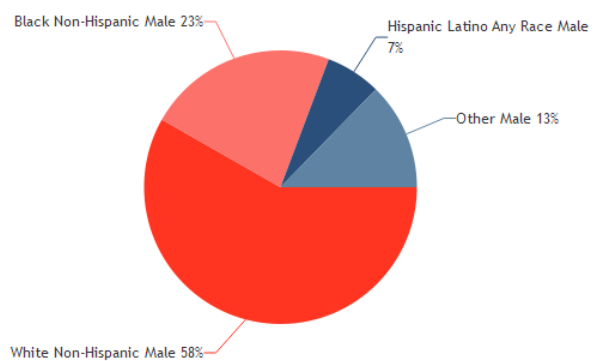
Data Collection Period: 1/1/2020 - 12/31/2020

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	204	248	452
Black Non-Hispanic Male	85	96	181
Hispanic Latino Any Race Male	20	28	48
Other Male	55	54	109
White Non-Hispanic Female	100	113	213
Black Non-Hispanic Female	55	44	99
Hispanic Latino Any Race Female	12	11	23
Other Female	26	23	49
TOTAL	557	617	1174

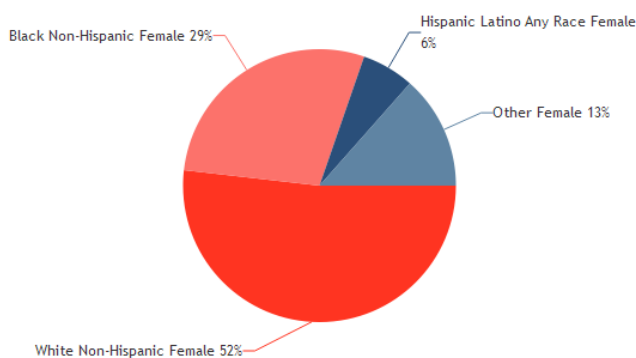
Male Warnings



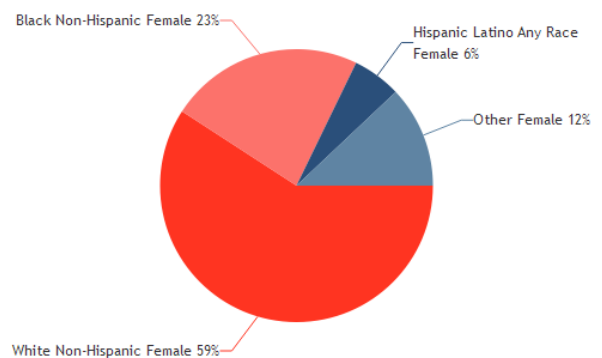
Male Citations



Female Warnings



Female Citations



Legend

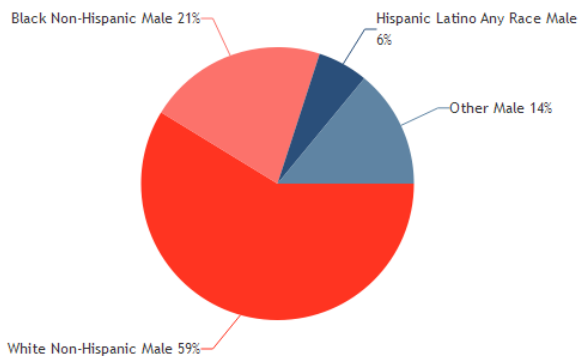
White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

Traffic Warnings & Citations - Reaccreditation Year 2

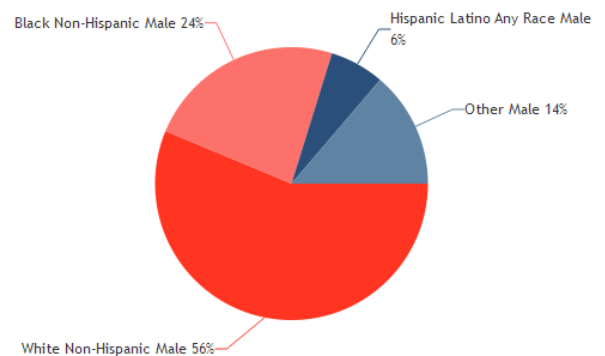
Data Collection Period: 1/1/2021 - 12/31/2021

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	373	340	713
Black Non-Hispanic Male	135	142	277
Hispanic Latino Any Race Male	38	39	77
Other Male	89	83	172
White Non-Hispanic Female	250	168	418
Black Non-Hispanic Female	71	66	137
Hispanic Latino Any Race Female	13	12	25
Other Female	31	29	60
TOTAL	1000	879	1879

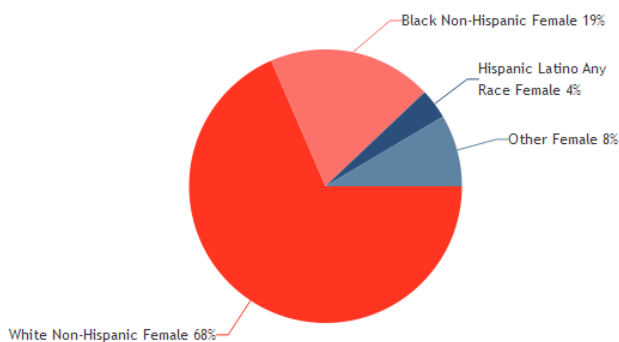
Male Warnings



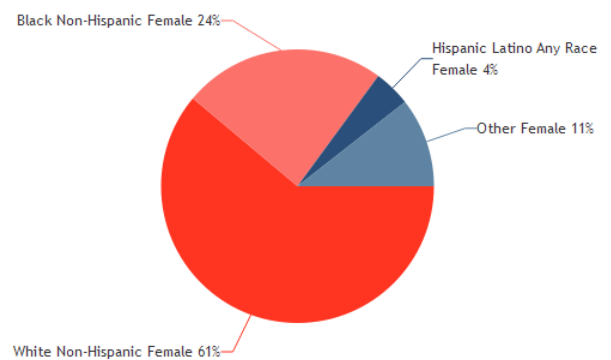
Male Citations




Female Warnings



Female Citations



Legend

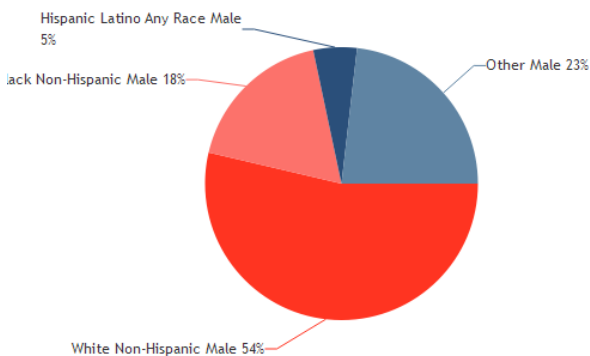
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Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

Traffic Warnings & Citations - Reaccreditation Year 3

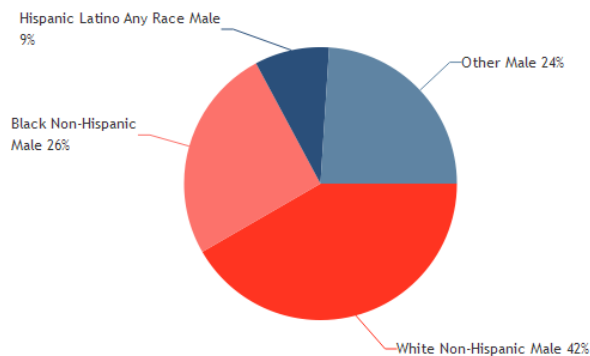
Data Collection Period: 1/2/2022 - 12/31/2022

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	271	165	436
Black Non-Hispanic Male	91	101	192
Hispanic Latino Any Race Male	26	35	61
Other Male	117	95	212
White Non-Hispanic Female	146	71	217
Black Non-Hispanic Female	41	46	87
Hispanic Latino Any Race Female	22	12	34
Other Female	65	25	90
TOTAL	779	550	1329

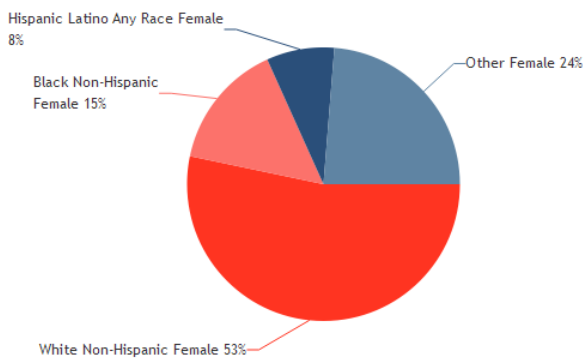
Male Warnings



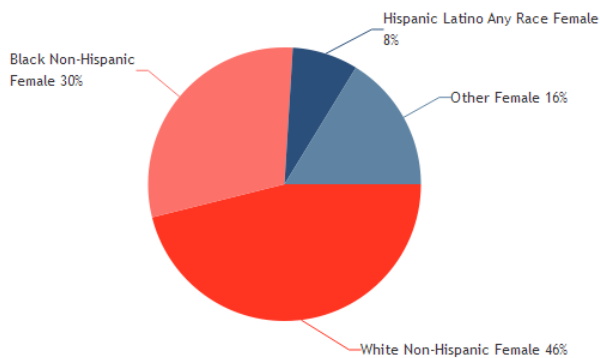
Male Citations




Female Warnings



Female Citations



Legend

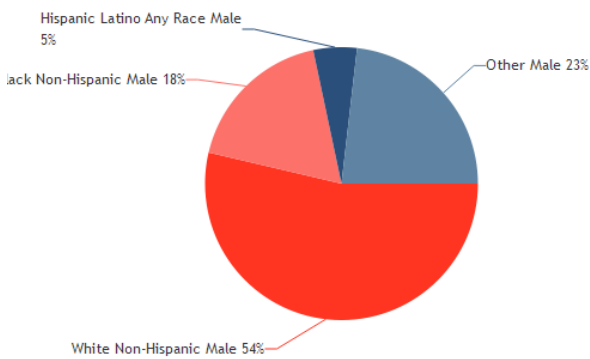
White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

Traffic Warnings & Citations - Reaccreditation Year 4

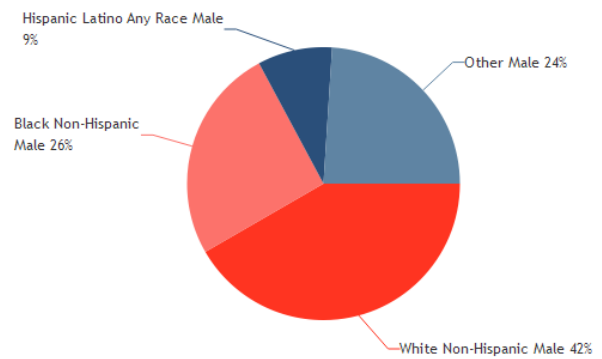
Data Collection Period: 1/2/2022 - 12/31/2022

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	271	165	436
Black Non-Hispanic Male	91	101	192
Hispanic Latino Any Race Male	26	35	61
Other Male	117	95	212
White Non-Hispanic Female	146	71	217
Black Non-Hispanic Female	41	46	87
Hispanic Latino Any Race Female	22	12	34
Other Female	65	25	90
TOTAL	779	550	1329

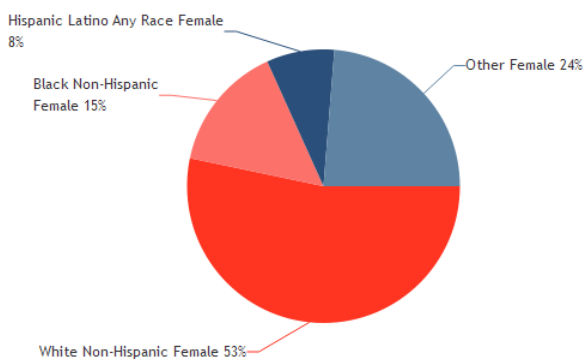
Male Warnings



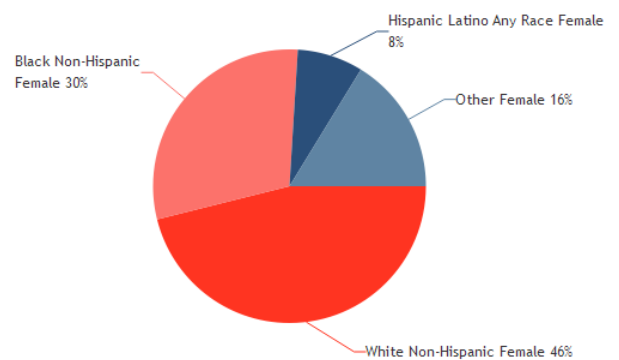
Male Citations




Female Warnings



Female Citations



Legend

White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

Biased Based Profiling

Year 1 Data Collection Period: 1/1/2020-12/31/2020

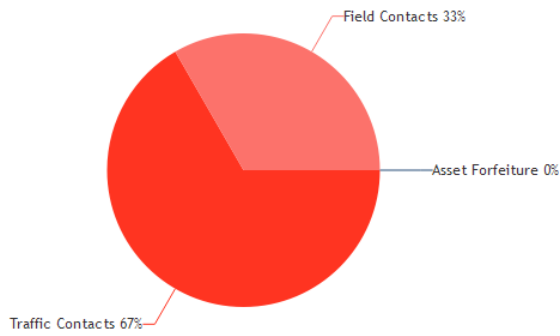
Year 2 Data Collection Period: 1/1/2021-12/31/2021

