

COMMISSION ON ACCREDITATION OF LAW ENFORCEMENT AGENCIES (CALEA)

Madison Police Department 2019



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- ▣ Objectives:
 - Inform and familiarize all employees with the accreditation purpose and process
 - Explain:
 - ▣ Benefits
 - ▣ Standards
 - ▣ Process
 - ▣ Assessments
 - ▣ Accreditation and beyond

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▣ Accreditation Concept

- Accreditation is a voluntary, internal process by which the Madison Police Department seeks to achieve, objectively verify, and maintain high quality operations through periodic evaluations conducted by an independent, non-governmental body that has established law enforcement standards for police agencies to follow.

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- ▣ What does accreditation mean to the organization?
 - CALEA Accreditation signifies that the Madison Police Department has met specific law enforcement standards of excellence and operate according to norms established by practitioners in the law enforcement field.
 - Accreditation compels the department to adopt and operate within specific guidelines, policies, and procedures that meet internationally accepted practices.

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- ▣ Accreditation is a management model and a blueprint for self-improvement, which strengthens accountability within the MPD and the City of Madison.
- ▣ The standards upon which CALEA's accreditation programs are based reflect the current thinking and experience of public safety practitioners and researchers.
- ▣ CALEA assists the MPD's pursuit of professional excellence.

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▣ Accreditation Benefits

- Requires the MPD to develop a comprehensive, well thought out, uniform set of written directives.
- Standards provide necessary reports and analyses the Chief of Police needs to make fact-based, informed decisions.
- Requires a preparedness program, known as our Critical Events Plan, be put in place so MPD is prepared to address natural or man-made unusual occurrences.

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- ▣ Accreditation Benefits (continued)
 - Is a means for developing and improving upon the MPD's relationship with the community
 - Strengthens our accountability both within the MPD and community, through a continuum of standards that clearly define authority, performance and responsibilities
 - Can limit the MPD's liability risk exposure because we can demonstrate that internationally recognized standards have been met, as verified by a team of independent, outside CALEA-trained assessors
 - Assists in the pursuit of professional excellence

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▣ Accreditation Standards

- CALEA standards tell what must be accomplished by the Department, but generally allow latitude in determining how to achieve compliance with each applicable standard.
- The standards are based on the size of the agency.
- There are 181 standards that an agency our size must meet.
- We must prove that our written directives and polices address the standards.
- We must prove that we are following and adhering to our polices and directives.

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Standards Areas

- Patrol Operations
- Use of Force
- Officer Health & Safety
- Search and Seizure
- Training
- Criminal Intelligence
- Evidence Management
- Court Security
- Detention Operations and Security
- Employee Performance Management
- Critical Incident Planning & Preparedness
- Records & Accounting

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- ▣ The Accreditation Process:
 - Self-Assessment
 - Remote Assessment
 - On-site Assessment
 - Commission Review and Decision
 - Continuation Self-Assessment
 - Yearly Remote Compliance Checks
 - Reaccreditation every 4 years

REACCREDITATION

the four-year review cycle



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▣ Self-Assessment

- The internal, systematic analysis of MPD's operations and management to determine if the agency complies with applicable standards. Accredited agencies are in a continual state of self-assessment in order to maintain compliance.
- Self-assessment has three basic purposes
 - ▣ Achieve compliance with applicable standards
 - ▣ Establish proofs of compliance with applicable standards
 - ▣ Prepare for on-site review by CALEA Assessors

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▣ Remote Assessment

- Every year near our initial accreditation anniversary date (May), we will have a remote assessment.
- A CALEA compliance service member will check Power DMS to verify that we have uploaded proofs of compliance with the standards.
- They will also look for proofs that we follow our own policies and procedures.

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▣ On-site Assessment

- Every four years, CALEA will conduct an on-site compliance review visit.
- Assessors will conduct an objective and comprehensive on-site assessment, verify compliance with applicable standards, and submit a report with recommendations to the Commission regarding MPD's accreditation status.

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- ▣ An on-site assessment will include a variety of activities.

On-site Assessment will include:

- ▣ Agency tour and Static Display- assessors will tour major functions of the department and interview representatives of each of these functions. Examples include patrol, dispatch, evidence, records, training, and investigations.
- ▣ Public Information activity- the on-site assessment will be publicized to the community. There will also be time designated for public comments and/or telephone call-ins from members of the community.

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- ▣ On-site Assessment (continued)
 - Assessors will:
 - ▣ Review current MPD standards
 - ▣ Conduct panel reviews and/or interviews with individual employees
 - ▣ Observe how work is completed and how standards are met
 - ▣ Meet with the public
 - ▣ Identify agency deviancies
 - ▣ Meet with the Chief of Police and discuss their final report

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- ▣ What happens after Accreditation is achieved?
 - The Process is ongoing, it never ends. We will continue to strive to comply with these high standards of law enforcement conduct and practice.
 - At this time, MPD is one of only seven Municipal Police Departments in Alabama that has volunteered to seek and maintain this level of excellence.

