

LAW ENFORCEMENT ACCREDITATION

Greenbelt (MD) Police Department

Agency

Greenbelt (MD) Police Department
550 Crescent Road
Greenbelt, MD 20770

Chief Executive Officer

Chief of Police
Richard Bowers

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)**

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EXECUTIVE SUMMARY

Overview:

The Greenbelt (MD) Police Department is currently commanded by Richard Bowers. 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) Louis Moreto remotely reviewed 174 standards for the agency on 10/4/2020 using Law Enforcement Manual 6.12. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

- 46.1.3 – Command Function* (LE1) – ISSUE: The agency directive listed the bullets but did not provide any guidance - AGENCY ACTION NEEDED: - It is recommended that the agency modify their directive and provide guidance for each of the bullets AGENCY ACTION TAKEN: The agency modified their directive to address each bullet and provide guidance to its personnel

CALEA Compliance Services Member(s) David Dishong remotely reviewed 88 standards for the agency on 10/7/2021 using Law Enforcement Manual 6.12. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

- 4.3.4 – Prerequisite to Carrying Lethal/Less Lethal Weapons (LE1) (MMMM) – ISSUE: The standard requires the agency to have a written directive requiring all agency personnel authorized to carry lethal and less lethal weapons to receive all use of force policies and related instruction before authorization to carry a weapon. The written directive included in the standard file does not appear to include language requiring the use of force policies to be instructed on. Additionally, there does not appear to be information in the file to document that those employees authorized to carry weapons are instructed on the agency's use of force policies before being authorized to carry weapons. AGENCY ACTION NEEDED: It is recommended that the agency amend its written directive to include a requirement that its use of force policies are taught to all agency personnel authorized to carry lethal and less lethal weapons before authorization to carry a weapon is given. It is also recommended that the agency place training records in the file to document that the above mentioned training is provided instruction on the agency's use of force policies before being authorized to carry weapons. AGENCY ACTION TAKEN: The agency amended its written directive to include a requirement that its use of force policies are taught to all agency personnel authorized to carry lethal and less lethal weapons before authorization to carry a weapon is given. The agency also placed training records in the file to document that the above mentioned training is provided before being employees are authorized to carry weapons. It is recommended that this file be reviewed during future assessments to verify continued compliance.
- 82.1.3 – Records Retention Schedule – ISSUE: AGENCY ACTION NEEDED: AGENCY ACTION TAKEN:

Site-Based Assessment Review:

Site-Based Assessment Report was not completed.

CHIEF EXECUTIVE OFFICER PROFILE

Richard Bowers

In August 2018, Richard (Rick) Bowers was hired as the Chief of the Greenbelt Police Department. Chief Bowers has over 25 years of law enforcement experience. He started his career as an officer in the Ocean City Maryland Police Department before moving to the Tacoma Park Maryland Police Department. In his 23 years with the Tacoma Park Police Department, Chief Bowers worked his way up through the ranks to Acting Chief of Police.

Chief Bowers' credentials include graduation from the FBI National Academy, as well as the Northwestern University School of Staff and Command. He earned his Bachelor's degree in Criminal Justice from Southern New Hampshire University and a Master's degree in Management from University of Maryland University College.

COMMUNITY PROFILE

Greenbelt was incorporated by act of the General Assembly of Maryland in 1937. The City's original housing stock-consisting of 574 row house units, 306 apartment units, and a few prefabricated single family homes. It was built during the 1930's by President Roosevelt's New Deal Resettlement Administration for the threefold purpose of providing a model planned community, jobs for the unemployed, and low-cost housing. When he first visited Greenbelt, President Roosevelt was so impressed that he declared the town "an experiment that ought to be copied by every community in the United States." In 1997, the City of Greenbelt became a National Historic Landmark.

The City of Greenbelt has a Council-Manager form of government. The Council is composed of seven members elected every two years on a non-partisan basis. The City Manager is appointed by the City Council. As Chief Administrative Officer, the City Manager is responsible for enforcement of laws and ordinances, as well as the appointment and supervision of city department heads.

Greenbelt's location gives its residents easy access to Washington DC (12 miles), Baltimore (26 miles) and Annapolis, the state capital (22 miles). It is adjacent to NASA's Goddard Space Flight Center and the University of Maryland.

AGENCY HISTORY

The Greenbelt Police Department was organized as a separate municipal department in the fall of 1938 when the City Manager appointed the City's first Chief of Police and two full-time patrol officers. These three officers were charged with overall preservation of the peace and safety within the City. They were to locate, apprehend and arrest those individuals found violating any ordinance of the City and/or law of the State of Maryland, and to provide those associated with law enforcement services to the citizens of Greenbelt.

By 1945, the Greenbelt Police Department had grown to the point where it incorporated its police cruisers into the Prince George's County Police radio communications system. Eventually this system proved inadequate and in November of 1952, the Department installed its own independent radio communications system which permitted direct contact between the Greenbelt Police headquarters and patrol officers.

In 1951, the Greenbelt Police Department had increased its personnel to a strength of four full-time and two part-time officers in addition to two clerks/dispatchers. During the next decade the Department grew to six full-time and four clerks/dispatchers, thus affording 24-hour coverage for the first time in the City's history. Greenbelt thus became unique among Prince George's County communities by providing it own full-time police force for protection and service independent of the County police department.

1963 saw the Greenbelt Police Department grow to seven uniformed officers and four clerks/dispatchers to keep pace with the City's rapid growth. With continued growth came the increased demand for police services. The newly developed Springhill Lake, Lakeside North and University Square apartment complexes resulted in exponential calls for service.

By 1971, the Department had expanded to 16 officers and occupied about 25% of office space in City Hall. Ten years later the number of sworn personnel had doubled and by 1984 the number officers had swollen to 43 with an additional 9 civilian employees. The number of personnel and need of storage space led to the building of a separate Police Headquarters located on an undeveloped parcel of land at the intersection of Crescent Road and the 400 block of Ridge Road in 1990.

During the early '90's the Department reorganized into three Divisions – Patrol, Special Operations and Administrative Services to become more efficient for provision of service. Creating three divisions provided for better accountability and span of control.

The Department has emerged from humble beginnings in 1938 to a modern, progressive, award winning, full-service agency of 53 officers and 17 support personnel with an annual budget of over ten million dollars. The Department has undertaken voluntary national accreditation resulting in a rigorous retooling of policies and procedures which will make the Department even better.

The City is about to undergo another significant growth period with the development of Greenbelt Station adjacent to the Metro station. Plans are underway to expand the force yet again to keep pace with service demands.

AGENCY STRUCTURE AND FUNCTION

The agency is authorized 53 sworn employees and 18.5 civilian employees. The Chief of Police reports directly to the City Manager. The agency has three divisions, Patrol, Special Operations and Administrative Services. Each division is managed by a Captain. There are (4) four patrol squads that consist of a Sergeant, Corporal and (4) four officers. There are numerous specialized units are managed by a Corporal or Sergeant.

The agency manages its own Communications function. The agency is authorized nine (9) full time Communication Specialist one (1) of which is a supervisor.

The Special Operations Division consist of Criminal Investigations, School Resource Officer, Evidence Unit, K-9 Unit and the PIO Crime Prevention Officer.

The Patrol Division consist of Uniform Patrol, the SAT Team, and the Traffic Unit. The Administrative Services Division consist of Support Services, Records, Communications, Parking Enforcement, Department I.T, and Background/Training.

The Accreditation Manager and Chief's Administrative Coordinator both report directly to the Chief of Police.

AGENCY SUCCESSES

Under the direction of Chief Richard Bowers, the agency has published an updated set of Goals and Objectives in the Agency's Strategic Plan. Chief Bowers and his strategic plan are committed to Community Safety, Community Outreach and developing Agency staff.

The agency has been committed to building strong relationships throughout the City. To meet this goal the department has been involved in different outreach including partnering with the Recreation Department and the Boys and Girls Club for a youth summer camp. As well as other event like, National Night Out, Shop with a Cop, trunk or treat and a community bike ride.

FUTURE ISSUES FOR AGENCY

Recruitment and hiring continues to be the Agency's number one issue. The agency has an authorized strength of 53. We currently have 43 sworn officers with two more in the academy. There are also several planned retirements in the near future. The agency continues to struggle with implementing new initiatives until staffing returns to authorized strength and we can fill all of our specialized units.

The second issue facing all police agencies in Maryland is the pending legislative changes. The agency must adopt new policies to match changes made by the State. These changes include criminalizing violations of the use of force standard and new undefined conditions on when force maybe used. In addition to the use of force changes, the State has enacted new laws for the discipline process and removed the authority granted to the Chief. The agency will now have to work through a county wide committee for violations of department policy and discipline.