Year 3 Data Collection Period: 1/1/2022-12/31/2022

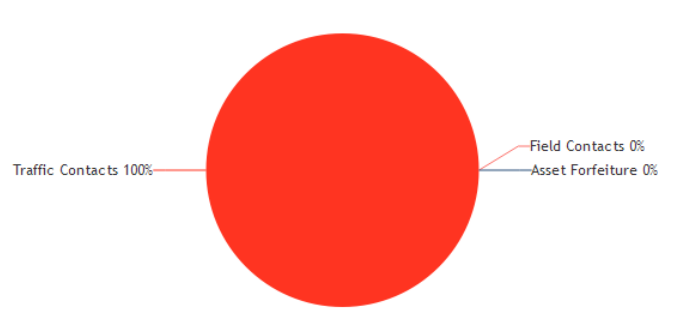
Year 4 Data Collection Period: 1/1/2022-12/31/2022

Complaints from:	Year 1	Year 2	Year 3	Year 4
Traffic Contacts	2	2	3	3
Field Contacts	1	0	2	2
Asset Forfeiture	0	0	0	0

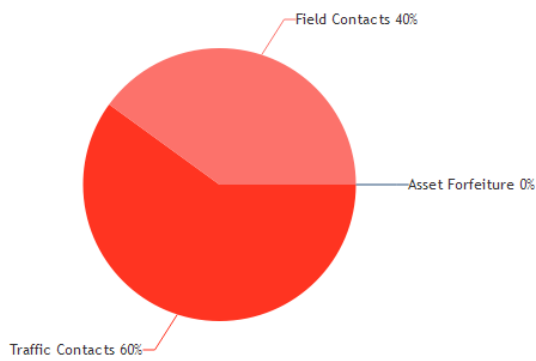
Complaints



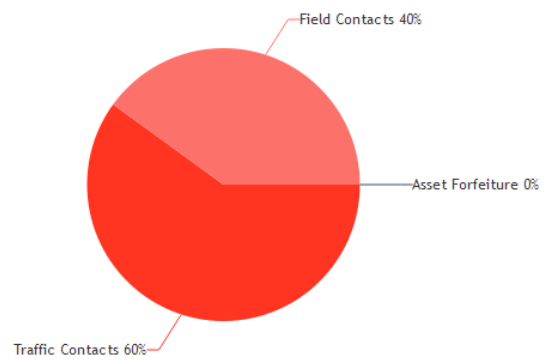
Complaints



Complaints



Complaints



Legend

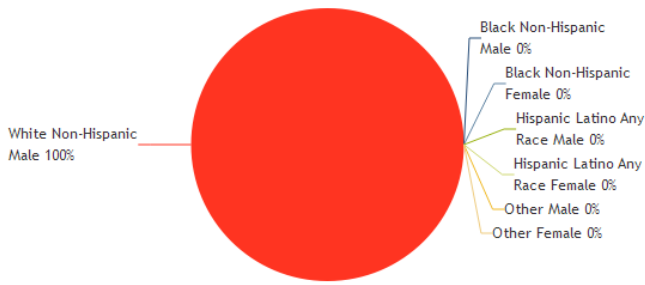
Traffic Contacts	
Field Contacts	
Asset Forfeiture	

Use Of Force - Reaccreditation Year 1

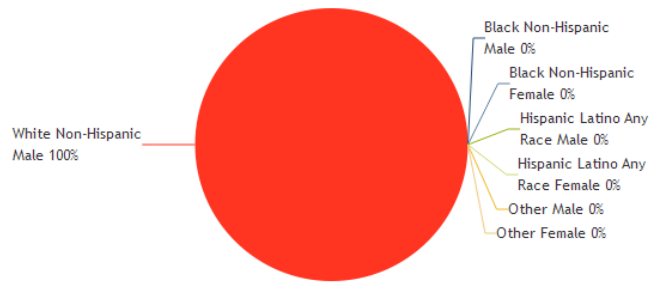
Data Collection Period: 1/1/2020 - 12/31/2020

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									1
Discharge	0	0	0	0	0	0	0	0	0
Display Only	1	0	0	0	0	0	0	0	1
ECW									0
Discharge Only	0	0	0	0	0	0	0	0	0
Display Only	0	0	0	0	0	0	0	0	0
Baton	0	0	0	0	0	0	0	0	0
Chemical/OC	0	0	0	0	0	0	0	0	0
Weaponless	0	1	3	1	0	0	0	0	5
Canine									0
Release Only	0	0	0	0	0	0	0	0	0
Release and Bite	0	0	0	0	0	0	0	0	0
Total Uses of Force	1	1	3	1	0	0	0	0	6
Total Number of Incidents Resulting In Officer Injury or Death	0	0	0	0	0	0	0	0	0
Total Use of Force Arrests	1	0	3	0	0	0	0	0	4
Total Number of Suspects Receiving Non-Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	58	15	65	14	0	0	9	0	161
Total Use of Force Complaints	0	0	0	0	0	0	0	0	0

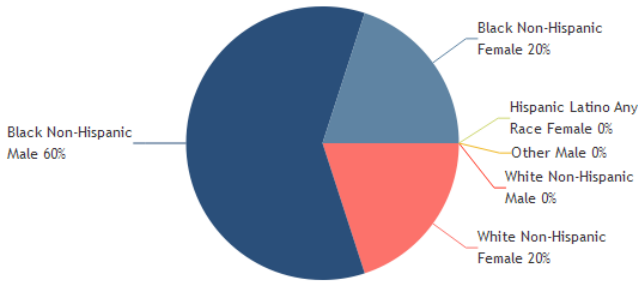
Total Firearm



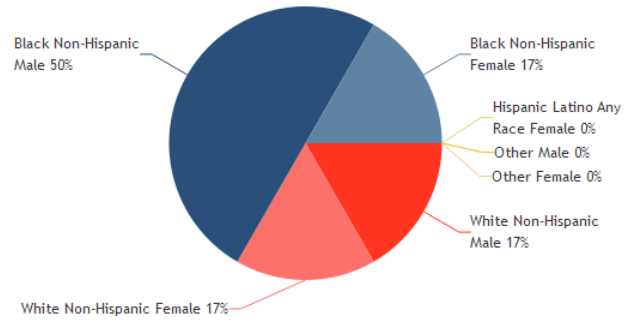
Firearm Display



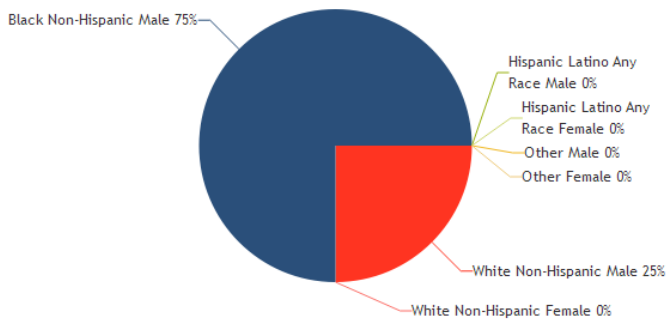
Weaponless



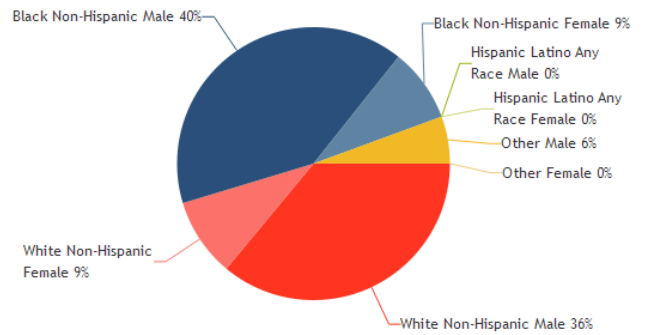
Total Uses of Force



Total Use of Force Arrests



Total Agency Custodial Arrests



Legend

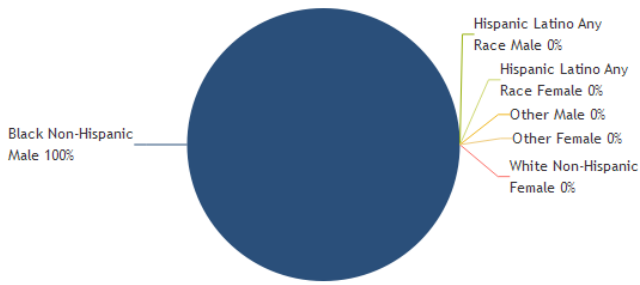
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Use Of Force - Reaccreditation Year 2

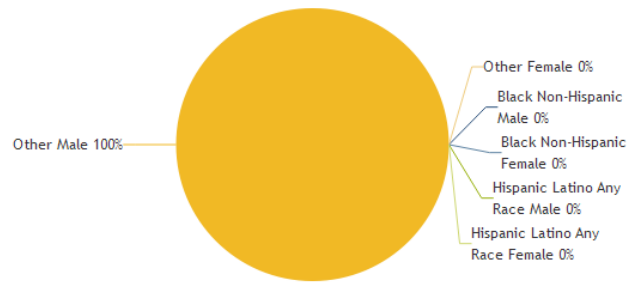
Data Collection Period: 1/1/2021 - 12/31/2021

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									0
Discharge	0	0	0	0	0	0	0	0	0
Display Only	0	0	0	0	0	0	0	0	0
ECW									1
Discharge Only	0	0	1	0	0	0	0	0	1
Display Only	0	0	0	0	0	0	0	0	0
Baton	0	0	0	0	0	0	0	0	0
Chemical/OC	0	0	0	0	0	0	0	0	0
Weaponless	0	0	0	0	0	0	1	0	1
Canine									0
Release Only	0	0	0	0	0	0	0	0	0
Release and Bite	0	0	0	0	0	0	0	0	0
Total Uses of Force	0	0	1	0	0	0	1	0	2
Total Number of Incidents Resulting In Officer Injury or Death	0	0	0	0	0	0	0	0	0
Total Use of Force Arrests	0	0	0	0	0	0	0	0	0
Total Number of Suspects Receiving Non-Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	69	13	54	10	0	0	10	1	157
Total Use of Force Complaints	0	0	0	0	0	0	0	0	0

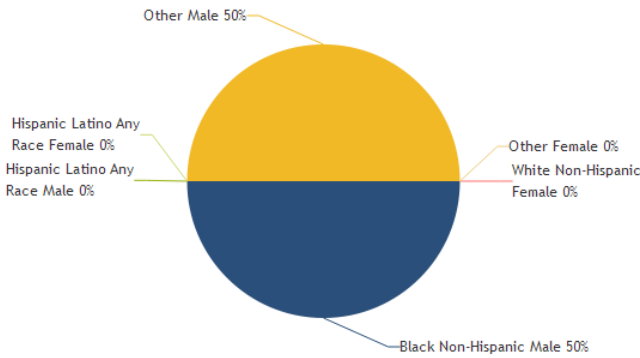
ECW Discharge



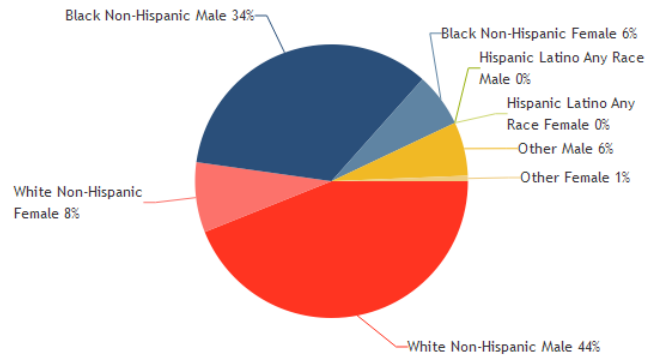
Weaponless



Total Uses of Force



Total Agency Custodial Arrests



Legend

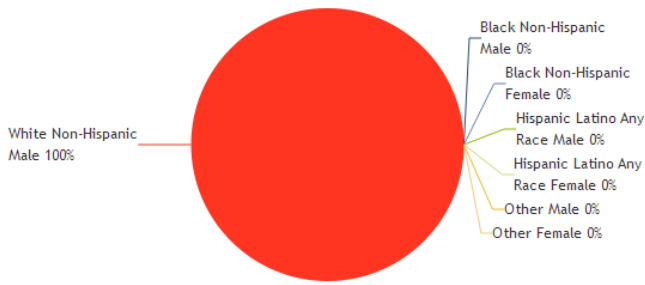
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Use Of Force - Reaccreditation Year 3

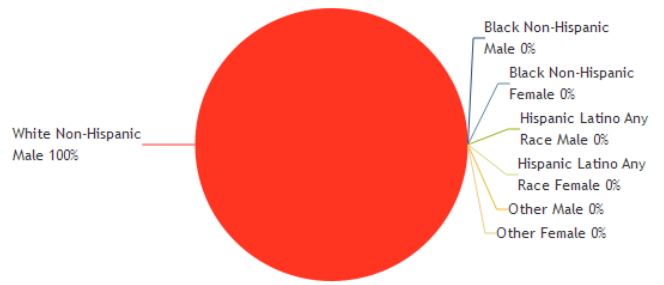
Data Collection Period: 1/1/2022 - 12/31/2022

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									1
Discharge	0	0	0	0	0	0	0	0	0
Display Only	1	0	0	0	0	0	0	0	1
ECW									2
Discharge Only	1	0	1	0	0	0	0	0	2
Display Only	0	0	0	0	0	0	0	0	0
Baton	0	0	0	0	0	0	0	0	0
Chemical/OC	0	0	1	0	0	0	0	0	1
Weaponless	7	1	1	0	0	0	0	0	9
Canine									0
Release Only	0	0	0	0	0	0	0	0	0
Release and Bite	0	0	0	0	0	0	0	0	0
Total Uses of Force	9	1	3	0	0	0	0	0	13
Total Number of Incidents Resulting In Officer Injury or Death	2	0	0	0	0	0	0	0	2
Total Use of Force Arrests	9	0	3	0	0	0	0	0	12
Total Number of Suspects Receiving Non-Fatal Injuries	1	0	1	0	0	0	0	0	2
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	81	14	107	20	0	0	14	0	236
Total Use of Force Complaints	0	1	1	0	0	0	0	0	2

