CALEA®
THE GOLD STANDARD IN PUBLIC SAFETY

13575 Heathcote Boulevard
Suite 320
Gainesville, VA 20155-6693

703-352-4225
www.calea.org

November 19, 2021

Chief Brian L. James
Chief of Police
Greensboro Police Department
Post Office Box 3136
Greensboro, NC 27402-3136

Chief James:

CALEA® Accreditation serves as the *International Gold Standard for Public Safety Agencies*. This correspondence serves to recognize the Greensboro Police Department has been awarded Law Enforcement Accreditation effective November 19, 2021, for the Eleventh time. This award remains in effect for four years and the agency retains all privileges associated with this status during that period.

The process of CALEA Accreditation begins with a rigorous self-assessment, requiring a review of policies, practices, and processes against internationally accepted public safety standards. This is followed with an assessment by independent assessors with significant public safety experience. Additionally, public feedback is received to promote community trust and engagement, and structured interviews are conducted with select agency personnel and others with knowledge to assess the agency's effectiveness and overall service delivery capacities. The decision to accredit is rendered by a governing body of twenty-one Commissioners following a public hearing and review of all reporting documentation.

CALEA Accreditation is a continuous process and serves as the foundation for a successful, well managed, transparent, community-focused public safety agency. To this end, an agency must maintain its accredited status by remaining in compliance with CALEA standards at all times.

CALEA congratulates the Greensboro Police Department for demonstrating a commitment to professional excellence through accreditation. The CALEA Accreditation indices are the *Marks of Professional Excellence* and should be displayed proudly by those that have earned them.

Sincerely,

W. Craig Hartley, Jr.
Executive Director

13575 Heathcote Boulevard
Suite 320
Gainesville, VA 20155-6693

703-352-4225
www.calea.org

November 19, 2021

Again, congratulations on your most recent CALEA Accreditation. As you move into the next four years, we are providing you with your annual, web-based standards assessment dates and site-based assessment date required under the new four-year assessment model used by the Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA®).

The Greensboro Police Department's Law Enforcement Accreditation Year 1, 2, 3 and 4 annual web-based assessments will take place during the following weeks:

Year 1: June 17 - 25, 2022
Year 2: June 16 - 24, 2023
Year 3: June 21 - 29, 2024
Year 4: January 24 - February 1, 2025

The Greensboro Police Department site-based review is scheduled for the week of March 3, 2025.

As a reminder, the agency must remit annual status reports through the CALEA Information Management and Reporting System (CIMRS) to document its progression of continuous organizational improvement for the next three years prior to the agency's award date of July 26th. In the fourth year, an annual status report is not required due to the timing of the annual web-based and site-based standards reviews.

Prior to your agency's first annual compliance review, you will receive an email from CIMRS@calea.org, with your CIMRS access. If your agency has already had an annual compliance review, each user's access to the CIMRS System is still valid and the link for CIMRS is https://accreditation.calea.org. The agency should log into CIMRS and complete and/or update the necessary agency information.

If you should have any questions or need additional information, please contact the CALEA Assessment Team at (703) 352-4225.

Sincerely,

W. Craig Hartley, Jr.
Executive Director

LAW ENFORCEMENT ACCREDITATION

Greensboro (NC) Police Department

Agency

Greensboro (NC) Police Department
100 Police Plaza
Greensboro, NC 27401

Chief Executive Officer

Chief of Police
Brian L. James

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 ResearchForum (PERF)**
- **National Sheriffs Association (NSA)**
- **National Organization of Black Law Enforcement Executives (NOBLE)**

TABLE OF CONTENTS

Executive Summary

Chief Executive Officer Profile

Community Profile

Agency History

Agency Structure and Function

Agency Successes

Future Issues for Agency

First Annual Compliance Service Review

Second Annual Compliance Service Review

Third Annual Compliance Service Review

Fourth Annual Compliance Service Review

Site-Based Assessment Review

Community Feedback and Review

Standards Related Data Tables

EXECUTIVE SUMMARY

Overview:

The Greensboro (NC) Police Department is currently commanded by Brian L. James. 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 Service Review:

CALEA Compliance Services Member(s) Phillip Potter remotely reviewed 80 standards for the agency on 8/15/2018 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.

CALEA Compliance Services Member(s) Nora Ackerley remotely reviewed 79 standards for the agency on 8/15/2019 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.

CALEA Compliance Services Member(s) Portia Swinson remotely reviewed 172 standards for the agency on 8/23/2020 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.

- 4.3.1 – Authorization: Weapons and Ammunition (LE1) (MMMM) – ISSUE: The agency directives in Bullet A and B do not provide the lethal and less lethal weapons and ammunition approved for members of the Department's Special Response Team. The agency directive for Bullet C did not contain the review, inspection and approval required prior to an officer having or using any approved weapons. The agency directive for Bullet E did not include the procedure for maintaining a record on each weapon approved by the agency for official use. AGENCY ACTION NEEDED: It is suggested that at least one of the written directives in the file provide the lethal and less lethal weapons and ammunition approved for members of the Department's Special Response Team; contain the review, inspection and approval required prior to an officer having or using any approved weapons and include the procedure for maintaining a record on each weapon approved by the agency for official use. It is also suggested that future annual proof be provided.

- 4.3.4 – Prerequisite to Carrying Lethal/Less Lethal Weapons (LE1) (MMMM) – ISSUE: The agency directive did not require all agency personnel authorized to carry lethal and less lethal weapons receive all use of force policies and related instruction before authorization to carry a weapon as required by the standard. AGENCY ACTION NEEDED: It is suggested that at least one of the written directives in the file require all agency personnel authorized to carry lethal and less lethal weapons receive all use of force policies and related instruction before authorization to carry a weapon. It is also suggested that future annual proof be provided.

- 26.1.7 – Termination Procedures – ISSUE: The agency directive for Bullet C did not require an employee be provided with a statement of the status of accrued employee benefits after termination. AGENCY ACTION NEEDED: It is suggested that at least one of the written directives in the file require an employee be provided with a statement of the status of accrued employee benefits after termination. It is also suggested that future annual proof be provided.

- 33.5.4 – Accreditation Manager Training – ISSUE: The agency directive did not require agency employees assigned to the position of accreditation manager be responsible for providing appropriate training to other agency personnel assigned to the accreditation process. AGENCY ACTION NEEDED: It is suggested that at least one of the written directives in the file require agency employees assigned to the position of accreditation manager be responsible for providing appropriate training to other agency personnel assigned to the accreditation process. AGENCY ACTION TAKEN: The agency revised Resource Management Division SOP 4.0 Accreditation Section Functions and Responsibilities, to require agency employees assigned to the position of accreditation manager be responsible for providing appropriate training to other agency personnel assigned to the accreditation process. It is

recommended that this standard be reviewed again in future assessments to verify continued compliance.

- 4.3.5 – Firearms Range (MMMM) – ISSUE: The agency directive for Bullet did not require that range supervisory personnel training include emergency medical response training for firearms instructors. The ageny directive for Bullet G did not contain the range regulations regarding the storage of ammunition and weapons. AGENCY ACTION NEEDED: It is suggested that at least one of the written directives in the file contain the requirement that range supervisory personnel training include emergency medical response training for firearms instructors and contain the range regulations regarding the storage of ammunition and weapons. It is also suggested that future annual proof be provided.

- 11.3.4 – Police Action Death Investigations – ISSUE: The agency directive for Bullet D did not include providing a public information plan to include all involved organizations. The agency directive for Bullets F did not require awareness training for all personnel potentially impacted. AGENCY ACTION NEEDED: It is suggested that at least one of the written directives in the file include providing a public information plan to include all involved organizations and require awareness training for all personnel potentially impacted. It is also suggested that annual proof of compliance be provided.

CALEA Compliance Services Member(s) Danny Messimer remotely reviewed 102 standards for the agency on 5/4/2021 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.

- 4.2.4 – Analyze Reports* (LE1) (MMMM) – ISSUE: - The agency's analysis did not contain the age of suspects in the analysis for Y3 and Y4 of the assessment period. AGENCY ACTION NEEDED: - It is recommended that the agency include the required information in their use of force analysis. AGENCY ACTION TAKEN: The agency discovered that IA-PRO was not tracking the age of the suspects in use of force incidents. An upgrade was conducted in mid-2020 and will record the information going forward. The information will be in the 2021 analysis. It is recommended that this standard be reviewed in the next assessment to ensure continued compliance.

- 31.5.5 – Use of Results – ISSUE: - The agency's written directive did not state nor imply that the polygraph examination would be used as the single determinant of employment status. The agency's directive stated that the polygraph exam is one component of the selection process. AGENCY ACTION NEEDED: - It is recommended that the agency revise their directive to clearly state that the polygraph would not be a single determinant of employment status. AGENCY ACTION TAKEN: During the Y4 assessment period, the agency revised their directive to clearly state that the polygraph would not be a single determinant of employment status. It is recommended that this standard be reviewed in the next assessment year to ensure continued compliance.

Site-Based Assessment Review:

From 6/7/2021 to 6/9/2021, Chief Tim Fitch (Ret.) St. Louis County (MO) PD & Lt. Andrew Spiess (Ret.) Virginia Beach (VA) PD visited the agency following a consultation with the chief executive officer regarding critical issues impacting the organization since the last assessment. These issues were identified as:

- USE OF FORCE - GPD has implemented a body worn camera program to assist in complaint and use of force investigations. Body camera footage, of any type, requires the approval of a judge to be released to the public. The agency will allow persons captured in the video to review the video (under agency supervision) but cannot release/provide copy without the judge’s approval.

  GPD is currently teaching the Police Executive Research Forum (PERF) Integrating Communication Assessment Tactics Training (ICAT) in the academy and in-service training (de-escalation techniques).

  As a result of civil unrest over the last year, the agency is currently working on expanding its Special Events Team (mobile tactics), which has increased from 90 officers to 130 over the last year.

- TRAINING & CAREER DEVELOPMENT - Many agencies claim to have a Career Development Program, but few implement it as GPD does. GPD allows officers to "shadow" other agency units for 30 days (with extensions

allowed) to determine if they would be a good fit for that particular unit. Sometimes officers find they had unrealistic expectations for the unit they selected and decide to go in a different direction. This program also allows the agency to see which officers may made for a good fit for future vacancies in a particular unit.

The agency requires police trainees to return to the Training Division for one week at week seven of their 14-week field training program. This allows for the trainee to receive corrective training measures if necessary, as well as updates to Constitutional law, juvenile law and other matters.

- RECRUITMENT & SELECTION - The GPD has employed an innovative recruiting tool. They pre-hire select trainees while they await the start of the next academy session. Since there are only two academy sessions per year, there can be a lengthy lag time from when the applicant has been completely processed and approved to attend the academy. Many recruits today are older, starting a second career with families and/or have just completed military service. This pre-hire program gets them on the payroll as soon as they have completed the application process and their employment continues into and through the academy. During their pre-hire, they work in various units in the agency, learning many aspects of their future career.

  The agency has streamlined its application process and is able to process applicants from start to finish in an average of six weeks. Most agencies take many months to process. GPD is re-employing retired officers to conduct background checks on applicants.

  The agency has produced several recruiting videos using their own officers to describe why they selected GPD over other agencies.

  The agency is forward-thinking when it comes to the psychological well-being of their officers. A psychological exam is provided in the hiring process, which is not unique to most agencies. However, after one-year of service, the GPD requires a re-visit to the psychologist for an evaluation and again in five-year increments.

- CRIME PREVENTION & COMMUNITY INVOLVEMENT - GPD has a civilian Community Engagement Director who oversees all community outreach programs and mission is “to build and foster positive police-community relations through communication, education, programs, partnerships, and referrals to resources based on community need.” As part of this initiative the department has hired a Community Resource Coordinator to address the root causes of violent crime.

  The Office of Community Engagement also has its own civilian graphic designer to assist officers in providing professional printed material for presentations to help the agency create a professional image/brand.

  GPD liaisons with numerous boards and commissions, having members on the Juvenile Crime Prevention Council, United Way, Special Olympics and Police Foundation as well as keeping in contact with and providing educational classes and materials to local and state elected officials.

  The GPD Behavioral Health Response Team (BHRT) is a new program started in January of this year. The BHRT's primary goal is to secure resources and provide transitional support to crisis-impacted citizens. The program pairs a Crisis Intervention Team certified officer with a civilian clinician.

  GPD provides officers to fourteen public housing areas with its Neighborhood Response Unit. The unit provides the location a full range of law enforcement activities, from traffic prevention, violent crime and drug suppression/enforcement to community engagement.

During the Site-Based Assessment Review, the assessment team conducted 62 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

Brian L. James

Career Highlights
• February 2020 – Present: Chief of Police
• May 2015 – February 2020: Deputy Chief of Police
• September 2009 – May 2015: Captain
• September 2004 – March 2009: Lieutenant
• August 2001 – September 2004: Sergeant
• February 2001 – August 2001: Corporal
• February 1996 – February 2001: Police Officer

Executive Leadership Programs
• Administrative Officer's Management Program at North Carolina State University
• P.E.R.F. Senior Management Institute for Police at Boston University
• Federal Bureau of Investigation National Academy
• Greensboro Chamber of Commerce Other Voices Program
• Greensboro Chamber of Commerce Leadership Greensboro
• City of Greensboro Leadership Edge

Professional Organization and Memberships
• Member, National Organization of Black Law Enforcement Executives
• Member, International Association of Chiefs of Police
• Member, North State Law Enforcement Officers Association
• Member, Police Executive Research Forum
• Commissioner, N.C. Criminal Justice Education Training and Standards Commission
• Chair, United Way African American Leadership Cabinet
• Vice-chair, Guilford Child Development
• Board chair, Malachi House

Significant Accomplishments
• Part of initial team to launch the Violent Crime Task Force Initiative, which focused on identifying repeat offenders and
connecting ex-offenders to resources
• Implemented the Police Training Officer Program, which improved the overall quality of training for new officers and created better preparedness
• Implemented an inventory control system to create better management of equipment inventories resulting in more efficient resource allocation
• Oversaw the initial testing of Body Worn Cameras and assisted with full implementation, which improved overall safety for the community and officers
• Oversaw the implementation of the Homeless Assistance Response Team, which improved overall service for our homeless population

COMMUNITY PROFILE

GREENSBORO FACTS AND DATA
Official Beginnings
Greensboro: 1808
Guilford County: 1771

Area
Greensboro: 126.52 land area in square miles (US Census Bureau 2010)
Guilford County: 645.70 land area in square miles (US Census Bureau 2010)
Elevation: 897 feet

Average Yearly Temperature
Maximum: 69.3 deg F
Minimum: 48.8 deg F

Average Yearly Rainfall: 42.36 inches
Average Yearly Snowfall: 6 inches

Population
Greensboro: 296,710 (US Census Bureau 2019 estimates)
Guilford County: 537,174 (US Census Bureau 2019 estimates)
Greensboro Metropolitan Statistical Area: 771,851 (US Census Bureau 2019 estimates)

Demographics (US Census Bureau 2019 estimates)
White alone (42.6%)
Black alone (41.4%)
Hispanic or Latino residents (7.9%)
Asian alone (5.0%)
American Indian and Alaska Native alone (0.5%)
Native Hawaiian and Other Pacific Islander alone (0.1%)
Two or More Races (3.0%)

Income/Median Household Income: $48,964 (US Census Bureau in 2019 dollars)

Largest Employers (Greensboro News & Record 2018) Number of employees

Guilford County Public Schools 9,545
Moses H. Cone Health System 9,287
City of Greensboro 2,945
Ralph Lauren Corp. 2,853
Guilford County 2,603
High Point Regional UNC Health Care 2,500
University of NC at Greensboro 2,481
U.S. Postal Service 2,300
Volvo Trucks North America 2,200
BB&T 1,900
United Health Care 1,878

Education Level
High School Grad or Higher: 89.8% (US Census Bureau 2015-2019)
Bachelor's Degree or Higher: 38.2% (US Census Bureau 2015-2019)

Government Council/Manager Form - City Council is comprised of an elected mayor and eight elected council members (nonpartisan).

Tax Rates
N.C. Sales Tax is 6.75%
Greensboro Hotel/Motel Room Tax is 6%.

AGENCY HISTORY

Prior to 1830: The Early Years

Although the Greensboro Police Department did not come into existence as an officially sanctioned governmental agency until 1889, its roots extend back for several prior decades. Commissioners of Police: Six men were appointed as Commissioners of Police and were charged with preserving law and order. These commissioners continued to be appointed for the next 14 years.

1830-1889: The Citizen's Patrol

Accordingly, in March 1830, the Commissioners established a Citizen's Patrol system, designed to supplement Officer Logan's efforts. All male citizens between the ages of 21 and 45 (except ministers) were required to serve on the Citizen's Patrol. These men were organized into companies of five men, with each company commanded by a captain. Each company was required to patrol nightly for one week at a time.

1889-1892: The Administration of Chief R. M. Reese

On July 11, 1889, the City of Greensboro instituted a new city charter. Under the terms of this charter, the Greensboro Police Force came into existence. With the passage of this charter, Greensboro had its first official police force. On July 11, 1889, R.M. Reese was elected by the Alderman as the city's first Chief of Police. In addition to Chief Reese, four officers were appointed as patrolmen: W.J. Weatherly, W.J. Lynn, W.M. Donnell and M.A. Whittington. Each patrolman received a salary of $40 per month, or 11 cents per hour.

1892-1921: The Administrations of Hall, Weatherly, Reese, Scott, Neeley, Isley and Foushee

1892: Chief Reese resigned to become a full-time tax collector.

May 16, 1892, F.R. Hall was selected as the Greensboro Police Force's second Chief. Chief Hall's tenure lasted six months.

November 15, 1892: Officer W.J. Weatherly was selected as Greensboro's third Chief of Police.

1894: R.M. Reese was elected for the second time to serve as the fourth Chief of Police.

May 12, 1899: W.A. Scott became Greensboro's fifth Chief of Police and resigned in early 1904 and R.J. Barnes served as Acting Chief of Police.

March 24, 1905: C.F. Neeley was elected as the sixth Chief of Police.

In 1911: I.B. Isley became the seventh Chief.

Several years later: W.H. Foushee was appointed as the eighth Chief.

May 1, 1919: Chief Foushee was replaced by I.B. Isley becoming the ninth Chief. This was Isley's second term as Chief of Police. He served until July 1921. During Isley's administration two officers died in the line of duty (Officers William T. McCuiston and Arthur G. Calhoun).

1921-1930: The Administration of Chief G.P. Crutchfield

July 27, 1921: George P. Crutchfield became the Department's 10th Chief. He was terminated January 29, 1930.

1930-1937: The Administration of Chief M.D. Caffey

On January 30, 1930, Mike D. Caffey was appointed as Greensboro's 11th Chief of Police. On January 19, 1937, Chief Caffey began a four-month leave of absence after submitting his resignation.

1937-1951: The Administration of Chief L.L. Jarvis

During Chief Caffey's leave of absence, Captain Luther L. Jarvis was appointed Acting Chief of Police. Jarvis held that position until being sworn in as the 12th Chief of Police on April 1, 1937.

On January 19, 1944 Samuel A. Penn and John L. Montgomery became the first black officers in the Greensboro Police Department.

Meter Maids: One of the final changes of importance that took place during the Jarvis administration occurred in 1951. On August 3 of that year, six women were hired to enforce parking regulations.

1951-1956: The Administration of Chief Jeter L. Williamson

On November 1, 1951, Jeter L. Williamson was sworn in as the 13th Chief of the Greensboro Police Department.

1956-1974: The Administration of Chief Paul B. Calhoun

Following the retirement of Chief Williamson, Inspector Paul B. Calhoun was appointed as the 14th Chief of the Greensboro Police Department. Chief Calhoun's administration was the most enduring in the Department's history,

lasting over 18 years.
In August 1972, Anne Garcia requested a transfer from her position as a "meter maid" to the uniformed patrol division. Following approval by Chief Calhoun, Officer Garcia became the Department's first female patrol officer on November 1, 1972.

Killed in the Line of Duty: On May 31, 1959 at 1:27 am, Corporal Joe R. Massey was shot to death.
Chief Calhoun's retired on December 15, 1974. Lieutenant Colonel Walter A. Burch served as Acting Chief of Police pending the selection of a new Chief.
1974-1984: The Administration of Chief William E. Swing
On February 25, 1975, Lieutenant Colonel William E. Swing became the 15th Chief of the Greensboro Police Department.
Killed in the Line of Duty: On June 26, 1978, Officer Michael Gray Winslow responded to assist other officers on an emergency call.
On November 3, 1979, a violent incident occurred which drew national attention to Greensboro. The Workers Viewpoint Organization (later to become the Communist Workers Party) organized an anti-Ku Klux Klan rally in Greensboro. They were confronted by members of the Klan and the Nazi party. Gunfire erupted and the ensuing shootout left five persons dead and several more wounded. Arrests were made swiftly by responding officers.
1984-1987: The Administration of Chief C.D. Wade
Major Conrad D. Wade was appointed the 16th Chief of Police in Greensboro on August 8, 1985. Chief Wade retired on January 15, 1987. During his tenure, the GPD had officially attained the goal that Chief Jarvis had set forth in 1937: national recognition of the Department's excellence.
1987-1998: The Administration of Chief Sylvester Daughtry, Jr.
Sylvester Daughtry Jr. was appointed as Greensboro Police Department’s 17th Chief on January 16, 1987 and served as Greensboro’s first black Chief. He retired January 1998.
1998-2003: The Administration of Chief Robert C. White
Chief Robert C. White was appointed as Greensboro Police Department’s 18th Chief on July 1, 1998. Most noteworthy, White installed the first female assistant chief, Vickie Powell. White left the Department in 2003.
2003-2006: The Administration of Chief David A. Wray
David A. Wray was appointed to the position of Greensboro Chief of Police in July of 2003 making him the 19th Chief of Police. He resigned January 2006.
2006-2010: The Administration of Chief Timothy R. Bellamy
Chief Timothy R. Bellamy was appointed as interim Chief of Police upon the resignation of Chief David A. Wray in January 2006 and then appointed as the 20th Chief of Police in 2007. He served in that position until he retired from the force on July 31, 2010. Assistant Chief Dwight Crotts was named Interim Chief after Chief Bellamy’s retirement.
2010-2014: The Administration of Chief Kenneth Miller
Chief Kenneth Miller was sworn in as Greensboro’s 21st Chief on September 1, 2010. September 1, 2014, Deputy Chief Anita L. Holder was named Interim Chief after Chief Miller’s retirement.
2015-2020: The Administration of Chief D. Wayne Scott
Chief Scott was appointed as the 22nd Chief of Police in March 2015.
2020 – present: The Administration of Chief Brian L. James
Chief James was appointed as the 23rd Chief of Police on January 31, 2020.

AGENCY STRUCTURE AND FUNCTION

The Chief of Police is in charge of the agency and reports to the City Manager.

Sworn Personnel
Authorized Strength 680*
Actual Strength 635*

Non-sworn Personnel
Authorized Strength 115*
Actual Strength 103*

*Data from Lt. Patterson, Resource Management Division as of 4/9/2021

AGENCY SUCCESSES

New Chief of Police sworn in January 31, 2020.

Over the past several years, the City of Greensboro has experienced an increase in the number of special events. This increase in special events requires officers to work in various roles including event response, bike, traffic, and utility. Based on the growing number of events and the upcoming political campaign season, there is a need to gather information from officers interested in becoming members of the Special Events Team. The Greensboro Police Department will utilize the Special Events Team to assist with our Departmental response to special events locally and may be called upon to assist other agencies. The Special Events Team will ultimately replace what has been previously known as the Civil Emergency Unit.

Implemented the Homeless Assistance Response Team (HART), which improved overall service to our homeless population.

The City of Greensboro contracted with the Social and Emotional Learning (SEL) Group where the Greensboro Police Department actively participates as part of a mental health response group for behavioral health incidents. The Behavioral Health Response Team was established, which utilizes the SEL Group for behavioral health response throughout the city.

The Chief was successful with increasing the authorized number of officers as well as increasing the starting pay for recruits.

FUTURE ISSUES FOR AGENCY

There are continuous investment plans to develop a mixed-use project (which includes buildings, apartments, retail, and restaurants) and three hotels (Hyatt Place, Hampton Inn, and Westin) in addition to various other large-scale catalytic projects for downtown Greensboro. The Steven Tanger Center for Performing Arts with a seating capacity of approximately 3,000 was completed with plans to open April 2021. The constant development and existing changes to established downtown businesses and residential areas could create a need for additional police services in the future.

Long term effects, i.e., possible future outbreaks, from the COVID-19 pandemic and multiple protests against police could create additional budgetary and manpower issues.

YEAR 1 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Phillip Potter
On 8/15/2018, the Year 1 Remote Web-based Assessment of Greensboro (NC) Police Department was conducted. The review was conducted remotely and included 80 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**
1.2.6 Alternatives to Arrest (MMMM)	**Compliance Verified**
1.2.7 Use of Discretion (MMMM)	**Compliance Verified**
1.2.9 Biased Policing* (LE1) (MMMM)	**Compliance Verified**
2 Agency Jurisdiction and Mutual Aid	
2.1.4 Requesting Assistance: Federal LE/National Guard (MMMM)	**Compliance Verified**
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**
4.2.1 Reporting Uses of Force* (LE1) (MMMM)	**Compliance Verified**
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**
4.2.5 Assault on Sworn Officer Review* (MMMM)	**Compliance Verified**
4.3.2 Demonstrating Proficiency with Weapons (LE1) (MMMM)	**Compliance Verified**
4.3.3 Annual/Biennial Proficiency Training* (LE1) (MMMM)	**Compliance Verified**
11 Organization and Administration	
11.1.1 Description of Organization (LE1) (MMMM)	**Compliance Verified**
11.2.1 Direct Command, Component	**Compliance Verified**
11.3.1 Responsibility/Authority (LE1)	**Compliance Verified**
11.3.2 Supervisory Accountability	**Compliance Verified**
12 Direction	

Standards	Findings
12.1.1 CEO Authority and Responsibility (LE1)	**Compliance Verified**
12.1.3 Obey Lawful Orders (LE1)	**Compliance Verified**
15 Planning and Research, Goals and Objectives, and Crime Analysis	
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**
17.4.1 Accounting System*	**Compliance Verified**
17.4.2 Cash Fund/Accounts Maintenance* (LE1)	**Compliance Verified**
21 Classification and Delineation of Duties and Responsibilities	
21.2.4 Workload Assessment*	**Compliance Verified**
22 Personnel Management System	
22.1.5 Victim Witness Services/Line of Duty Death (LE1)	**Compliance Verified**
22.1.8 Employee Identification (LE1)	**Compliance Verified**
22.2.1 Physical Examinations	**Compliance Verified**
22.4.3 Annual Analysis*	**Compliance Verified**
26 Disciplinary Procedures and Internal Investigations	
26.1.3 Harassment (LE1)	**Compliance Verified**
26.2.1 Complaint Investigation (LE1)	**Compliance Verified**
26.2.5 Annual Statistical Summaries; Public Availability*	**Compliance Verified**
26.3.3 Investigation Time Limits (LE1)	**Compliance Verified**
31 Recruitment and Selection	
31.1.1 Agency Participation	**Compliance Verified**
31.2.2 Annual Analysis	**Compliance Verified**
33 Training and Career Development	
33.1.2 Training Attendance 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**
33.5.2 Shift Briefing Training	**Compliance Verified**
34 Promotion	
34.1.6 Promotional Probation	**Compliance Verified**
35 Performance Evaluation	

Standards	Findings
35.1.2 Annual Evaluation* (LE1)	**Compliance Verified**
35.1.9 Personnel Early Intervention System* (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**
41.2.2 Pursuit of Motor Vehicles* (LE1)	**Compliance Verified**
41.2.3 Roadblocks and Forcible Stopping* (LE1)	**Compliance Verified**
41.2.7 Mental Health Issues* (LE1)	**Compliance Verified**
41.3.3 Occupant Safety Restraints	**Compliance Verified**
41.3.5 Protective Vests (LE1)	**Compliance Verified**
42 Criminal Investigation	
42.1.1 On-Call Schedule	**Compliance Verified**
45 Crime Prevention and Community Involvement	
45.1.1 Crime Prevention Activities*	**Compliance Verified**
45.2.1 Community Input Process*	**Compliance Verified**
45.2.2 Citizens Survey*	**Compliance Verified**
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.1 Planning Responsibility (LE1)	**Compliance Verified**
46.1.3 Command Function* (LE1)	**Compliance Verified**
46.1.8 Equipment Inspection*	**Compliance Verified**
46.1.9 All Hazard Plan Training* (LE1)	**Compliance Verified**
46.1.10 Active Threats* (LE1)	**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	
61.1.9 Impaired Driver Enforcement Program	**Compliance Verified**
61.3.4 School Crossing Guards*	**Compliance Verified**
70 Detainee Transportation	
70.1.1 Pre-Transport Prisoner Searches (LE1)	**Compliance Verified**
70.1.2 Searching Transport Vehicles (LE1)	**Compliance Verified**

Standards	Findings
70.1.7 Procedures, Escape* (LE1)	**Compliance Verified**
71 Processing and Temporary Detention	
71.1.1 Designate Rooms or Areas (LE1)	**Compliance Verified**
74 Legal Process	
74.3.2 Arrest Warrants Require Sworn Service	**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**
81.3.2 Alternate Power Source* (LE1)	**Compliance Verified**
82 Central Records	
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**
84 Property and Evidence Control	
84.1.3 Temporary Security (LE1)	**Compliance Verified**
84.1.6 Inspections and Reports* (LE1)	**Compliance Verified**

Response from Agency Regarding Findings:

CEO Feedback not provided.