YEAR 1 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Louis Moreto

On 10/4/2020, the Year 1 Remote Web-based Assessment of Greenbelt (MD) Police Department was conducted. The review was conducted remotely and included 174 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
1.2.1 Legal Authority Defined (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
1.2.10 Duty to Intervene (LE1) (MMMM)	Compliance Verified
2 Agency Jurisdiction and Mutual Aid	
2.1.1 Geographical Boundaries (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
4.1.5 Rendering Medical Aid Following Police Actions (LE1) (MMMM)	Compliance Verified
4.1.6 Vascular Neck Restrictions (LE1) (MMMM)	Compliance Verified
4.1.7 Choke Holds (LE1) (MMMM)	Compliance Verified
4.2.1 Reporting Uses of Force* (LE1) (MMMM)	Compliance Verified
4.2.2 Written Use of Force Reports and Administrative Review* (LE1) (MMMM)	Compliance Verified
4.2.4 Analyze Reports* (LE1) (MMMM)	Compliance Verified
4.3.2 Demonstrating Proficiency with Weapons (LE1) (MMMM)	Compliance Verified
4.3.3 Annual/Biennial Proficiency Training* (LE1) (MMMM)	Compliance Verified
11 Organization and Administration	
11.1.1 Description of Organization (LE1) (MMMM)	Compliance Verified
11.3.1 Responsibility/Authority (LE1)	Compliance Verified
11.3.2 Supervisory Accountability	Compliance Verified
11.3.3 Notify CEO of Incident with Liability (LE1)	Compliance Verified

Standards	Findings
11.4.3 Accreditation Maintenance	Compliance Verified
11.4.5 Electronic Data Storage	Compliance Verified
12 Direction	
12.1.2 Command Protocol (LE1)	Compliance Verified
12.1.3 Obey Lawful Orders (LE1)	Compliance Verified
12.2.2 Dissemination and Storage (LE1)	Compliance Verified
17 Fiscal Management and Agency Property	
17.1.1 CEO Authority and Responsibility	Compliance Verified
17.2.2 Functional Recommendations to Budget*	Compliance Verified
17.4.2 Cash Fund/Accounts Maintenance* (LE1)	Compliance Verified
17.5.2 Operational Readiness (LE1)	Compliance Verified
22 Personnel Management System	
22.1.5 Victim Witness Services/Line of Duty Death (LE1)	Compliance Verified
22.1.9 Military Deployment and Reintegration (LE1)	Compliance Verified
22.2.1 Physical Examinations	Compliance Verified
22.2.5 Extra-Duty Employment (LE1)	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
26.1.3 Harassment (LE1)	Compliance Verified
26.2.1 Complaint Investigation (LE1)	Compliance Verified
26.2.2 Records, Maintenance and Security (LE1)	Compliance Verified
26.2.3 CEO Direct Accessibility	Compliance Verified
26.2.5 Annual Statistical Summaries; Public Availability*	Compliance Verified
31 Recruitment and Selection	
31.2.1 Recruitment Plan (LE1)	Compliance Verified
31.2.2 Annual Analysis	Compliance Verified
31.4.7 Selection Criteria (LE1) (MMMM)	Not Applicable by Function
31.5.4 Conducted by Certified Personnel	Compliance Verified
31.5.7 Emotional Stability/Psychological Fitness Examinations (LE1)	Compliance Verified

Standards	Findings
33 Training and Career Development	
33.1.2 Training Attendance Requirements	Compliance Verified
33.1.3 Outside Training Reimbursement	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
33.5.3 Accreditation Process Orientation (LE1)	Compliance Verified
33.6.2 Tactical Team Training Program (LE1)	Not Applicable by Function
34 Promotion	
34.1.1 Agency Role, Authority and Responsibility (LE1)	Compliance Verified
35 Performance Evaluation	
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	
41.1.5 Police Service Canines (LE1)	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
41.3.5 Protective Vests (LE1)	Compliance Verified
41.3.6 Protective Vests/Pre-Planned, High Risk Situations (LE1)	Compliance Verified
42 Criminal Investigation	
42.1.1 On-Call Schedule	Compliance Verified
42.2.6 Informants (LE1)	Not Applicable by Function
43 Vice, Drugs, and Organized Crime	
43.1.1 Complaint Management (LE1)	Compliance Verified
43.1.3 Confidential Funds	Not Applicable by Function
44 Juvenile Operations	
44.1.3 Annual Program Review*	Compliance Verified
45 Crime Prevention and Community Involvement	

Standards	Findings
45.1.1 Crime Prevention Activities*	Agency Elected 20%
45.2.2 Citizens Survey*	Compliance Verified
45.3.1 Program Description	Not Applicable by Function
45.3.2 Training	Not Applicable by Function
45.3.3 Uniforms	Not Applicable by Function
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.1 Planning Responsibility (LE1)	Compliance Verified
46.1.3 Command Function* (LE1)	Compliance Verified
Notes: ISSUE: The agency directive listed the bullets but did not provide any guidance - AGENCY ACTION NEEDED: - It is recommended that the agency modify their directive and provide guidance for each of the bullets AGENCY ACTION TAKEN: The agency modified their directive to address each bullet and provide guidance to its personnel	
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
46.2.8 Event Deconfliction Process	Not Applicable by Function
54 Public Information	
54.1.3 Media Access (LE1)	Compliance Verified
54.1.4 Public Information Officer Training	Compliance Verified
55 Victim/Witness Assistance	
55.1.2 Review Need/Services*	Compliance Verified
61 Traffic	
61.1.9 Impaired Driver Enforcement Program	Compliance Verified
61.3.3 Escorts (LE1)	Compliance Verified
61.4.1 Motorist Assistance (LE1)	Compliance Verified
70 Detainee Transportation	
70.1.1 Pre-Transport Prisoner Searches (LE1)	Compliance Verified
70.1.2 Searching Transport Vehicles (LE1)	Compliance Verified
70.1.7 Procedures, Escape* (LE1)	Compliance Verified
70.1.8 Notify Court of Security Risk (LE1)	Compliance Verified
71 Processing and Temporary Detention	
71.2.1 Training of Personnel* (LE1)	Compliance Verified
71.4.3 Inspections* (LE1)	Compliance Verified
72 Holding Facility	

Standards	Findings
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
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

Standards	Findings
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
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

Standards	Findings
73.5.24 Supervision of Opposite Gender	Not Applicable by Function
74 Legal Process	
74.1.1 Information, Recording (LE1)	Compliance Verified
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
81.2.10 Emergency Messages (LE1)	Compliance Verified
81.2.11 Misdirected Emergency Calls (LE1)	Compliance Verified
81.2.13 First Aid Over Phone (LE1)	Not Applicable by Function
81.3.1 Communications Center Security (LE1)	Compliance Verified
81.3.2 Alternate Power Source* (LE1)	Compliance Verified
82 Central Records	
82.1.1 Privacy and Security (LE1)	Compliance Verified
82.1.6 Computer File Backup and Storage* (LE1)	Compliance Verified
83 Collection and Preservation of Evidence	
83.1.1 24-Hour Availability (LE1)	Compliance Verified
83.2.6 Report Preparation (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

Response from Agency Regarding Findings:

CEO Feedback not provided.

YEAR 2 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: David Dishong

On 10/7/2021, the Year 2 Remote Web-based Assessment of Greenbelt (MD) Police Department was conducted. The review was conducted remotely and included 88 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
2 Agency Jurisdiction and Mutual Aid	
2.1.2 Concurrent Jurisdiction (OOOO)	Compliance Verified
2.1.3 Written Agreements for Mutual Aid (OOOO)	Agency Elected 20%
2.1.4 Requesting Assistance: Federal LE/National Guard (MMMM)	Compliance Verified
3 Contractual Agreements for Law Enforcement Services	
3.1.2 Employee Rights (MMMM)	Compliance Verified
4 Use of Force	
4.1.3 Warning Shots (LE1) (MMMM)	Compliance Verified
4.1.4 Use of Authorized Less Lethal Weapons (LE1) (MMMM)	Compliance Verified
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

Standards	Findings
4.3.4 Prerequisite to Carrying Lethal/Less Lethal Weapons (LE1) (MMMM)	Standard Issue
<p>Notes: ISSUE: The standard requires the agency to have a written directive requiring all agency personnel authorized to carry lethal and less lethal weapons to receive all use of force policies and related instruction before authorization to carry a weapon. The written directive included in the standard file does not appear to include language requiring the use of force policies to be instructed on. Additionally, there does not appear to be information in the file to document that those employees authorized to carry weapons are instructed on the agency's use of force policies before being authorized to carry weapons. AGENCY ACTION NEEDED: It is recommended that the agency amend its written directive to include a requirement that its use of force policies are taught to all agency personnel authorized to carry lethal and less lethal weapons before authorization to carry a weapon is given. It is also recommended that the agency place training records in the file to document that the above mentioned training is provided instruction on the agency's use of force policies before being authorized to carry weapons. AGENCY ACTION TAKEN: The agency amended its written directive to include a requirement that its use of force policies are taught to all agency personnel authorized to carry lethal and less lethal weapons before authorization to carry a weapon is given. The agency also placed training records in the file to document that the above mentioned training is provided before being employees are authorized to carry weapons. It is recommended that this file be reviewed during future assessments to verify continued compliance.</p>	
11 Organization and Administration	
11.3.4 Police Action Death Investigations	Compliance Verified
11.4.2 Accountability for Agency Forms	Compliance Verified
11.5.1 Temporary/Rotating Assignments	Compliance Verified
12 Direction	
12.1.1 CEO Authority and Responsibility (LE1)	Compliance Verified
12.1.4 Functional Communication/Cooperation	Compliance Verified
15 Planning and Research, Goals and Objectives, and Crime Analysis	
15.1.1 Activities of Planning and Research	Compliance Verified
15.1.2 Organizational Placement/Planning and Research	Compliance Verified
15.1.4 Succession Planning	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
17.4.1 Accounting System*	Compliance Verified

Standards	Findings
17.4.3 Independent Audit	Compliance Verified
17.5.1 Inventory and Control	Compliance Verified
21 Classification and Delineation of Duties and Responsibilities	
21.2.1 Classification Plan (N/A O O O)	Compliance Verified
21.2.2 Job Description Maintenance and Availability* (LE1) (M M M M)	Compliance Verified
22 Personnel Management System	
22.1.1 Salary Program	Compliance Verified
22.1.2 Leave Program	Compliance Verified
22.1.7 Employee Assistance Program	Compliance Verified
22.1.8 Employee Identification (LE1)	Compliance Verified
22.1.10 Bonding/Liability Protection (M M M M)	Compliance Verified
22.2.3 Fitness and Wellness Program	Compliance Verified
22.3.1 Agency Role	Compliance Verified
22.3.2 Ratification Responsibilities	Compliance Verified
26 Disciplinary Procedures and Internal Investigations	
26.3.3 Investigation Time Limits (LE1)	Compliance Verified
26.3.4 Informing Complainant	Compliance Verified
31 Recruitment and Selection	
31.1.1 Agency Participation	Compliance Verified
31.4.5 Notification of Ineligibility	Compliance Verified
31.4.8 Sworn Appointment Requirements (M M M M)	Compliance Verified
41 Patrol	
41.3.8 In-Car Audio/Video/Body-Worn (LE1)	Compliance Verified
46 Critical Incidents, Special Operations, and Homeland Security	
46.3.2 Hazmat Awareness (LE1)	Compliance Verified
61 Traffic	
61.1.2 Uniform Enforcement Procedures (LE1)	Compliance Verified
61.1.4 Informing The Violator (LE1)	Compliance Verified
61.1.6 Enforcement Practices	Compliance Verified
61.1.7 Stopping/Approaching (LE1)	Compliance Verified
61.1.10 DUI Procedures (LE1)	Compliance Verified
61.1.11 License Reexamination Referrals	Compliance Verified