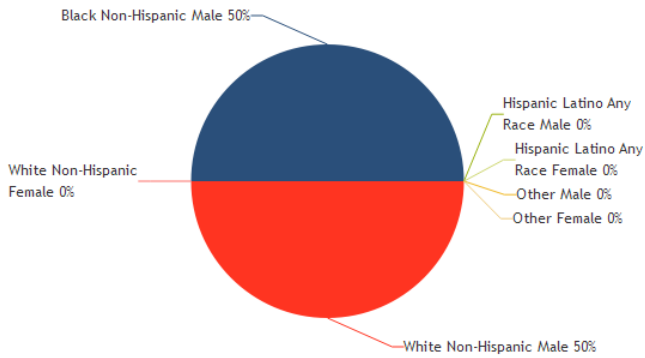
Total Firearm



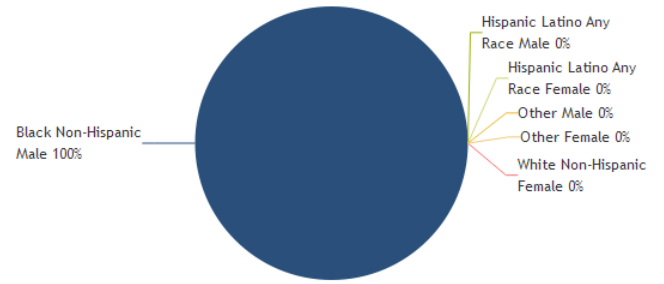
Firearm Display



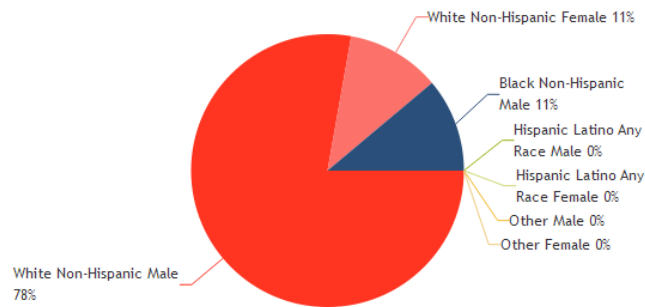
ECW Discharge



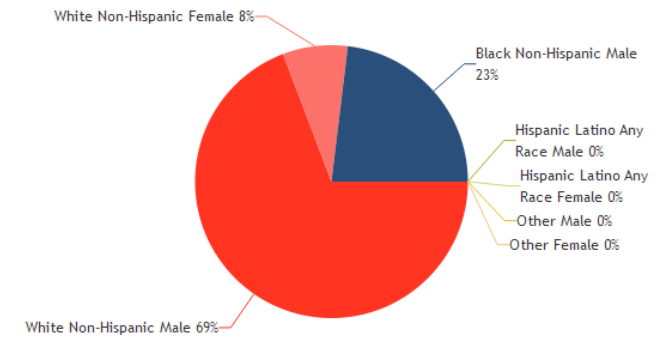
Chemical/OC



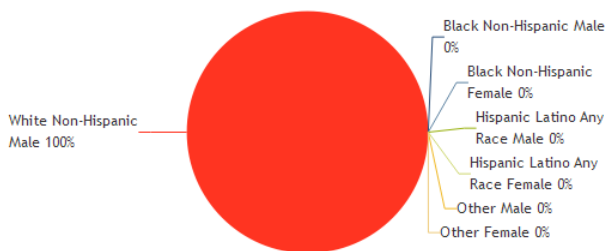
Weaponless



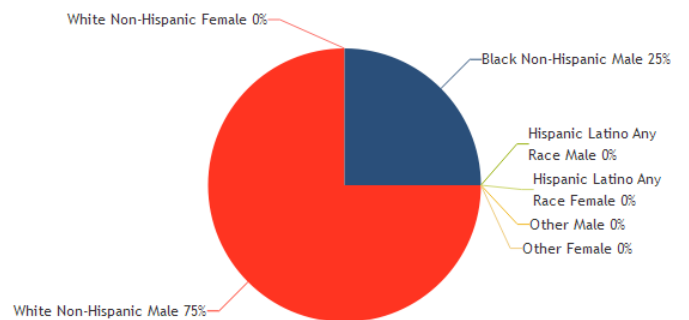
Total Uses of Force



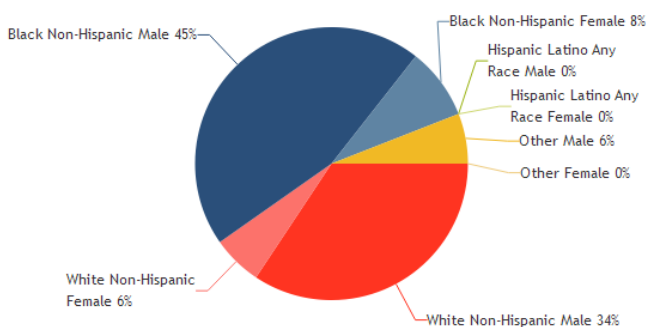
Total Number of Incidents Resulting in Officer Injury or Death



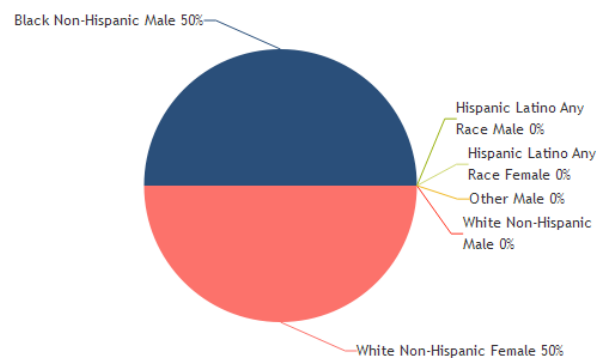
Total Use of Force Arrests



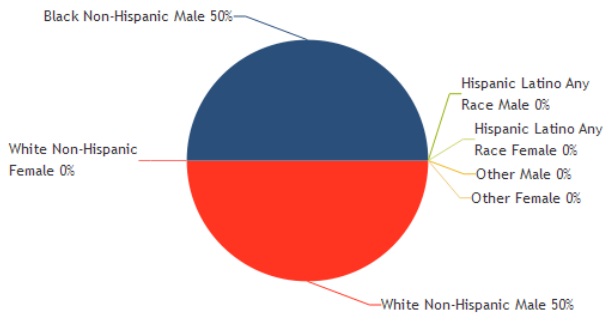
Total Agency Custodial Arrests



Total Use of Force Complaints



Total Number of Suspects Receiving Non-Fatal Injuries



Legend

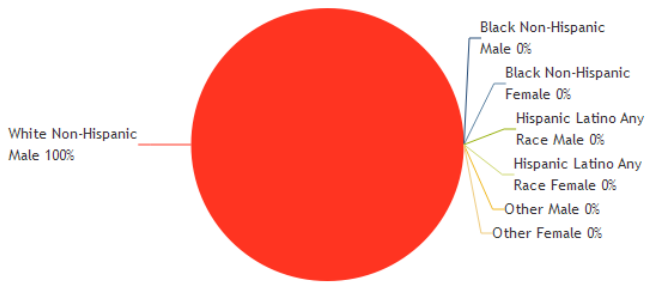
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Use Of Force - Reaccreditation Year 4

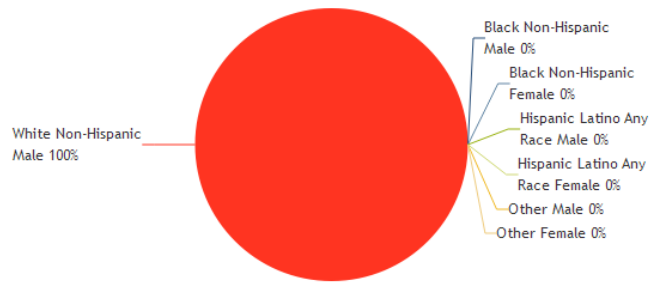
Data Collection Period: 1/1/2022 - 12/31/2022

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									1
Discharge	0	0	0	0	0	0	0	0	0
Display Only	1	0	0	0	0	0	0	0	1
ECW									2
Discharge Only	1	0	1	0	0	0	0	0	2
Display Only	0	0	0	0	0	0	0	0	0
Baton	0	0	0	0	0	0	0	0	0
Chemical/OC	0	0	1	0	0	0	0	0	1
Weaponless	7	1	1	0	0	0	0	0	9
Canine									0
Release Only	0	0	0	0	0	0	0	0	0
Release and Bite	0	0	0	0	0	0	0	0	0
Total Uses of Force	9	1	3	0	0	0	0	0	13
Total Number of Incidents Resulting In Officer Injury or Death	2	0	0	0	0	0	0	0	2
Total Use of Force Arrests	9	0	3	0	0	0	0	0	12
Total Number of Suspects Receiving Non-Fatal Injuries	1	0	1	0	0	0	0	0	2
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	81	14	107	20	0	0	14	0	236
Total Use of Force Complaints	0	1	1	0	0	0	0	0	2

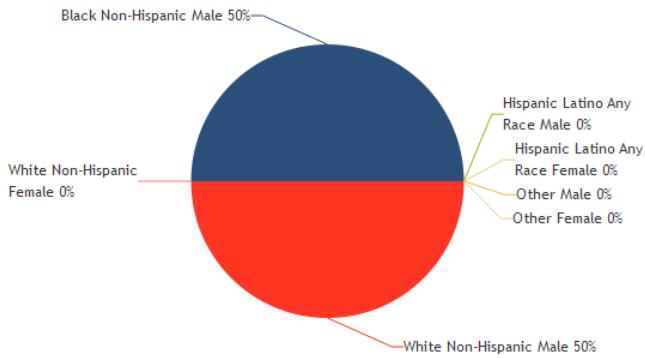
Total Firearm



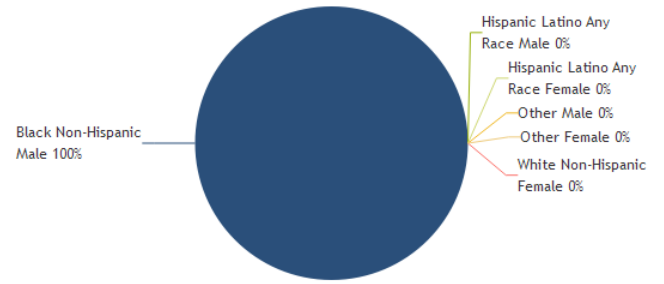
Firearm Display



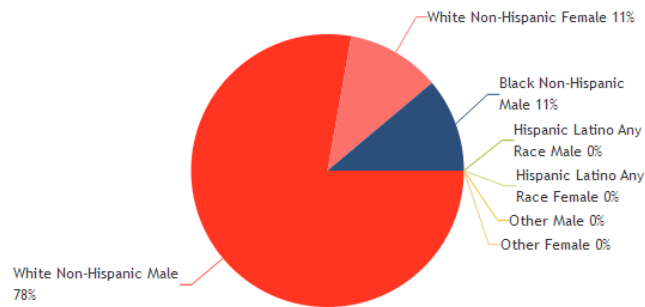
ECW Discharge



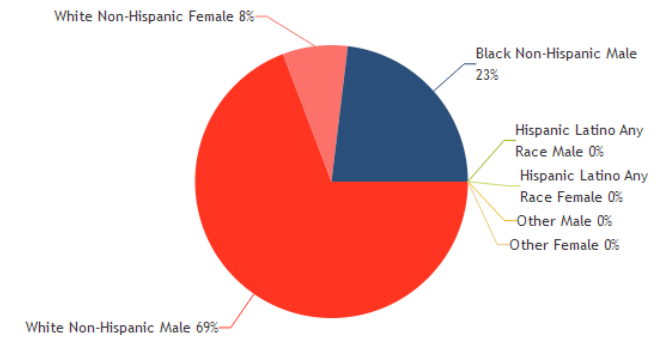
Chemical/OC



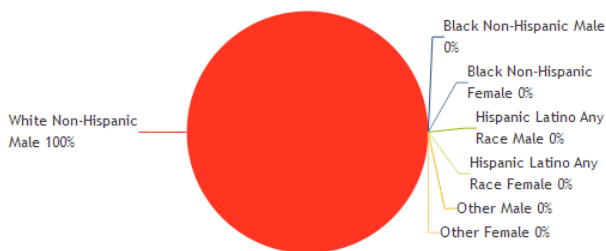
Weaponless



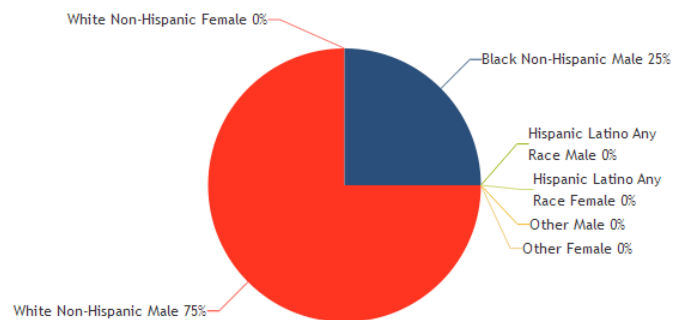
Total Uses of Force



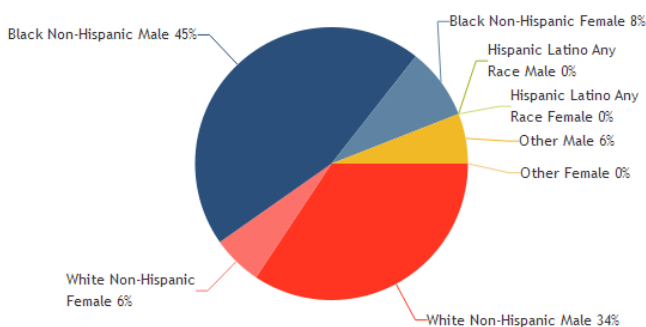
Total Number of Incidents Resulting in Officer Injury or Death