YEAR 2 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Nora Ackerley
On 8/15/2019, the Year 2 Remote Web-based Assessment of Greensboro (NC) Police Department was conducted. The review was conducted remotely and included 79 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**
1.1.3 Agency's Role in Criminal Justice Diversion Programs (OOOO)	**Compliance Verified**
1.1.4 Consular Notification (MMMM)	**Compliance Verified**
2 Agency Jurisdiction and Mutual Aid	
2.1.1 Geographical Boundaries (MMMM)	**Compliance Verified**
2.1.2 Concurrent Jurisdiction (OOOO)	**Compliance Verified**
4 Use of Force	
4.2.2 Written Use of Force Reports and Administrative Review* (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	
11.3.3 Notify CEO of Incident with Liability (LE1)	**Compliance Verified**
11.5.1 Temporary/Rotating Assignments	**Compliance Verified**
12 Direction	
12.1.4 Functional Communication/Cooperation	**Compliance Verified**
15 Planning and Research, Goals and Objectives, and Crime Analysis	
15.2.1 Annual Updating/Goals and Objectives* (LE1)	**Compliance Verified**
15.2.2 System for Evaluation/Goals and Objectives	**Compliance Verified**
17 Fiscal Management and Agency Property	
17.4.2 Cash Fund/Accounts Maintenance* (LE1)	**Compliance Verified**
17.4.3 Independent Audit	**Compliance Verified**
21 Classification and Delineation of Duties and Responsibilities	
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	

Standards	Findings
22.1.4 Personnel Support Services Program	**Compliance Verified**
22.4.1 Grievance Procedures (LE1)	**Compliance Verified**
22.4.2 Coordination/Control of Records	**Compliance Verified**
22.4.3 Annual Analysis*	**Compliance Verified**
26 Disciplinary Procedures and Internal Investigations	
26.1.1 Code of Conduct (LE1)	**Compliance Verified**
26.1.2 Employee Awards	**Compliance Verified**
26.1.4 Disciplinary System (LE1)	**Compliance Verified**
26.1.5 Role and Authority of Supervisors	**Compliance Verified**
26.1.6 Appeal Procedures	**Compliance Verified**
31 Recruitment and Selection	
31.1.2 Assignment/Recruitment	**Compliance Verified**
31.2.1 Recruitment Plan (LE1)	**Compliance Verified**
31.2.2 Annual Analysis	**Compliance Verified**
31.5.1 Background Investigations (LE1)	**Compliance Verified**
31.5.2 Training	**Compliance Verified**
33 Training and Career Development	
33.1.3 Outside Training Reimbursement	**Compliance Verified**
33.1.4 Lesson Plan Requirements	**Compliance Verified**
33.7.1 Non-sworn Orientation	**Compliance Verified**
33.7.2 Non-Sworn Pre-Service and In-Service Training	**Compliance Verified**
33.8.2 Skill Development Training Upon Promotion (LE1)	**Compliance Verified**
34 Promotion	
34.1.4 Promotional Announcement	**Compliance Verified**
34.1.5 Eligibility Lists	**Compliance Verified**
35 Performance Evaluation	
35.1.1 Performance Evaluation System	**Compliance Verified**
35.1.2 Annual Evaluation* (LE1)	**Compliance Verified**
35.1.4 Evaluation Criteria	**Compliance Verified**
35.1.9 Personnel Early Intervention System* (LE1)	**Compliance Verified**
40 Crime Analysis and Intelligence	
40.2.1 Criminal Intelligence Data Collection	**Compliance Verified**

Standards	Findings
40.2.2 Intelligence Analysis Procedures	**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**
41.3.2 Equipment Specification/Replenishment (LE1)	**Compliance Verified**
42 Criminal Investigation	
42.1.2 Case-Screening System	**Compliance Verified**
42.1.3 Case File Management (LE1)	**Compliance Verified**
44 Juvenile Operations	
44.1.1 Juvenile Operations Policy (LE1)	**Compliance Verified**
44.1.2 Policy Input, Others	**Compliance Verified**
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.9 All Hazard Plan Training* (LE1)	**Compliance Verified**
46.1.10 Active Threats* (LE1)	**Compliance Verified**
46.2.2 Tactical Team Selection	**Compliance Verified**
46.2.3 Tactical Team Equipment	**Compliance Verified**
46.2.4 Crisis Negotiator Selection	**Compliance Verified**
54 Public Information	
54.1.1 Activities	**Compliance Verified**
54.1.2 Policy Input	**Compliance Verified**
61 Traffic	
61.1.1 Selective Enforcement Activities*	**Compliance Verified**
61.1.2 Uniform Enforcement Procedures (LE1)	**Compliance Verified**
61.3.1 Traffic Engineering	**Compliance Verified**
61.3.2 Direction/Control Procedures (LE1)	**Compliance Verified**
61.3.3 Escorts (LE1)	**Compliance Verified**
74 Legal Process	
74.1.1 Information, Recording (LE1)	**Compliance Verified**
74.1.2 Execution/Attempt Service, Recording	**Compliance Verified**
74.1.3 Warrant/Wanted Person Procedures	**Compliance Verified**
81 Communications	

Standards	Findings
81.1.1 Agreements, Shared/Regional Facility	**Compliance Verified**
81.1.2 Operations Meet FCC Requirements	**Compliance Verified**
81.3.2 Alternate Power Source* (LE1)	**Compliance Verified**
82 Central Records	
82.1.1 Privacy and Security (LE1)	**Compliance Verified**
82.1.2 Juvenile Records (LE1)	**Compliance Verified**
82.1.3 Records Retention Schedule	**Compliance Verified**
83 Collection and Preservation of Evidence	
83.2.5 Procedures, Seizure of Electronic Equipment	**Compliance Verified**
83.2.6 Report Preparation (LE1)	**Compliance Verified**
83.3.1 Collecting from Known Source	**Compliance Verified**
84 Property and Evidence Control	
84.1.2 Storage and Security (LE1)	**Compliance Verified**
84.1.5 Records, Status of Property (LE1)	**Compliance Verified**
84.1.6 Inspections and Reports* (LE1)	**Compliance Verified**

Response from Agency Regarding Findings:

CEO Feedback not provided.

YEAR 3 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Portia Swinson
On 8/23/2020, the Year 3 Remote Web-based Assessment of Greensboro (NC) Police Department was conducted. The review was conducted remotely and included 172 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**
1.2.5 Arrest with/without Warrant (LE1) (MMMM)	**Compliance Verified**
1.2.8 Strip/Body Cavity Search (LE1) (MMMM)	**Compliance Verified**
2 Agency Jurisdiction and Mutual Aid	
2.1.3 Written Agreements for Mutual Aid (OOOO)	**Agency Elected 20%**
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) **Notes:** ISSUE: The agency directives in Bullet A and B do not provide the lethal and less lethal weapons and ammunition approved for members of the Department's Special Response Team. The agency directive for Bullet C did not contain the review, inspection and approval required prior to an officer having or using any approved weapons. The agency directive for Bullet E did not include the procedure for maintaining a record on each weapon approved by the agency for official use. AGENCY ACTION NEEDED: It is suggested that at least one of the written directives in the file provide the lethal and less lethal weapons and ammunition approved for members of the Department's Special Response Team; contain the review, inspection and approval required prior to an officer having or using any approved weapons and include the procedure for maintaining a record on each weapon approved by the agency for official use. It is also suggested that future annual proof be provided.	**Standard Issue**
4.3.4 Prerequisite to Carrying Lethal/Less Lethal Weapons (LE1) (MMMM) **Notes:** ISSUE: The agency directive did not require all agency personnel authorized to carry lethal and less lethal weapons receive all use of force policies and related instruction before authorization to carry a weapon as required by the standard. AGENCY ACTION NEEDED: It is suggested that at least one of the written directives in the file require all agency personnel authorized to carry lethal and less lethal weapons receive all use of force policies and related instruction before authorization to carry a weapon. It is also suggested that future annual proof be provided.	**Standard Issue**

Standards	Findings
4.3.5 Firearms Range (MMMM) **Notes:** ISSUE: The agency directive for Bullet did not require that range supervisory personnel training include emergency medical response training for firearms instructors. The ageny directive for Bullet G did not contain the range regulations regarding the storage of ammunition and weapons. AGENCY ACTION NEEDED: It is suggested that at least one of the written directives in the file contain the requirement that range supervisory personnel training include emergency medical response training for firearms instructors and contain the range regulations regarding the storage of ammunition and weapons. It is also suggested that future annual proof be provided.	**Standard Issue**
11 Organization and Administration	
11.3.4 Police Action Death Investigations **Notes:** ISSUE: The agency directive for Bullet D did not include providing a public information plan to include all involved organizations. The agency directive for Bullets F did not require awareness training for all personnel potentially impacted. AGENCY ACTION NEEDED: It is suggested that at least one of the written directives in the file include providing a public information plan to include all involved organizations and require awareness training for all personnel potentially impacted. It is also suggested that annual proof of compliance be provided.	**Standard Issue**
11.4.1 Administrative Reporting Program	**Agency Elected 20%**
11.4.4 Computer Software Policy	**Compliance Verified**
12 Direction	
12.1.2 Command Protocol (LE1)	**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**
15.1.4 Succession Planning	**Agency Elected 20%**
17 Fiscal Management and Agency Property	
17.1.1 CEO Authority and Responsibility	**Agency Elected 20%**
17.5.2 Operational Readiness (LE1)	**Compliance Verified**
22 Personnel Management System	
22.1.2 Leave Program	**Compliance Verified**
22.1.6 Clothing and Equipment	**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
26.1.7 Termination Procedures **Notes:** ISSUE: The agency directive for Bullet C did not require an employee be provided with a statement of the status of accrued employee benefits after termination. AGENCY ACTION NEEDED: It is suggested that at least one of the written directives in the file require an employee be provided with a statement of the status of accrued employee benefits after termination. It is also suggested that future annual proof be provided.	**Standard Issue**
26.2.3 CEO Direct Accessibility	**Compliance Verified**
26.2.4 Complaint/Commendation Registering Procedures (LE1)	**Compliance Verified**
26.3.2 CEO, Notification (LE1)	**Compliance Verified**
31 Recruitment and Selection	
31.3.3 Maintaining Applicant Contact	**Compliance Verified**
31.4.5 Notification of Ineligibility	**Compliance Verified**
31.5.3 Truth Verification	**Compliance Verified**
31.5.4 Conducted by Certified Personnel	**Compliance Verified**
33 Training and Career Development	
33.1.7 Training Class Records Maintenance	**Compliance Verified**
33.2.3 Outside Academy, Role	**Not Applicable by Function**
33.2.4 Outside Academy, Agency Specific Training	**Not Applicable by Function**
33.5.4 Accreditation Manager Training **Notes:** ISSUE: The agency directive did not require agency employees assigned to the position of accreditation manager be responsible for providing appropriate training to other agency personnel assigned to the accreditation process. AGENCY ACTION NEEDED: It is suggested that at least one of the written directives in the file require agency employees assigned to the position of accreditation manager be responsible for providing appropriate training to other agency personnel assigned to the accreditation process. AGENCY ACTION TAKEN: The agency revised Resource Management Division SOP 4.0 Accreditation Section Functions and Responsibilities, to require agency employees assigned to the position of accreditation manager be responsible for providing appropriate training to other agency personnel assigned to the accreditation process. It is recommended that this standard be reviewed again in future assessments to verify continued compliance.	**Standard Issue**
33.6.2 Tactical Team Training Program (LE1)	**Compliance Verified**
33.8.4 Educational Incentives	**Compliance Verified**
34 Promotion	
34.1.1 Agency Role, Authority and Responsibility (LE1)	**Compliance Verified**
35 Performance Evaluation	
35.1.5 Evaluation Components	**Compliance Verified**

Standards	Findings
35.1.6 Unsatisfactory Performance	**Compliance Verified**
35.1.8 Rater Evaluation	**Compliance Verified**
41 Patrol	
41.2.5 Missing Persons (LE1)	**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	
42.2.3 Communication with Patrol Personnel	**Compliance Verified**
44 Juvenile Operations	
44.1.3 Annual Program Review*	**Agency Elected 20%**
44.2.2 Procedures for Custody (LE1)	**Compliance Verified**
45 Crime Prevention and Community Involvement	
45.1.2 Community Involvement and Organizing Community Groups	**Agency Elected 20%**
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.12 Crowd Control Response Training	**Compliance Verified**
46.2.5 Search and Rescue	**Not Applicable by Function**
46.2.7 Special Events Plan (LE1)	**Compliance Verified**
46.3.1 Providing Awareness Information	**Compliance Verified**
46.3.2 Hazmat Awareness (LE1)	**Compliance Verified**
53 Inspectional Services	
53.2.1 Staff Inspections*	**Agency Elected 20%**
54 Public Information	
54.1.3 Media Access (LE1)	**Compliance Verified**
54.1.4 Public Information Officer Training	**Compliance Verified**
55 Victim/Witness Assistance	
55.1.1 Victim/Witness Assistance	**Compliance Verified**
61 Traffic	
61.1.7 Stopping/Approaching (LE1)	**Compliance Verified**
61.1.10 DUI Procedures (LE1)	**Compliance Verified**
61.1.12 Parking Enforcement	**Compliance Verified**
61.4.1 Motorist Assistance (LE1)	**Compliance Verified**

Standards	Findings
61.4.2 Hazardous Roadway Conditions (LE1)	**Compliance Verified**
61.4.3 Towing (LE1)	**Compliance Verified**
61.4.4 Traffic Safety Materials	**Compliance Verified**
70 Detainee Transportation	
70.2.1 Detainee Restraint Methods (LE1)	**Compliance Verified**
70.3.1 Sick, Injured, Disabled	**Compliance Verified**
70.3.2 Hospital Security and Control	**Compliance Verified**
70.5.1 Prisoner ID and Documentation	**Compliance Verified**
71 Processing and Temporary Detention	
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)	**Compliance Verified**
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**
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* (M M M M)	**Not Applicable by Function**

Standards	Findings
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**
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**

Standards	Findings
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	**Compliance Verified**
74.3.1 Procedure, Criminal Process	**Compliance Verified**
81 Communications	
81.2.6 Calls for Service Information Victim/Witness Calls (LE1)	**Compliance Verified**
81.2.9 Alternative Methods of Communication	**Not Applicable by Function**
81.2.12 Private Security Alarms	**Compliance Verified**
81.2.13 First Aid Over Phone (LE1)	**Compliance Verified**
81.3.3 Mobile/Portable Radios	**Compliance Verified**
82 Central Records	
82.2.5 Reports by Phone, Mail or Internet	**Compliance Verified**
82.3.3 Traffic Records System	**Compliance Verified**
82.3.4 Traffic Citation Maintenance (LE1)	**Compliance Verified**
82.3.6 ID Number and Criminal History	**Compliance Verified**

Standards	Findings
83 Collection and Preservation of Evidence	
83.2.2 Photography, Video and Audio Evidence	**Compliance Verified**
83.2.3 Fingerprinting	**Compliance Verified**
83.3.2 Evidence, Laboratory Submission (LE1)	**Compliance Verified**
84 Property and Evidence Control	
84.1.4 Security of Controlled Substances, Weapons for Training (LE1)	**Compliance Verified**
84.1.6 Inspections and Reports* (LE1)	**Compliance Verified**
84.1.8 Property Acquired through the Civil Process	**Compliance Verified**
91 Campus Law Enforcement	
91.1.1 Risk Assessment and Analysis* (LE1)	**Not Applicable by Function**
91.1.2 Out of Agency Budget Coordination	**Not Applicable by Function**
91.1.3 Campus Background Investigation (LE1)	**Not Applicable by Function**
91.1.4 Campus Security Escort Service (LE1)	**Not Applicable by Function**
91.1.5 Emergency Notification System (LE1)	**Not Applicable by Function**
91.1.6 Behavioral Threat Assessment (LE1)	**Not Applicable by Function**
91.1.7 Security Camera Responsibilities* (LE1)	**Not Applicable by Function**
91.1.8 Emergency Only Phones and Devices* (LE1)	**Not Applicable by Function**
91.1.9 Administrative Investigation Procedures (LE1)	**Not Applicable by Function**
91.2.1 Agency Role and Responsibilities (LE1)	**Not Applicable by Function**
91.2.2 Personnel Assigned to Medical Centers	**Not Applicable by Function**
91.2.3 First Responses Responsibilities	**Not Applicable by Function**
91.3.1 Agency Role and Responsibilities* (LE1)	**Not Applicable by Function**
91.4.1 Position Responsible for Clery Act* (LE1)	**Not Applicable by Function**

Response from Agency Regarding Findings:

I have reviewed the recommendations by the assessor and we are currently working to ensure that the policies noted are in compliance.

YEAR 4 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Danny Messimer
On 5/4/2021, the Year 4 Remote Web-based Assessment of Greensboro (NC) Police Department was conducted. The review was conducted remotely and included 102 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	
1.2.3 Compliance with Constitutional Requirements (LE1) (MMMM)	**Compliance Verified**
1.2.4 Search and Seizure (LE1) (MMMM)	**Compliance Verified**
1.2.10 Duty to Intervene (LE1) (M M M M)	**Compliance Verified**
3 Contractual Agreements for Law Enforcement Services	
3.1.1 Written Agreement for Services Provided (LE1) (MMMM)	**Compliance Verified**
3.1.2 Employee Rights (MMMM)	**Compliance Verified**
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**
4.1.6 Vascular Neck Restrictions (LE1) (MMMM)	**Compliance Verified**
4.1.7 Choke Holds (LE1) (MMMM)	**Compliance Verified**
4.2.3 Removal from Line of Duty Assignment (LE1) (MMMM)	**Compliance Verified**
4.2.4 Analyze Reports* (LE1) (MMMM) **Notes:** ISSUE: - The agency's analysis did not contain the age of suspects in the analysis for Y3 and Y4 of the assessment period. AGENCY ACTION NEEDED: - It is recommended that the agency include the required information in their use of force analysis. AGENCY ACTION TAKEN: The agency discovered that IA-PRO was not tracking the age of the suspects in use of force incidents. An upgrade was conducted in mid-2020 and will record the information going forward. The information will be in the 2021 analysis. It is recommended that this standard be reviewed in the next assessment to ensure continued compliance.	**Standard Issue**
4.3.1 Authorization: Weapons and Ammunition (LE1) (MMMM)	**Compliance Verified**
4.3.3 Annual/Biennial Proficiency Training* (LE1) (MMMM)	**Compliance Verified**
4.3.4 Prerequisite to Carrying Lethal/Less Lethal Weapons (LE1) (MMMM)	**Compliance Verified**
4.3.5 Firearms Range (MMMM)	**Compliance Verified**
11 Organization and Administration	
11.3.4 Police Action Death Investigations	**Compliance Verified**
12 Direction	
12.2.2 Dissemination and Storage (LE1)	**Compliance Verified**

Standards	Findings
15 Planning and Research, Goals and Objectives, and Crime Analysis	
15.1.3 Multiyear Plan	**Compliance Verified**
17 Fiscal Management and Agency Property	
17.2.1 Budget Process and Responsibility Described	**Compliance Verified**
17.3.1 Requisition and Purchasing Procedures	**Compliance Verified**
17.5.1 Inventory and Control	**Compliance Verified**
21 Classification and Delineation of Duties and Responsibilities	
21.1.1 Job Analysis	**Compliance Verified**
21.2.1 Classification Plan (N/A O O O)	**Compliance Verified**
22 Personnel Management System	
22.1.1 Salary Program	**Compliance Verified**
22.1.3 Benefits Program (LE1)	**Compliance Verified**
22.1.7 Employee Assistance Program	**Compliance Verified**
22.1.9 Military Deployment and Reintegration (LE1)	**Compliance Verified**
22.1.10 Bonding/Liability Protection (M M M M)	**Not Applicable by Function**
22.2.3 Fitness and Wellness Program	**Compliance Verified**
22.2.5 Extra-Duty Employment (LE1)	**Compliance Verified**
26 Disciplinary Procedures and Internal Investigations	
26.1.7 Termination Procedures	**Compliance Verified**
26.1.8 Records	**Compliance Verified**
26.2.2 Records, Maintenance and Security (LE1)	**Compliance Verified**
26.3.1 Complaint Types	**Compliance Verified**
26.3.4 Informing Complainant	**Compliance Verified**
26.3.5 Statement of Allegations/Rights (LE1)	**Compliance Verified**
26.3.6 Submission to Tests, Procedures	**Compliance Verified**
26.3.7 Relieved from Duty	**Compliance Verified**
26.3.8 Conclusion of Fact	**Compliance Verified**
31 Recruitment and Selection	
31.3.1 Job Announcements	**Compliance Verified**
31.3.2 Notification Expectations	**Compliance Verified**
31.4.1 Selection Process Described (LE1)	**Compliance Verified**
31.4.7 Selection Criteria (LE1) (MMMM)	**Compliance Verified**

Standards	Findings
31.4.8 Sworn Appointment Requirements (M M M M)	**Compliance Verified**
31.5.5 Use of Results **Notes:** ISSUE: - The agency's written directive did not state nor imply that the polygraph examination would be used as the single determinant of employment status. The agency's directive stated that the polygraph exam is one component of the selection process. AGENCY ACTION NEEDED: - It is recommended that the agency revise their directive to clearly state that the polygraph would not be a single determinant of employment status. AGENCY ACTION TAKEN: During the Y4 assessment period, the agency revised their directive to clearly state that the polygraph would not be a single determinant of employment status. It is recommended that this standard be reviewed in the next assessment year to ensure continued compliance.	**Standard Issue**
31.5.6 Medical Examinations	**Compliance Verified**
31.5.7 Emotional Stability/Psychological Fitness Examinations (LE1)	**Compliance Verified**
33 Training and Career Development	
33.1.1 Training Committee	**Compliance Verified**
33.4.2 Recruit Training Program (LE1)	**Compliance Verified**
33.4.3 Field Training Program (LE1) (M M M M)	**Compliance Verified**
33.5.3 Accreditation Training (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**
33.8.3 Career Development Program	**Compliance Verified**
34 Promotion	
34.1.2 Promotional Process Described	**Compliance Verified**
34.1.3 Job Relatedness	**Compliance Verified**
35 Performance Evaluation	
35.1.7 Employee Consultation	**Compliance Verified**
40 Crime Analysis and Intelligence	
40.1.1 Crime Analysis Procedures	**Compliance Verified**
41 Patrol	
41.1.5 Police Service Canines (LE1)	**Compliance Verified**
41.2.1 Responding Procedures (LE1)	**Compliance Verified**
41.2.6 Missing Children (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**

Standards	Findings
42.1.5 Habitual/Serious Offenders	**Compliance Verified**
42.2.1 Preliminary Investigations Steps (LE1)	**Compliance Verified**
42.2.2 Follow-Up Investigations Steps	**Compliance Verified**
42.2.4 Investigative Task Forces	**Compliance Verified**
42.2.6 Informants (LE1)	**Compliance Verified**
42.2.8 Interview Rooms (LE1)	**Compliance Verified**
43 Vice, Drugs, and Organized Crime	
43.1.1 Complaint Management (LE1)	**Compliance Verified**
43.1.5 Covert Operations (LE1)	**Compliance Verified**
44 Juvenile Operations	
44.2.1 Handling Offenders (LE1)	**Compliance Verified**
44.2.3 Custodial Interrogation and Interviews (LE1)	**Compliance Verified**
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.2 All Hazard Plan (LE1)	**Compliance Verified**
46.1.4 Operations Function (LE1)	**Compliance Verified**
46.1.5 Planning Function (LE1)	**Compliance Verified**
46.1.6 Logistics Function (LE1)	**Compliance Verified**
46.1.7 Finance/Administration Function (LE1)	**Compliance Verified**
46.1.11 Personnel Identification	**Compliance Verified**
46.2.6 VIP Security Plan	**Compliance Verified**
46.2.8 Event Deconfliction Process	**Compliance Verified**
53 Inspectional Services	
53.1.1 Line Inspections	**Compliance Verified**
61 Traffic	
61.1.3 Violator Procedures (LE1)	**Compliance Verified**
61.1.4 Informing The Violator (LE1)	**Compliance Verified**
61.1.5 Uniform Enforcement Policies (LE1)	**Compliance Verified**
70 Detainee Transportation	
70.1.6 Procedures, Transport Destination (LE1)	**Compliance Verified**
70.1.8 Notify Court of Security Risk (LE1)	**Compliance Verified**
81 Communications	
81.2.3 Recording Information (LE1)	**Compliance Verified**

Standards	Findings
81.2.4 Radio Communications Procedures (LE1)	**Compliance Verified**
81.2.7 Recording and Playback (LE1)	**Compliance Verified**
81.2.10 Emergency Messages (LE1)	**Compliance Verified**
81.2.11 Misdirected Emergency Calls (LE1)	**Compliance Verified**
81.3.1 Communications Center Security (LE1)	**Compliance Verified**
82 Central Records	
82.2.1 Field Reporting System (LE1)	**Compliance Verified**
82.2.2 Reporting Requirements (LE1)	**Compliance Verified**
83 Collection and Preservation of Evidence	
83.2.1 Guidelines and Procedures (LE1)	**Compliance Verified**
83.2.4 Equipment and Supplies (LE1)	**Compliance Verified**
84 Property and Evidence Control	
84.1.1 Evidence/Property Control System (LE1)	**Compliance Verified**
84.1.6 Inspections and Reports* (LE1)	**Compliance Verified**
84.1.7 Final Disposition	**Compliance Verified**

Response from Agency Regarding Findings:

CEO Feedback not provided.

SITE-BASED ASSESSMENT

7/22/2021

Planning and Methodology:

Due to the COVID-19 pandemic, this site-based assessment was conducted under the Commission's Unusual Circumstances Contingency Format for Site-Based Segment of the Assessment Process. This contingency format requires that the site-based assessment be conducted remotely.

Shortly after the site-based assessment team was appointed, communication was initiated between the assessment team and Ms. Sheila Santor, the agency's Accreditation Manager, and communications continued throughout the planning process.