Standards	Findings
61.1.12 Parking Enforcement	Compliance Verified
61.4.1 Motorist Assistance (LE1)	Compliance Verified
61.4.3 Towing (LE1)	Compliance Verified
61.4.4 Traffic Safety Materials	Compliance Verified
70 Detainee Transportation	
70.1.3 Procedures, Transporting by Vehicle	Compliance Verified
70.1.4 Interruption of Transport	Compliance Verified
70.1.5 Prisoner Communication	Compliance Verified
70.1.6 Procedures, Transport Destination (LE1)	Compliance Verified
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
71 Processing and Temporary Detention	
71.1.1 Designate Rooms or Areas (LE1)	Compliance Verified
81 Communications	
81.2.3 Recording Information (LE1)	Compliance Verified
81.2.4 Radio Communications Procedures (LE1)	Compliance Verified
81.2.5 Access to Resources (LE1)	Compliance Verified
81.2.7 Recording and Playback (LE1)	Compliance Verified
81.2.9 Alternative Methods of Communication	Compliance Verified
81.3.3 Mobile/Portable Radios	Compliance Verified
82 Central Records	
82.1.2 Juvenile Records (LE1)	Compliance Verified
82.1.3 Records Retention Schedule	Compliance Verified
Notes: ISSUE: AGENCY ACTION NEEDED: AGENCY ACTION TAKEN:	
82.1.4 Crime Reporting	Compliance Verified
82.1.5 Report Accounting System	Compliance Verified
82.2.5 Reports by Phone, Mail or Internet	Compliance Verified
82.3.1 Master Name Index	Compliance Verified
82.3.2 Index File	Compliance Verified
82.3.3 Traffic Records System	Compliance Verified
82.3.4 Traffic Citation Maintenance (LE1)	Compliance Verified

Standards	Findings
82.3.5 Operational Component Record	Compliance Verified
82.3.6 ID Number and Criminal History	Compliance Verified
83 Collection and Preservation of Evidence	
83.2.1 Guidelines and Procedures (LE1)	Compliance Verified
83.2.2 Photography, Video and Audio Evidence	Compliance Verified
83.2.3 Fingerprinting	Compliance Verified
83.2.4 Equipment and Supplies (LE1)	Compliance Verified
83.2.5 Procedures, Seizure of Electronic Equipment	Compliance Verified
83.3.1 Collecting from Known Source	Compliance Verified
84 Property and Evidence Control	
84.1.1 Evidence/Property Control System (LE1)	Compliance Verified
84.1.2 Storage and Security (LE1)	Compliance Verified
84.1.3 Temporary Security (LE1)	Compliance Verified
84.1.4 Security of Controlled Substances, Weapons for Training (LE1)	Compliance Verified
84.1.5 Records, Status of Property (LE1)	Compliance Verified
84.1.7 Final Disposition	Compliance Verified
84.1.8 Property Acquired through the Civil Process	Compliance Verified

Response from Agency Regarding Findings:

CEO Feedback not provided.

YEAR 3 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: N/A

On 12/14/2021, the Year 3 Remote Web-based Assessment of Greenbelt (MD) Police Department was conducted. The review was conducted remotely and included 0 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
-----------	----------

Response from Agency Regarding Findings:

CEO Feedback not provided.

SITE-BASED ASSESSMENT

12/14/2021

Planning and Methodology:

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

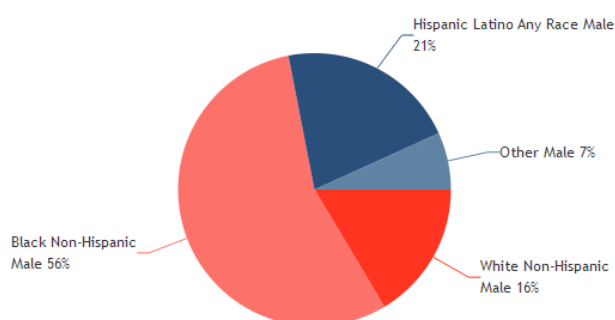
Data Collection Period: 1/1/2019 - 12/31/2019

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	401	186	587
Black Non-Hispanic Male	1354	960	2314
Hispanic Latino Any Race Male	519	483	1002
Other Male	165	43	208
White Non-Hispanic Female	305	80	385
Black Non-Hispanic Female	937	358	1295
Hispanic Latino Any Race Female	188	81	269
Other Female	111	10	121
TOTAL	3980	2201	6181

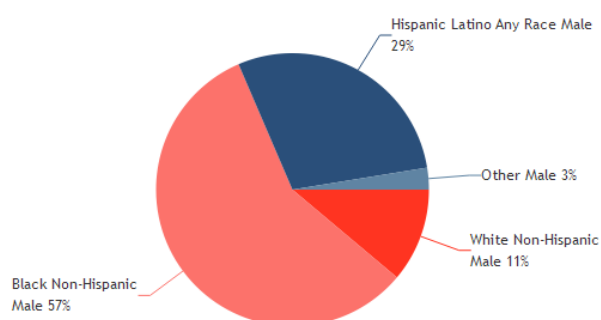
Reaccreditation Year 1 Notes:

Traffic Enforcement appears to match service and regional demographic population.

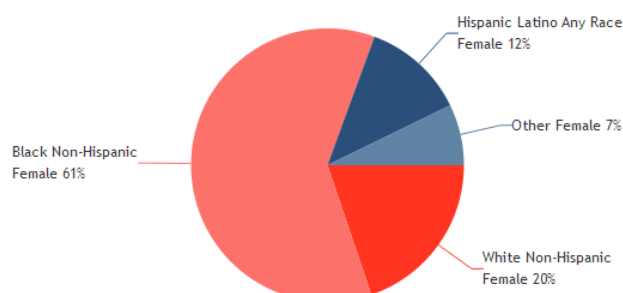
Male Warnings



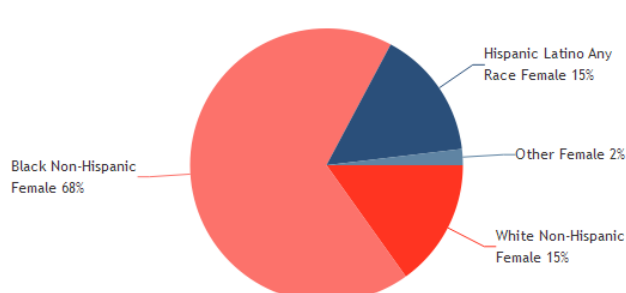
Male Citations



Female Warnings



Female Citations



Legend

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

Traffic Warnings & Citations - Reaccreditation Year 2

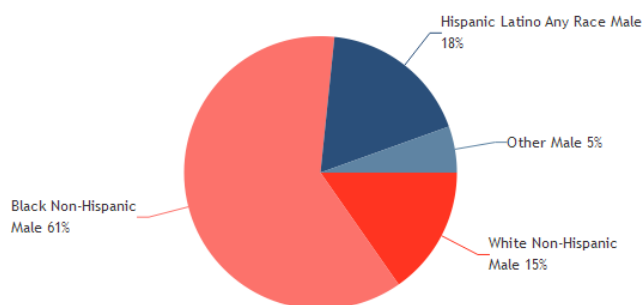
Data Collection Period: 1/1/2020 - 12/31/2020

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	254	106	360
Black Non-Hispanic Male	1019	554	1573
Hispanic Latino Any Race Male	297	236	533
Other Male	91	25	116
White Non-Hispanic Female	152	51	203
Black Non-Hispanic Female	584	199	783
Hispanic Latino Any Race Female	81	53	134
Other Female	38	13	51
TOTAL	2516	1237	3753

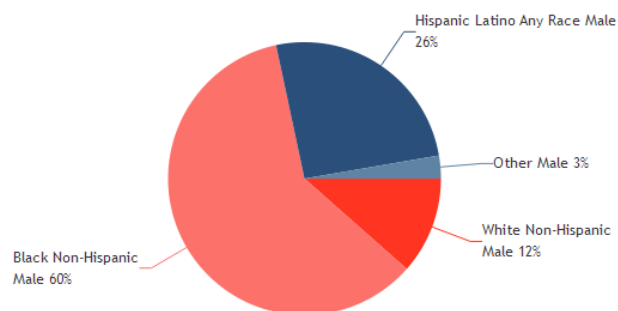
Reaccreditation Year 2 Notes:

Agency augments traffic enforcement with the use of automated red light enforcement as well as automated speed enforcement.

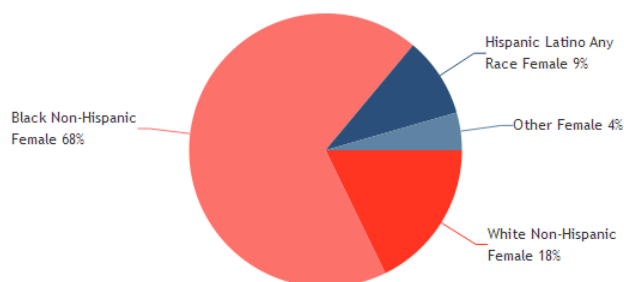
Male Warnings



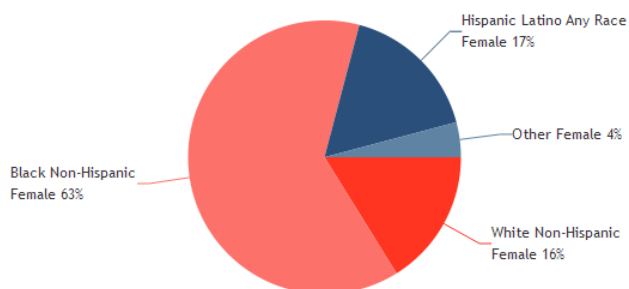
Male Citations



Female Warnings



Female Citations



Legend

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

Biased Based Profiling

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

Year 2 Data Collection Period: 1/1/2020-12/31/2020

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

Reaccreditation Year 1 Notes:

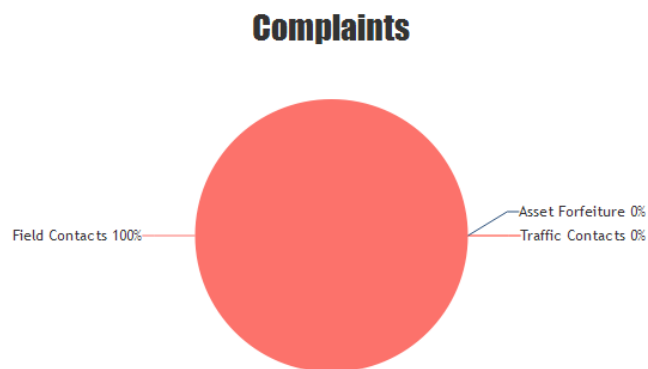
Two biased based complaints.