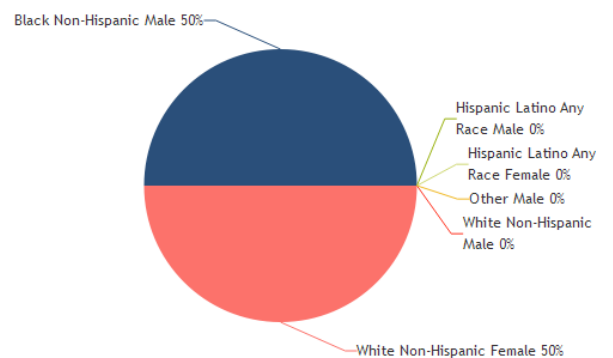
Total Use of Force Arrests



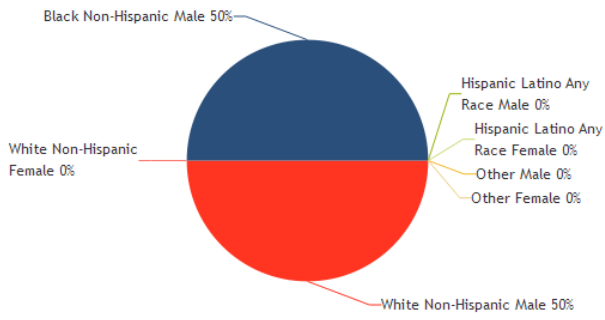
Total Agency Custodial Arrests



Total Use of Force Complaints



Total Number of Suspects Receiving Non-Fatal Injuries



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Grievances

Year 1 Data Collection Period: 1/1/2020-11/30/2020

Year 2 Data Collection Period: 1/1/2021-12/31/2021

Year 3 Data Collection Period: 1/2/2022-1/1/2023

Year 4 Data Collection Period: 1/2/2022-1/1/2023

Grievances	Year 1	Year 2	Year 3	Year 4
Number	0	6	2	2

Personnel Actions

Year 1 Data Collection Period: 1/1/2020-12/31/2020

Year 2 Data Collection Period: 1/1/2021-12/31/2021

Year 3 Data Collection Period: 1/1/2022-12/31/2022

Year 4 Data Collection Period: 1/1/2022-12/31/2022

	Year 1	Year 2	Year 3	Year 4
Suspension	0	0	0	
Demotion	0	0	0	
Resign In Lieu of Termination	0	0	4	4
Termination	0	0	0	
Other	0	0	4	4
Total	0	0	8	8
Commendations				

Complaints and Internal Affairs - Reaccreditation Year 4

Data Collection Period: 1/1/2020 - 12/31/2022

	Year 1	Year 2	Year 3	Year 4
External/Citizen Complaint				
Citizen Complaint	9	9	8	8
Sustained	1	0	2	2
Not Sustained	0	2	1	1
Unfounded	0	0	5	5
Exonerated	8	7	0	0
Internal/Directed Complaint				
Directed Complaint	1	5	5	5
Sustained	0	3	5	5
Not Sustained	0	2	0	0
Unfounded	0	0	0	0
Exonerated	1	0	0	0

Calls For Service / Crime Data - Reaccreditation Year 4

Data Collection Period: 1/1/2020 - 1/1/2023

	Year 1	Year 2	Year 3	Year 4
Calls for Service				
Calls for Service	59758	61669	55147	55147
Crime Data				
Murder	1	0	0	0
Forcible Rape	3	3	1	1
Robbery	2	2	1	1
Aggravated Assault	5	4	1	1
Burglary	44	28	49	49
Larceny-Theft	154	127	219	219
Motor Vehicle Theft	5	6	10	10
Arson	1	1	0	0

Motor Vehicle Pursuit

Year 1 Data Collection Period: 1/1/2020-12/31/2020

Year 2 Data Collection Period: 1/1/2021-12/31/2021

Year 3 Data Collection Period: 1/2/2022-12/31/2022

Year 4 Data Collection Period: 1/2/2022-12/31/2022

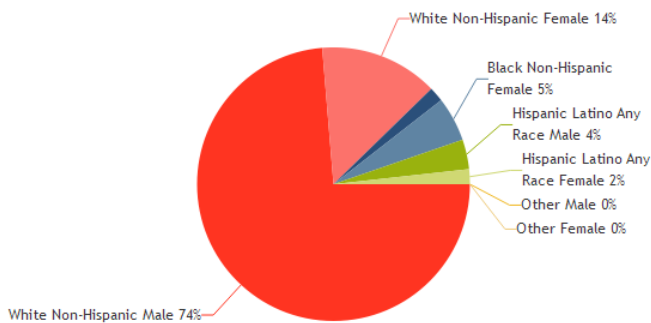
	Year 1	Year 2	Year 3	Year 4
Pursuits				
Total Pursuits	1	0	1	1
Forcible stopping techniques used	0	0	0	0
Terminated by Agency	1	0	0	0
Policy Compliant	0	0	1	1
Policy Non-Compliant	1	0	0	0
Collisions				
Injuries				
Total Collisions	0	0	0	0
Officer	0	0	0	0
Suspect	0	0	0	0
ThirdParty	0	0	0	0
Reason Initiated				
Traffic	0	0	0	0
Felony	0	0	0	0
Misdemeanor	0	0	0	0

Agency Breakdown Report - Reaccreditation Year 1

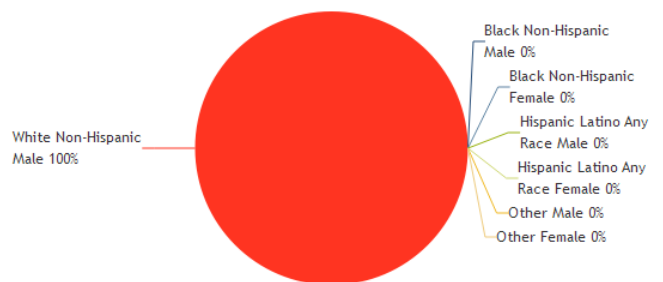
Data Collection Period: 1/1/2020 - 12/31/2020

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	1	0	0	0	0	0	0	0	1
Command	2	0	0	0	0	0	0	0	2
Supervisory Positions	14	0	1	1	1	0	0	0	17
Non-Supervisory Positions	25	8	0	2	1	1	0	0	37
Sub Total									57
Non Sworn Personnel									
Executive	0	0	0	0	0	0	0	0	0
Managerial	1	1	0	1	0	0	0	0	3
Supervisory Positions	0	1	0	0	0	0	0	0	1
Non-Supervisory Positions	6	4	0	2	0	0	0	0	12
Sub Total									16
Total									73

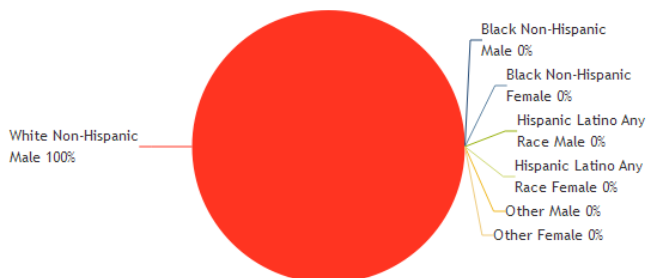
Total Sworn Personnel



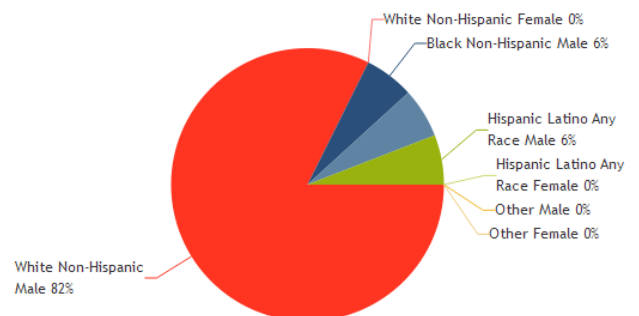
Sworn Personnel: Executive



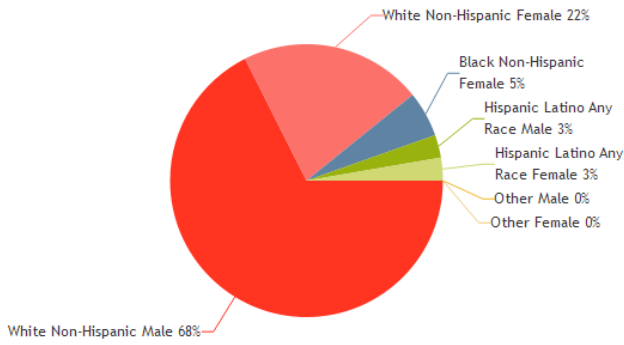
Sworn Personnel: Command



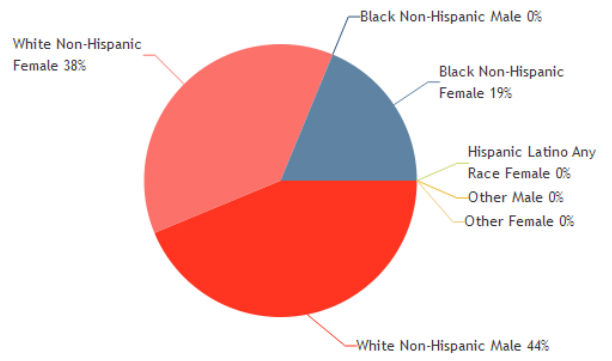
Sworn Personnel: Supervisory Positions



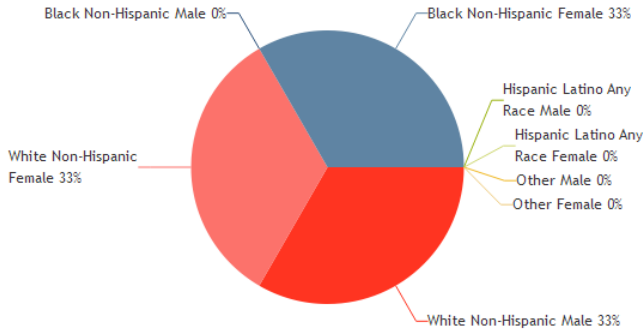
Sworn Personnel: Non-Supervisory Positions



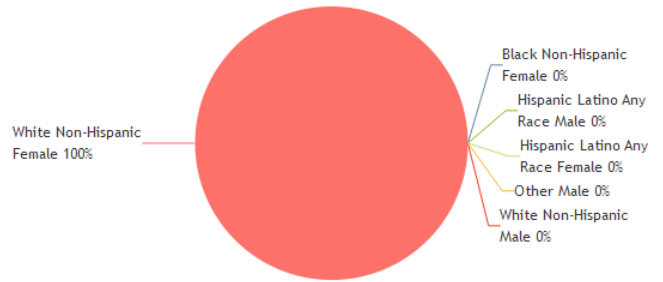
Total Non-Sworn Personnel



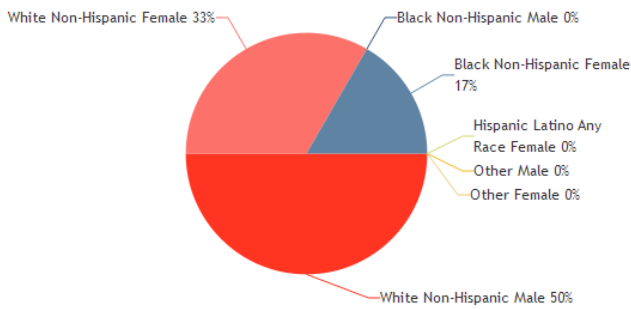
Non-Sworn Personnel: Managerial



Non-Sworn Personnel: Supervisory Positions



Non-Sworn Personnel: Non-Supervisory Positions



Legend

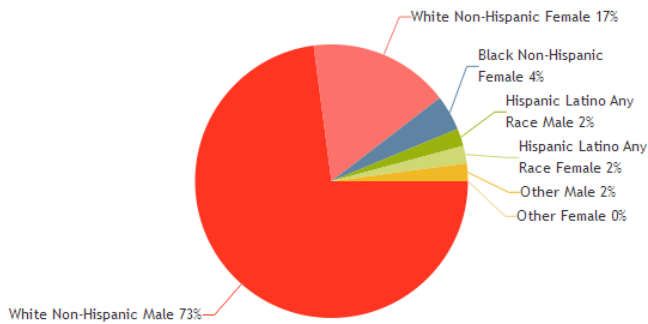
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Agency Breakdown Report - Reaccreditation Year 2

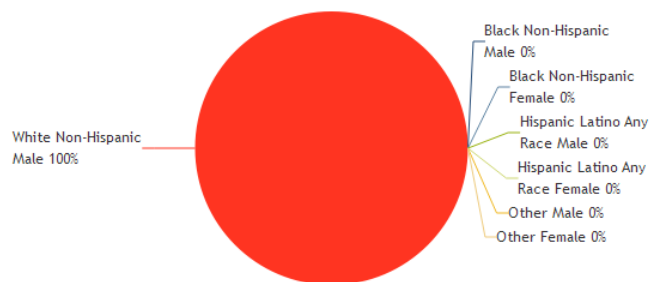
Data Collection Period: 1/1/2021 - 12/31/2021

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	1	0	0	0	0	0	0	0	1
Command	2	0	0	0	0	0	0	0	2
Supervisory Positions	14	1	0	0	0	0	0	0	15
Non-Supervisory Positions	18	7	0	2	1	1	1	0	30
Sub Total									48
Non Sworn Personnel									
Executive	0	0	0	0	0	0	0	0	0
Managerial	1	1	0	1	0	0	0	0	3
Supervisory Positions	0	1	0	0	0	0	0	0	1
Non-Supervisory Positions	7	4	0	0	1	0	0	0	12
Sub Total									16
Total									64