Prior to the on-site assessment, the site-based assessment team reviewed available information regarding the Greensboro Police Department (GPD), including the agency's website, internet searches, social media sites and pertinent areas of the agency's assessment in PowerDMS. Of note in the research were many news/social media reports regarding an in-custody death of Marcus Smith in 2018, a 38 year-old African-American. Several GPD officers were involved in a use of force with Mr. Smith, who had been arrested and restrained with a RIPP hobble device. The case was reviewed by the district attorney's office and no charges were filed. Protests have continued in the community and the agency has made changes as a result of the incident. Those changes are described in this report.

The site-based assessment team, Chief Brian James, Accreditation Manager Santor and other agency leaders participated in an introductory video conference on April 27, 2021. The participants collaborated in the development of an initial plan for the site-based assessment. During the video conference, the agency and assessment team discussed potential areas of focus. The discussion resulted in the decision to focus the site-based assessment on four key topics.

Due to the current national discussion on policing, it was determined one of the main focus areas would be Use of Force. Additionally, the site-based assessment would review compliance with standards in the areas of Crime Prevention and Community Involvement, Training and Career Development an Recruitment and Selection.

The site-based assessment team worked closely with the accreditation manager to arrange the assessment activities. Interviews would be conducted using a combination of Microsoft Teams software and telephone calls. Accreditation Manager Santor continued to provide assistance to the on-site assessment as we prepared for the assessment. A comprehensive list of internal interviews was developed to support the assessment, particularly the four focus areas. Many Community Outreach interviews were also scheduled.

During the course of the assessment, the on-site team remotely interviewed 62 members of the agency as well as key Greensboro officials and community representatives. Ms. Santor also sent us links to videos produced by the agency. The GPD is using social media extensively, giving the on-site assessment team a wide glimpse into the agency's day-to-day operations.

The site-based assessment team and agency leaders participated in a video conference on Monday, June 7, 2021, officially starting the three-day virtual on-site portion of the assessment. Agency leaders participating in the video conference included Chief Brian James, Accreditation Manager Santor and multiple members of the GPD command staff.

On Wednesday, June 9, 2021, the on-site assessment team conducted a virtual exit debriefing with Chief James, members of his command staff and the GPD accreditation team. An hour-long discussion ensued, to include

suggestions for improvement of the agency. The Chief and his team expressed support for the accreditation process and welcomed the ideas for improvement.

USE OF FORCE

GPD policy authorizes officers to use reasonable and necessary force to prevent escape, effect an arrest, defend him or herself, or other person from the use of physical force or deadly force. When utilizing subject control options, officers are trained to utilize the minimal amount of force necessary to overcome resistance and effect an arrest. GPD directive states "all uses of force will comply with the provisions of North Carolina Statute 15A-401(d)." This statute allows that an officer is justified in using force upon another person when the officer reasonably believes the force is necessary.

Use of force reporting is made by the first line supervisor (may be a corporal or a sergeant) who responds to all force incidents and is tasked with the initial investigation. This investigation includes getting statements from the officer, witnesses and when possible, the suspect and collecting/documenting evidence such as body camera footage. Written statements from involved officers are attached to the report in IA Pro Blue Team. The report is made via the Blue Team application in IA Pro and forwarded up the chain to the lieutenant and then the captain for review (to include returning the report for further investigation and/or corrections), comments and adjudication.

Once completed the report is forwarded to Professional Standards who enters the report into IA Pro. If a force incident is found to be not in policy or other rule violations are discovered during the investigation, Professional Standards will open up an administrative investigation.

GPD has implemented a body worn camera program to assist in complaint and force investigations. All officers the rank of sergeant and below are required to wear a camera. Ranks above sergeant encourages a camera to be worn when the officer is out in the field (non admin work). Cameras are to be turned on and recording during any citizen contact. The agency uses the Axion camera system and the program is coordinated by the Professional Standards Unit.

GPD has ten K-9 handlers and fourteen dogs certified through the International Police Working Dog Association. Two dogs are trailing dogs, two explosive sniffing dogs and the remaining ten dogs are multi-purpose (track, apprehend, drug detection, evidence detection). The unit trainer, Sergeant Symmes, says dogs are deployed following the guidance provided in Graham vs. Conner after a verbal warning. He said handlers must consider the severity of the crime, whether the suspect is actively resisting arrest or trying to elude, and the immediate risk to the officer of others the suspect poses when deciding to release the K-9. Severe crimes would be those outlined by the courts, robbery, violent assaults, firearm violations, etc. and are difficult to define by North Carolina Law alone as many misdemeanors contain violent elements and many felonies are property crimes only. K-9 deployments are considered a use of reportable force and are investigated as outlined by agency policy.

GPD is currently teaching de-escalation using the Police Executive Research Forum (PERF) Integrating Communication Assessment Tactics Training (ICAT) in the academy and in-service training. The training is scenario-based with the goal being to promote de-escalation techniques to improve community relationships, job performance and mitigate the need for force. This is new formalized training with the agency beginning in the last year. The agency does not have formal de-escalation policy written in its written directive system to date.

The agency currently has 130 officers assigned to its Special Events Team (mobile tactics/crowd control), which is an increase from the 90 officers on the team last May. This is a direct response to the unrest, protests and riots which occurred across the country and protests which have occurred in Greensboro over the last year. The agency wishes to increase the number of officers trained over the next year with a new training protocol in place which provides for three days of training in the academy for all new officers and ongoing training for officers during in-service.

Use of force investigations involving deadly force or criminal allegations are bifurcated and investigated separately by Professional Standards (administrative investigation) and the Criminal Investigations Division (CID). Incidents involving deadly force which result in death are investigated by the North Carolina State Bureau of Investigations

(SBI). GPD CID will conduct its own criminal investigation to supplement the SBI investigation as the agency has found some of the events leading up to the event may not be included in the SBI investigation. CID investigates force cases where no death occurs; however, the chief and the district attorney can still request SBI to conduct it if they determine there may be a conflict of interest. CID assigns cases involving UOF (no death) to its Critical Incident Response Team (CIRT). Members are selected from senior and experienced investigators in CID and receive initial and on-going quarterly training. Currently there are twenty-seven members. The CIRT team is an ancillary duty and investigators typically work in CID on one of the investigative squads. Currently only use of force incidents are investigated by CID and other criminal matters involving an officer are investigated by a supervisor of the corresponding squad (i.e., domestic abuse is investigated by a Domestic Squad supervisor). It is the intent of the agency to expand the unit further and to assign all criminal investigations involving an officer to the team.

The GPD civilian Public Information Officer (PIO) coordinates press releases and conferences for incidents which involve deadly force or serious injury. The agency has one PIO who is available 24-hours per day and who responds as needed to the incidents to set up a staging area for the media and provide information. Incidents where a death occurs and the investigation is being conducted by the SBI will have an initial press release of information based on state law provided by GPD, and any following releases of information will be coordinated by SBI. All releases of body camera footage, regardless of the incident type, must have a judge's approval for release at a hearing where all involved parties are represented.

Standards Issues:

No standards issues were noted

Suggestions

Suggest the agency consider transportation of arrested subject(s) where force was used by an officer to be made by an officer not involved in the use of force incident. This removes additional interaction between the suspect(s) and the officer who used forced on that suspect(s).

TRAINING & CAREER DEVELOPMENT

The GPD has an extensive Career Development program. During the virtual on-site portion of the assessment, multiple GPD officers mentioned how beneficial the program was to their initial decision to become a GPD officer and why they have remained with the agency. In this program, officers are allowed to "shadow" personnel assigned to other functions in the agency to give them a glimpse into a particular unit. For example, Officer Ciji Graham, who is assigned to patrol, has an interest in being assigned as a homicide investigator. Her district command will allow her to shadow homicide for 30 days, with extensions possible. This gives her an opportunity work directly with that unit and will help her decide if she would like to serve full-time as a homicide investigator in the future. Deputy Chief Teresa Biffle described the time she spent in career development with traffic crash reconstruction. She determined during that assignment that she did not enjoy that type of work, but felt it was a good investment of her and the agency's time to allow her to see that unit up close.

Captain Chris Schultheis discussed training provided at the agency's police academy, to include basic (recruit) and in-service (incumbent) training. The agency has two basic training academy sessions per year that exceeds the state's required training of 640 hour. GPD basic training now consists of 944 hours. In recent times, each class has had about 20 recruits, which is half of the ideal number.

The agency reviews each assault on a law enforcement officer incident and trains to reduce those attacks. Training has been added to include de-escalation tactics and tips on how not to get in between two people arguing that may lead to a use of force incident. Special training on how to deal with intoxicated individuals is also being provided.

In September 2018, Marcus Smith, a 38 year-old African-American died in police custody after being restrained with a RIPP restraint hobble device. No criminal charges were filed against the GPD officers involved in the case, however, protests, outside investigation requests and community discussions are on-going. In response to the incident, the GPD

discontinued use of the RIPP hobble device and are now using a Velcro leg-restraint system for those violently resisting arrest.

Sergeant T.A. Long, school director at the academy, described the agency's 14-week field training program, as well as de-escalation training and the GPD's Procedural Justice classes. Officer C.T. Branson, who is assigned to the Training Division, discussed in-service training provided to agency personnel. The Training Committee meets in the fall each year to develop the curriculum. Uniquely, the GPD provides refresher emergency driving training for each officer every other year. This far exceeds what is being provided by most U.S. law enforcement agencies.

Corporal Dan Hayden is the lead instructor for Subject Control Arrest Techniques (SCAT). He also provides de-escalation training and other control techniques. There are 20 other instructors within the agency certified by the state in SCAT. Corporal Hayden was well-versed in the agency's new policy requiring officers to intervene in a use of force incident where they believe another officer is violating state law or agency policy.

Sergeant A.E. Ellis and Officer O.E. Hudson described the Police Training Officer (PTO) selection process and training requirements. Recently graduated recruits go to field training for 14 weeks in four phases, each lasting three weeks with two different PTOs. Additionally, on week seven, the trainee goes back to the Training Division for a week to resolve any identified training issues and to receive supplemental training. Additional instruction is provided on Constitutional law, juvenile law and other topics.

Officer Hudson is also the lead Physical Training Instructor. As such, he described the agency's Fitness & Wellness Program. A complete physical assessment is offered to all GPD employees. In the past eight years of the program, no employees have requested an assessment. This is an area ripe for opportunity for the agency.

Officer Chris Wingfield is the Lead Firearms Instructor at the training center, as well as a Rapid Deployment Instructor. He discussed the agency's firearms training and qualification program. The agency has a patrol rifle program utilized by select officers. He described how tourniquets are used in training.

Standards Issues:

No standard issues were identified.

Suggestions

Suggest the agency forward a copy of all all use of force reports completed by the agency to those responsible for conducting recruit and in-service force training to assist in identifying training deficiencies or equipment needs.

Suggest the agency incentivize their Fitness & Wellness Program. The agency has offered their employees a physical assessment, but none have taken the opportunity to have the assessment conducted over the past eight years.

The agency has issued tourniquets and practice applying them on each other. Suggest the agency incorporate the use of tourniquets during firearms practice/qualification where they apply the devices on themselves to simulate being alone but wounded and need to place a tourniquet, possibly one-handed.

RECRUITMENT & SELECTION

The GPD has an innovative pre-hire program for police trainees. Since there are only two academy classes per year (March 1 and September 1), many applicants are processed between classes and are simply waiting for the next academy class to start. Some do not currently have jobs or have employment in a non-police field. Some are starting second careers or are exiting military service and have families to support. Many need employment as soon as possible and cannot wait until the next class starts. To address this need, the GPD will pre-hire police trainees and assign them to various components of the agency to learn about their future career. As assessor interviewed two such pre-hire police trainees. One was a minority trainee, Issac Roland, who served 20 years in the U.S. Navy and has a large family

to support. He is currently shadowing personnel in the GPD Criminal Investigations Division, where he's been assigned since May 1, 2021. He starts the academy on September 1. He said he had many options for law enforcement service as he was completing his military service. He selected GPD because he found it to be the most professional agency he researched and is well-organized.

Lieutenant Ryan Todd discussed recruiting activities at the GPD. Prior to the discussion with Lt. Todd, an assessor was able to view some GPD recruiting videos featuring Officers Brown, Cline and Graham. The assessment team has seen many recruiting videos and most are the same except for the agency patch. What made these different than other agency recruiting videos, were the real-life stories about why these people wanted to be GPD officers.

Even though Lt. Todd is the only full-time recruiter, he has a pool of 25 other GPD employees available to assist from around the agency. If he's going to a Hispanic community event, he taps a Hispanic GPD police officer to assist and recruit. An assessor also watched a monthly Facebook Live recruiting event prior to the on-site assessment. Lt. Todd was asked about the event, which attracted about 40 participants. Three of those participants applied to be GPD officers.

Lt. Todd said the GPD can process applicants from start to finish in about six weeks on average. This is very quick when compared to other police agencies. They have three full-time background investigators and have re-employed six retired officers to conduct the checks, streamlining the hiring process. On average, the agency has 80 applicants in the hiring pipeline.

Lt. L. Patterson of the Resource Management Division spoke of the lateral police officer program, the off-duty officer hire-back program and educational incentive program. The agency does not provide tuition reimbursement, but does give a bonus upon hire for those officers with college degrees.

An assessor interviewed a lateral-entry hire, Officer D.T. Harris, who joined the GPD from the Guilford County (NC) Sheriff's Office. He researched various agencies before leaving the sheriff's office and chose GPD because he saw Chief Brian James as being "well-liked and respected" by GPD officers. He said joining the GPD made him feel "proud" again to be a police officer. He also received a $10,000 per year pay increase and the agency allowed him to keep his various certifications, such as a firearms instructor.

Captain L.A. Brown described the exit interview process when an employee departs the agency. They look for patterns to see if the hiring process, pay or benefit package needs to be improved. He discussed the hiring process, specifically the psychological evaluation given to applicants. After the officer has served for one-year, the officer is required to return to the psychologist for a re-evaluation. A re-evaluation is then required after every five years of service. Employees also have the option to receive ten counseling sessions at no charge.

Standards Issues:

No standard issues were noted.

Suggestions

An agency of this size only has one full-time recruiter. Although the recruiter can tap other employees to assist when they're available, suggest the agency look to increase full-time recruiters, specifically representing targeted minority groups in the community.

The agency provides a one-time bonus for applicants with a college degree, although a degree is not required to join and they do not provide tuition reimbursement. Suggest the agency partner with the local community college and/or university to encourage non-degreed officers to further their education. Many communities are now offering degree programs for in-service police officers at no cost or a very reduced cost to the city.

Suggest those in the recruiting function be allowed to review terminations to determine if the background process

should be improved/changed.

The agency has two polygraph examiners, however, no one in the agency is reviewing their reports/work. Since this is a highly specialized area, suggest the agency have the polygraph operators review each other's reports for quality assurance purposes.

CRIME PREVENTION & COMMUNITY INVOLVEMENT

GPD's mission is, “Partnering to make Greensboro safe for all people”. The department has made efforts to reduce crime through enforcement efforts as well as serving as a connection between the public and needed resources.

Mrs. Jenny Caviness oversees all community involvement programs as the Community Engagement Director. She feels as a civilian and native to Greensboro, she is able to better bridge community needs and questions with GPD. The mission of her office is “to build and foster positive police-community relations through communication, education, programs, partnerships, and referrals to resources based on community need”.

GPD promotes engagement through partnerships, programs, education, advocacy and referrals. GPD liaisons with numerous community boards and commissions, having members on the Juvenile Crime Prevention Council, United Way, Special Olympics and Police Foundation, as well as keeping in contact with and providing educational classes and materials to local and state elected officials. Annual programs include Operation Pass, where School Resource Officers, Neighborhood Resource Officers and patrol officers come together with at-risk youth in their communities to give out school supplies over ice cream while engaging youth and community members in one-on-one conversations.

Students Overcoming Situations (SOS) is a custom-built program provided to 5th graders at each of the five elementary schools in Greensboro. This program involves a certified therapy dog and his police officer handler (also certified) providing five forty-five-minute classes to students on topics such as social and emotional learning, diversity, bullying, relationship skills and how to follow directions. Classes are taught by several officers and volunteers, but each child is provided individual time with Porter, a three-year-old Australian labradoodle and Officer Talbert - his partner. Officer Talbert and Porter additionally spend time visiting retirement homes, nursing homes, summer camps and other events to promote community engagement. The agency provides for food and veterinary care for Porter and training is provided by the Police Foundation.

Annually, over three hundred requests for speakers and educational classes are assigned out of the Office for Community Engagement. Speakers are selected from all levels of the agency depending on topic and complexity (from patrol to command staff); topics include use of force, traffic stops, search and seizure, and any other “hot” topic in the community.

GPD has its own civilian graphic designer to assist officers in providing professional printed material for presentations and helping the agency create a professional image and brand. The Office of Community Engagement additionally manages 70% of the agencies social media programs to include Twitter, Facebook, and Instagram; posting educational video, humor, agency award ceremony and other engaging media for citizens to review and comment on.

Chief James meets monthly with GPD Faith Council to strengthen and create new relationships with faith-based leadership and the communities they serve. The council consists of pastors and other faith-based leaders in the Greensboro area with the goal to engage and open communications between the police department and community. One example is Chief James' initiative for 500 jobs. This initiative is in response to rising violent trends in the community and the idea put forward from community to provide employment for the youth to get them off the streets.

In an effort to address the root causes of violent crime, the GPD has hired a Community Resource Coordinator. The primary role of the Community Resource Coordinator is to assist with building partnerships with agencies that can provide food security, employment, job training, and education. Many of the pastors who serve on the board also serve as volunteer police chaplains for the agency who provide support and counselling to officers.

The agency participates in Neighborhood Watch, National Night Out, Citizens Police Academy, Law Enforcement Explorer Program, School Resource Officer Program, Special Olympics, Nextdoor.com (a web-based neighborhood forum), Crime Stoppers and many more community engaging programs. GPD's "Police Grill" is a blue light equipped mobile all-in-one BBQ platform capable of cooking a whole pig used at community cookouts bringing together community members, other city agencies and private business.

While the COVID-19 pandemic has impacted many programs, the agency has used weekly virtual meetings to stay in contact with the community members and groups. GPD conducts weekly "Community Walks" as a strategy to educate and engage the community in response to targeted crime. These areas are identified by crime analysts as well as community members. Community walks consist of officers going door-to-door in the targeted area and providing flyers and crime prevention tips.

GPD works with commercial properties such as hotels/motels to provide crime prevention tips and Crime Prevention Through Environmental Design (CPTED) and to assist with addressing issues arising from the homeless. Private residences may also request CPTED inspections. The Railway Safety Program's goal is to reduce death and injury from accidents involving pedestrians trespassing on the many rail lines in Greensboro. Officers patrol the area and provide more education versus arrests. There have been no deaths due to rail accidents for several years.

The Organized Retail Theft program targets retail theft and fraud and involves the agency regularly meeting with retail stores such as Kohls, Home Depot and Lowes to discuss and attempt to identify persons involved in retail theft. The GPD then tries to interdict the suspects during a crime to make an arrest. Similarly, the Property, Intelligence and Gang meeting is a multi-agency meeting designed to identify and exchange suspect information in street level crime to make arrests.

The GPD Behavioral Health Response Team (BHRT) is a new program started in January of this year. The BHRT's primary goal is to secure resources and provide transitional support to crisis-impacted citizens. The program pairs a Crisis Intervention Team (CIT) certified officer with a civilian clinician who respond to and follow up on calls involving mental health or illness. BHRT units facilitate the civil commitment process as needed. The team serves as the primary dispatched unit for all calls involving persons exhibiting a mental health crisis, mental illness, and mental commitments. In the event BHRT is not available to answer call, the patrol officer must complete a referral form before clearance of the call. The unit has eight officers and seven full-time certified clinicians. The agency typically responds to 80 to 100 calls for service per month involving mental health crisis is starting to see a slight reduction in calls since the program was implemented in January. The unit follows up on calls and referrals via phone or in person meetings providing support materials and referrals for the involved person and family to receive aid. GPD encourages community members to register loved ones with any cognitive impairment or developmental disorder with "Take Me Home". Take Me Home is a database used to increase positive interactions when police encounter those within this population. When queried, the database shows the individual's name, address, frequent places to visit, digital photograph, triggers, and caretaker's information.

The Homeless Assistance Response Team (HART) provides assistance by facilitating a referral system from the patrol officers to the end provider. Officers forward a report to the HART unit who review the referral and forward them to providers in the area. The unit was created a year and a half ago and currently has one member (two positions are vacant). Homelessness and vagrancy are described a significant issue in Greensboro. GPD partners with city zoning, field operations (waste management) and private agencies to assist in the removal of homeless camps, condemning vacant homes to deter vagrancy, and to assist in providing food and shelter to those needing assistance.
.
GPD provides officers to fourteen public housing areas with its Neighborhood Response Unit. The unit, consisting of ten officers and a supervisor, targets crime and crime prevention at each of the public housing locations. Officers are assigned a location and have office space at the location to facilitate communication and engagement. The unit provides the location a full range of law enforcement activities, from traffic law enforcement, violent crime and drug

suppression/enforcement to community engagement. Community engagement programs include a Yuletide Christmas gift giveaway to residents, police-organized and chaperoned field trips with resident children to the zoo and baseball games, school supply giveaways and partnering with the local Boys and Girls club to engage in games such as T-ball and kickball with the children. Prior to the pandemic, the unit also provided mentoring and assistance with homework with children.

GPD is also involved with the community through the Greensboro Criminal Justice Advisory Commission (GCJAC). Board members are residents selected to be an advocate for the public. The board provides perspectives on policies that affect the public's interaction with law enforcement. Its subcommittee, the Police Community Review Board (PCRB) gives community members the opportunity to have open dialogue about police concerns. These concerns are shared with the GPD to bring about change the community requests.

With deep community engagement as a priority, the Criminal Investigative Division (CID) formed the Police Community Alliance for Peace. This alliance group has emerged with grief counselors, clergies, crime victims, civic groups, and community leaders in efforts to reduce crime and encourage peace. To support mothers who have lost a child to a criminal act, the GPD meets every two months with Mothers Standing Against Gun Violence.

Standards Issues:

No standard issues were noted.

Suggestions

Suggest including district leadership at the meetings with the Faith-Based Council to promote further outreach, bridge building and communications.

Summary:

Number of Interviews Conducted: 62
Assessors' Names: Chief Tim Fitch (Ret.) St. Louis County (MO) PD & Lt. Andrew Spiess (Ret.) Virginia Beach (VA) PD
Site-Based Assessment Start Date: 06/07/2021
Site-Based Assessment End Date: 06/09/2021

Mandatory (M) Compliance	305
Other-Than-Mandatory (O) Compliance	57
Standards Issues	0
Waiver	0
(O) Elect 20%	4
Not Applicable	93
Total:	459

Percentage of applicable other-than-mandatory standards:	93 %

COMMUNITY FEEDBACK AND REVIEW

Public Information Session

Due to the COVID-19 pandemic, the agency arranged for a virtual public information session to be held via Zoom video conferencing. The session began at 5:30 PM Eastern Time on Monday, June 7, 2021. The public hearing was announced by the agency through its Public Information Office.

The agency set up a laptop in the Greensboro city council chamber, 300 West Washington Street, to connect with the assessment team for the hearing. Members of the public and agency employees were encouraged to respond to city hall for the public hearing and to speak with the assessors.

One citizen, Greensboro city councilmember MariKay Abuzuaiter, spoke at the hearing. Councilwoman Abuzuaiter expressed she is a longtime resident, business owner and now leader in Greensboro and expressed her support for re-accreditation. She said the agency and Chief James work very hard to reach out to and engage the community they serve. She said the agency is involved in too many outreach programs to list but provided highlights of the Citizen's Police Academy (which she graduated in 2012), Operation Yuletide, the Railway Safety Program, Neighborhood Walks, Behavioral Health Response Team, Homeless Assistance Response Team, Mothers Against Violence and Community Conversations. She said the Chief and agency diligently solicit, listen and provide solutions and feedback to citizens and community issues.

No agency employees chose to spoke with the assessment team during the hearing.

Telephone Contacts

Due to the COVID-19 pandemic, the agency publicized an in-house telephone line on which interested persons could directly speak with the virtual site-based assessment team between the hours of 2:00 PM and 4:00 PM Eastern Time on Tuesday, June 8, 2021. The agency arranged for the calls to be to forwarded to the telephone of a site-based assessor.

Assessors received three calls:

Mr. Ricky Buchanan is a member of North Carolina Law Enforcement Accreditation Network (NCLEAN). He called to support the agency stating he had no doubt they met all the standards. He additionally complimented GPD Accreditation Manager Sheila Santor, as well as the agency.

Mrs. Elizabeth Bynum works for the Brunswick County (NC) Sheriff's Office as their accreditation manager and called to support GPD and its reaccreditation. She said the agency, and especially Sheila Santor, were invaluable assets during their initial accreditation efforts in 2018. They are also part of the NCLEAN PAC.

Mrs. Karen Long works for the Forsyth County (NC) Sheriff's Office and called to support the reaccreditation efforts of GPD. She commented on the outstanding work relationship her office had with Sheila Santor and the support she was given by Mrs. Santor and the NCLEAN group when she stepped into an AM position.

Correspondence

In response to the announcement seeking comment on the agency, the Commission received one email and one letter submission. The email was received on June 8, 2021. The email was forwarded by CALEA to the Team Leader for review.

The email was from someone who identified herself as, "Jackie Freeman." The writer said she was the victim of a crime

and wanted to make a complaint about "their practices." She said the agency denied her access to "the judicial process and justice." She said she filed a complaint with internal affairs against two officers, who she claims "lied about investigating my (assault) allegations, put false information her (assault) report which has caused the DA to refuse to eek [sic} charges."

Ms. Freeman also wrote about a former GPD Deputy Chief who owned a "residential home for at risk boys" and one of the boys was allegedly assaulted by an employee of the home. She said the Deputy Chief was allowed to resign as a result of his actions in that case. Ms. Freeman also mentioned the in-custody death of Marcus Smith.

The writer believes the agency shouldn't be "granted certification" for these reasons. The email was forwarded to the agency for their review and comment.

GPD Deputy Chief Teresa Biffle responded by letter to the assessment team stating, "Ms. Freeman reported an assault in December of 2019 which was investigated by two separate investigators over a seven month span. The case was presented to the Guilford County District Attorney's Office on both occasions and further prosecution was denied. All of Ms. Freeman's concerns about her investigation have been addressed by our Professional Standards Division along with the Greensboro Criminal Justice Advisory Commission, an independent review board for the city. In Ms. Freeman's personal matter and the other two actions involving GPD, the department followed policy and procedures in compliance with CALEA Standards.

The assessment team reviewed the submitted email and the agency's response. The agency appears to have followed all applicable CALEA standards when handling the issues described by the author of the email.

A letter was received electronically on July 1, 2021 from Chief Eric Kerns of the Burlington (NC) Police Department. Chief Kerns wrote to support reaccreditation and to specifically compliment of GPD Accreditation Manager Sheila Santor.

Media Interest

No media contacts were received by the assessment team or the agency regarding the assessment.

Public Information Material

The agency prepared a comprehensive public information plan. A public notice regarding the assessment was distributed on May 27, 2021 and distributed to all media outlets in the Greensboro area, as well as on the agency's website, Facebook page and Twitter account. The notice was posted at city government buildings and police headquarters and the four police districts.

All agency employees were issued copies of the public notice and on-site agenda.

Community Outreach Contacts

The on-site assessment team conducted multiple community outreach interviews with federal/state/county and local officials, as well as leaders of community organizations. These interviews included:

Nathaniel "Trey" Davis, Greensboro Assistant City Manager (Chief Brian James' immediate supervisor)
Avery M. Crump, Guilford County District Attorney
D. J. Webb, Chairman of the Greensboro Criminal Justice Advisory Commission/Police Community Review Board
Jennifer Perry, Supervisory Special Agent, FBI, Greensboro
Maria Gonzales, Faith Action International House Board Member/Leadership Greensboro
Patty Potter, MD, President, Greensboro Police Foundation
Deon Clark, Sr. Pastor, Equation Church, Faith Council & Police Chaplain for GPD
Danny Rogers, Guilford County Sheriff
Sharon Contreras, Superintendent, Guilford County Schools

All of the outreach contacts reported positive interaction with the GPD and supported reaccreditation efforts.