The first complaint was investigated and closed administratively as the officer resigned.

The second complaint was investigated, sustained and discipline issued.

Reaccreditation Year 2 Notes:

There were no bias based complaints in 2020



Complaints

Legend

Traffic Contacts	
Field Contacts	
Asset Forfeiture	

Use Of Force - Reaccreditation Year 1

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									0
Discharge	0	0	0	0	0	0	0	0	0
Display Only									
ECW									3
Discharge Only	0	0	1	0	0	0	0	0	1
Display Only	1	0	1	0	0	0	0	0	2
Baton	0	0	0	0	0	0	0	0	0
Chemical/OC	0	0	0	0	0	0	0	0	0
Weaponless	1	0	1	0	0	0	0	0	2
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	2	0	3	0	0	0	0	0	5
Total Number of Incidents Resulting In Officer Injury or Death	1	0	1	0	0	0	0	0	2
Total Use of Force Arrests	2	0	3	0	0	0	0	0	5
Total Number of Suspects Receiving Non-Fatal Injuries	1	0	2	0	0	0	0	0	3
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests									
Total Use of Force Complaints	0	0	0	0	0	0	0	0	0

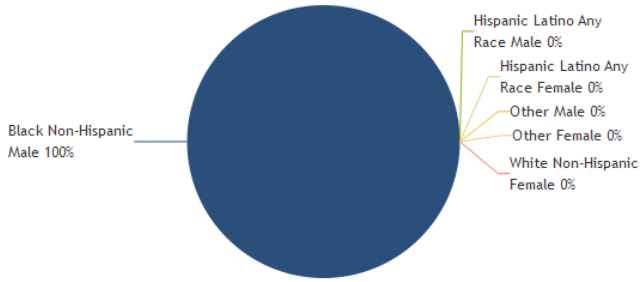
Reaccreditation Year 1 Notes:

Firearm display only was not captured in 2019. Policy changed and tracking started in 2020.

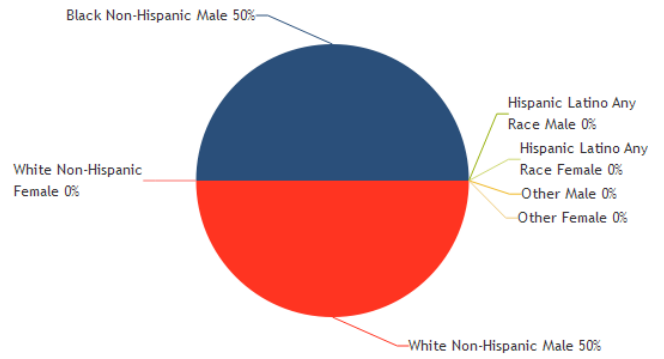
Total agency custodial arrest breakdown not available from our info system.

Only five use of force incidents in 25,743 calls for service.

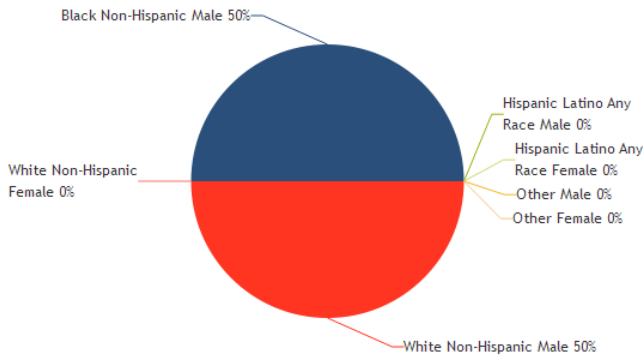
ECW Discharge



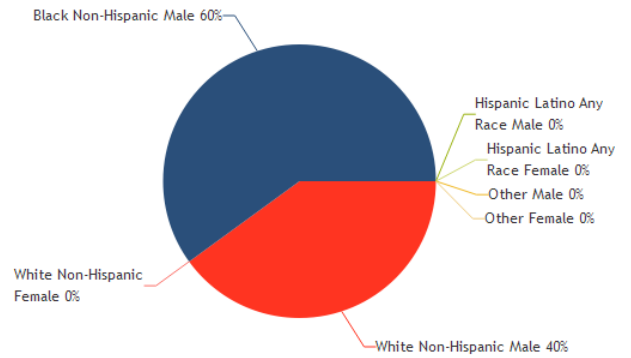
ECW Display



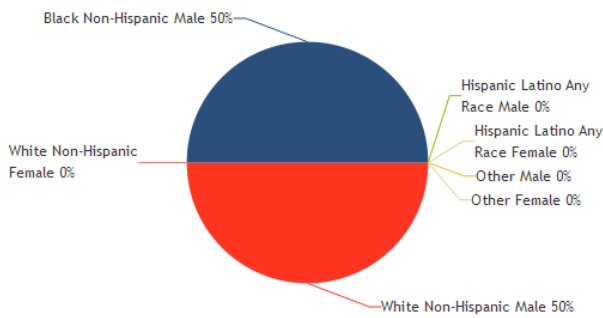
Weaponless



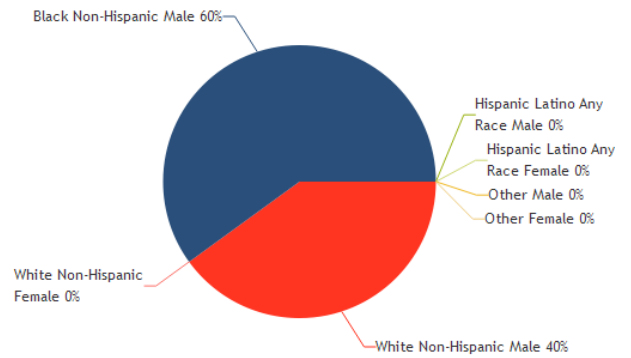
Total Uses of Force



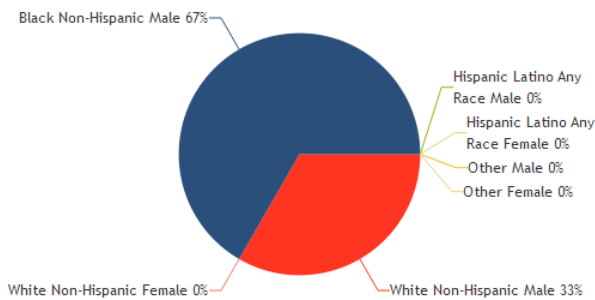
Total Number of Incidents Resulting in Officer Injury or Death



Total Use of Force Arrests



Total Number of Suspects Receiving Non-Fatal Injuries



Legend

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

Use Of Force - Reaccreditation Year 2

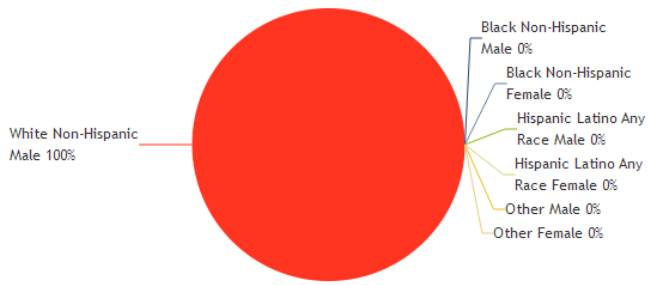
Data Collection Period: 1/1/2020 - 12/31/2020

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									1
Discharge	0	0	0	0	0	0	0	0	0
Display Only	1	0	0	0	0	0	0	0	1
ECW									16
Discharge Only	1	0	1	0	0	0	0	0	2
Display Only	0	0	12	1	1	0	0	0	14
Baton	0	0	0	0	0	0	0	0	0
Chemical/OC	0	0	0	0	0	0	0	0	0
Weaponless	1	0	5	1	0	0	0	0	7
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	3	0	18	2	1	0	0	0	24
Total Number of Incidents Resulting In Officer Injury or Death	2	0	5	2	0	0	0	0	9
Total Use of Force Arrests	2	0	12	2	1	0	0	0	17
Total Number of Suspects Receiving Non-Fatal Injuries	3	0	8	2	0	0	0	0	13
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	0	0	0	0	0	0	0	0	0
Total Use of Force Complaints	0	0	0	0	0	0	0	0	0

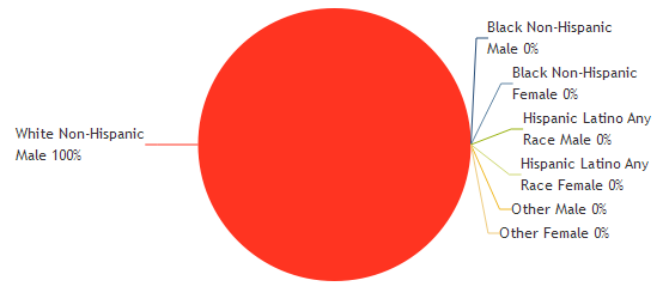
Reaccreditation Year 2 Notes:

* The agency does not break down custodial arrest by race. The total adult and juvenile arrest for 2020 was 219. There were no Use of Complaints in 2020.