Total Sworn Personnel



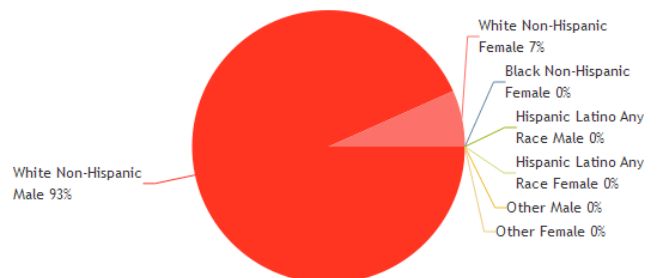
Sworn Personnel: Executive



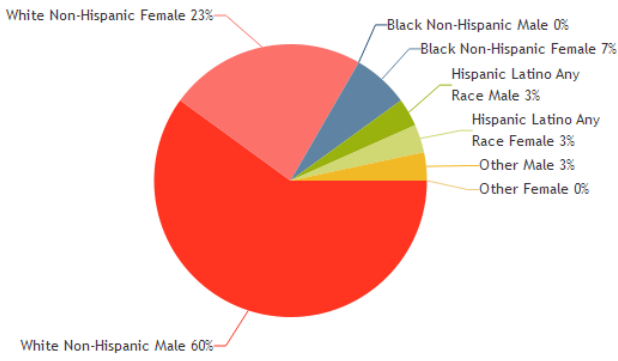
Sworn Personnel: Command



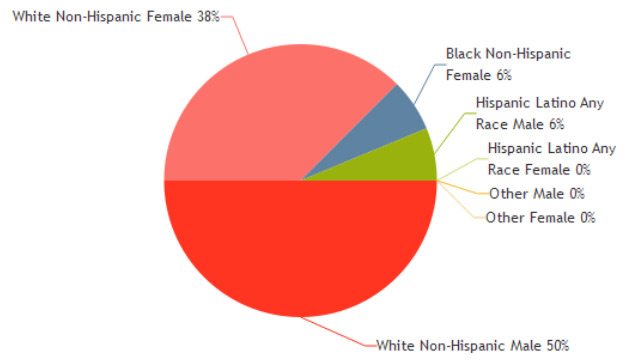
Sworn Personnel: Supervisory Positions



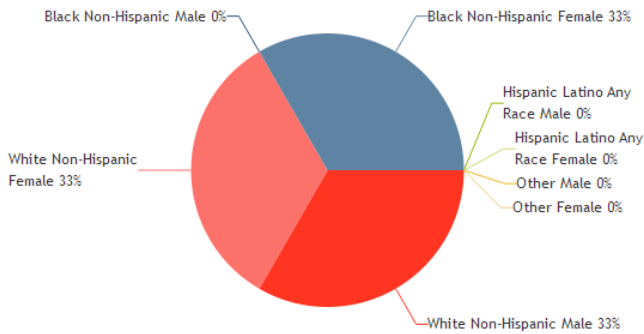
Sworn Personnel: Non-Supervisory Positions



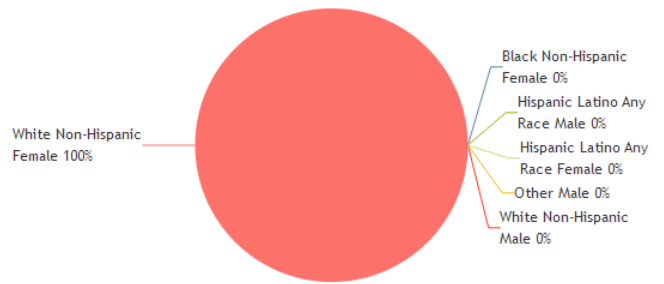
Total Non-Sworn Personnel



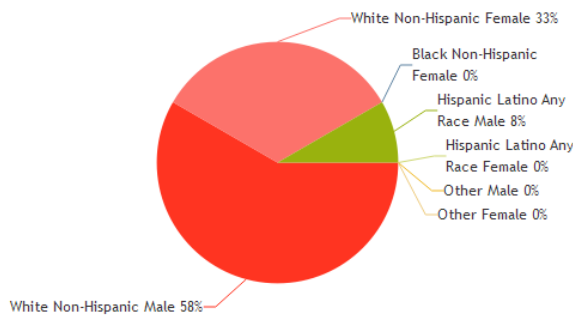
Non-Sworn Personnel: Managerial



Non-Sworn Personnel: Supervisory Positions



Non-Sworn Personnel: Non-Supervisory Positions



Legend

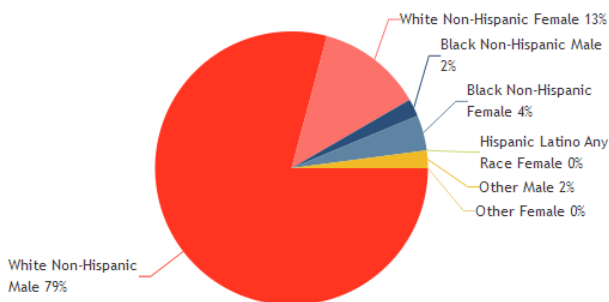
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Agency Breakdown Report - Reaccreditation Year 3

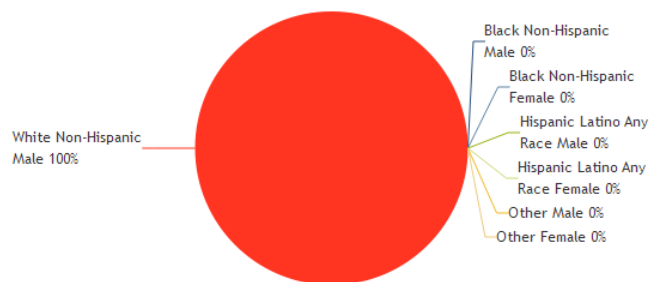
Data Collection Period: 1/1/2022 - 12/31/2022

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	1	0	0	0	0	0	0	0	1
Command	2	0	0	0	0	0	0	0	2
Supervisory Positions	11	0	0	0	0	0	0	0	11
Non-Supervisory Positions	24	6	1	2	0	0	1	0	34
Sub Total									48
Non Sworn Personnel									
Executive	0	0	0	0	0	0	0	0	0
Managerial	3	1	0	1	0	0	0	0	5
Supervisory Positions	0	1	0	0	0	0	0	0	1
Non-Supervisory Positions	5	4	0	0	0	0	0	0	9
Sub Total									15
Total									63

Total Sworn Personnel



Sworn Personnel: Executive



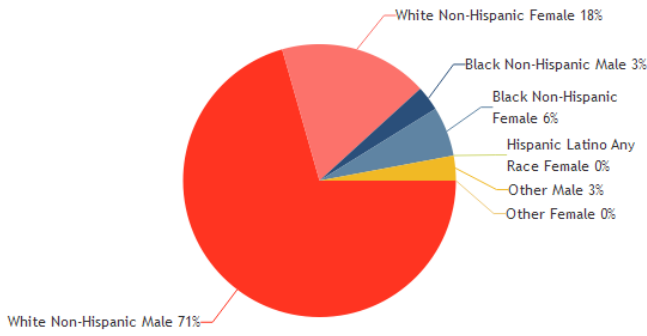
Sworn Personnel: Command



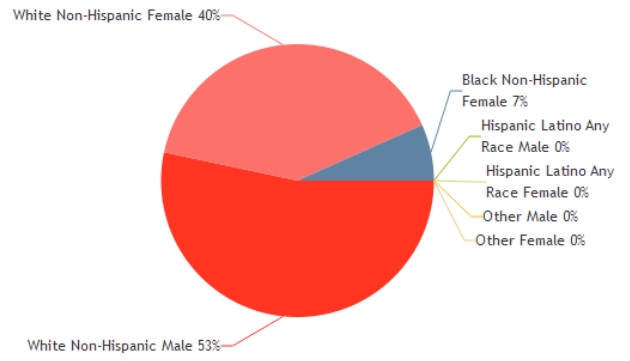
Sworn Personnel: Supervisory Positions



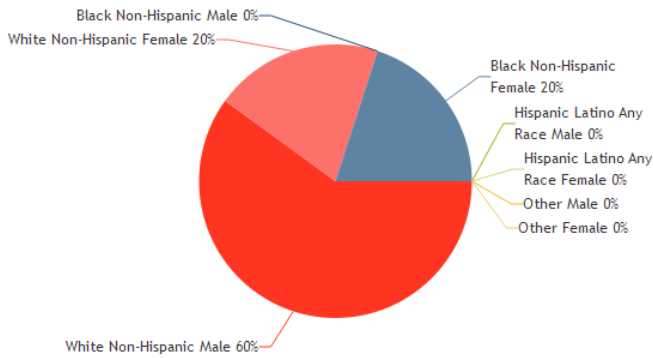
Sworn Personnel: Non-Supervisory Positions



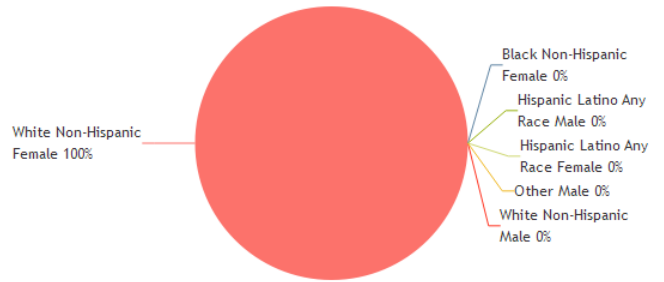
Total Non-Sworn Personnel



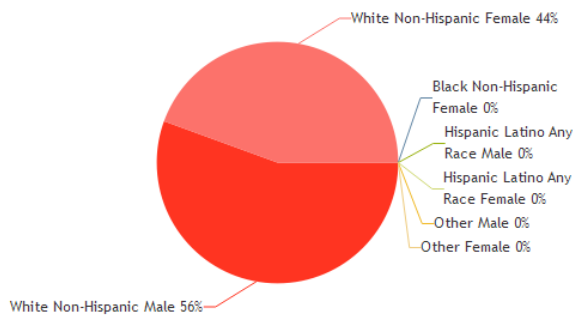
Non-Sworn Personnel: Managerial



Non-Sworn Personnel: Supervisory Positions



Non-Sworn Personnel: Non-Supervisory Positions



Legend

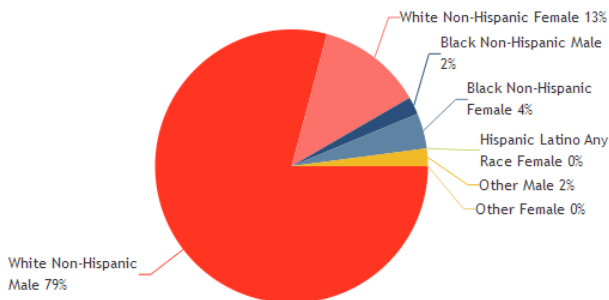
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Agency Breakdown Report - Reaccreditation Year 4

Data Collection Period: 1/1/2022 - 12/31/2022

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	1	0	0	0	0	0	0	0	1
Command	2	0	0	0	0	0	0	0	2
Supervisory Positions	11	0	0	0	0	0	0	0	11
Non-Supervisory Positions	24	6	1	2	0	0	1	0	34
Sub Total									48
Non Sworn Personnel									
Executive	0	0	0	0	0	0	0	0	0
Managerial	3	1	0	1	0	0	0	0	5
Supervisory Positions	0	1	0	0	0	0	0	0	1
Non-Supervisory Positions	5	4	0	0	0	0	0	0	9
Sub Total									15
Total									63

Total Sworn Personnel



Sworn Personnel: Executive



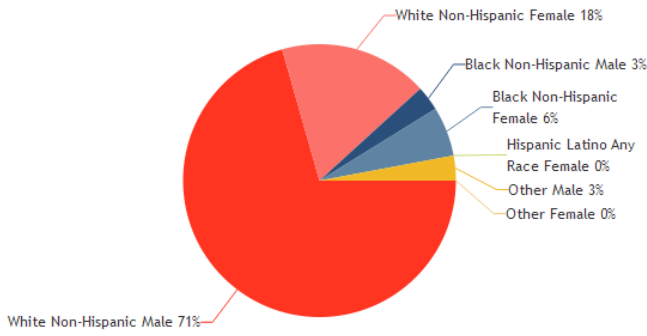
Sworn Personnel: Command



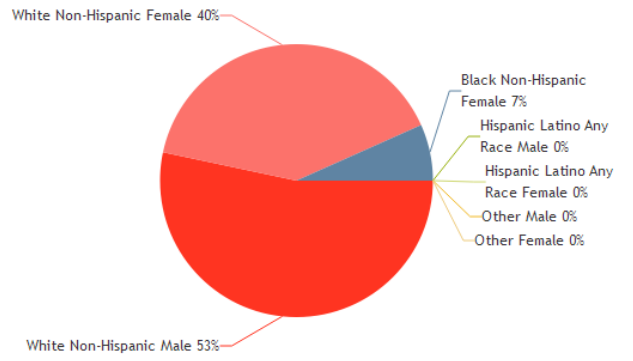
Sworn Personnel: Supervisory Positions



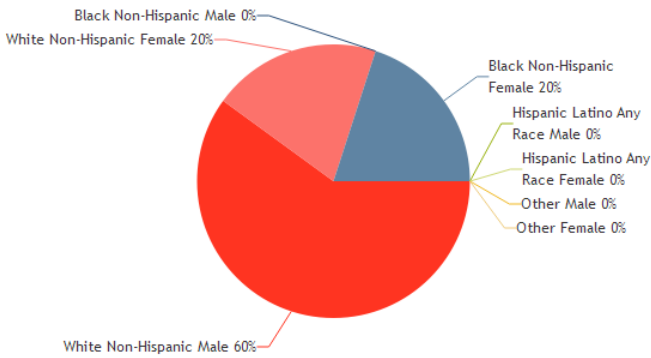
Sworn Personnel: Non-Supervisory Positions