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

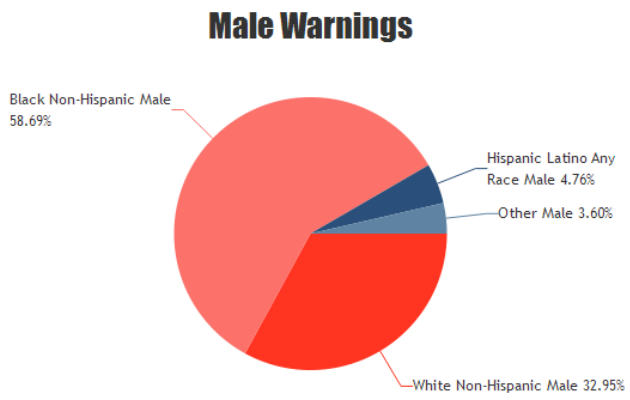
Traffic Warnings & Citations - Reaccreditation Year 1

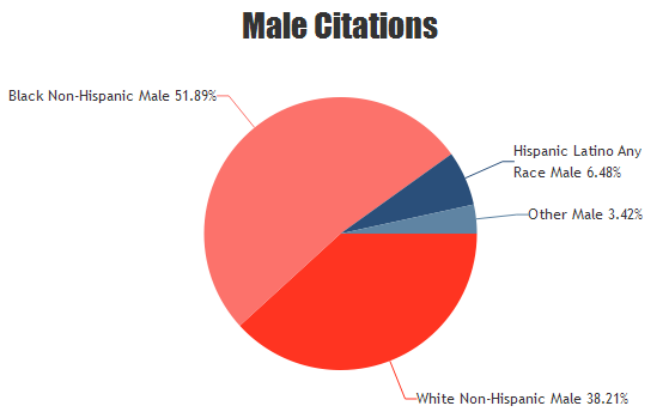
Data Collection Period: 1/1/2017 - 12/31/2017

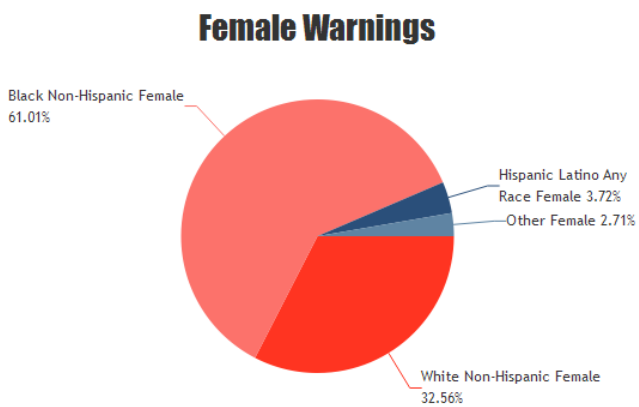
Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	1884	2618	4502
Black Non-Hispanic Male	3356	3555	6911
Hispanic Latino Any Race Male	272	444	716
Other Male	206	234	440
White Non-Hispanic Female	1347	1895	3242
Black Non-Hispanic Female	2524	2746	5270
Hispanic Latino Any Race Female	154	260	414
Other Female	112	130	242
TOTAL	9855	11882	21737

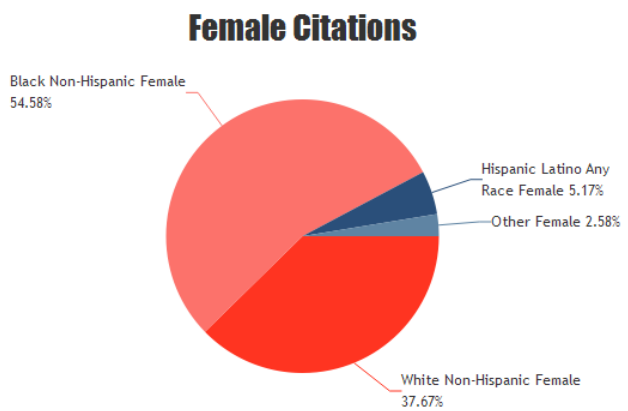
Reaccreditation Year 1 Notes:

Nothing further to add.









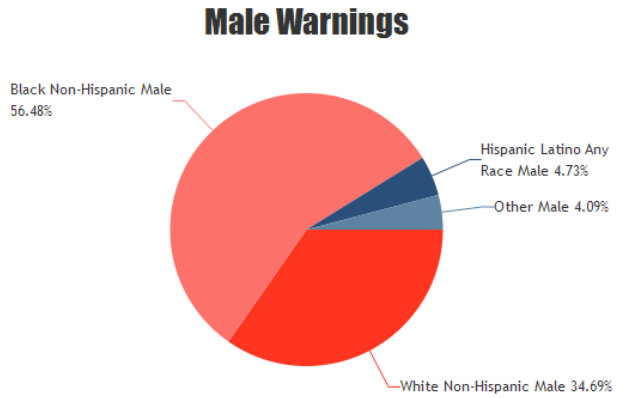
Legend

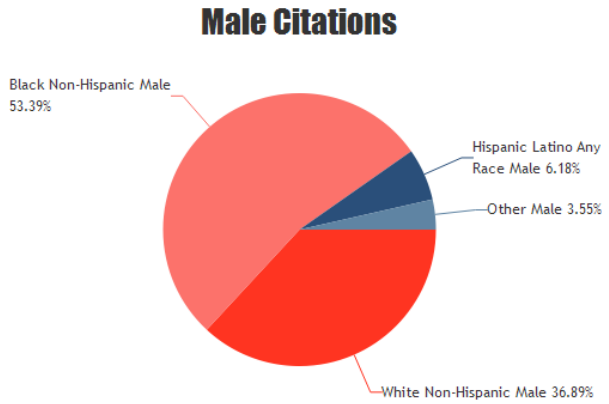
White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

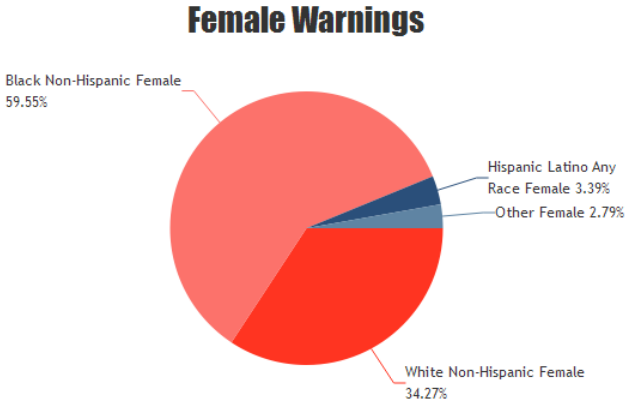
Traffic Warnings & Citations - Reaccreditation Year 2

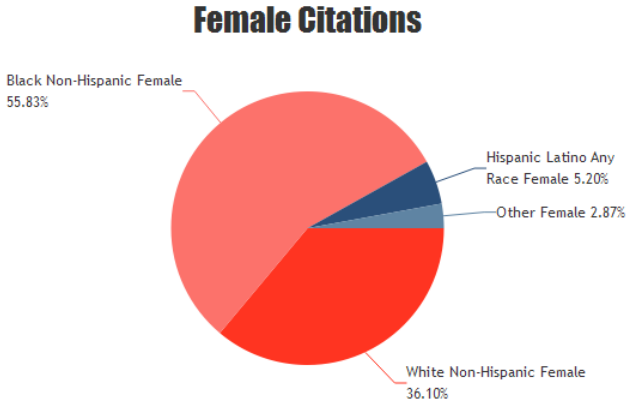
Data Collection Period: 1/1/2018 - 12/31/2018

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	1847	2246	4093
Black Non-Hispanic Male	3007	3251	6258
Hispanic Latino Any Race Male	252	376	628
Other Male	218	216	434
White Non-Hispanic Female	1326	1597	2923
Black Non-Hispanic Female	2304	2470	4774
Hispanic Latino Any Race Female	131	230	361
Other Female	108	127	235
TOTAL	9193	10513	19706









Legend

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

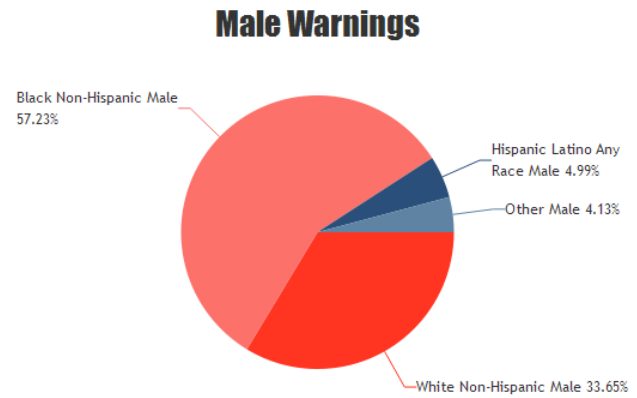
Traffic Warnings & Citations - Reaccreditation Year 3

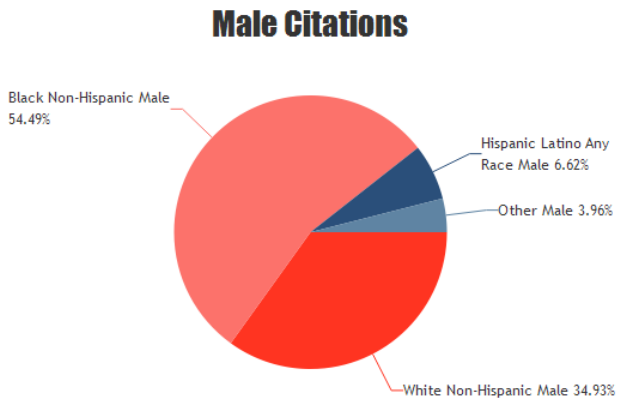
Data Collection Period: 1/1/2019 - 12/31/2019

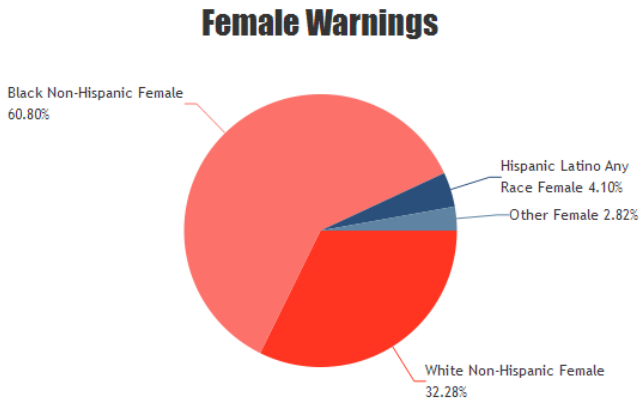
Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	1808	1978	3786
Black Non-Hispanic Male	3075	3085	6160
Hispanic Latino Any Race Male	268	375	643
Other Male	222	224	446
White Non-Hispanic Female	1282	1413	2695
Black Non-Hispanic Female	2415	2274	4689
Hispanic Latino Any Race Female	163	172	335
Other Female	112	126	238
TOTAL	9345	9647	18992

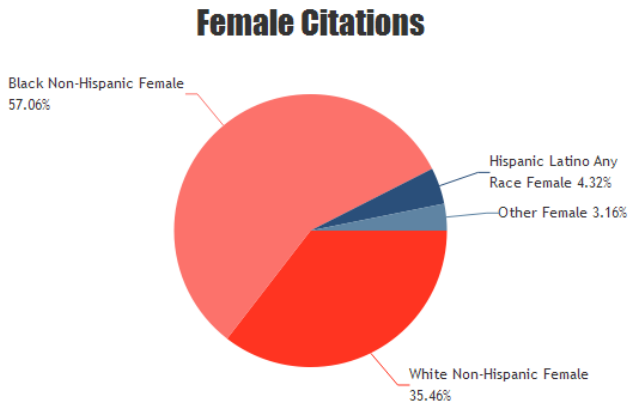
Reaccreditation Year 3 Notes:

Please also include any other notes relevant to this summary.









Legend

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

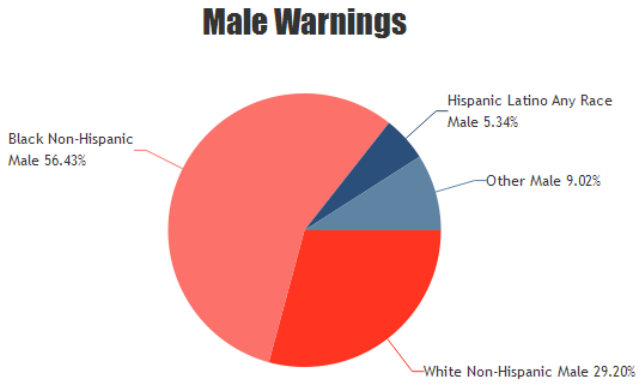
Traffic Warnings & Citations - Reaccreditation Year 4

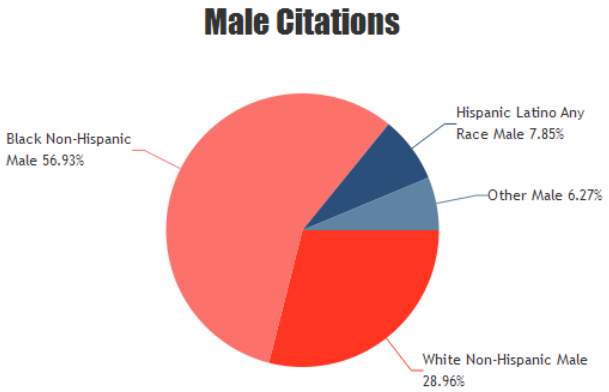
Data Collection Period: 1/1/2020 - 12/31/2020

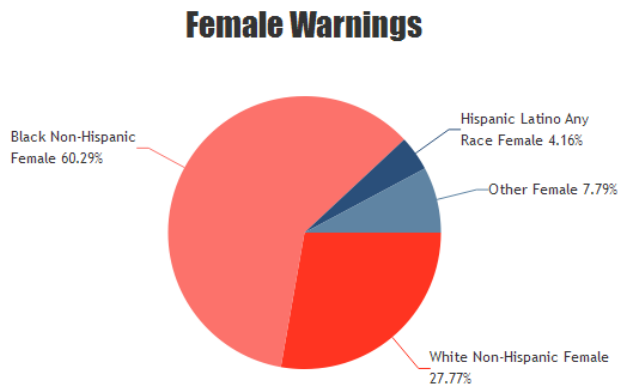
Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	1770	1391	3161
Black Non-Hispanic Male	3421	2735	6156
Hispanic Latino Any Race Male	324	377	701
Other Male	547	301	848
White Non-Hispanic Female	1216	879	2095
Black Non-Hispanic Female	2640	1860	4500
Hispanic Latino Any Race Female	182	160	342
Other Female	341	156	497
TOTAL	10441	7859	18300

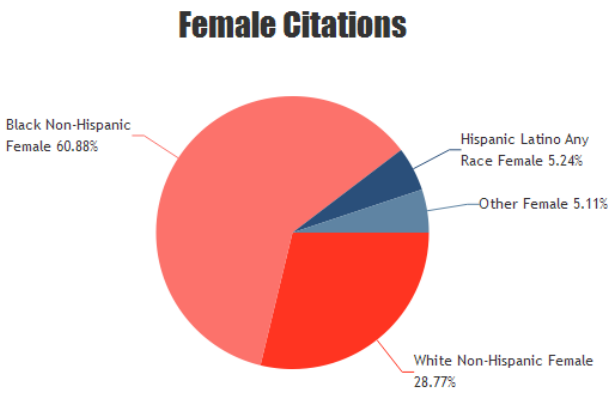
Reaccreditation Year 4 Notes:

Data provided by Crime Analyst Willey 1/29/21.









Legend

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

Biased Based Profiling

Year 1 Data Collection Period: 1/1/2017-12/31/2017

Year 2 Data Collection Period: 1/1/2018-12/31/2018

Year 3 Data Collection Period: 1/1/2019-12/31/2019

Year 4 Data Collection Period: 1/1/2020-12/31/2020

Complaints from:	Year 1	Year 2	Year 3	Year 4
Traffic Contacts	5	8	7	12
Field Contacts	7	9	5	12
Asset Forfeiture	0			

Reaccreditation Year 1 Notes:

Nothing further to add.

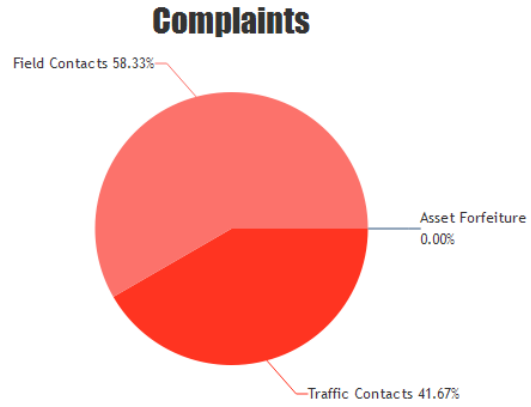
Reaccreditation Year 3 Notes:

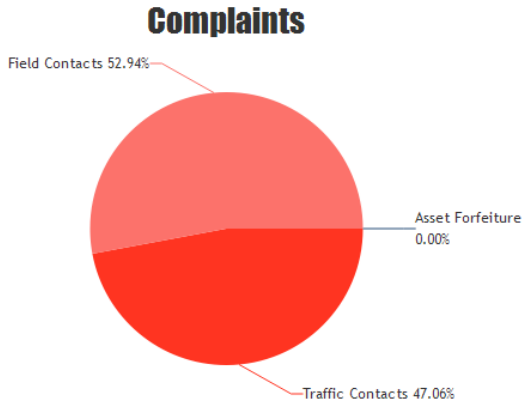
There was a total of 12 complaints, which included a total of 18 allegations.

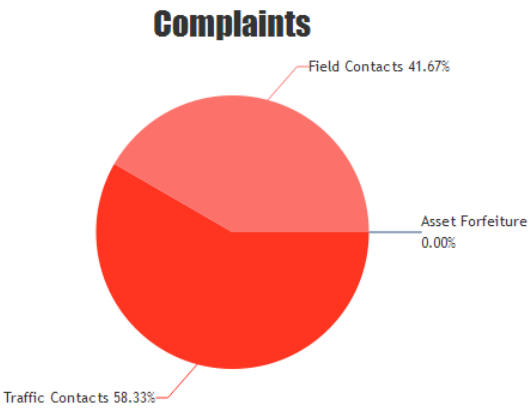
Reaccreditation Year 4 Notes:

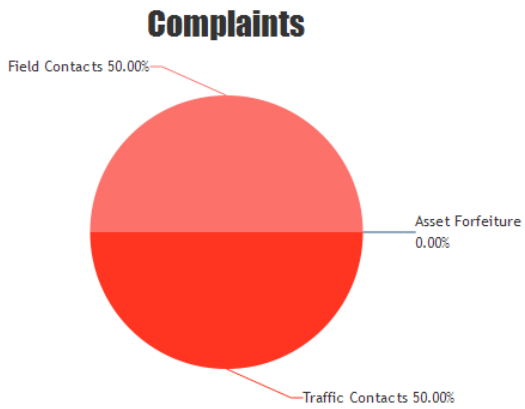
Note: The number of complaints listed on the chart are the total number of allegations (24 = 12 traffic contacts + 12 field contacts).

Data provided by the Professional Standards Division.









Legend

Traffic Contacts	
Field Contacts	
Asset Forfeiture	

Use Of Force - Reaccreditation Year 1

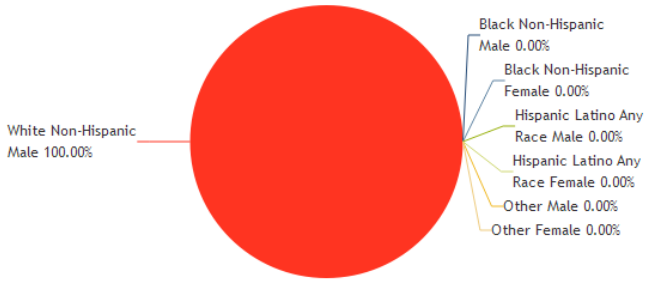
Data Collection Period: 1/1/2017 - 12/31/2017

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									2
Discharge	2	0	0	0	0	0	0	0	2
Display Only	0	0	0	0	0	0	0	0	0
ECW									30
Discharge Only	24	1	4	1	0	0	0	0	30
Display Only	0	0	0	0	0	0	0	0	0
Baton	5	0	1	0	0	0	0	0	6
Chemical/OC	14	0	7	1	3	0	0	0	25
Weaponless	153	9	26	7	6	0	0	0	201
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	198	10	38	9	9	0	0	0	264
Total Number of Incidents Resulting In Officer Injury or Death	50	1	13	4	2	0	0	0	70
Total Use of Force Arrests	161	7	27	6	7	0	0	0	208
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	1	0	0	0	0	0	1
Total Agency Custodial Arrests	2367	1328	7047	2854	344	127	153	55	14275
Total Use of Force Complaints	8	0	0	0	1	0	0	0	9

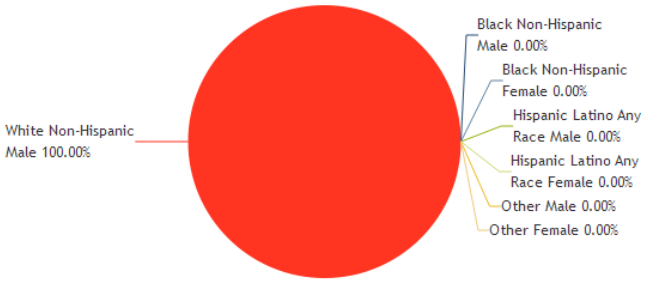
Reaccreditation Year 1 Notes:

Please note that an incident may involve one or more officers and/or suspects and result in one or more arrests and/or injuries. Also, the total Race/Sex of Sworn Personnel for each total incident may involve more than one person; therefore, the total number will be higher for race/sex.

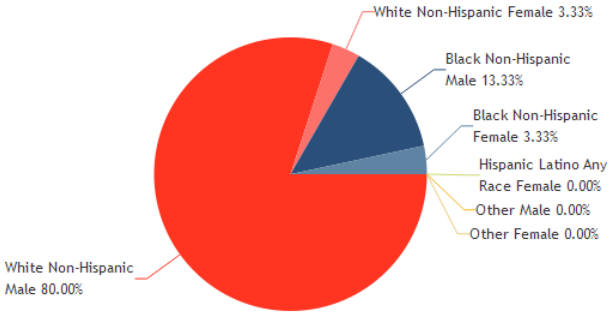
Total Firearm



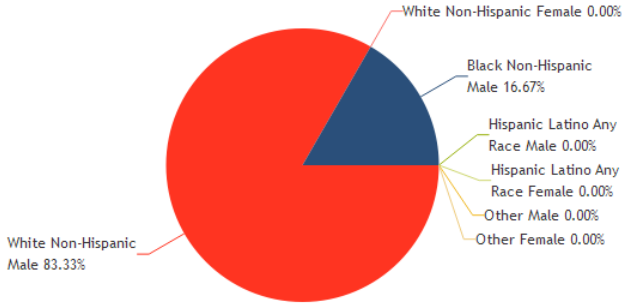
Firearm Discharge



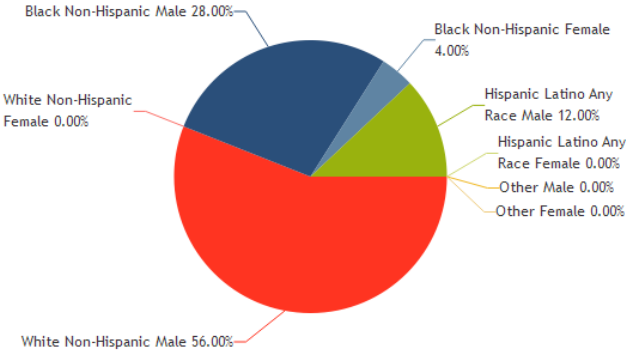
ECW Discharge



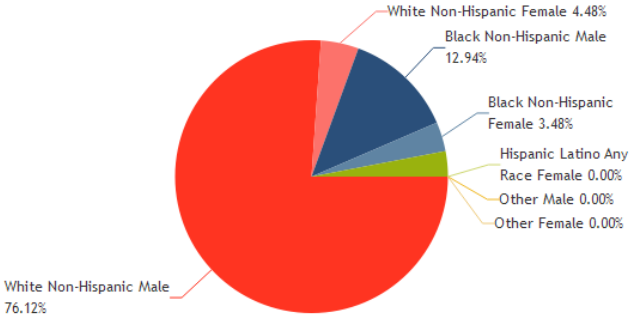
Baton



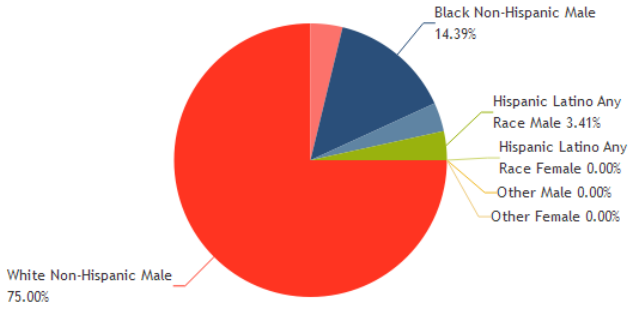
Chemical/OC



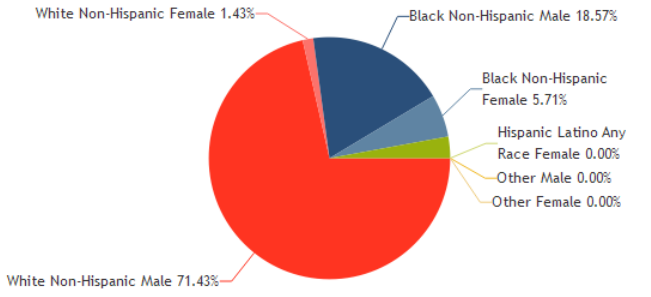
Weaponless



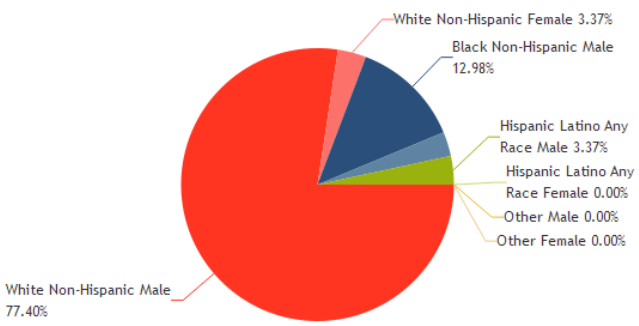
Total Uses of Force



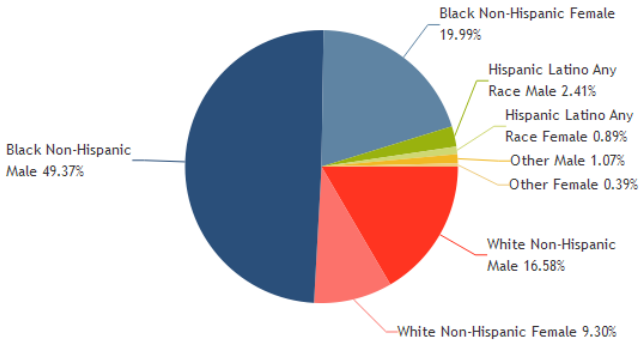
Total Number of Incidents Resulting in Officer Injury or Death