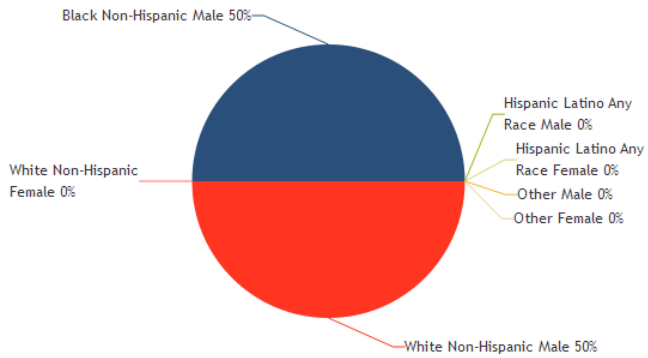
Total Firearm



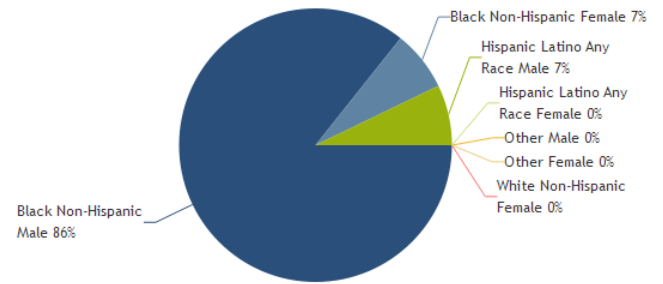
Firearm Display



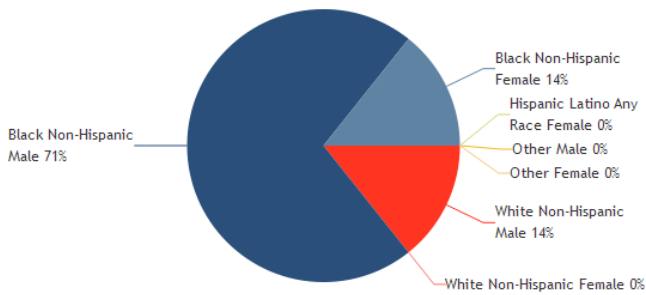
ECW Discharge



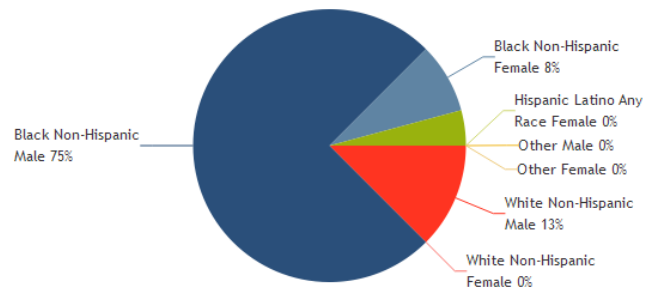
ECW Display



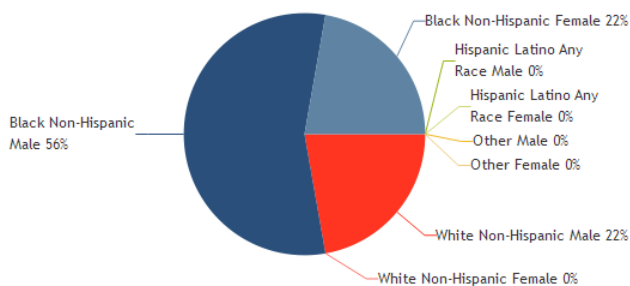
Weaponless



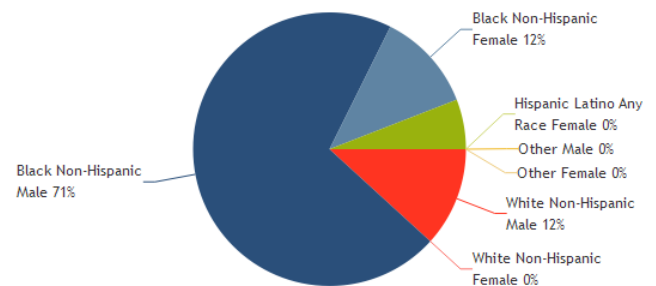
Total Uses of Force



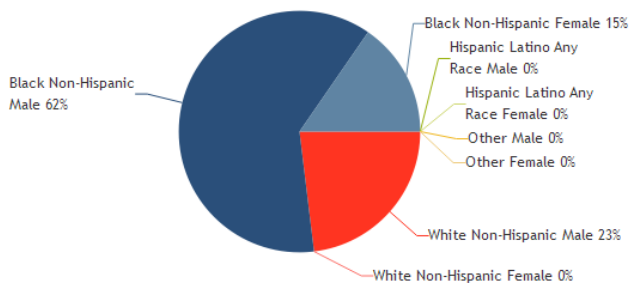
Total Number of Incidents Resulting in Officer Injury or Death



Total Use of Force Arrests



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

Year 2 Data Collection Period: 1/1/2020-12/31/2020

Grievances	Year 1	Year 2
Number	4	0

Reaccreditation Year 1 Notes:

The first grievance was filed on 03/21/2019 by an employee that grieved a mandatory schedule change. The issue was resolved on 04/01/2019 at the Chief's level. The Division Commander and employee agreed on a workable schedule.

The second grievance was filed on 04/12/2019 by the same employee that filed the first grievance. This grievance involved overtime pay. This grievance was solved on 05/08/2019 at the Chief's level. The employee and employer agreed on compensation that was paid out on 05/11/2019.

The third grievance was filed on 09/24/2019 by an officer who grieved the denial of overtime compensation. This grievance has been denied at each of the employer levels and as a result, this matter is pending a hearing before the City's Employee Relations Board.

The forth grievance was filed on 12/29/2019 by an employee who grieved the date they felt a promotion should have taken effect. This grievance was denied as it was not filed within the time parameters specified in the Collective Bargaining Agreement. Side Note: This matter was subsequently addressed and settled by the Chief of Police.

Reaccreditation Year 2 Notes:

There were no grievances filed during 2020

Personnel Actions

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

Year 2 Data Collection Period: 1/1/2020-12/31/2020

	Year 1	Year 2
Suspension	0	2
Demotion	0	0
Resign In Lieu of Termination	2	0
Termination	2	0
Other	7	11
Total	11	13
Commendations	55	47

Reaccreditation Year 1 Notes:

Please also include any other notes relevant to this summary.

Complaints and Internal Affairs - Reaccreditation Year 2

Data Collection Period: -

	Year 1	Year 2
External/Citizen Complaint		
Citizen Complaint	9	3
Sustained	1	2
Not Sustained	1	0
Unfounded	1	0
Exonerated	6	1
Internal/Directed Complaint		
Directed Complaint	17	17
Sustained	7	7
Not Sustained	2	0
Unfounded	0	1
Exonerated	8	9

Reaccreditation Year 2 Notes:

Sixteen of the seventeen internal complaints were investigations from departmental traffic collisions.

Calls For Service - Reaccreditation Year 2

Data Collection Period: -

	Year 1	Year 2
Calls for Service	25743	27709
UCR/NIBRS Part 1 Crimes		
Murder	1	4
Forcible Rape	4	10
Robbery	41	54
Aggravated Assault	68	73
Burglary	60	71
Larceny-Theft	588	614
Motor Vehicle Theft	75	71
Arson	0	0

Reaccreditation Year 2 Notes:

Arsons are not captured. They are the responsibility Of The Prince George's County Fire Marshalls (a sworn law enforcement agency).

Motor Vehicle Pursuit

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

Year 2 Data Collection Period: 1/1/2020-12/31/2020

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

Reaccreditation Year 1

After reviewing the Body Worn Camera footage, the patrol Supervisor, the Patrol Commander and the Chief of Police all found this pursuit to be within policy. A review by the Pursuit Committee reviewed the one pursuit for the year and found it to be within policy.

Reaccreditation Year 2

The only pursuit for the year was for an armed carjacking.

Agency Breakdown Report - Reaccreditation Year 1

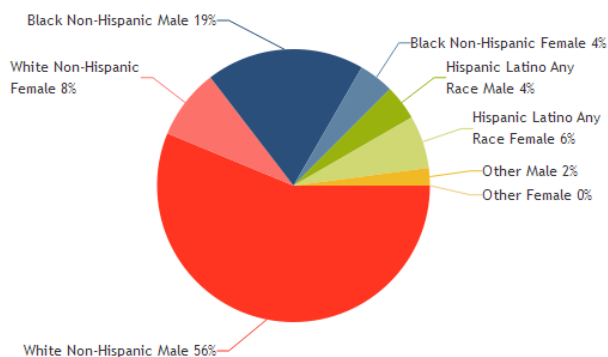
Data Collection Period: 1/1/2019 - 12/31/2019

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	1	0	0	0	0	0	0	0	1
Command	3	0	0	0	0	0	0	0	3
Supervisory Positions	8	0	3	0	0	0	0	0	11
Non-Supervisory Positions	15	4	6	2	2	3	1	0	33
Sub Total									48
Non Sworn Personnel									
Executive	0	0	0	0	0	0	0	0	0
Managerial	0	0	0	0	0	0	0	0	0
Supervisory Positions	0	0	0	1	0	0	0	0	1
Non-Supervisory Positions	4	3	0	3	0	2	0	1	13
Sub Total									14
Total									62

Reaccreditation Year 1 Notes:

The agency acknowledges that the demographics of the current supervisor and manager ranks do not reflect the service population demographics. There are promotions scheduled in calendar year 2020 (assessment year 2) that should help close this gap.