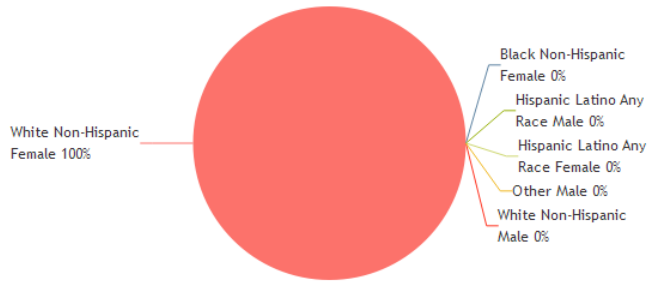
Total Non-Sworn Personnel



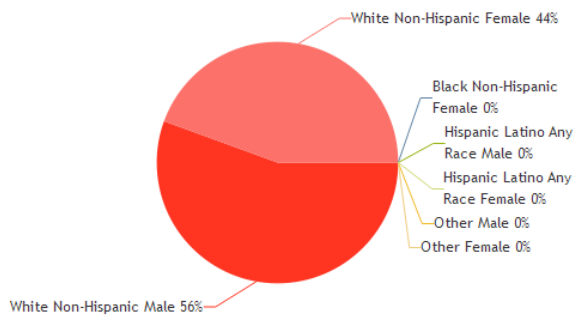
Non-Sworn Personnel: Managerial



Non-Sworn Personnel: Supervisory Positions



Non-Sworn Personnel: Non-Supervisory Positions



Legend

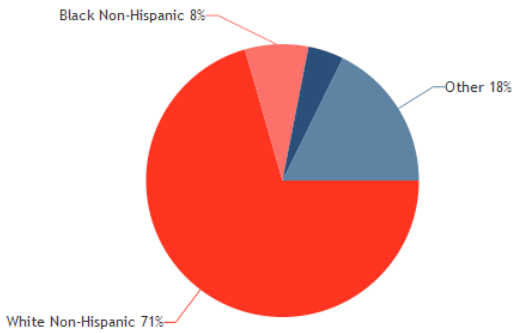
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Agency Demographics Report - Reaccreditation Year 1

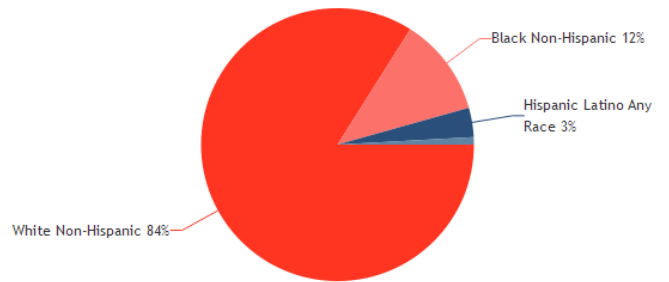
Data Collection Period: 1/1/2020 - 12/31/2020

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	29890	71%	7300	84 %	49	92%	8	15%	46	85%	8	15%
Black Non-Hispanic	3180	8%	1017	12 %	2	4%	2	4%	5	9%	3	6%
Hispanic Latino Any Race	1789	4%	302	3 %	2	4%	1	2%	3	6%	1	2%
Other	7502	18%	76	1 %	0	0%	0	0%	0	0%	0	0%
Total	42361		8695		53		11		54		12	

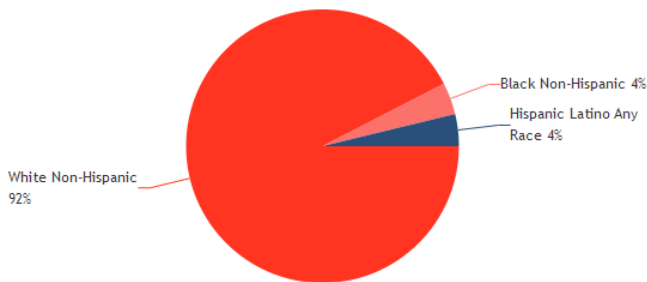
Service Population



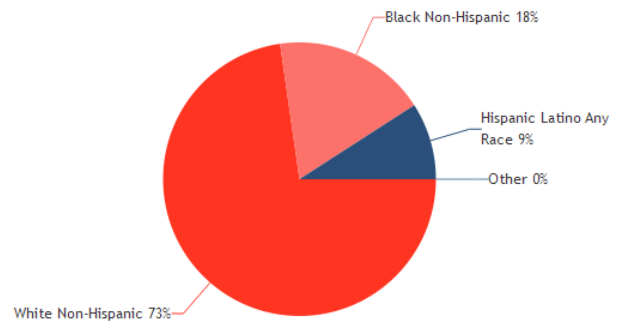
Available Workforce



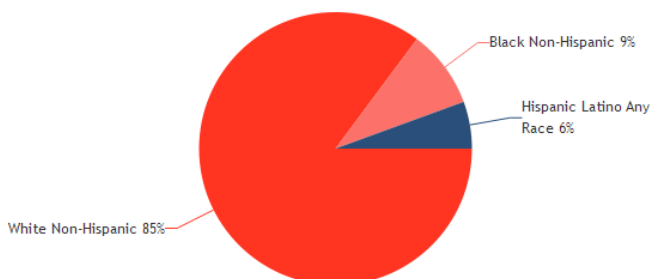
Current Sworn Officers



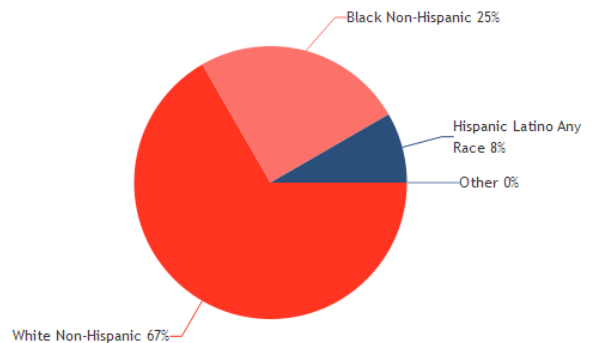
Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers

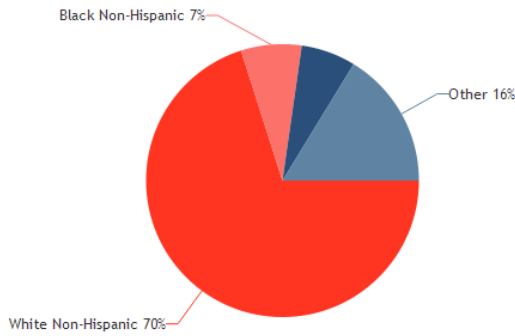


Agency Demographics Report - Reaccreditation Year 2

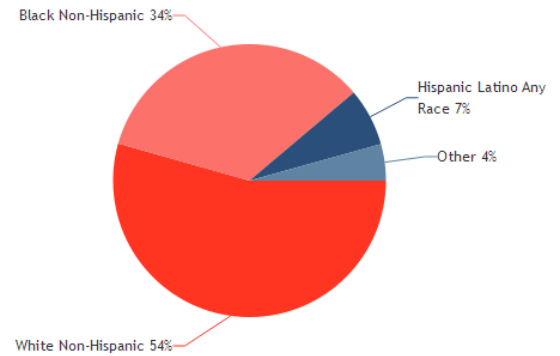
Data Collection Period: 1/1/2021 - 12/31/2021

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	22966	70%	4285	54 %	34	94%	8	22%	49	92%	8	15%
Black Non-Hispanic	2354	7%	2715	34 %	0	0%	2	6%	2	4%	2	4%
Hispanic Latino Any Race	2121	6%	540	7 %	1	3%	1	3%	2	4%	1	2%
Other	5330	16%	340	4 %	1	3%	0	0%	0	0%	0	0%
Total	32771		7880		36		11		53		11	

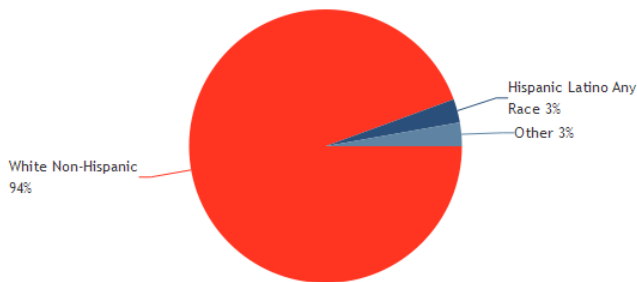
Service Population



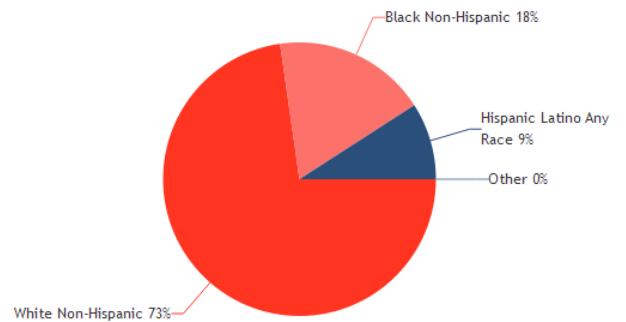
Available Workforce



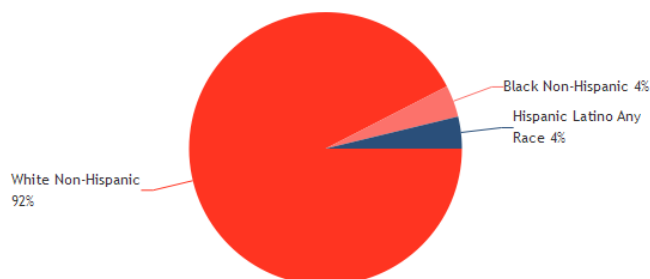
Current Sworn Officers



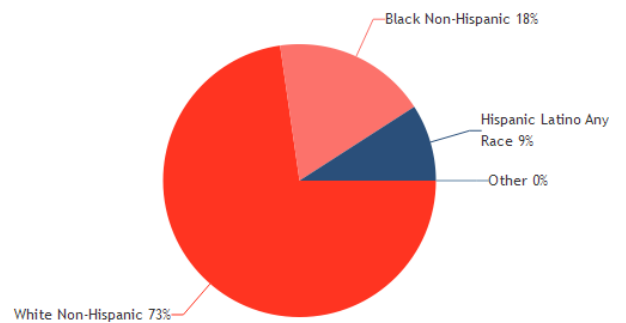
Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers

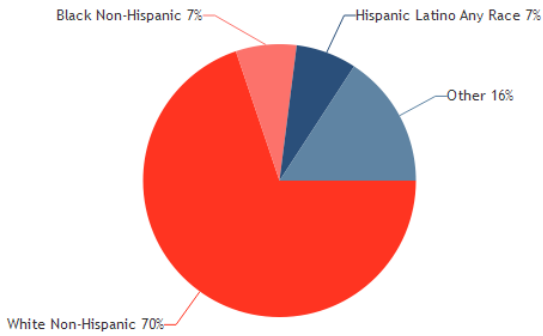


Agency Demographics Report - Reaccreditation Year 3

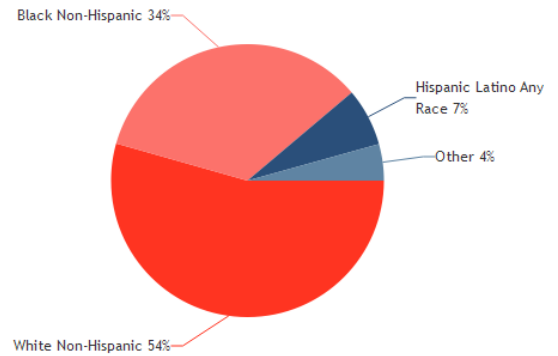
Data Collection Period: 1/1/2022 - 12/31/2022

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	23282	70%	4285	54 %	44	92%	6	12%	34	94%	8	22%
Black Non-Hispanic	2399	7%	2715	34 %	3	6%	2	4%	0	0%	2	6%
Hispanic Latino Any Race	2398	7%	540	7 %	0	0%	0	0%	1	3%	1	3%
Other	5265	16%	340	4 %	1	2%	0	0%	1	3%	0	0%
Total	33344		7880		48		8		36		11	

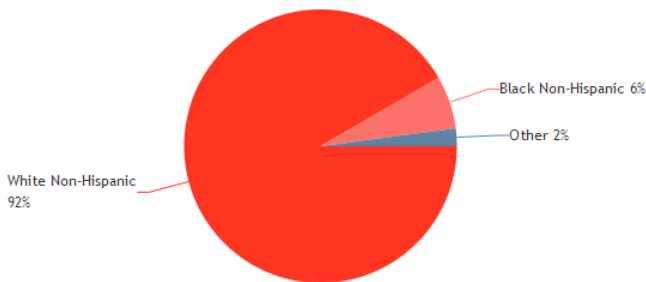
Service Population



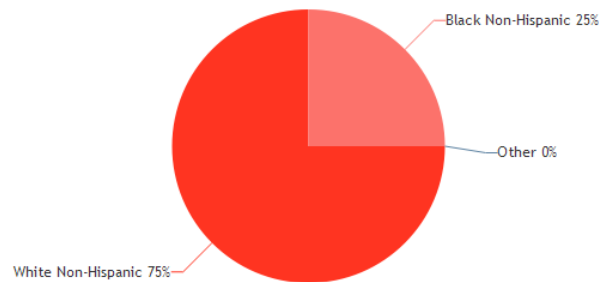
Available Workforce



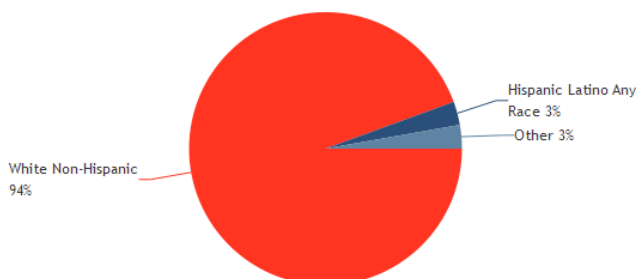
Current Sworn Officers



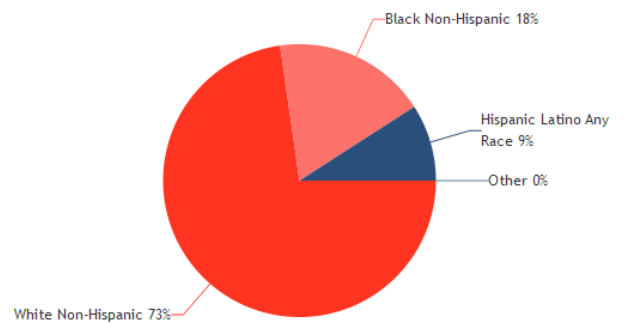
Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers