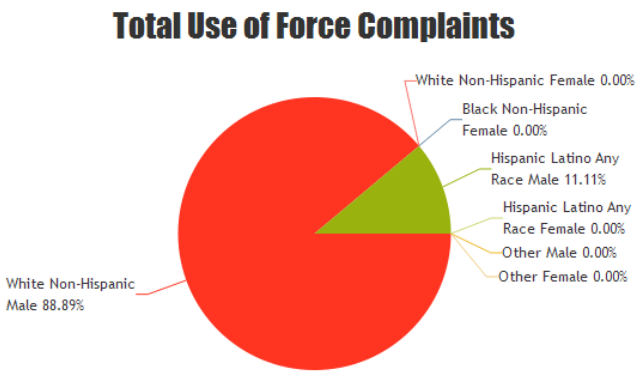


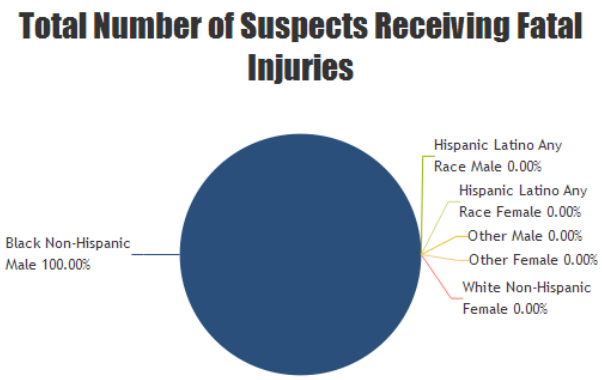
Total Use of Force Arrests



Total Agency Custodial Arrests







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: 1/1/2018 - 12/31/2018

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									3
Discharge	1		2						3
Display Only									
ECW									31
Discharge Only	23	2	3	1		2			31
Display Only									
Baton	2		1						3
Chemical/OC	14	2	3	7	1		1		28
Weaponless	163	11	36	6	5	3	4		228
Canine									2
Release Only									
Release and Bite	2								2
Total Uses of Force	205	15	45	14	6	5	5	0	295
Total Number of Incidents Resulting In Officer Injury or Death									
Total Use of Force Arrests									
Total Number of Suspects Receiving Non-Fatal Injuries									
Total Number of Suspects Receiving Fatal Injuries									
Total Agency Custodial Arrests	2090	1132	6571	2565	331	85	137	57	12968
Total Use of Force Complaints									

Reaccreditation Year 2 Notes:

The following statistics were not captured by the Professional Standards based on race and gender for the year 2018, only the total number was provided:

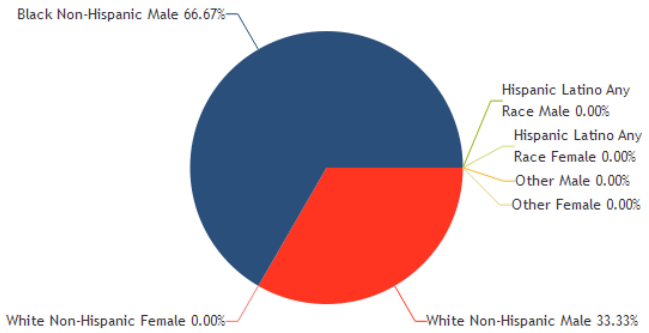
Total Number of Suspects Receiving Non-Fatal Injuries: 139

Total Number of Incidents Resulting in Officer Injury or Death: 36

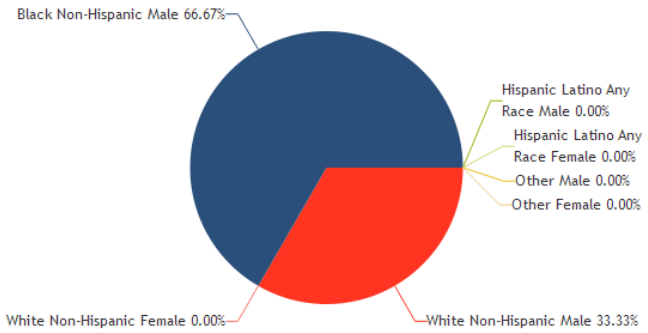
Total Use of Force Arrests: 146

Total Use of Force Complaints: 1

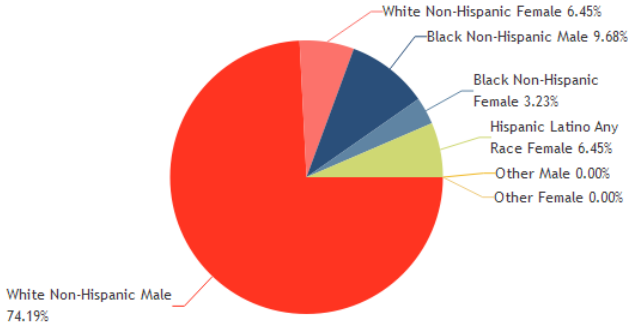
Total Firearm



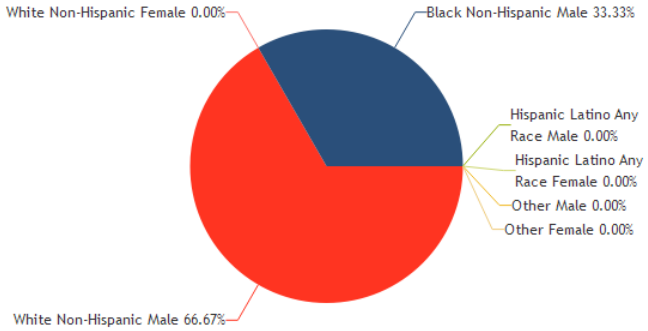
Firearm Discharge



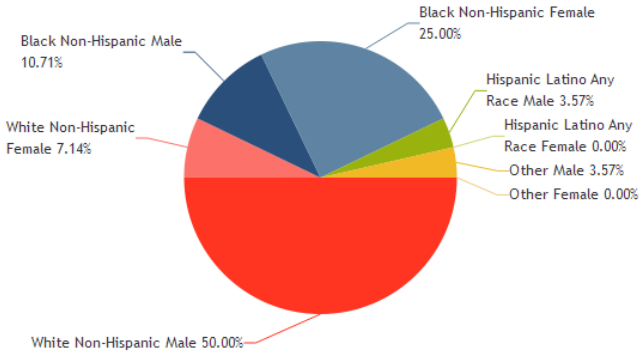
ECW Discharge



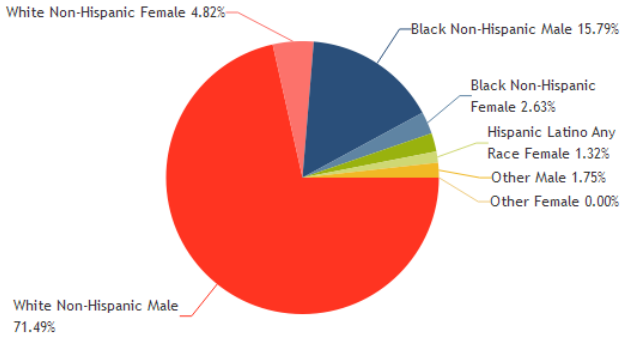
Baton



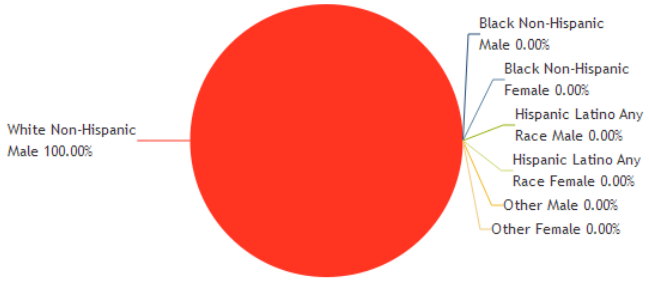
Chemical/OC



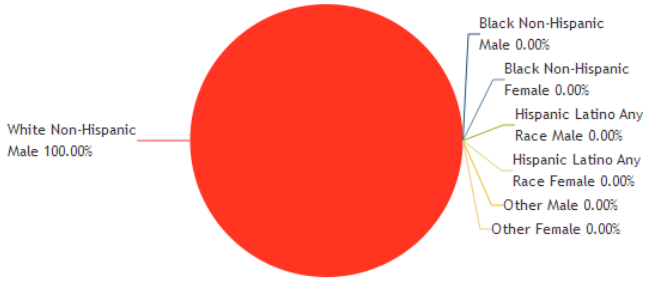
Weaponless

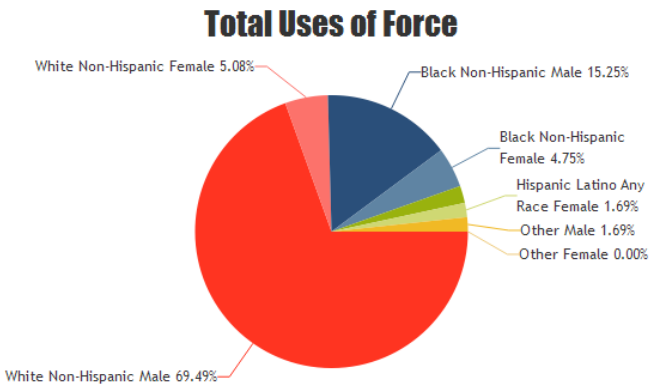


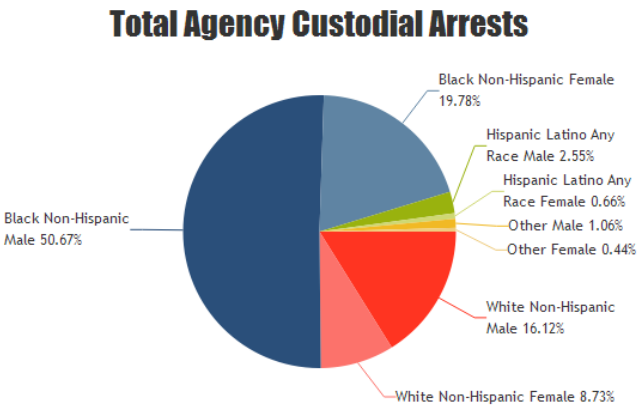
Total Canine



Canine: Release and Bite







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: 1/1/2019 - 12/31/2019

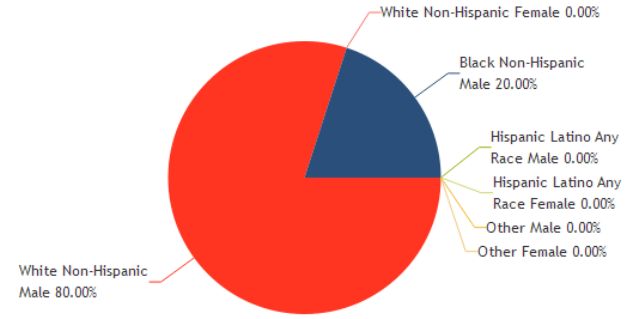
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									5
Discharge	4		1						5
Display Only									
ECW									43
Discharge Only	32	5	6						43
Display Only									
Baton	1		1		1				3
Chemical/OC	17	1	1			1			20
Weaponless	153	16	36	5	6	2	2	2	222
Canine									16
Release Only	8								8
Release and Bite	8								8
Total Uses of Force	223	22	45	5	7	3	2	2	309
Total Number of Incidents Resulting In Officer Injury or Death									
Total Use of Force Arrests									
Total Number of Suspects Receiving Non-Fatal Injuries									
Total Number of Suspects Receiving Fatal Injuries									
Total Agency Custodial Arrests	1935	1038	6204	2439	381	106	133	46	12282
Total Use of Force Complaints									

Reaccreditation Year 3 Notes:

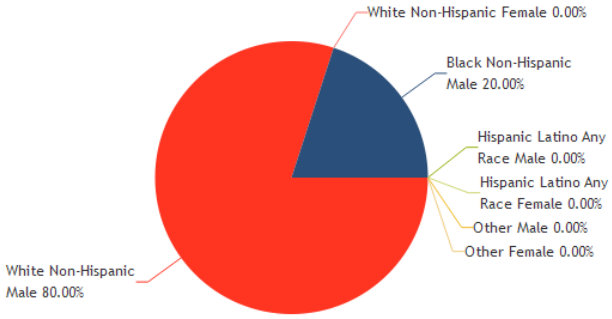
Under CANINE - RELEASE ONLY, please change the number from 8 to 0.
Demographic information is not captured for the categories below just the total number is available:
Total number of suspects receiving non-fatal injuries: 148
Total number of suspects receiving fatal injuries: 0
Total number of incidents resulting in officer injury or death: 37

Total use of force arrests: 158
Total use of force complaints: 3

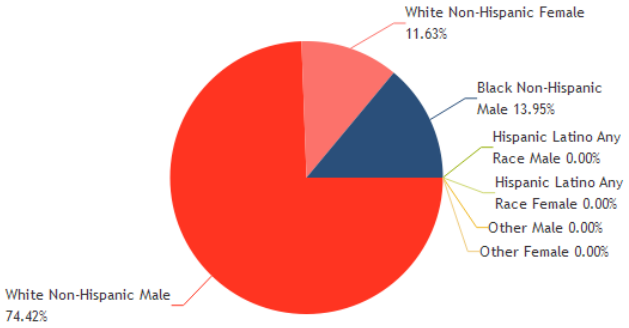
Total Firearm



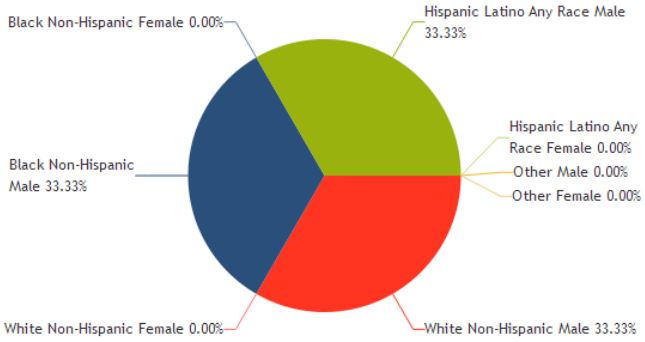
Firearm Discharge



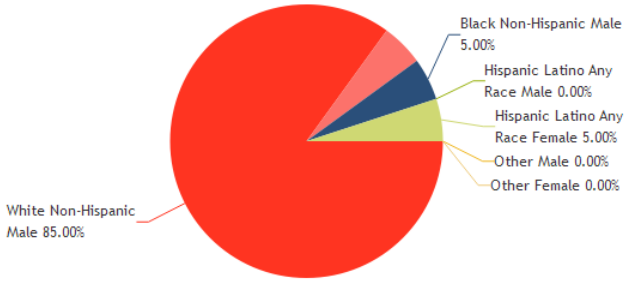
ECW Discharge



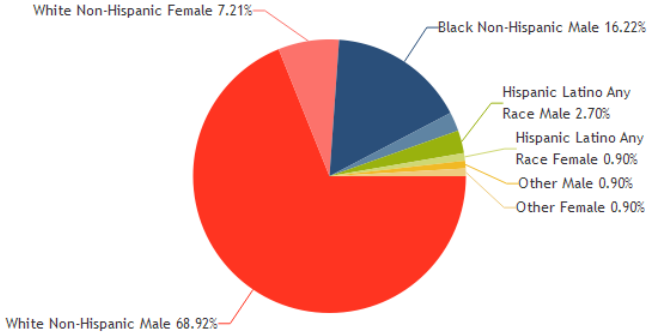
Baton



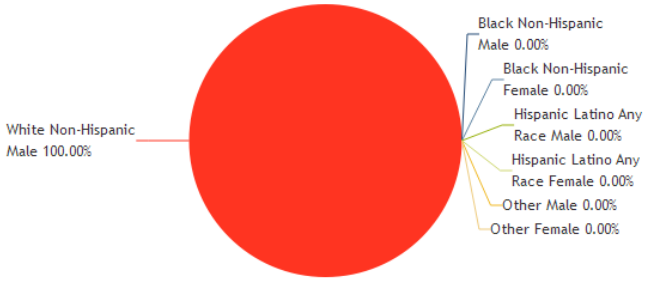
Chemical/OC



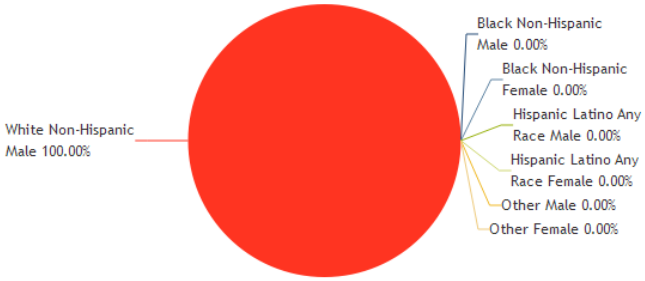
Weaponless



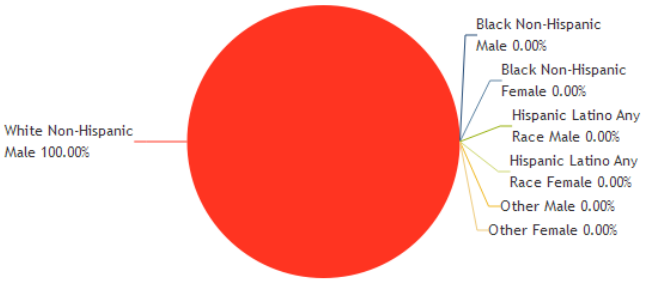
Total Canine



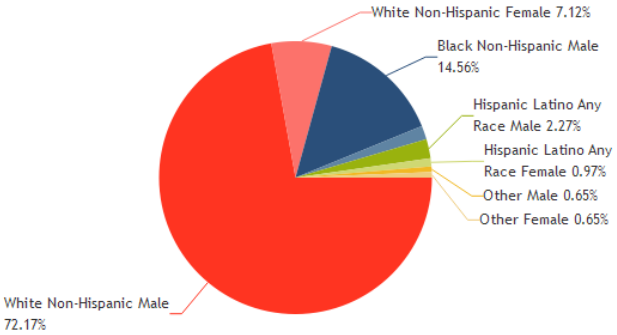
Canine: Release Only



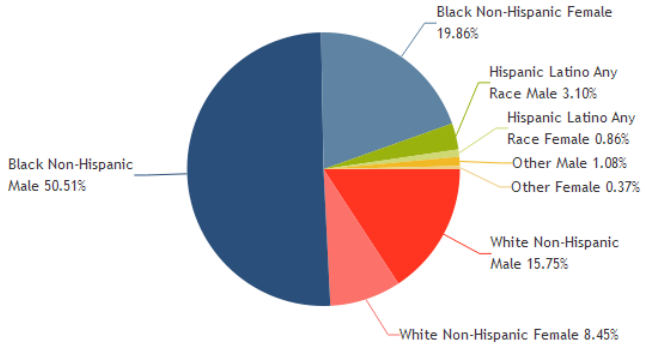
Canine: Release and Bite



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 4

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

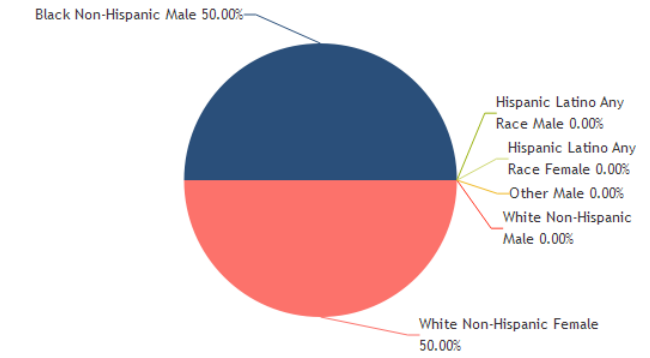
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									2
Discharge		1	1						2
Display Only									
ECW									29
Discharge Only	4	1	18	2	3		1		29
Display Only									
Baton		1	3						4
Chemical/OC	2	1	9	4	1				17
Weaponless	23	6	63	14	2	1	2	1	112
Canine									11
Release Only									
Release and Bite	1		9		1				11
Total Uses of Force	30	10	103	20	7	1	3	1	175
Total Number of Incidents Resulting In Officer Injury or Death	23	7	8	5	3	1			47
Total Use of Force Arrests									
Total Number of Suspects Receiving Non-Fatal Injuries	23	6	69	14	7	1	2	1	123
Total Number of Suspects Receiving Fatal Injuries									
Total Agency Custodial Arrests	1872	862	5638	1924	286	96	202	53	10933
Total Use of Force Complaints				1					1

Reaccreditation Year 4 Notes:

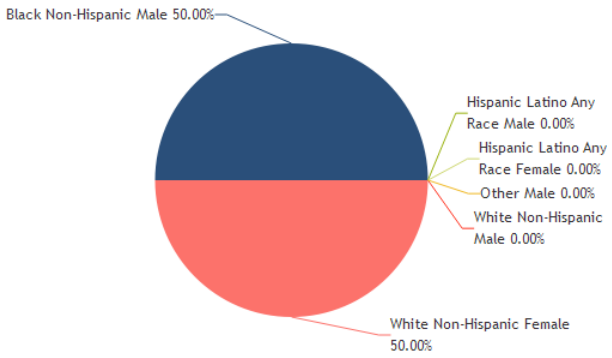
Note: There were a total of 162 use of force incidents and a total of 141 use of force arrests. The type of force will always be higher than the number of use of force incidents because multiple officers can be involved in one incident. Also, the type of force used will be higher than the number of suspects because of multiple officers involved. In most use of force incidents there will be only one suspect; however, there are some incidents where there might be more than one suspect involved in an incident.

Data regarding custodial arrests was provided by Crime Analyst Willey 1/29/21 and all of other data was provided by the Professional Standards Division.

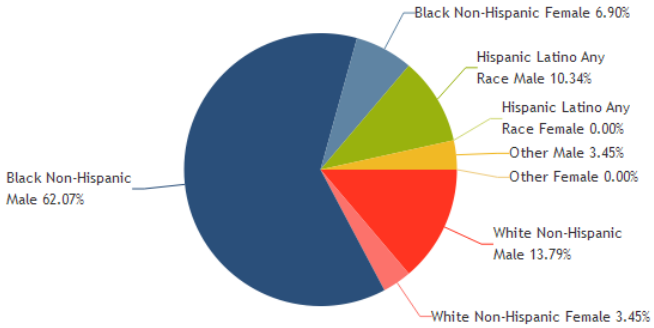
Total Firearm



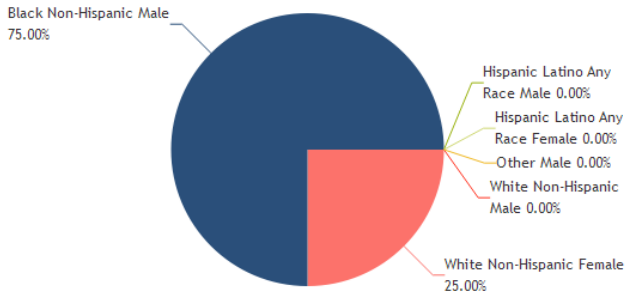
Firearm Discharge



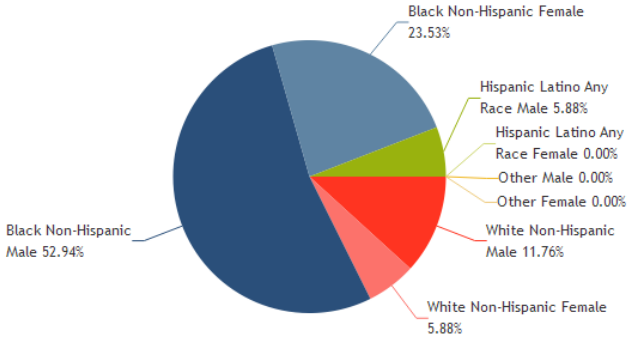
ECW Discharge



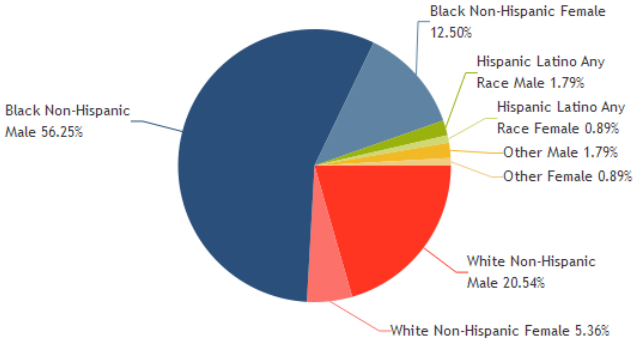
Baton



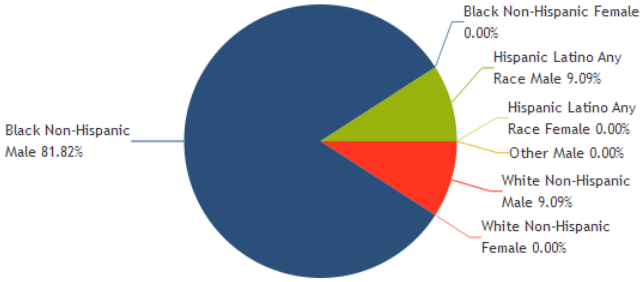
Chemical/OC



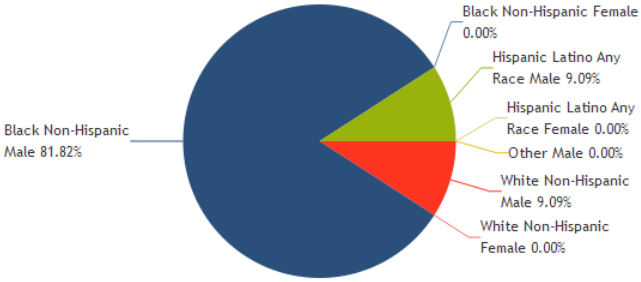
Weaponless



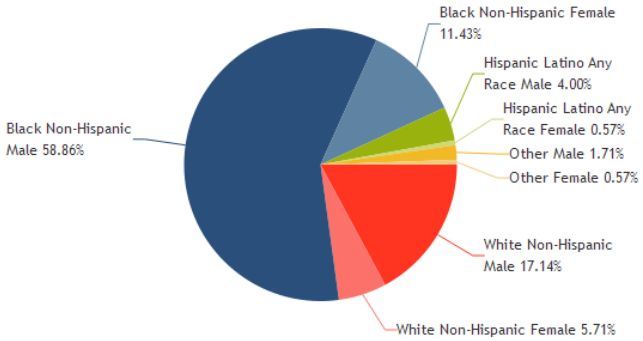
Total Canine



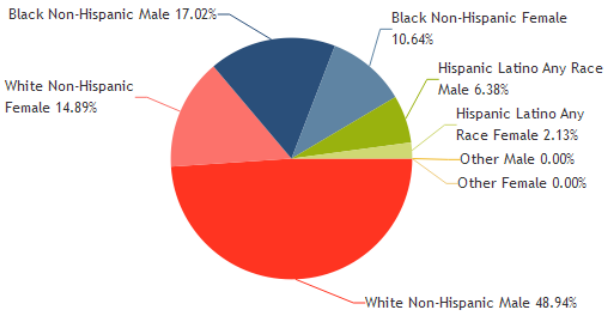
Canine: Release and Bite



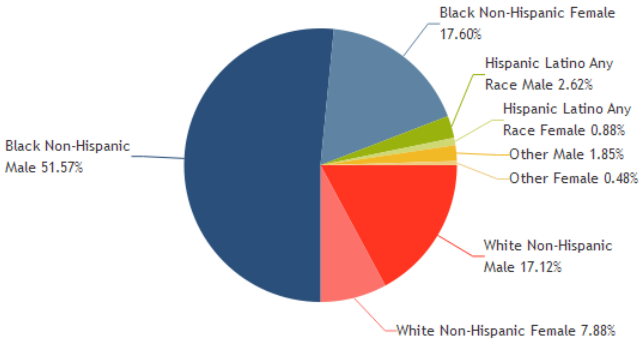
Total Uses of Force



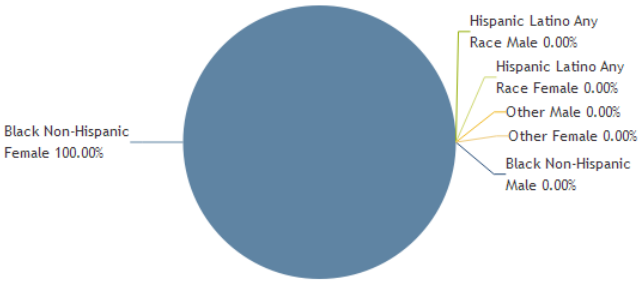
Total Number of Incidents Resulting in Officer Injury or Death



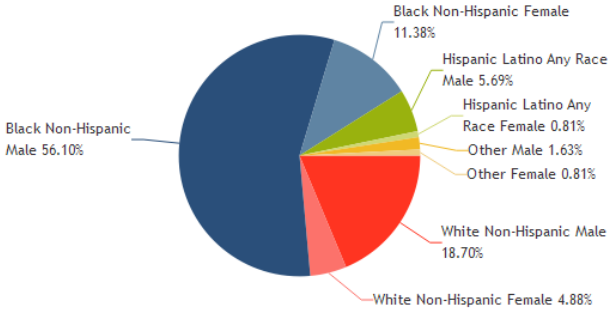
Total Agency Custodial Arrests



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: 1/1/2017-12/31/2017

Year 2 Data Collection Period: 1/1/2018-12/31/2018

Year 3 Data Collection Period: 1/1/2019-12/31/2019

Year 4 Data Collection Period: 1/1/2020-12/31/2020

Grievances	Year 1	Year 2	Year 3	Year 4
Number	5	2	1	2

Reaccreditation Year 3 Notes:

Please change the # of Grievances above from 1 to 0.
No formal grievances were filed during the data collection period of January 1, 2019 - December 31, 2019.