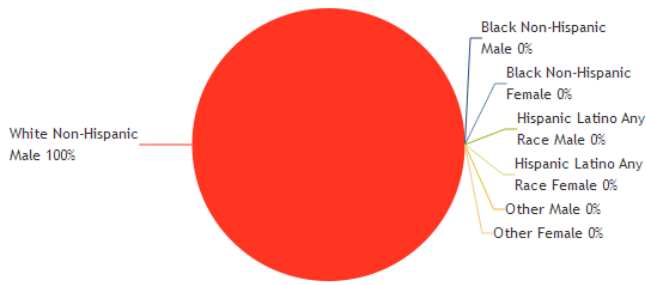
Total Sworn Personnel



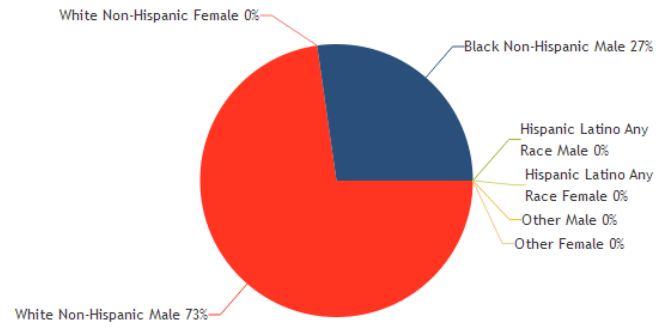
Sworn Personnel: Executive



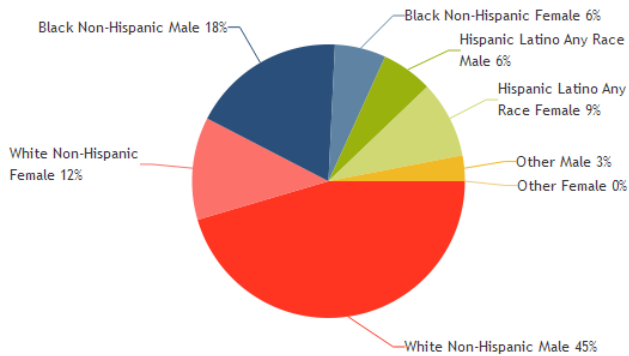
Sworn Personnel: Command



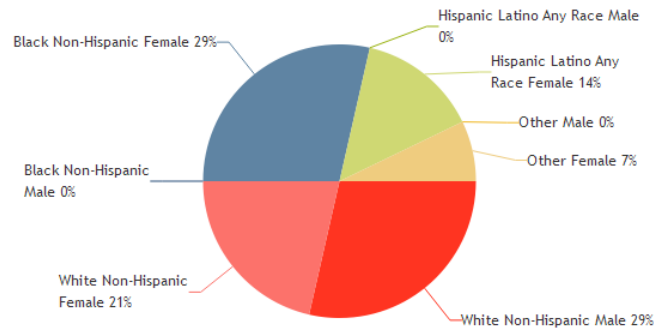
Sworn Personnel: Supervisory Positions



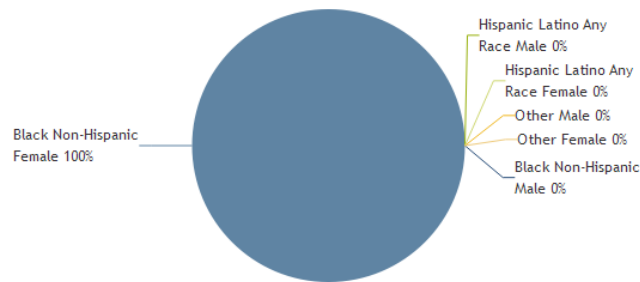
Sworn Personnel: Non-Supervisory Positions



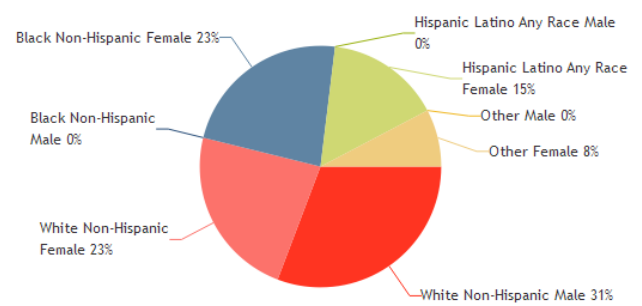
Total Non-Sworn Personnel



Non-Sworn Personnel: Supervisory Positions



Non-Sworn Personnel: Non-Supervisory Positions



Legend

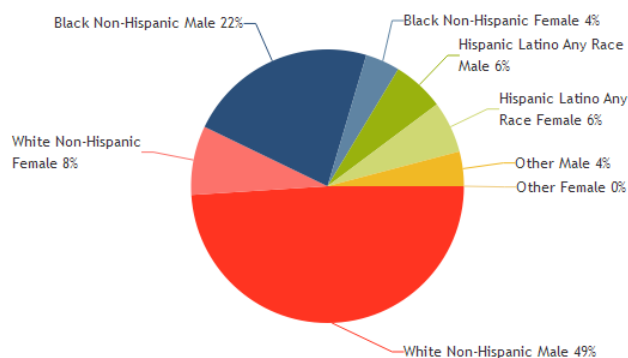
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Agency Breakdown Report - Reaccreditation Year 2

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

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	1								1
Command	3		1						4
Supervisory Positions	9		3		1				13
Non-Supervisory Positions	11	4	7	2	2	3	2	0	31
Sub Total									49
Non Sworn Personnel									
Executive									
Managerial									
Supervisory Positions				1					1
Non-Supervisory Positions	4	3	0	4	0	2	0	1	14
Sub Total									15
Total									64

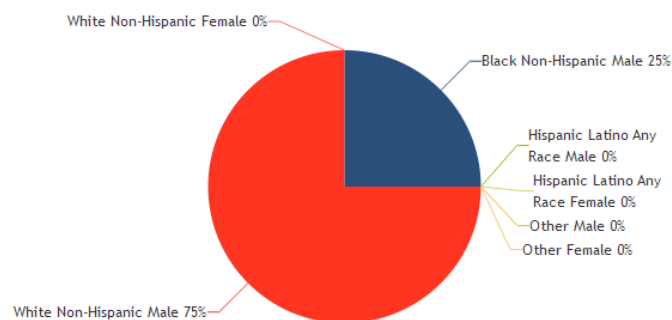
Total Sworn Personnel



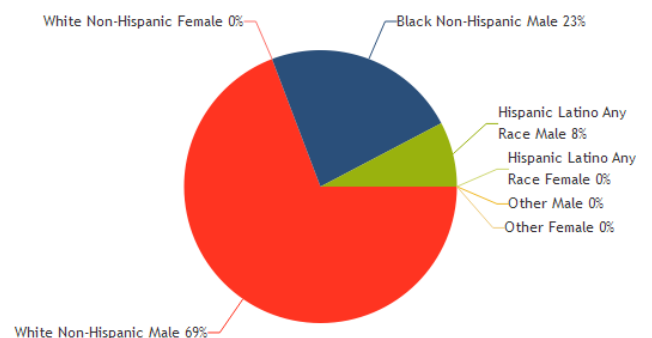
Sworn Personnel: Executive



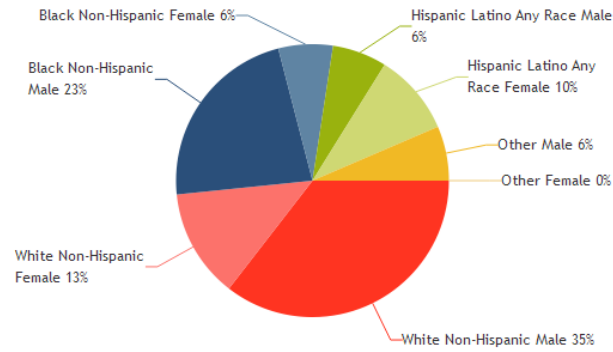
Sworn Personnel: Command



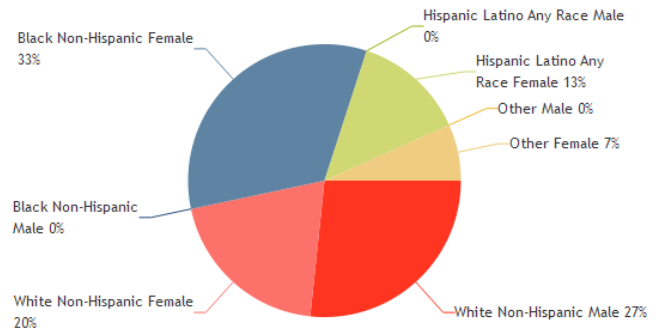
Sworn Personnel: Supervisory Positions



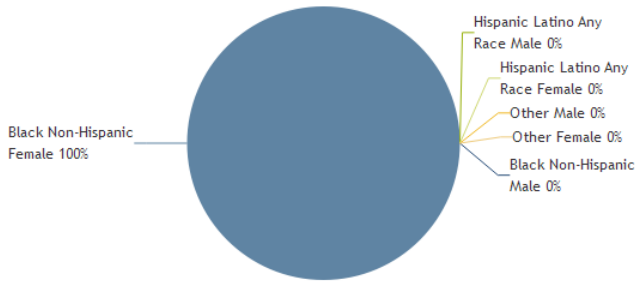
Sworn Personnel: Non-Supervisory Positions



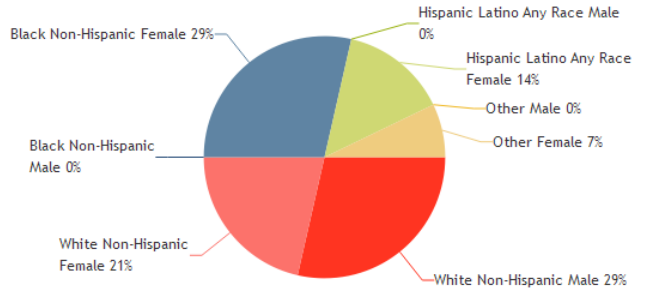
Total Non-Sworn Personnel



Non-Sworn Personnel: 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

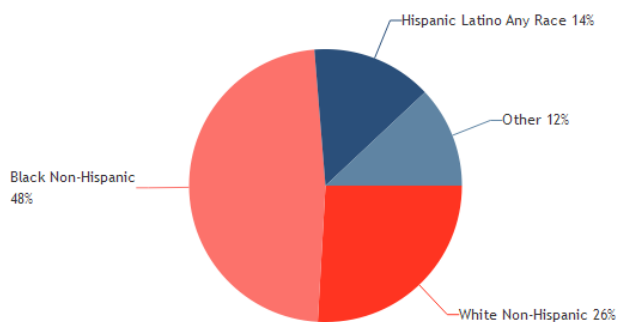
Data Collection Period: 1/1/2019 - 12/31/2019

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	5975	26%	125195	14 %	27	69%	4	10%	27	68%	2	5%
Black Non-Hispanic	11027	48%	562086	65 %	9	23%	2	5%	9	22%	2	5%
Hispanic Latino Any Race	3299	14%	139874	16 %	2	5%	3	8%	2	5%	3	8%
Other	2767	12%	36265	4 %	1	3%	0	0%	2	5%	0	0%
Total	23068		863420		39		9		40		7	

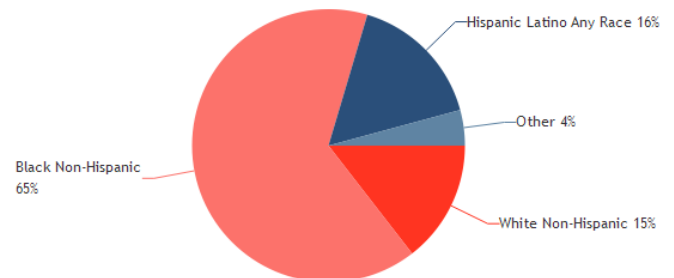
Reaccreditation Year 1 Notes:

Please also include any other notes relevant to this summary.