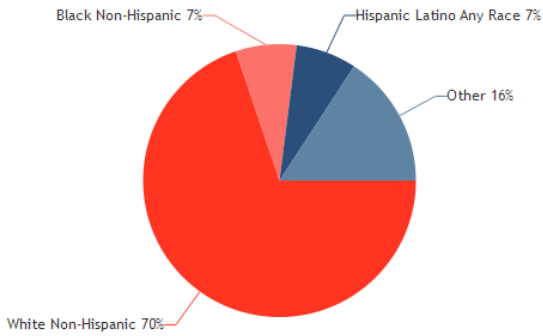


Agency Demographics Report - Reaccreditation Year 4

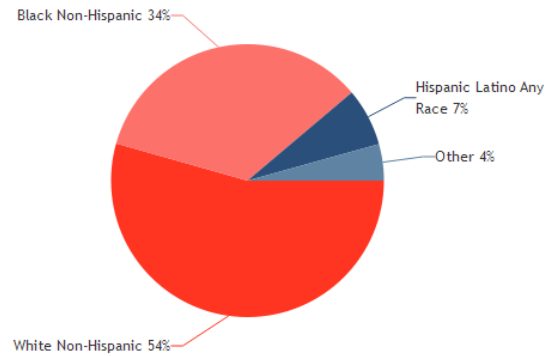
Data Collection Period: 1/1/2023 - 12/31/2023

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	23282	70%	4285	54 %	38	95%	6	15%	44	92%	6	12%
Black Non-Hispanic	2399	7%	2715	34 %	1	2%	2	5%	3	6%	2	4%
Hispanic Latino Any Race	2398	7%	540	7 %	0	0%	0	0%	0	0%	0	0%
Other	5265	16%	340	4 %	1	2%	0	0%	1	2%	0	0%
Total	33344		7880		40		8		48		8	

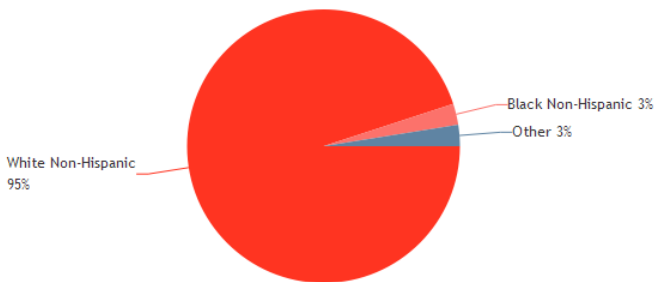
Service Population



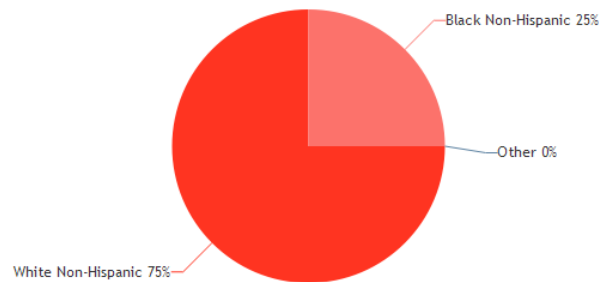
Available Workforce



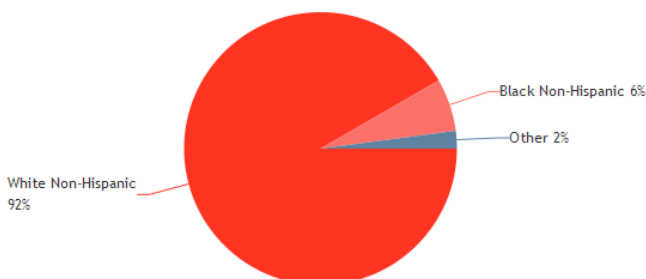
Current Sworn Officers



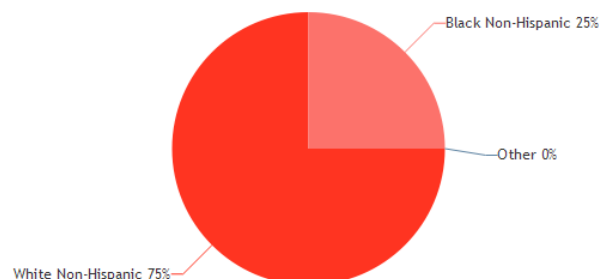
Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers



Sworn Officer Selection - Reaccreditation Year 1

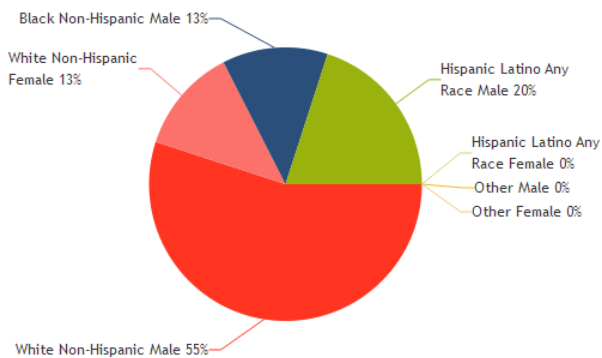
Data Collection Period: 1/1/2020 - 12/31/2020

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	22	5	5	0	8	0	0	0	40
Applicants Hired	3	1	0	0	0	0	0	0	4
Percent Hired	14%	20%	0%	%	0%	%	%	%	N/A
Percent of Workforce Population	8%		0%		0%		0%		N/A

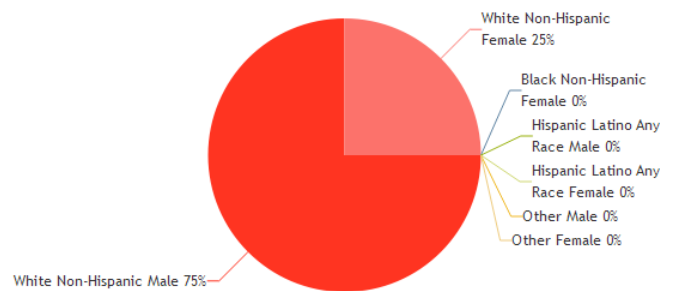
Reaccreditation Year 1 Notes:

Zero listed under the other category due to 20 applications received elected not to disclose gender or race/ethnicity.

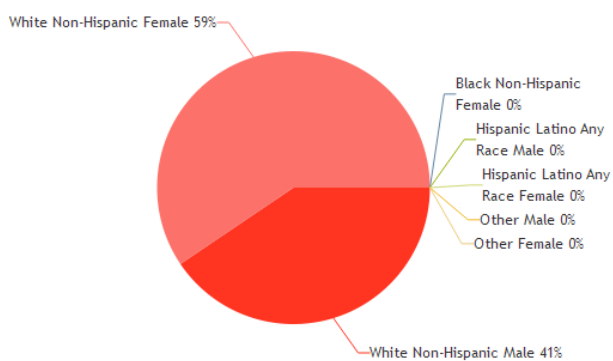
Applications Received



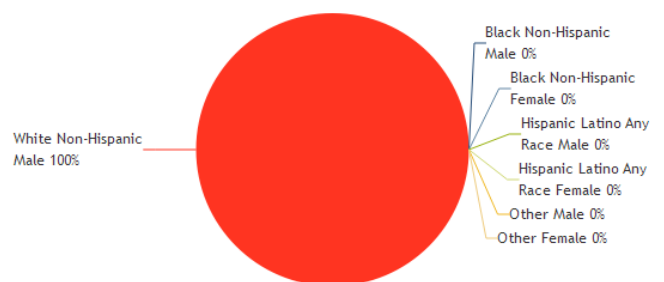
Applicants Hired



Percent Hired



Percent of Workforce Population



Legend

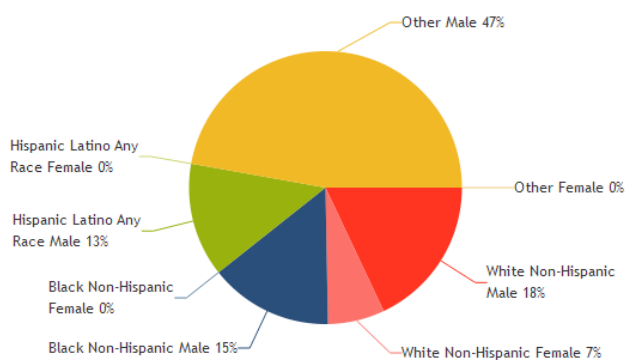
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Selection - Reaccreditation Year 2

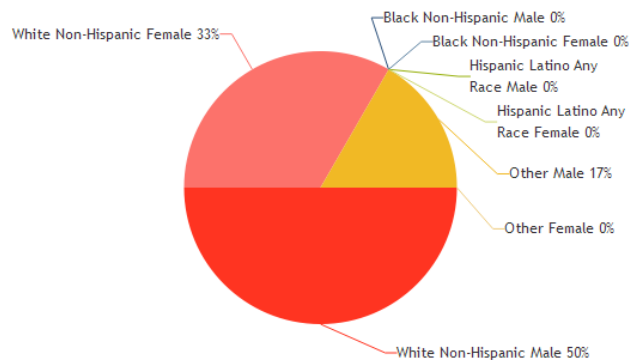
Data Collection Period: 1/1/2021 - 12/31/2021

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	16	6	13	0	12	0	42	0	89
Applicants Hired	3	2	0	0	0	0	1	0	6
Percent Hired	19%	33%	0%	%	0%	%	2%	%	N/A
Percent of Workforce Population	14%		0%		0%		3%		N/A

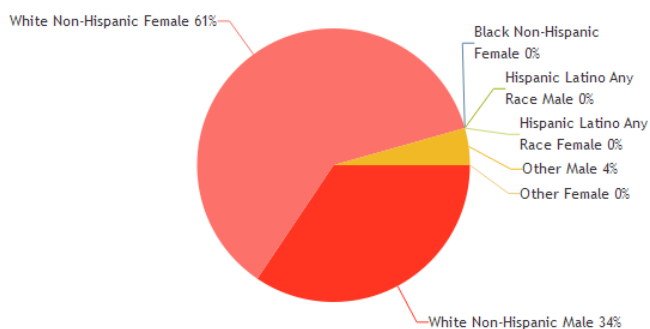
Applications Received



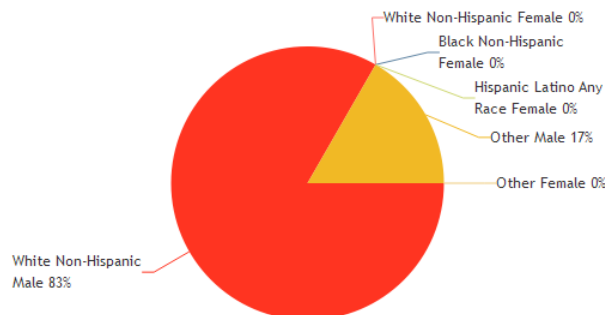
Applicants Hired



Percent Hired



Percent of Workforce Population



Legend

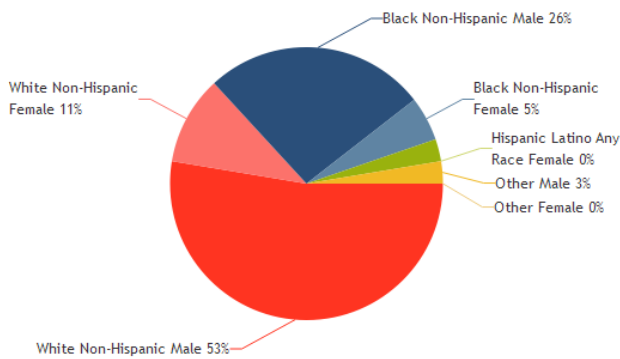
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Selection - Reaccreditation Year 3

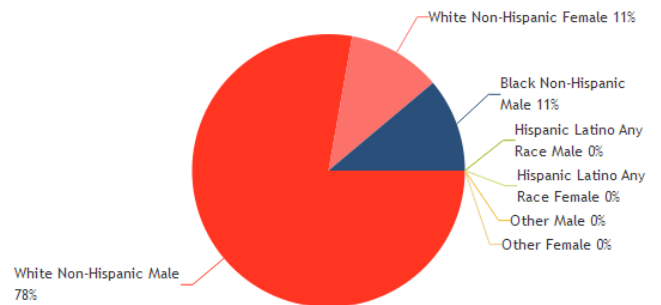
Data Collection Period: 1/2/2022 - 1/1/2022

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	20	4	10	2	1	0	1	0	38
Applicants Hired	7	1	1	0	0	0	0	0	9
Percent Hired	35%	25%	10%	0%	0%	%	0%	%	N/A
Percent of Workforce Population	17%		2%		0%		0%		N/A