Reaccreditation Year 4 Notes:

Data provided by the Resource Management Division Commanding Officer (Captain Brown).

Personnel Actions

Year 1 Data Collection Period: 1/1/2017-12/31/2017

Year 2 Data Collection Period: 1/1/2018-12/31/2018

Year 3 Data Collection Period: 1/1/2019-12/31/2019

Year 4 Data Collection Period: 1/1/2020-12/31/2020

	Year 1	Year 2	Year 3	Year 4
Suspension	12	8	10	20
Demotion	1	0	1	
Resign In Lieu of Termination	15	3	5	5
Termination	2	4	2	10
Other	0			
Total	30	15	18	35
Commendations	173	123	196	145

Reaccreditation Year 3 Notes:

Please also include any other notes relevant to this summary.

Reaccreditation Year 4 Notes:

Data regarding commendations was provided by Resource Management Division Administrative Specialist Beverly Love and all other data was provided by the Professional Standards Division.

Complaints and Internal Affairs - Reaccreditation Year 4

Data Collection Period: -

	Year 1	Year 2	Year 3	Year 4
External/Citizen Complaint				
Citizen Complaint	127	145	108	189
Sustained	40	32	38	80
Not Sustained	30	26	21	32
Unfounded	43	60	36	50
Exonerated	14	27	13	27
Internal/Directed Complaint				
Directed Complaint	123	85	94	136
Sustained	100	67	86	120
Not Sustained	8	9	3	6
Unfounded	9	6	3	2
Exonerated	6	3	2	8

Reaccreditation Year 4 Notes:

Data was provided by the Professional Standards Division.

Calls For Service - Reaccreditation Year 4

Data Collection Period: -

	Year 1	Year 2	Year 3	Year 4
Calls for Service	211985	205178	190099	193865
UCR/NIBRS Part 1 Crimes				
Murder	39	34	45	61
Forcible Rape	86	102	104	87
Robbery	668	545	628	588
Aggravated Assault	1370	1281	1705	2009
Burglary	2051	1994	2199	2222
Larceny-Theft	7412	7090	7923	7652
Motor Vehicle Theft	749	757	986	1124
Arson	118	92	90	103

Reaccreditation Year 4 Notes:

Date provided by Crime Analyst D Willey.

Motor Vehicle Pursuit

Year 1 Data Collection Period: 1/1/2017-12/31/2017

Year 2 Data Collection Period: 1/1/2018-12/31/2018

Year 3 Data Collection Period: 1/1/2019-12/31/2019

Year 4 Data Collection Period: 1/1/2020-12/31/2020

	Year 1	Year 2	Year 3	Year 4
Pursuits				
Total Pursuits	39	33	42	45
Forcible stopping techniques used	4	1	3	
Terminated by Agency	9	10	15	13
Policy Compliant	36	26	34	33
Policy Non-Compliant	3	7	8	12
Collisions				
Injuries				
Total Collisions	25	15	19	18
Officer	2	1	1	2
Suspect	7	3	4	2
ThirdParty	0			
Reason Initiated				
Traffic	7	6	13	8
Felony	17	11	15	20
Misdemeanor	15	16	14	17

Reaccreditation Year 3

Please also include any other notes relevant to this summary.

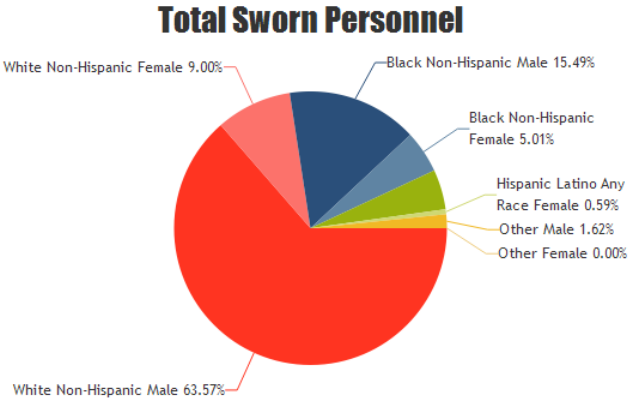
Reaccreditation Year 4

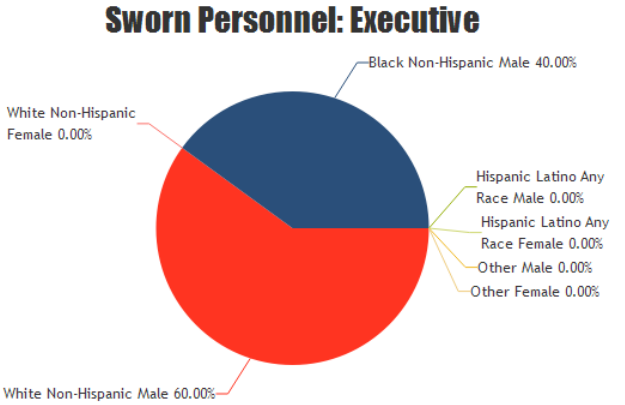
Data provided by the Professional Standards Division.

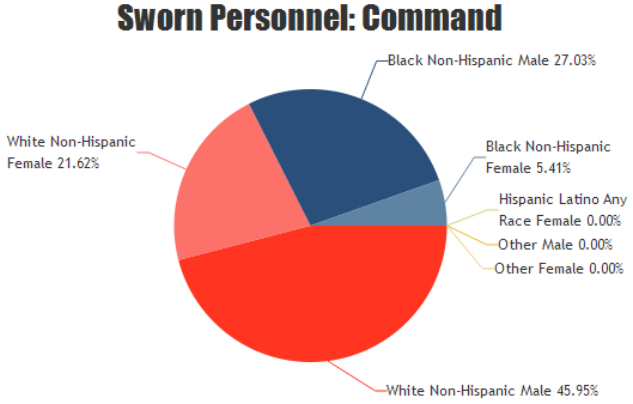
Agency Breakdown Report - Reaccreditation Year 1

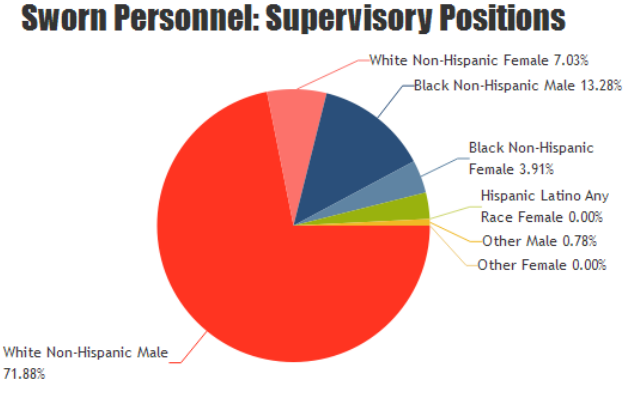
Data Collection Period: 1/1/2017 - 12/31/2017

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	3	0	2	0	0	0	0	0	5
Command	17	8	10	2	0	0	0	0	37
Supervisory Positions	92	9	17	5	4	0	1	0	128
Non-Supervisory Positions	319	44	76	27	28	4	10	0	508
Sub Total									678
Non Sworn Personnel									
Executive	0	0	0	0	0	0	0	0	0
Managerial	0	4	1	0	0	0	0	0	5
Supervisory Positions	3	2	0	6	0	0	0	0	11
Non-Supervisory Positions	8	43	4	29	0	2	2	2	90
Sub Total									106
Total									784

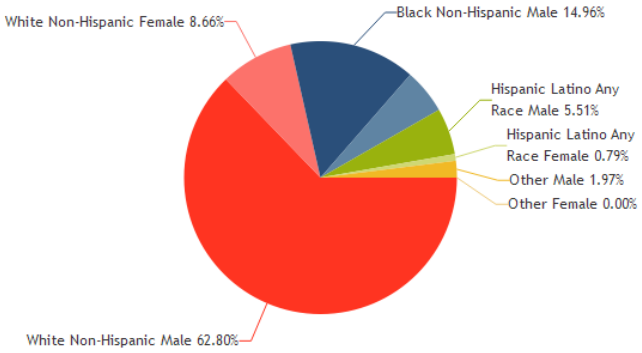




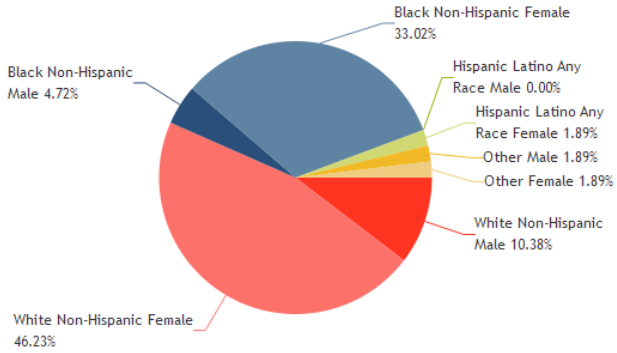




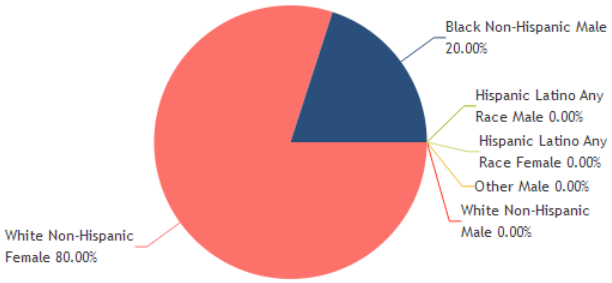
Sworn Personnel: Non-Supervisory Positions



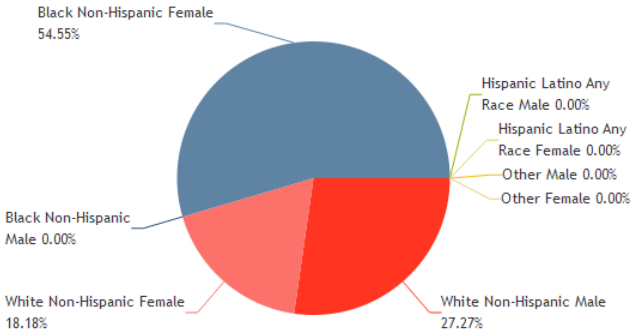
Total Non-Sworn Personnel



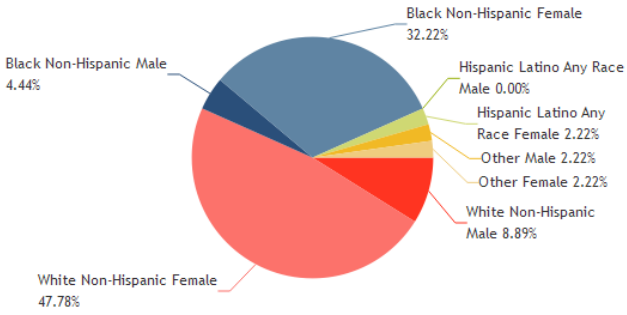
Non-Sworn Personnel: Managerial



Non-Sworn Personnel: Supervisory Positions



Non-Sworn Personnel: Non-Supervisory Positions



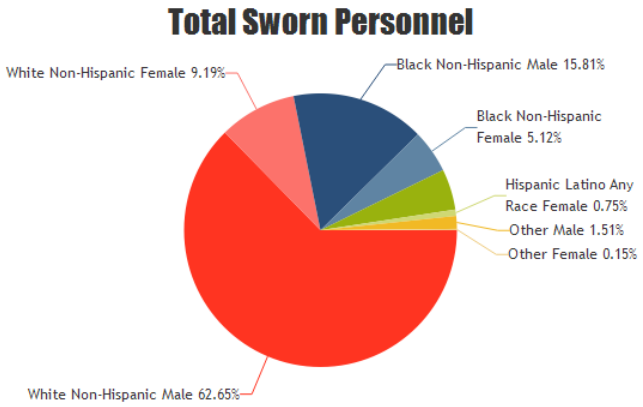
Legend

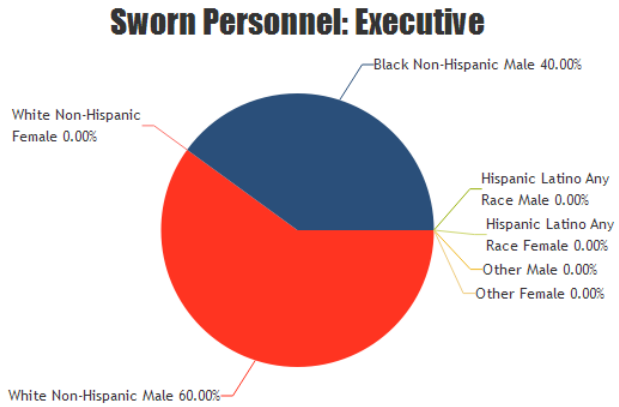
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

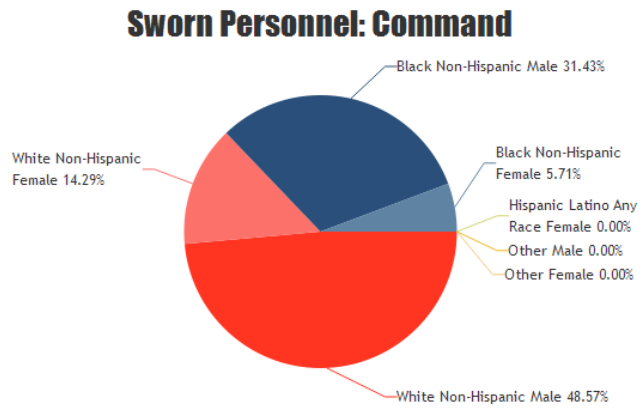
Agency Breakdown Report - Reaccreditation Year 2

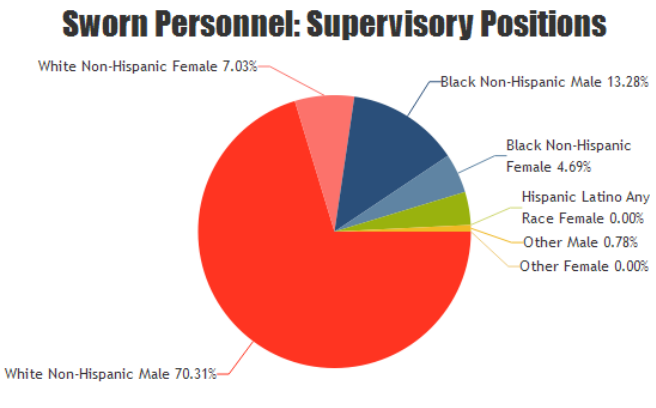
Data Collection Period: 1/1/2018 - 12/31/2018

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	3		2						5
Command	17	5	11	2					35
Supervisory Positions	90	9	17	6	5		1		128
Non-Supervisory Positions	306	47	75	26	27	5	9	1	496
Sub Total									664
Non Sworn Personnel									
Executive									
Managerial		4	2						6
Supervisory Positions	1	5		7					13
Non-Supervisory Positions	12	36	3	27		1	2	2	83
Sub Total									102
Total									766

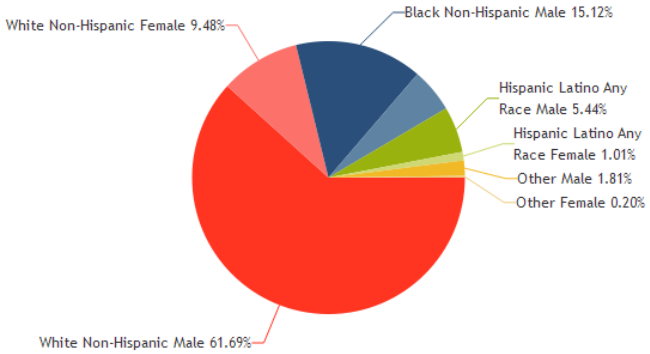




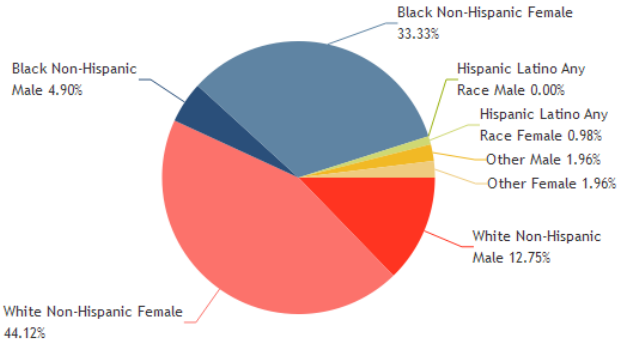




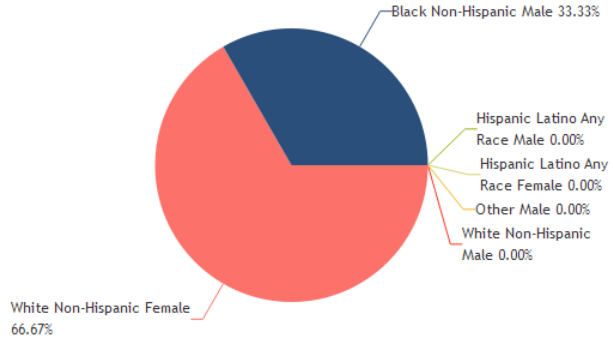
Sworn Personnel: Non-Supervisory Positions



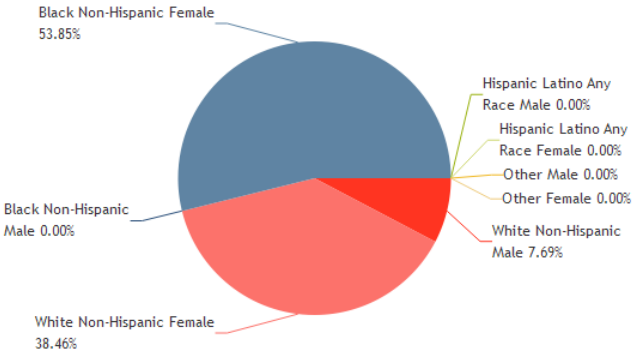
Total Non-Sworn Personnel



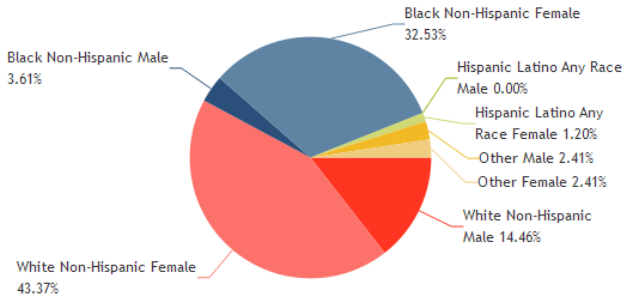
Non-Sworn Personnel: Managerial



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	

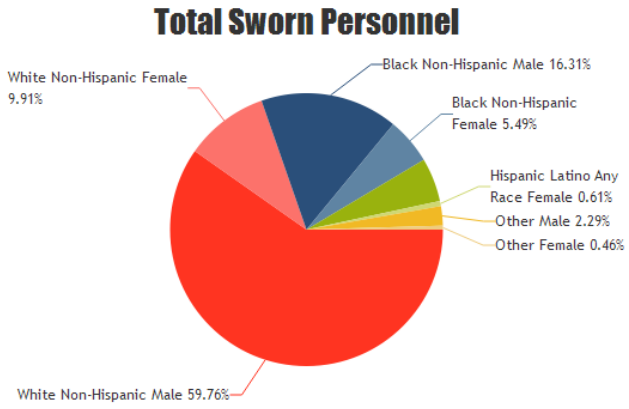
Agency Breakdown Report - Reaccreditation Year 3

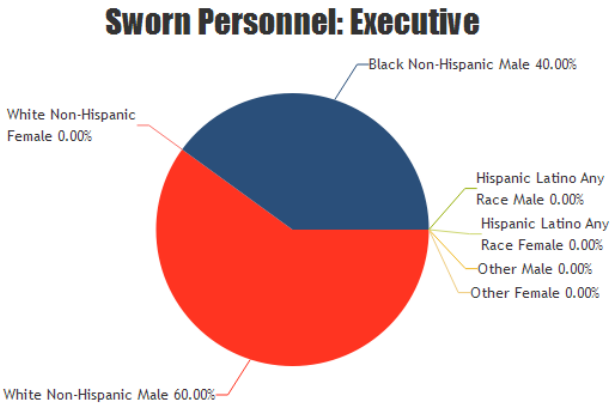
Data Collection Period: 1/1/2019 - 12/31/2019

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	3		2						5
Command	15	4	8	3					30
Supervisory Positions	87	11	14	6	5		2		125
Non-Supervisory Positions	287	50	83	27	29	4	13	3	496
Sub Total									656
Non Sworn Personnel									
Executive									
Managerial		2							2
Supervisory Positions	1	6		6					13
Non-Supervisory Positions	12	36	5	26	0	1	2	2	84
Sub Total									99
Total									755

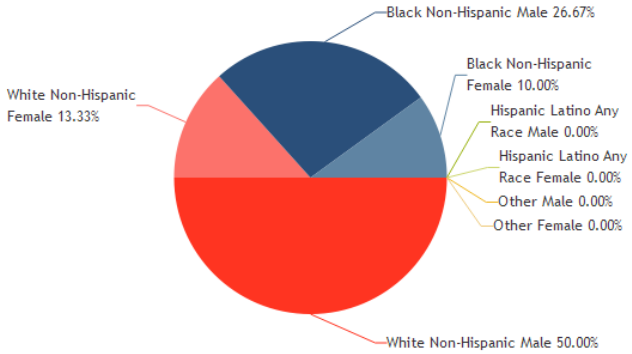
Reaccreditation Year 3 Notes:

Data provided was as of 1/1/2019.

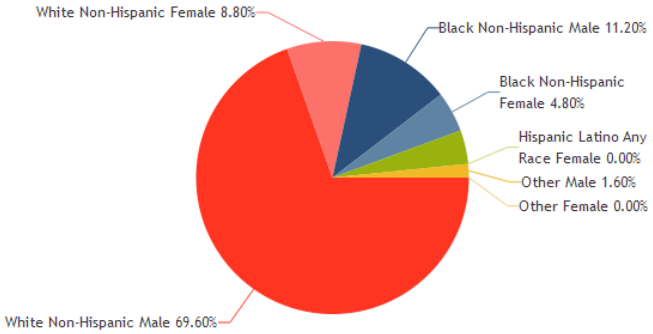




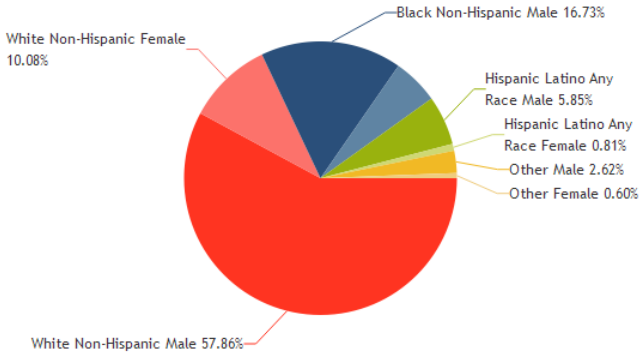
Sworn Personnel: Command



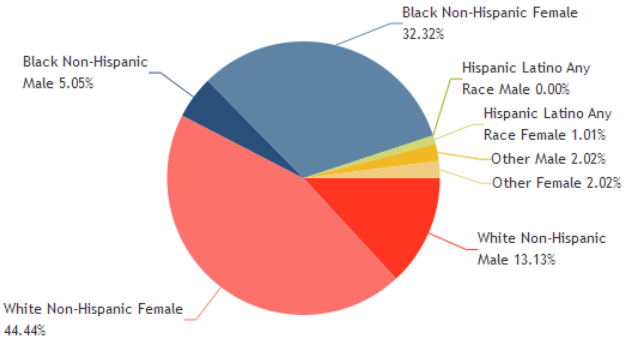
Sworn Personnel: Supervisory Positions



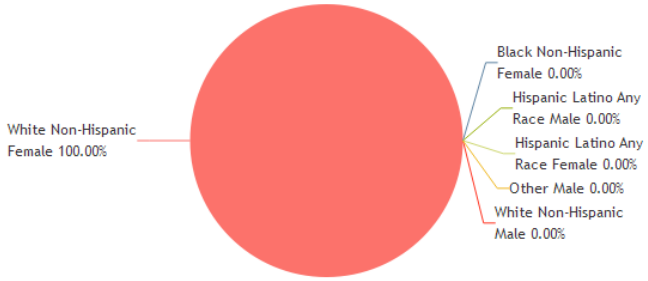
Sworn Personnel: Non-Supervisory Positions



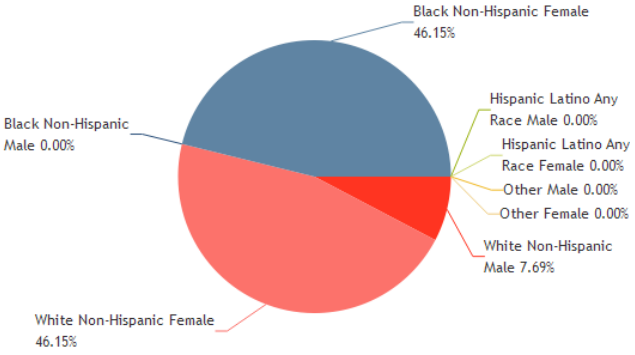
Total Non-Sworn Personnel



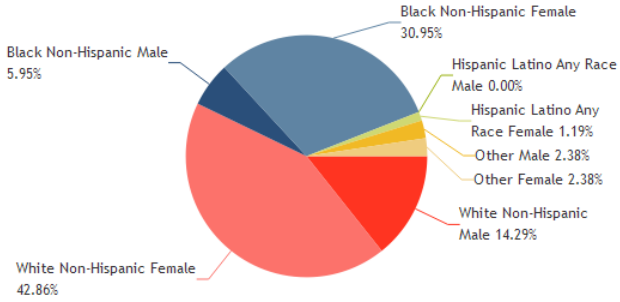
Non-Sworn Personnel: Managerial



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	

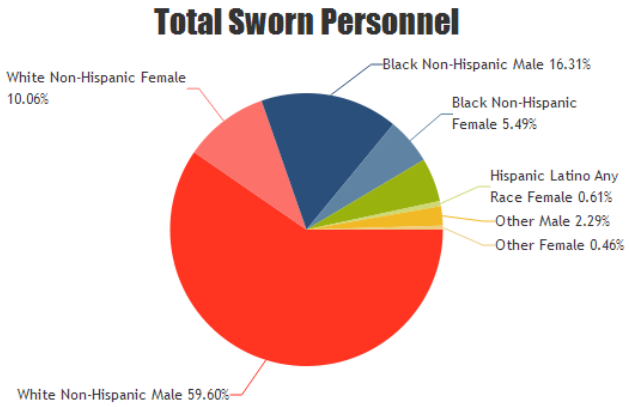
Agency Breakdown Report - Reaccreditation Year 4

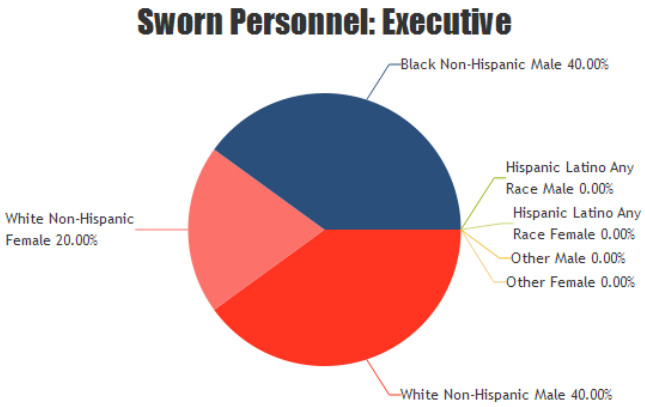
Data Collection Period: 1/1/2020 - 12/31/2020

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	2	1	2						5
Command	15	4	8	3					30
Supervisory Positions	87	11	14	6	5		2		125
Non-Supervisory Positions	287	50	83	27	29	4	13	3	496
Sub Total									656
Non Sworn Personnel									
Executive									
Managerial		3	1						4
Supervisory Positions	1	5		6					12
Non-Supervisory Positions	12	36	5	26		1	2	2	84
Sub Total									100
Total									756

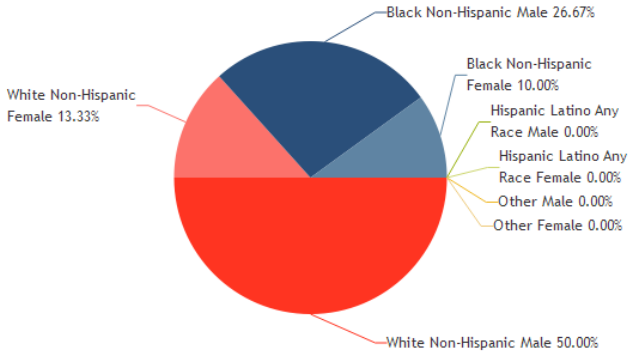
Reaccreditation Year 4 Notes:

Data provided by Resource Management Division HR Rep Delisha Council.