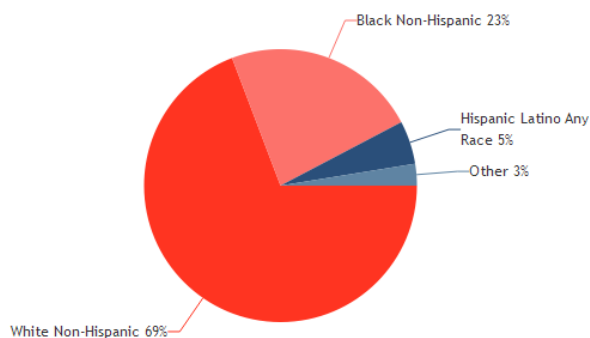
Service Population



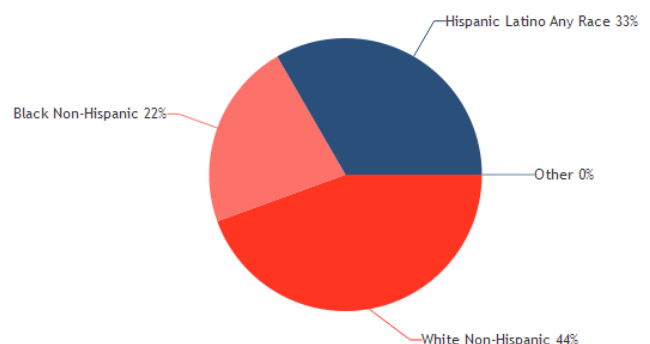
Available Workforce



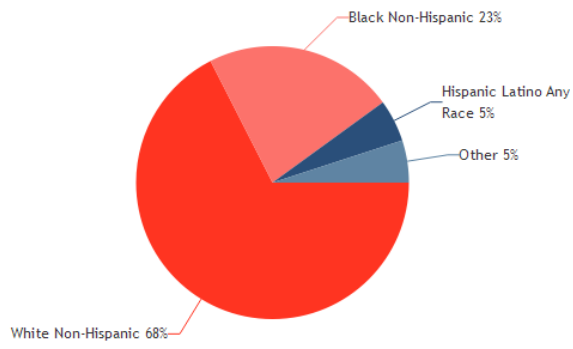
Current Sworn Officers



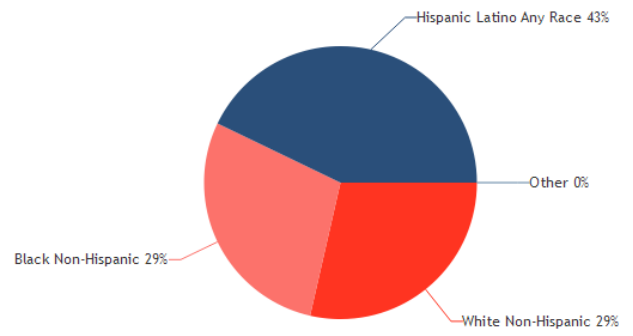
Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers

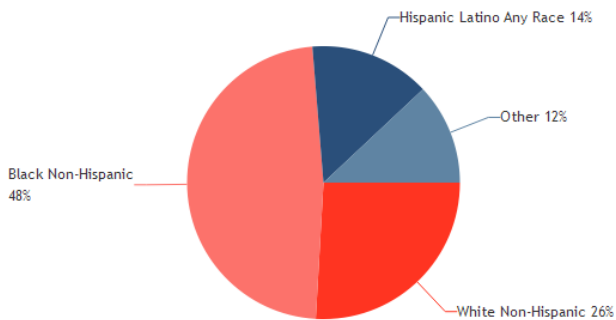


Agency Demographics Report - Reaccreditation Year 2

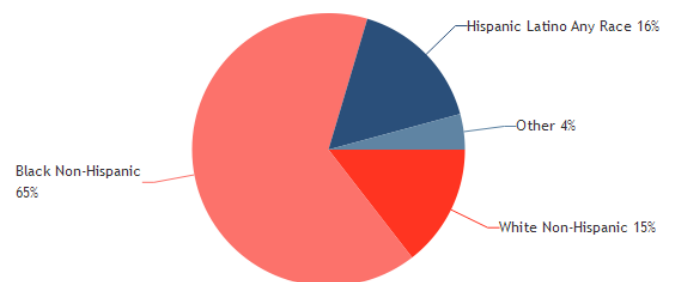
Data Collection Period: 1/1/2020 - 12/31/2020

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	5975	26%	125194	14 %	24	60%	4	10%	27	69%	4	10%
Black Non-Hispanic	11027	48%	562086	65 %	11	28%	2	5%	9	23%	2	5%
Hispanic Latino Any Race	3299	14%	139874	16 %	3	8%	3	8%	2	5%	3	8%
Other	2767	12%	36265	4 %	2	5%	0	0%	1	3%	0	0%
Total	23068		863419		40		9		39		9	

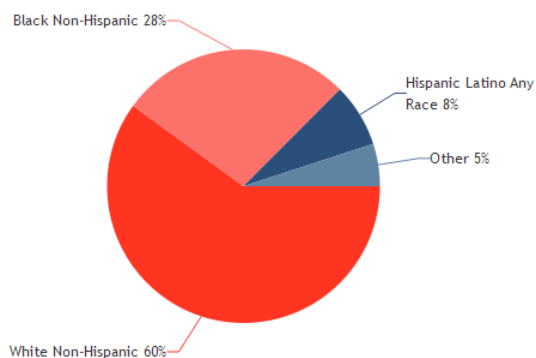
Service Population



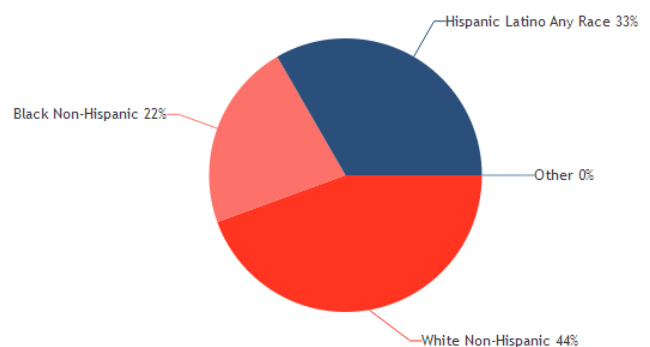
Available Workforce



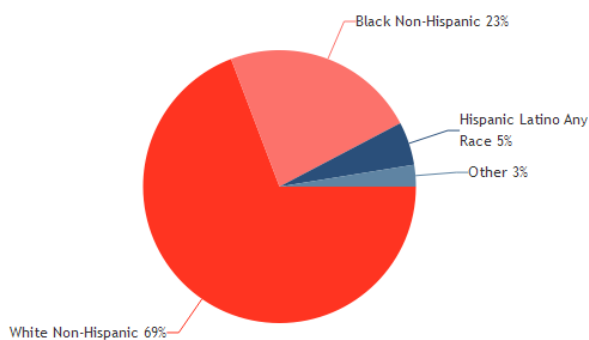
Current Sworn Officers



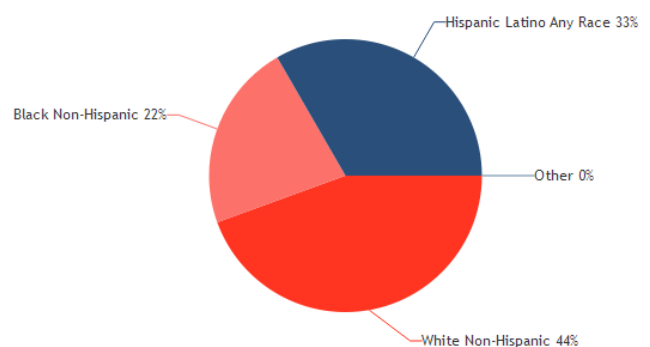
Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers



Sworn Officer Selection - Reaccreditation Year 1

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

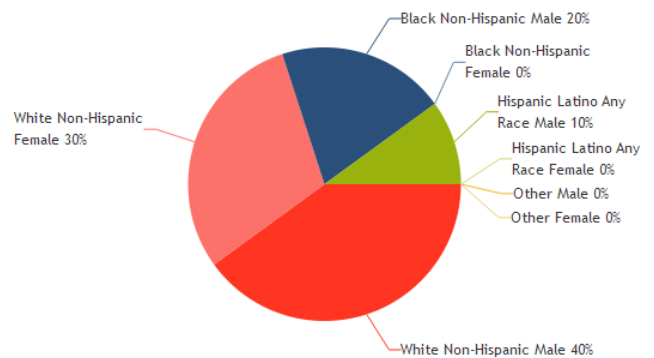
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received									
Applicants Hired	4	3	2	0	1	0	0	0	10
Percent Hired	%	%	%	%	%	%	%	%	N/A
Percent of Workforce Population	18%		5%		3%		0%		N/A

Reaccreditation Year 1 Notes:

All applications are received electronically. There is no way to determine the race of applications that are received