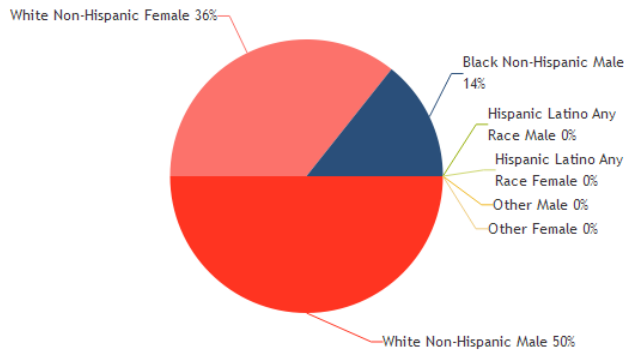
Applications Received



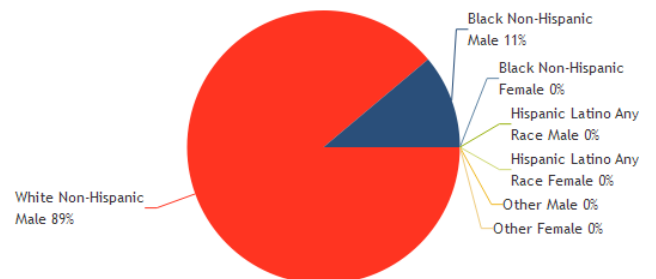
Applicants Hired



Percent Hired



Percent of Workforce Population



Legend

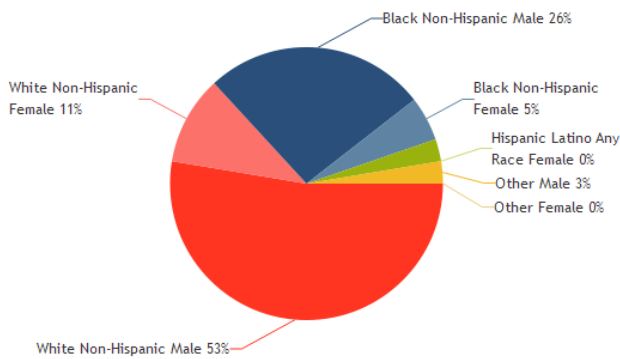
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Selection - Reaccreditation Year 4

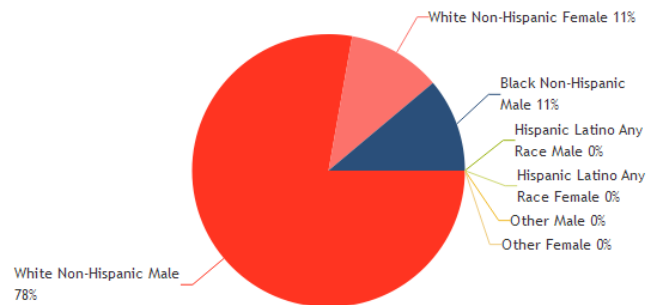
Data Collection Period: 1/2/2022 - 1/1/2022

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	20	4	10	2	1	0	1	0	38
Applicants Hired	7	1	1	0	0	0	0	0	9
Percent Hired	35%	25%	10%	0%	0%	%	0%	%	N/A
Percent of Workforce Population	20%		3%		0%		0%		N/A

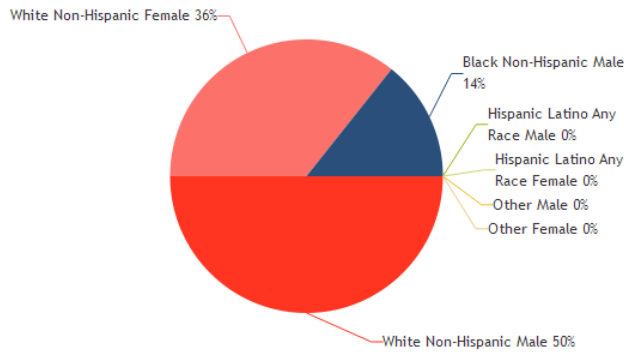
Applications Received



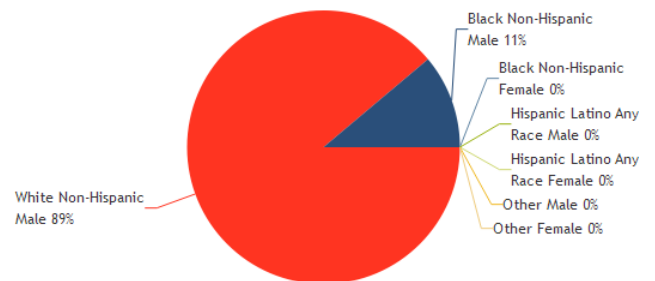
Applicants Hired



Percent Hired



Percent of Workforce Population



Legend

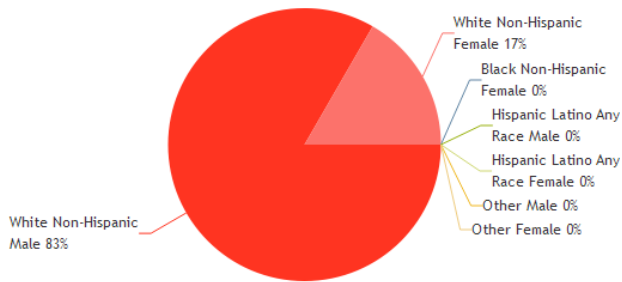
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Promotions - Reaccreditation Year 1

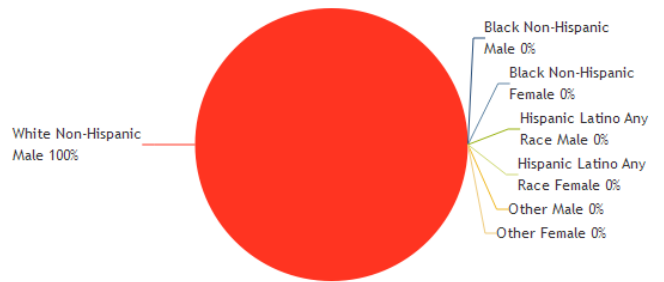
Data Collection Period: 1/1/2020 - 12/31/2020

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	5	1	0	0	0	0	0	0	6
Eligible After Testing	5	0	0	0	0	0	0	0	5
Promoted	2	0	0	0	0	0	0	0	2
Percent Promoted	40 %	0 %	%	%	%	%	%	%	N/A

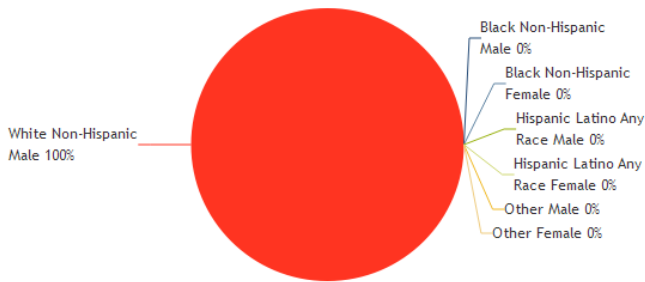
Tested



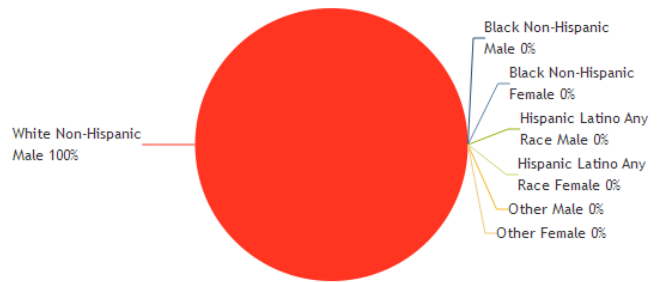
Eligible After Testing



Promoted



Percent Promoted



Legend

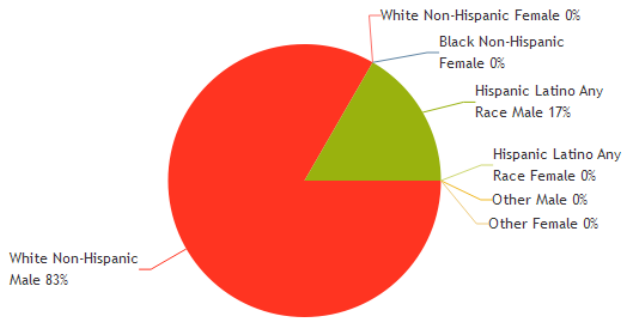
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Promotions - Reaccreditation Year 2

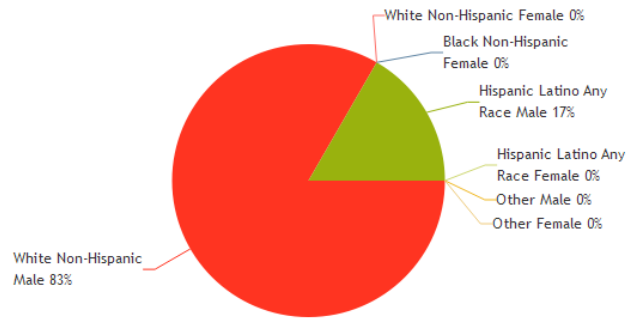
Data Collection Period: 1/1/2021 - 12/31/2021

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	5	0	0	0	1	0	0	0	6
Eligible After Testing	5	0	0	0	1	0	0	0	6
Promoted	2	0	0	0	0	0	0	0	2
Percent Promoted	40 %	%	%	%	0 %	%	%	%	N/A

Tested



Eligible After Testing



Promoted



Percent Promoted



Legend

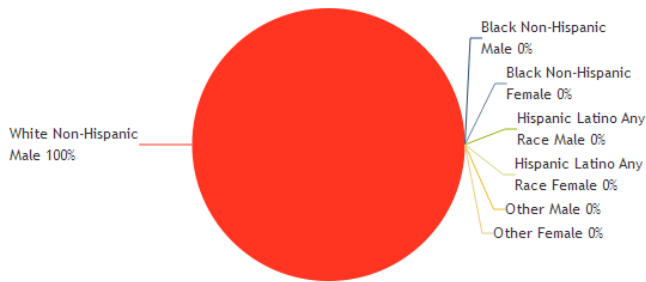
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Promotions - Reaccreditation Year 3

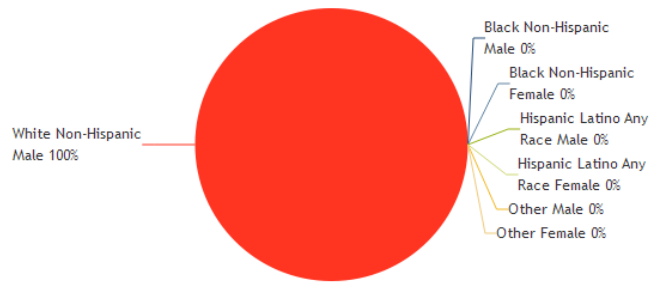
Data Collection Period: 1/1/2022 - 12/31/2022

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	6	0	0	0	0	0	0	0	6
Eligible After Testing	5	0	0	0	0	0	0	0	5
Promoted	1	0	0	0	0	0	0	0	1
Percent Promoted	17 %	%	%	%	%	%	%	%	N/A

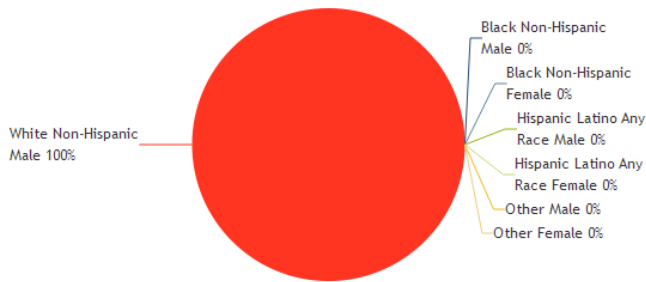
Tested



Eligible After Testing



Promoted



Percent Promoted



Legend

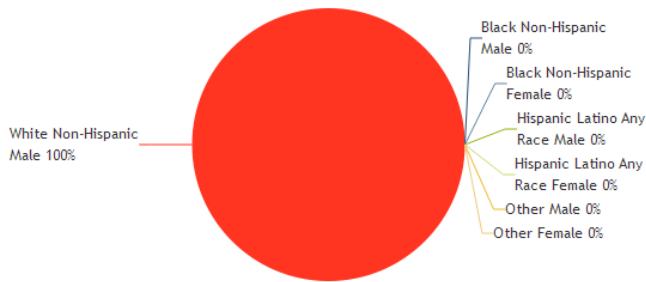
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Promotions - Reaccreditation Year 4

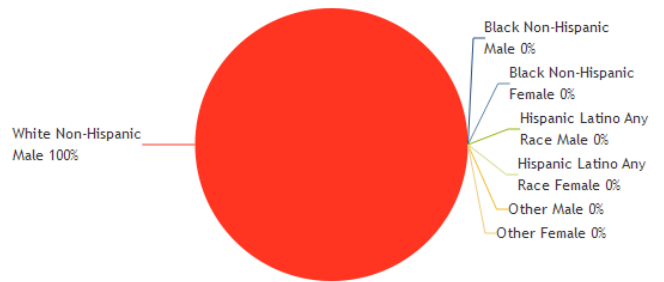
Data Collection Period: 1/1/2022 - 12/31/2022

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	6	0	0	0	0	0	0	0	6
Eligible After Testing	5	0	0	0	0	0	0	0	5
Promoted	1	0	0	0		0	0	0	1
Percent Promoted	17 %	%	%	%	%	%	%	%	N/A

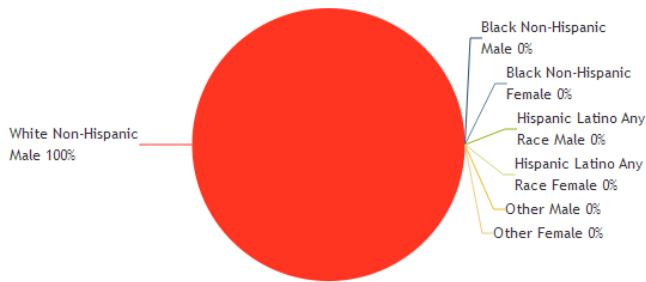
Tested



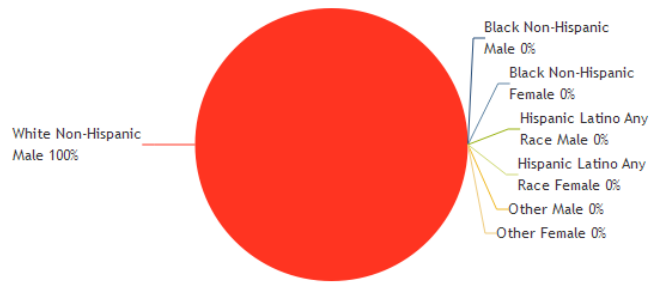
Eligible After Testing



Promoted



Percent Promoted



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