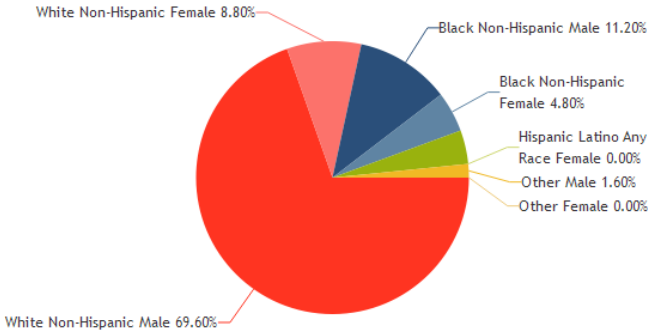




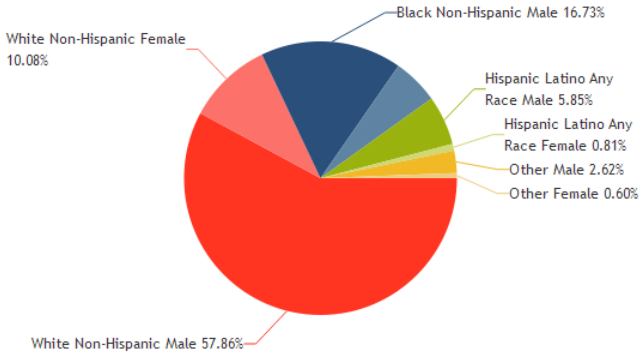
Sworn Personnel: Command



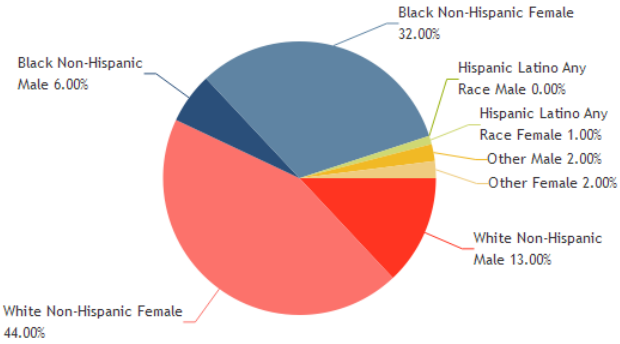
Sworn Personnel: Supervisory Positions



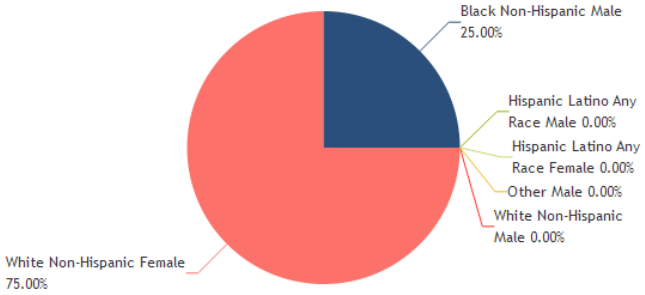
Sworn Personnel: Non-Supervisory Positions



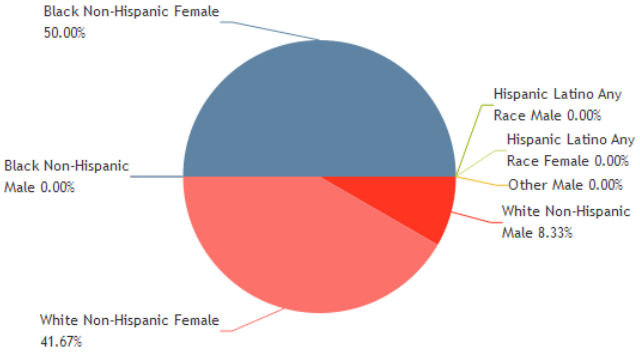
Total Non-Sworn Personnel



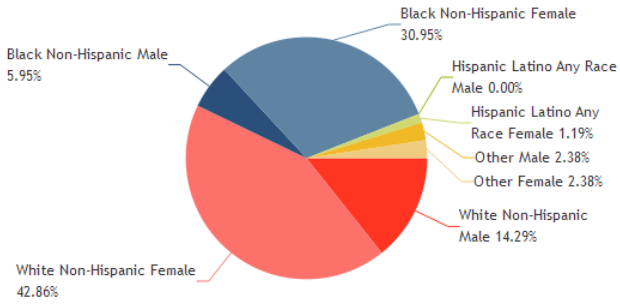
Non-Sworn Personnel: Managerial



Non-Sworn Personnel: Supervisory Positions



Non-Sworn Personnel: Non-Supervisory Positions



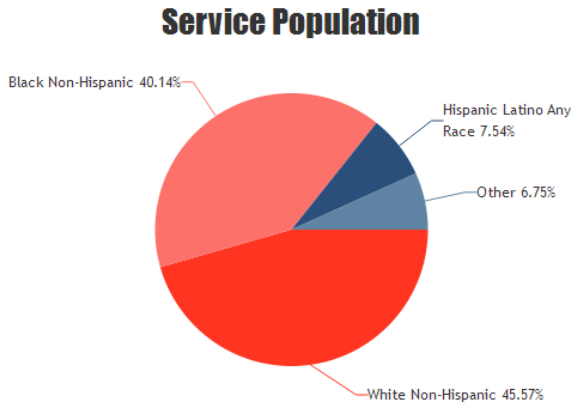
Legend

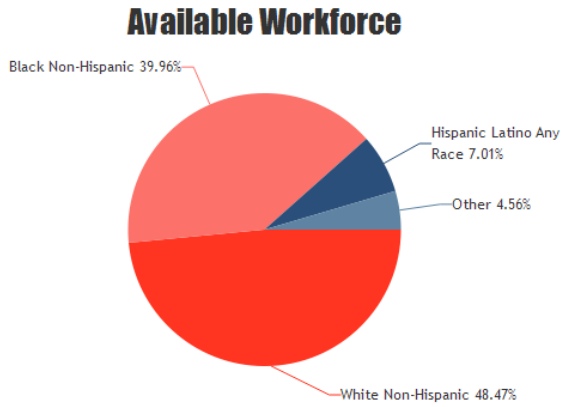
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

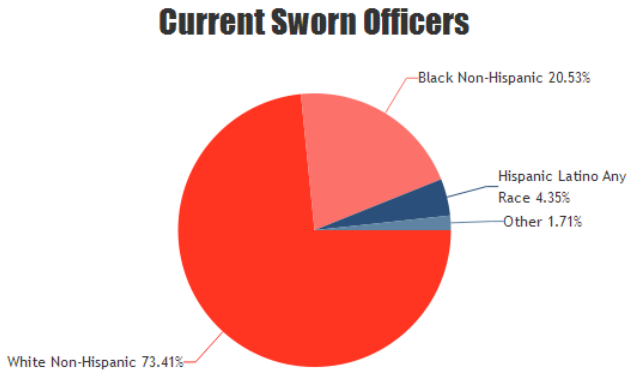
Agency Demographics Report - Reaccreditation Year 1

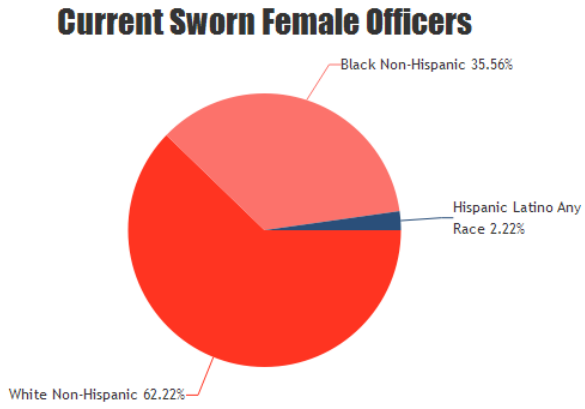
Data Collection Period: 1/1/2017 - 12/31/2017

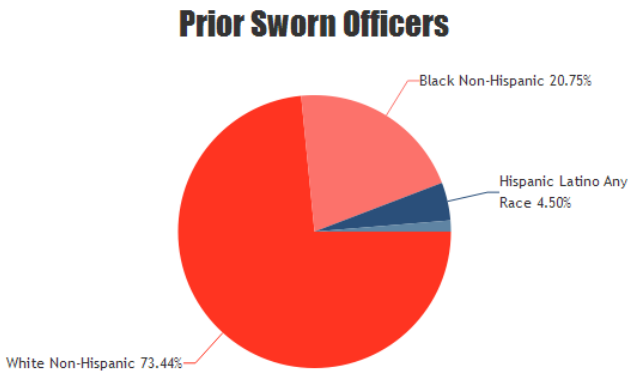
	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	122888	45%	81776	48 %	472	73%	56	8%	506	73%	58	8%
Black Non-Hispanic	108233	40%	67409	39 %	132	20%	32	4%	143	20%	33	4%
Hispanic Latino Any Race	20336	7%	11829	7 %	28	4%	2	0%	31	4%	3	0%
Other	18209	6%	7687	4 %	11	1%	0	0%	9	1%	0	0%
Total	269666		168701		643		90		689		94	

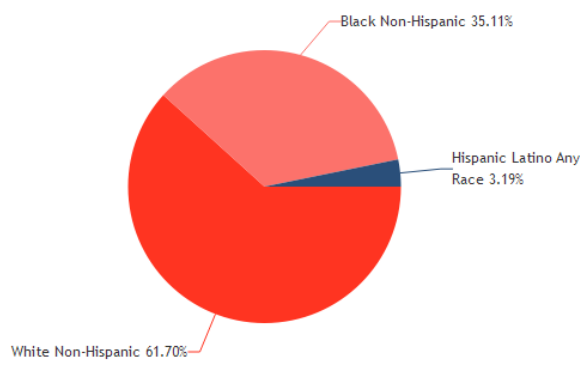








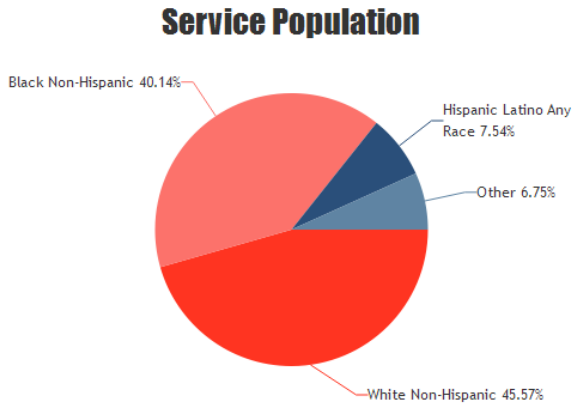


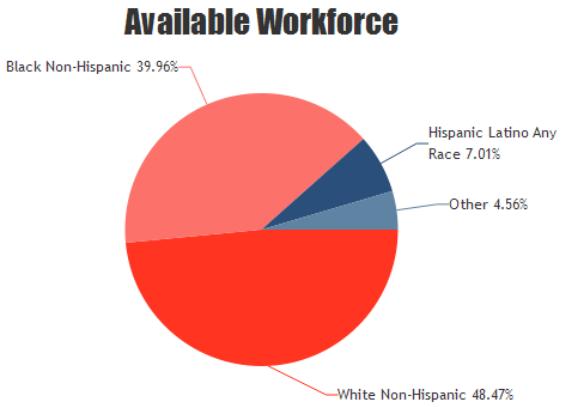


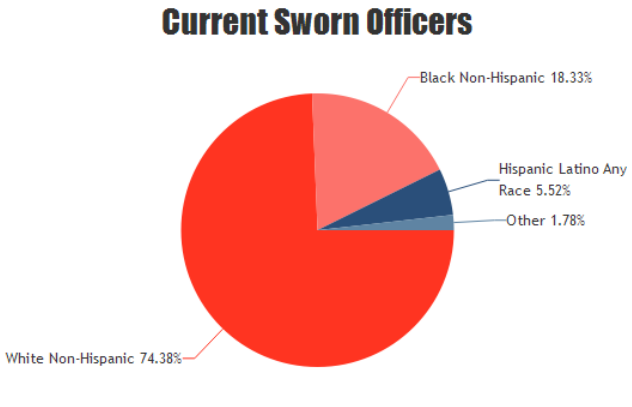
Agency Demographics Report - Reaccreditation Year 2

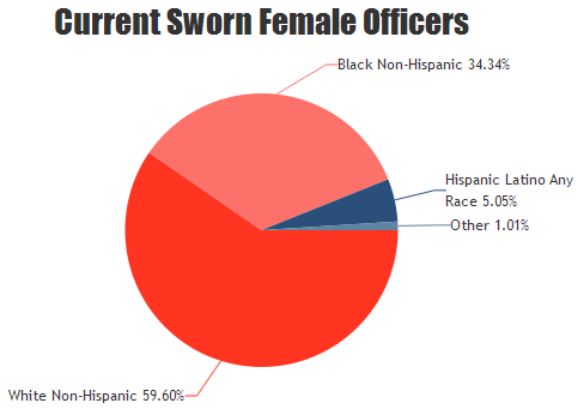
Data Collection Period: 1/1/2018 - 12/31/2018

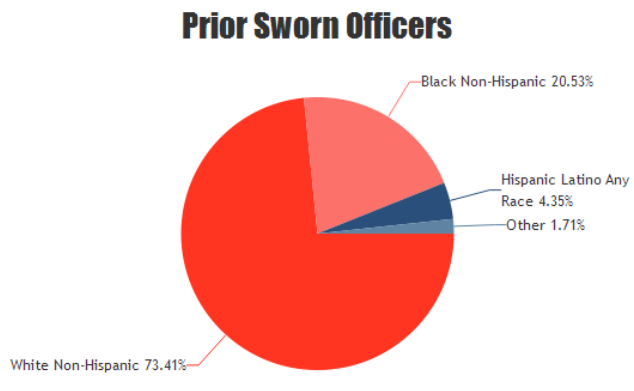
	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	122888	45%	81776	48 %	418	74%	59	10%	472	73%	56	8%
Black Non-Hispanic	108233	40%	67409	39 %	103	18%	34	6%	132	20%	32	4%
Hispanic Latino Any Race	20336	7%	11829	7 %	31	5%	5	0%	28	4%	2	0%
Other	18209	6%	7687	4 %	10	1%	1	0%	11	1%	0	0%
Total	269666		168701		562		99		643		90	

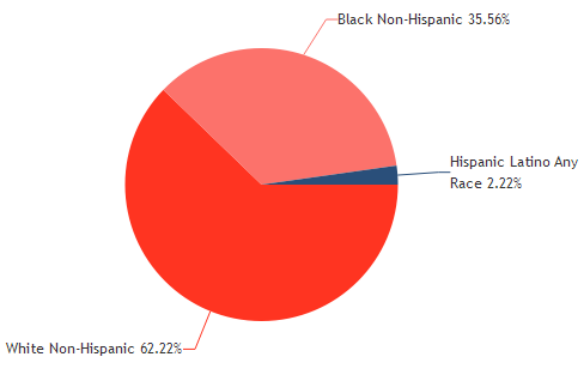












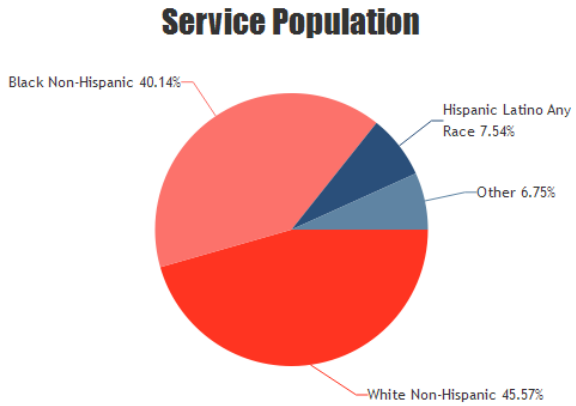
Agency Demographics Report - Reaccreditation Year 3

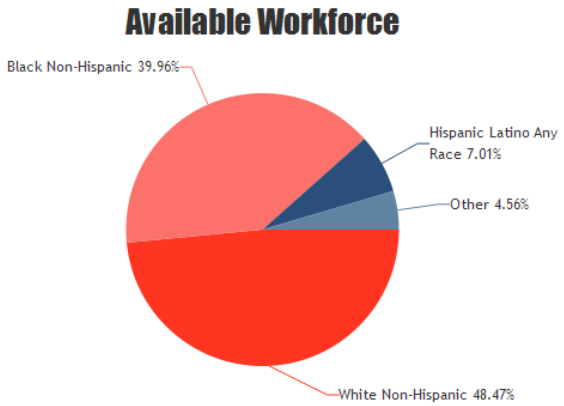
Data Collection Period: 1/1/2019 - 12/31/2019

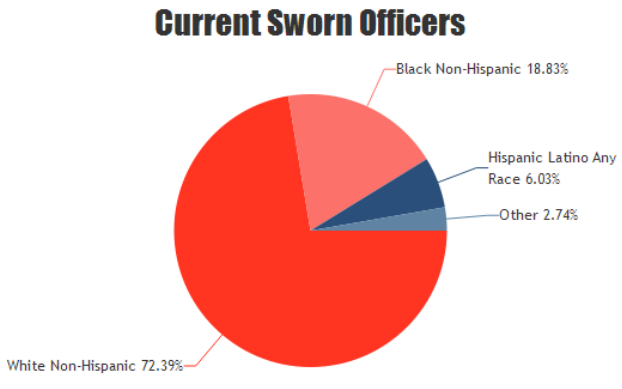
	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	122888	45%	81776	48 %	396	72%	65	11%	418	74%	59	10%
Black Non-Hispanic	108233	40%	67409	39 %	103	18%	38	6%	103	18%	34	6%
Hispanic Latino Any Race	20336	7%	11829	7 %	33	6%	5	0%	31	5%	5	0%
Other	18209	6%	7687	4 %	15	2%	1	0%	10	1%	1	0%
Total	269666		168701		547		109		562		99	

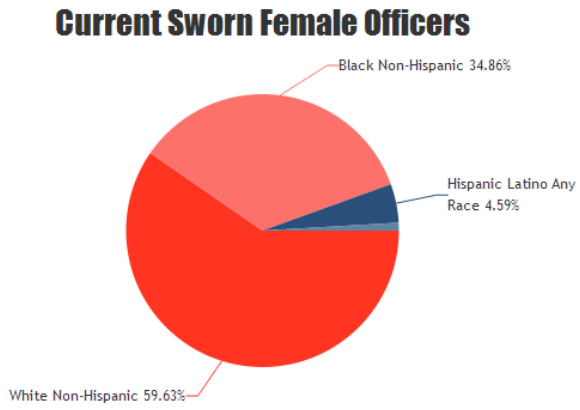
Reaccreditation Year 3 Notes:

Data provided was as of December 30, 2019 from Resource Management Division's Monthly Report.

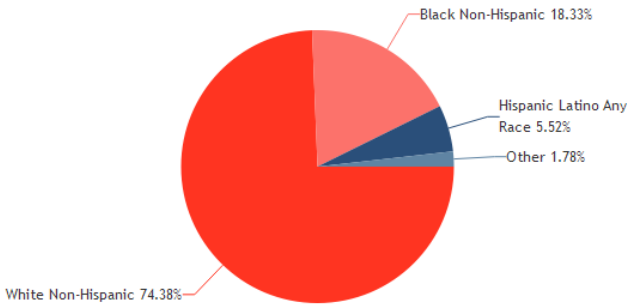




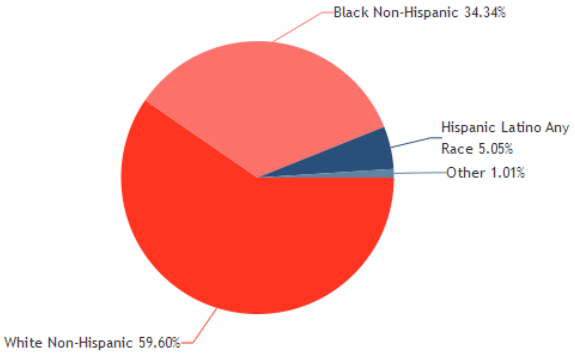




Prior Sworn Officers



Prior Sworn Female Officers



Agency Demographics Report - Reaccreditation Year 4

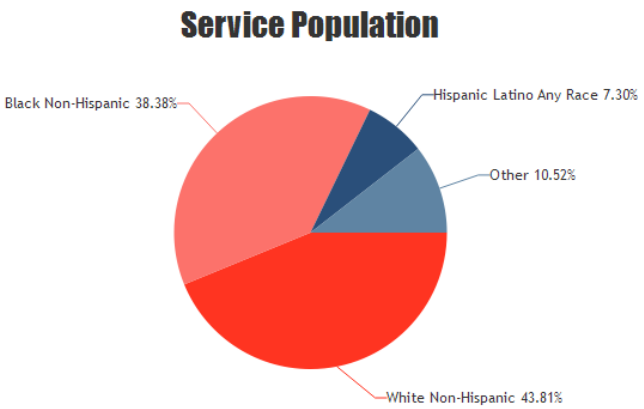
Data Collection Period: 1/1/2020 - 12/31/2020

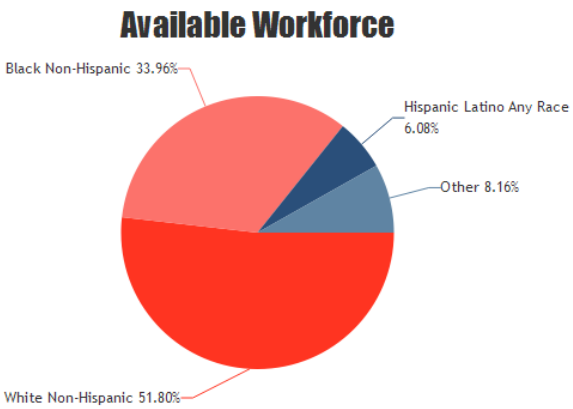
	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	137650	43%	166160	51 %	379	70%	64	11%	396	72%	65	11%
Black Non-Hispanic	120610	38%	108927	33 %	105	19%	33	6%	103	18%	38	6%
Hispanic Latino Any Race	22927	7%	19496	6 %	33	6%	4	0%	33	6%	5	0%
Other	33043	10%	26180	8 %	18	3%	4	0%	15	2%	1	0%
Total	314230		320763		535		105		547		109	

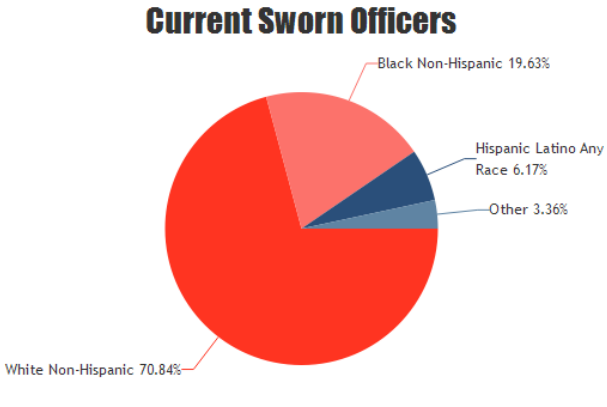
Reaccreditation Year 4 Notes:

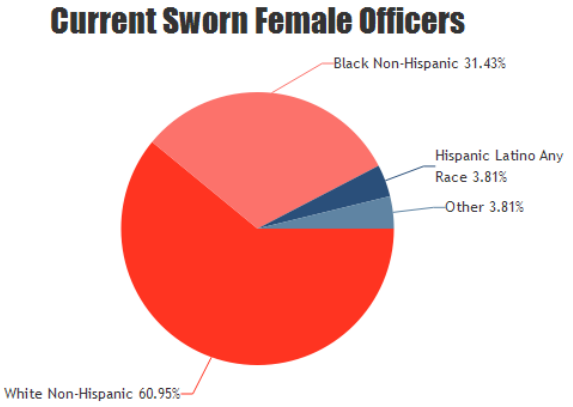
Service Population and Available Workforce data from US Census Bureau 2019 estimates.

Current sworn officers' data from Resource Management Division's December 2020 monthly report.