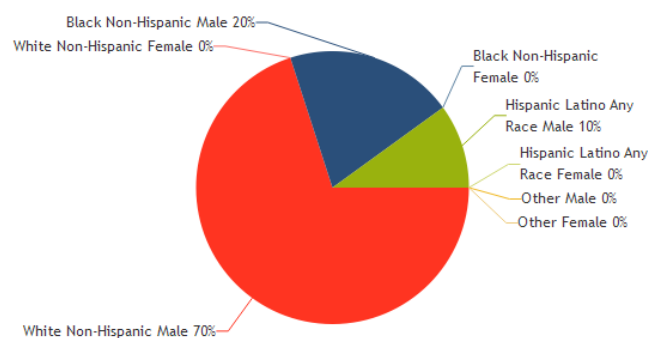
Applications Received

Applicants Hired



Percent Hired

Percent of Workforce Population



Legend

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

Sworn Officer Selection - Reaccreditation Year 2

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

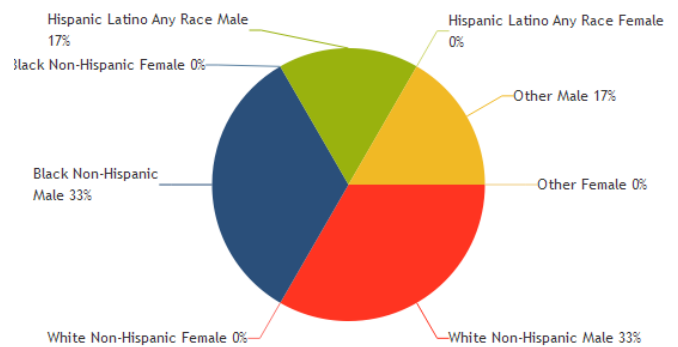
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received									
Applicants Hired	2	0	2	0	1	0	1	0	6
Percent Hired	%	%	%	%	%	%	%	%	N/A
Percent of Workforce Population	5%		5%		3%		3%		N/A

Reaccreditation Year 2 Notes:

All applications are received electronically. The agency has no way to determine the demographic information of those that apply.

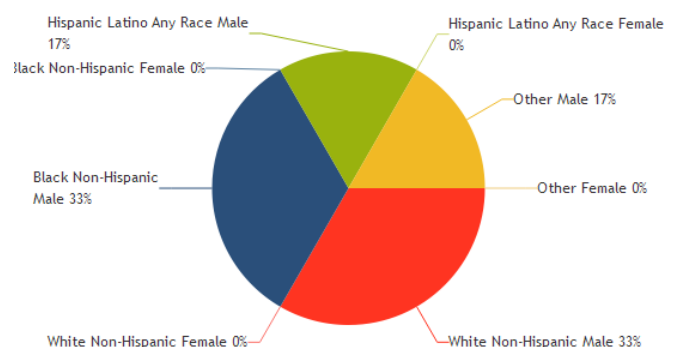
Applications Received

Applicants Hired



Percent Hired

Percent of Workforce Population



Legend

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

Sworn Officer Promotions - Reaccreditation Year 1

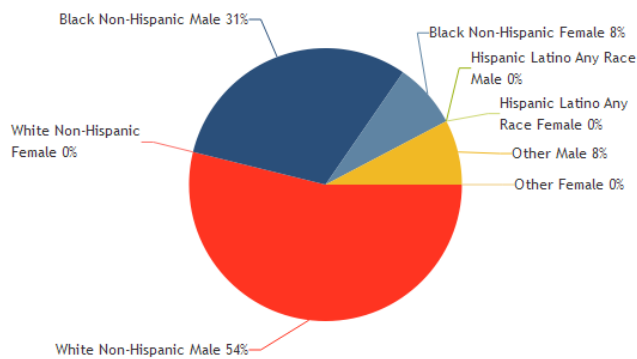
Data Collection Period: 1/1/2019 - 12/31/2019

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	7	0	4	1	0	0	1	0	13
Eligible After Testing	7	0	4	1	0	0	1	0	13
Promoted	7	0	4	1	0	0	1	0	13
Percent Promoted	100 %	%	100 %	100 %	%	%	100 %	%	N/A

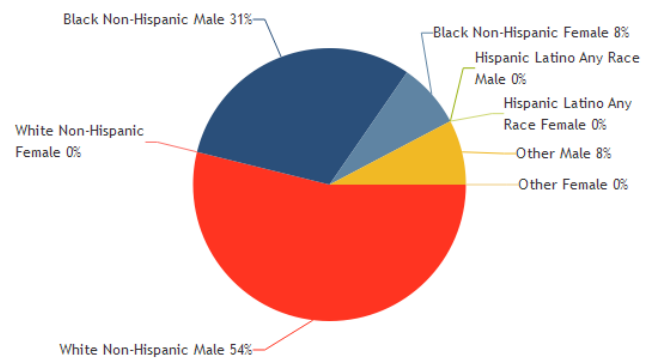
Reaccreditation Year 1 Notes:

Agency's competitive promotions (Corporal and above) are based every two years. Next promotional test is scheduled for Fall 2020 (Year 2).

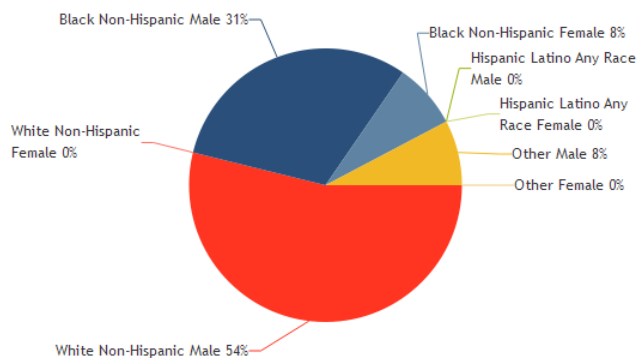
Tested



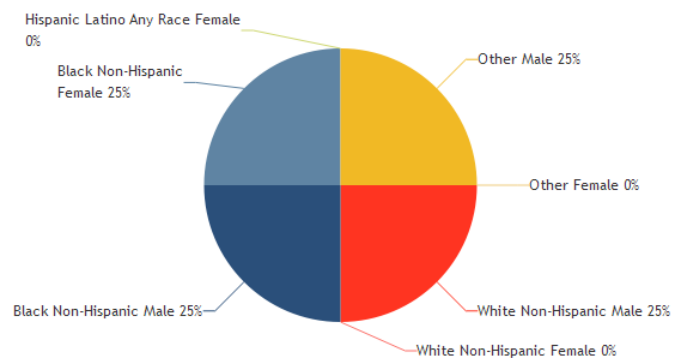
Eligible After Testing



Promoted



Percent Promoted



Legend

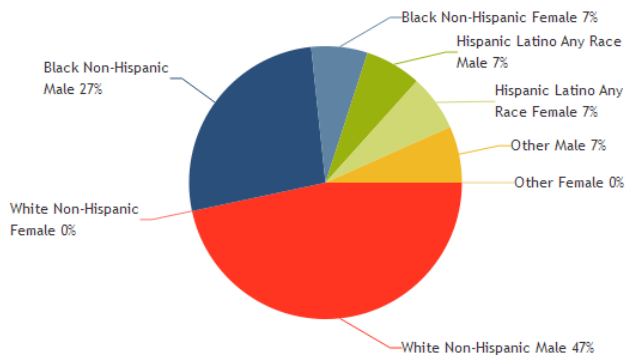
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Promotions - Reaccreditation Year 2

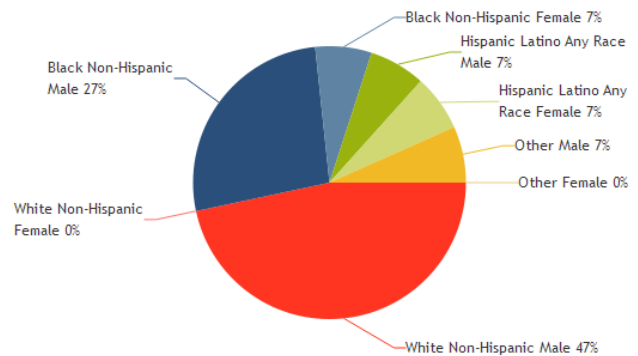
Data Collection Period: 1/1/2020 - 12/31/2020

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	7	0	4	1	1	1	1	0	15
Eligible After Testing	7	0	4	1	1	1	1	0	15
Promoted	5	0	3	0	1	1	0	0	10
Percent Promoted	71 %	%	75 %	0 %	100 %	100 %	0 %	%	N/A

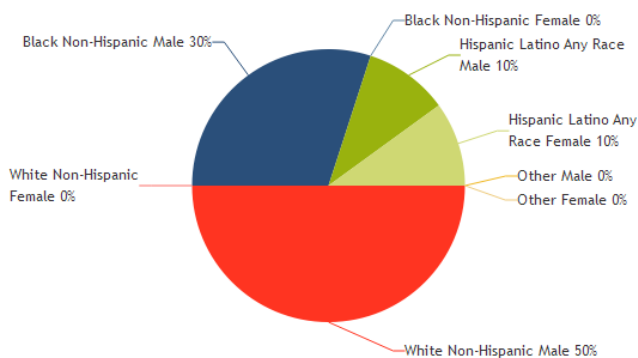
Tested



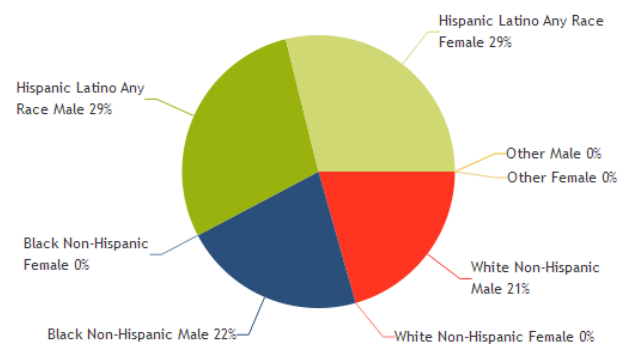
Eligible After Testing



Promoted



Percent Promoted



Legend

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