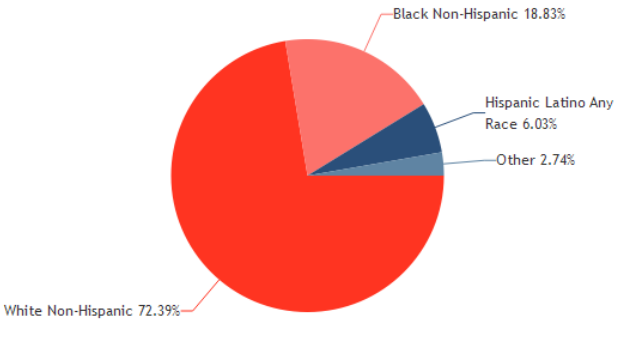




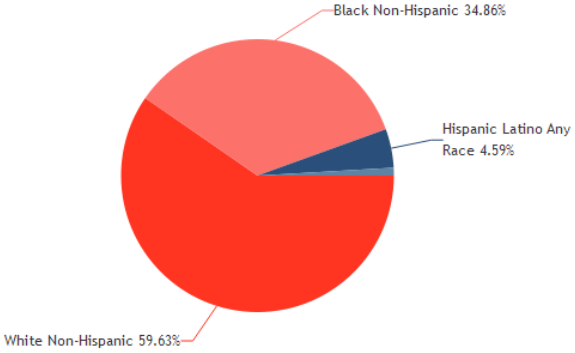




Prior Sworn Officers



Prior Sworn Female Officers



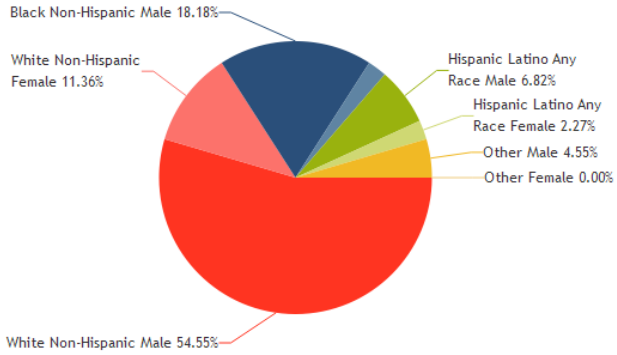
Sworn Officer Selection - Reaccreditation Year 1

Data Collection Period: 3/1/2017 - 9/1/2017

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received									
Applicants Hired	24	5	8	1	3	1	2	0	44
Percent Hired	%	%	%	%	%	%	%	%	N/A
Percent of Workforce Population	5%		1%		1%		0%		N/A

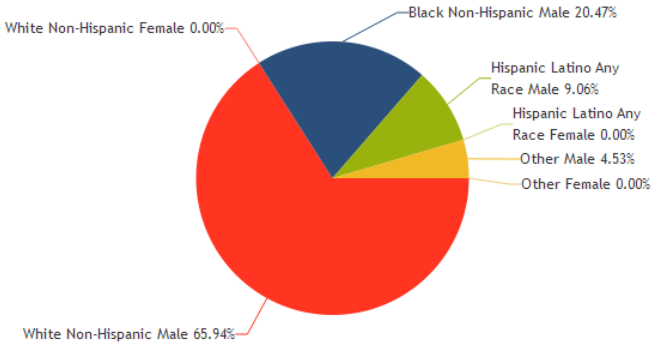
Applications Received

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 2

Data Collection Period: 7/15/2017 - 7/15/2018

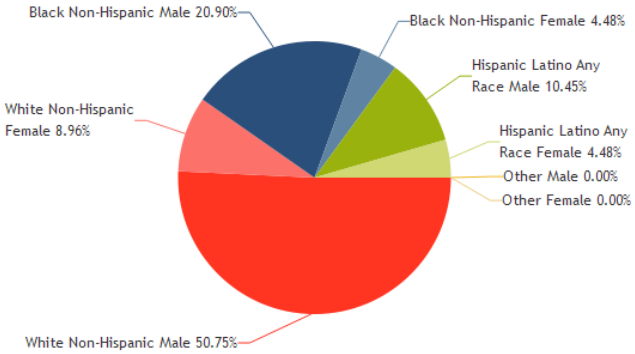
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received									
Applicants Hired	34	6	14	3	7	3	0	0	67
Percent Hired	%	%	%	%	%	%	%	%	N/A
Percent of Workforce Population	7%		3%		2%		0%		N/A

Reaccreditation Year 2 Notes:

We run two academy classes per year, so the collection period covers both classes with one class starting March 1(applications received approximately July 15 - Jan 15) and the other class starting Sept 1 (applications received approximately Jan 15 - July 15).

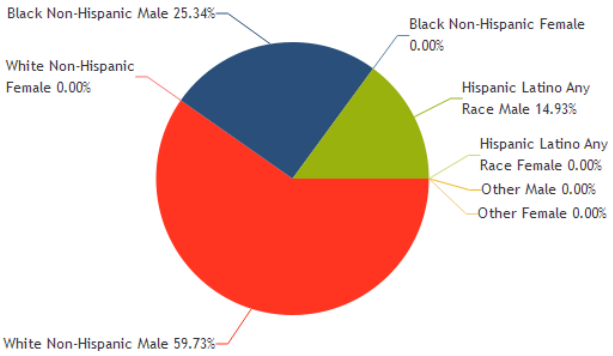
Applications Received

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	

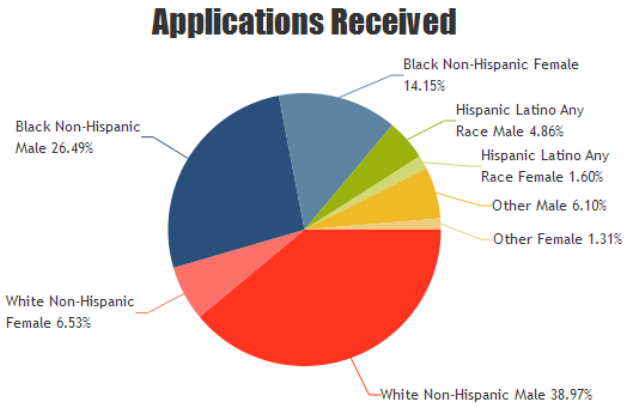
Sworn Officer Selection - Reaccreditation Year 3

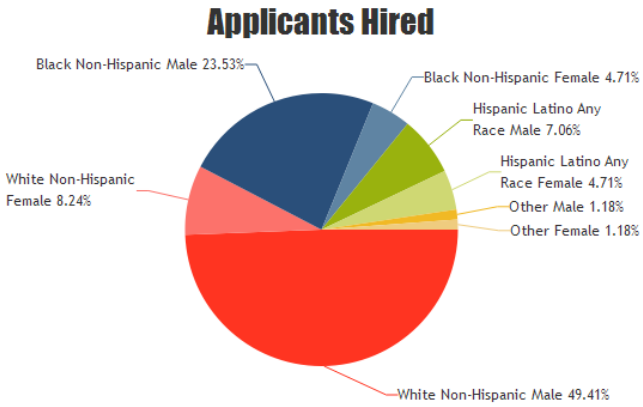
Data Collection Period: 7/15/2018 - 7/15/2019

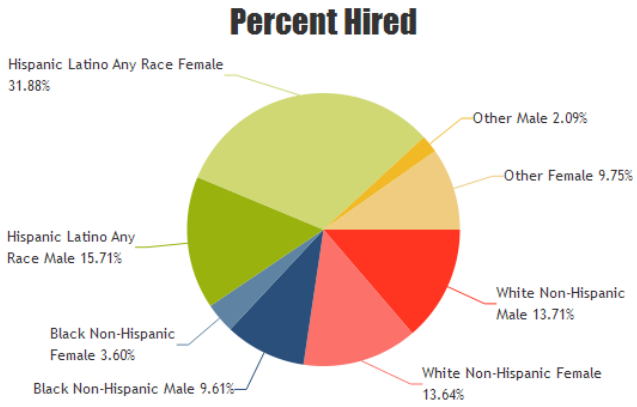
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	537	90	365	195	67	22	84	18	1378
Applicants Hired	42	7	20	4	6	4	1	1	85
Percent Hired	8%	8%	5%	2%	9%	18%	1%	6%	N/A
Percent of Workforce Population	9%		4%		2%		0%		N/A

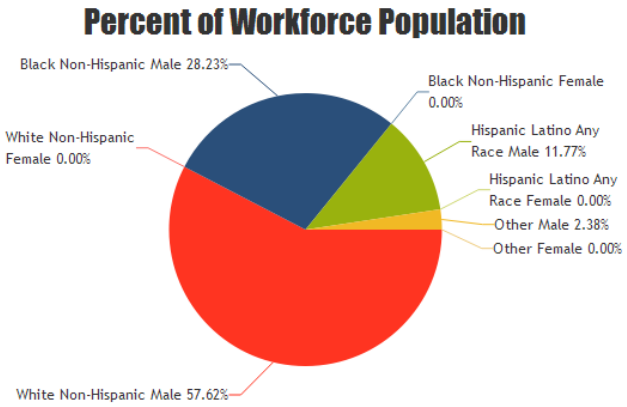
Reaccreditation Year 3 Notes:

We run two academy classes per year, so the collection period covers both classes with one class starting March 1(applications received approximately July 15 - Jan 15) and the other class starting Sept 1 (applications received approximately Jan 15 - July 15). Used data for the 105th and 106th PBIC Academies.









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: 7/15/2019 - 7/15/2020

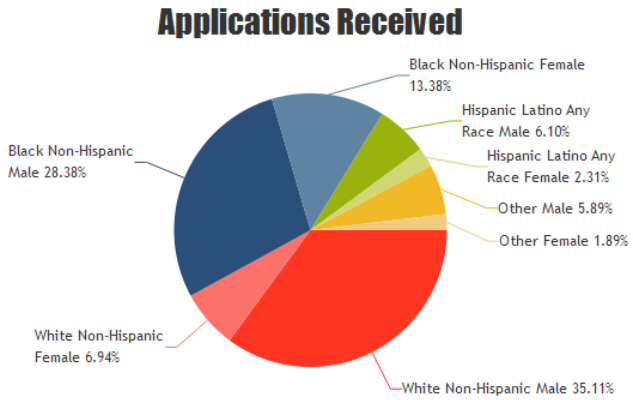
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	501	99	405	191	87	33	84	27	1427
Applicants Hired	19	6	14	1	6	2	3	2	53
Percent Hired	4%	6%	3%	1%	7%	6%	4%	7%	N/A
Percent of Workforce Population	5%		3%		2%		1%		N/A

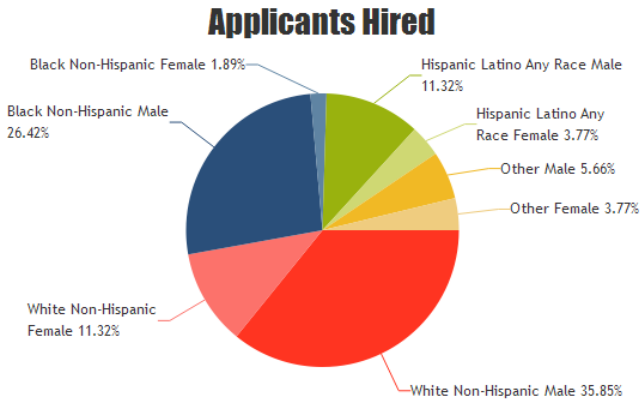
Reaccreditation Year 4 Notes:

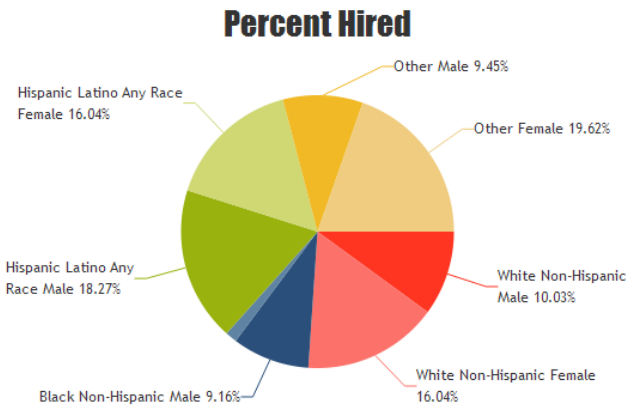
We run two academy classes per year, so the collection period covers both classes with one class starting March 1(applications received approximately July 15 - Jan 15) and the other class starting Sept 1 (applications received approximately Jan 15 - July 15). Used data for the 107th and 108th PBIC Academies.

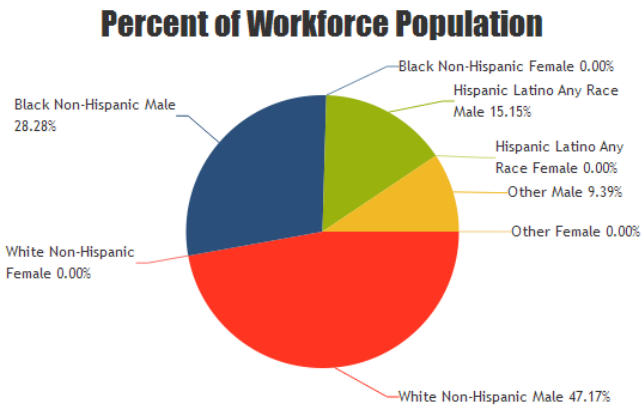
Applications received data provided by Lt. Flynt, Resource Management Division, and Amanda Calvin, City HR.

Applicants hired data provided by Amy Moriarty, Resource Management Division, HR Business Partner.









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	

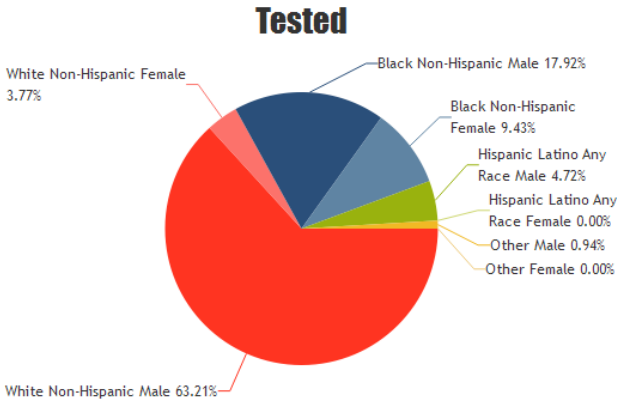
Sworn Officer Promotions - Reaccreditation Year 1

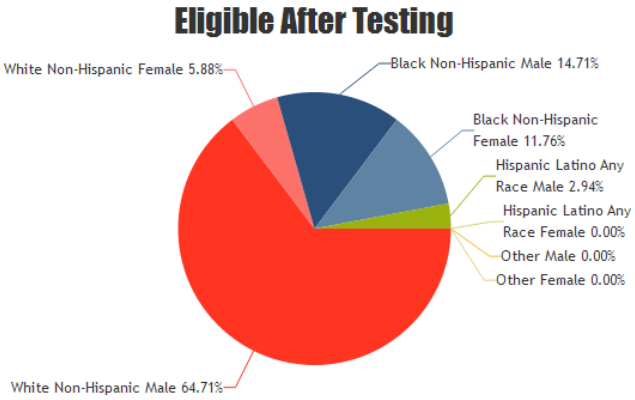
Data Collection Period: 1/1/2017 - 12/31/2017

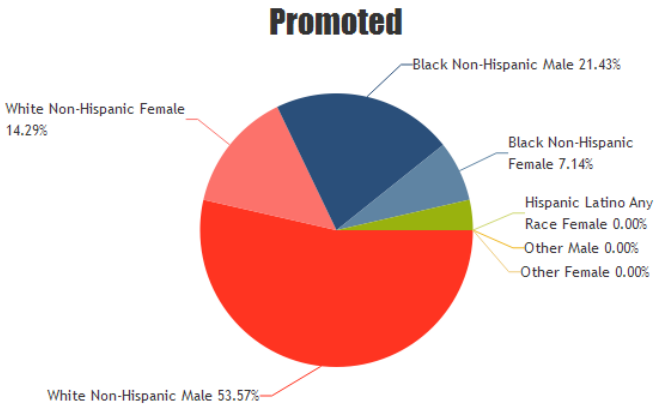
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	67	4	19	10	5	0	1	0	106
Eligible After Testing	22	2	5	4	1	0	0	0	34
Promoted	15	4	6	2	1	0	0	0	28
Percent Promoted	22 %	100 %	32 %	20 %	20 %	%	0 %	%	N/A

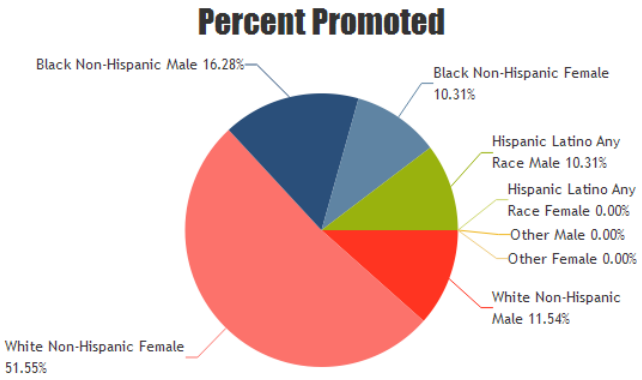
Reaccreditation Year 1 Notes:

Promotions were made at all ranks in 2017; however, only corporals were tested in 2017, so you may see more promotions than eligible candidates in some categories.









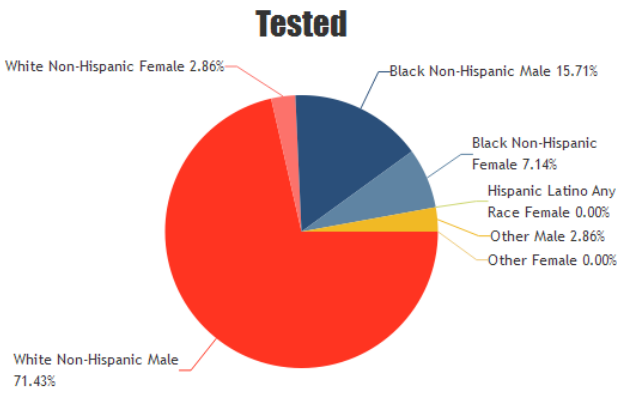
Legend

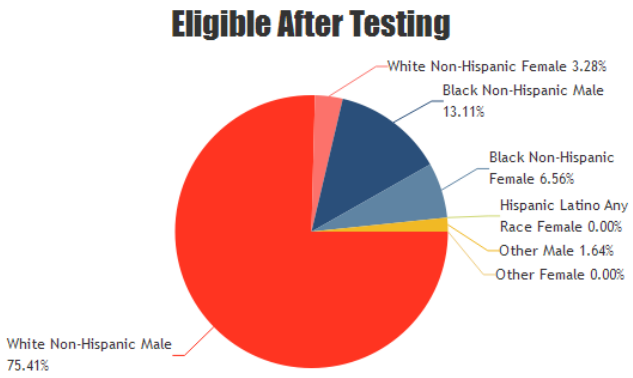
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

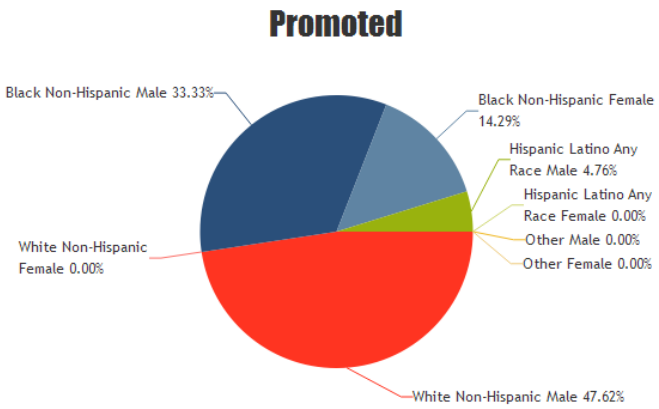
Sworn Officer Promotions - Reaccreditation Year 2

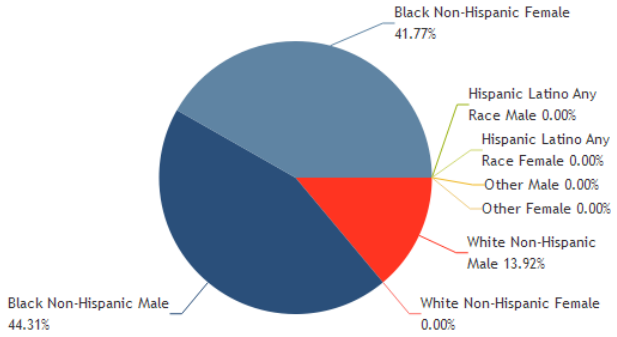
Data Collection Period: 1/1/2018 - 12/31/2018

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	50	2	11	5			2		70
Eligible After Testing	46	2	8	4			1		61
Promoted	10		7	3	1				21
Percent Promoted	20 %	0 %	64 %	60 %	%	%	0 %	%	N/A









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	

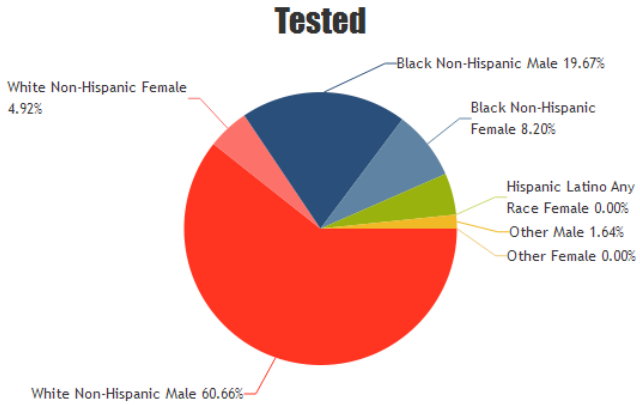
Sworn Officer Promotions - Reaccreditation Year 3

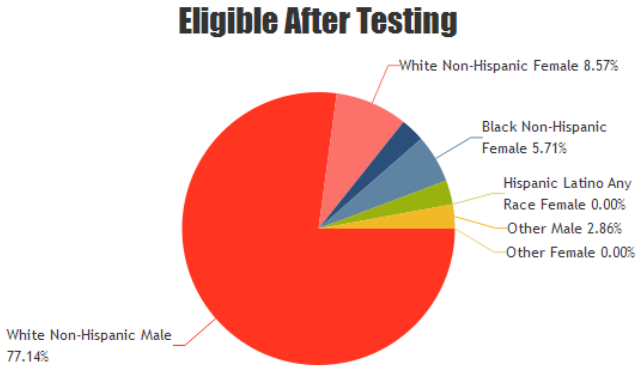
Data Collection Period: 1/19/2019 - 12/31/2019

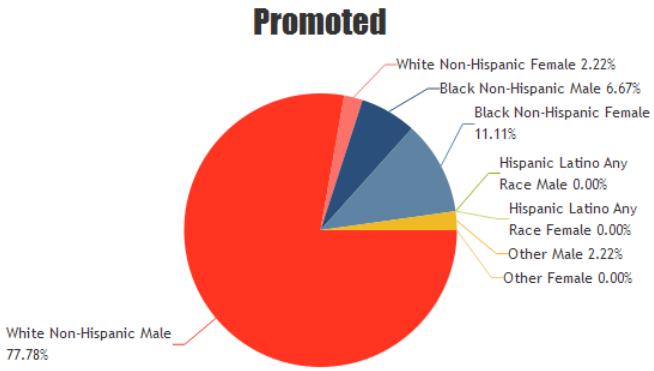
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	37	3	12	5	3	0	1	0	61
Eligible After Testing	27	3	1	2	1	0	1	0	35
Promoted	35	1	3	5	0	0	1	0	45
Percent Promoted	95 %	33 %	25 %	100 %	0 %	%	100 %	%	N/A

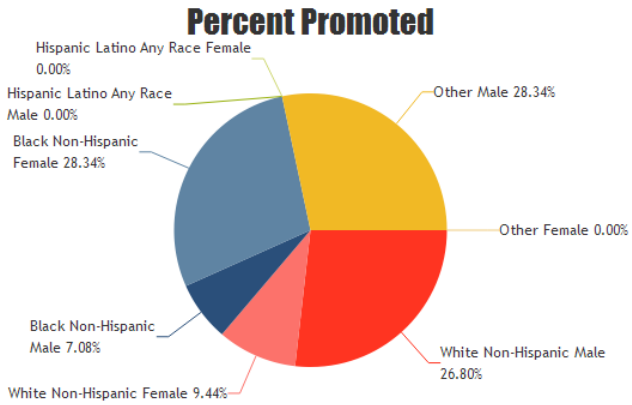
Reaccreditation Year 3 Notes:

Promotions were made at various ranks in 2019; however, only corporals were tested in 2019, so you may see more promotions than eligible candidates in some categories.









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	

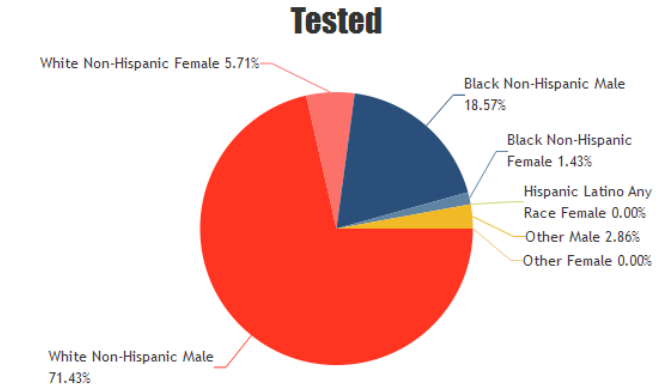
Sworn Officer Promotions - Reaccreditation Year 4

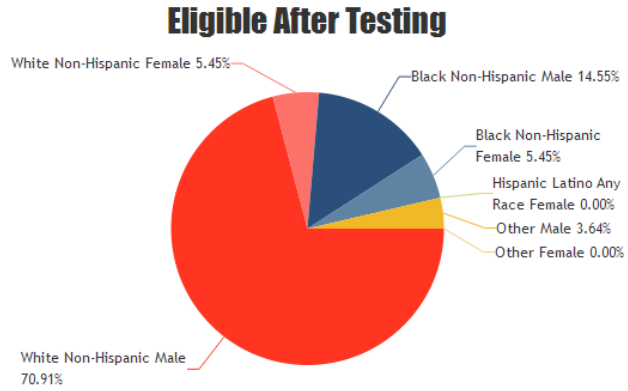
Data Collection Period: 1/1/2020 - 12/31/2020

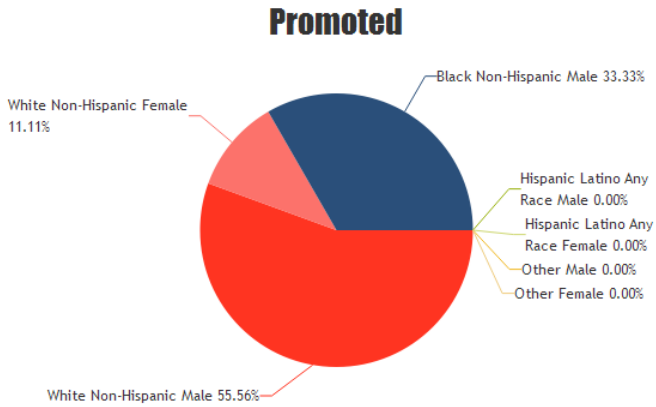
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	50	4	13	1			2		70
Eligible After Testing	39	3	8	3			2		55
Promoted	10	2	6						18
Percent Promoted	20 %	50 %	46 %	0 %	%	%	0 %	%	N/A

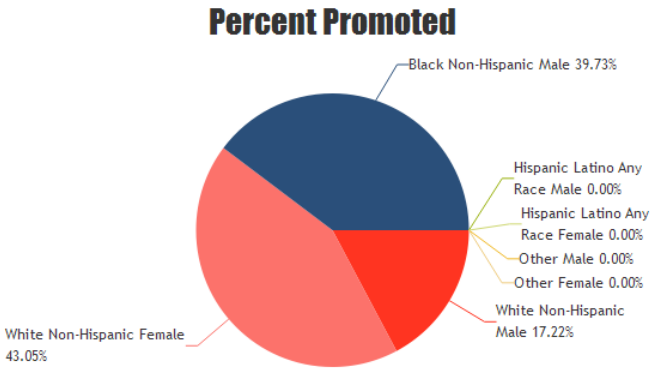
Reaccreditation Year 4 Notes:

Data provided by Captain Brown, Resource Management Division regarding the 2020 Sergeant and Lieutenant Assessment Centers.









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	