

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) N/A remotely reviewed 122 standards for the agency on 11/4/2016 using Law Enforcement Manual 5.23. 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) N/A remotely reviewed 118 standards for the agency on 12/21/2017 using Law Enforcement Manual 5.23. 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) David R. Hobson remotely reviewed 200 standards for the agency on 11/19/2018 using Law Enforcement Manual 5.23. 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) Rob Sofie remotely reviewed 87 standards for the agency on 1/1/0001 using Law Enforcement Manual 5.23. 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.

Site-Based Assessment Review:

From 6/2/2019 to 6/5/2019, Michael Webb and Matthew Benson 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:

- Recruitment/retention - Greenbelt has seen a sharp reduction in police officer candidacy. While most all of law enforcement struggles with the same “recruitment and retention” shortfalls, Greenbelt experiences a somewhat unique competitive hurdle as the region houses numerous Federal, State, County and other law enforcement employment opportunities. Competitive salaries and benefits are offered, however the saturation of other entities pulling from the same candidate pool presents a unique challenge to this community. Several creative strategies are being employed; however, the agency fully acknowledges that further work is needed. Greenbelt maintains a substantive plan for recruitment, and it is apparent that the agency is well-suited to successfully face the challenges ahead.
- Community Outreach - The Chief understands that there is an ongoing need to increase the involvement of patrol officers with the ongoing community policing efforts. He stated he believed there was an opportunity to develop beat teams that would be a natural bridge to the agency’s community policing efforts.
- Succession Planning/leadership Development - Chief Bowers acknowledges there are several challenges to his program. One would be the selection of those officers that would be the best mentors. Part of the challenge involves the key point that most officers see themselves as self-appointed mentors, even if they are not truly qualified. Another challenge Chief Bowers sees is the need to develop central concepts that would be universal.
- Agency Modernization - The agency has developed a comprehensive plan for the modernization of their information technology. The plan included the hiring of an additional support staff member that will provide IT support. The agency has also developed plans for the acquisition of upgraded computer hardware and software.
- Specialty Units - The Chief and accompanying Command Staff concur with this assessment and are actively recruiting in order to return to full compliment. The City, and by way of its internal recruiting efforts, is vigorously

pursuing all avenues of recruiting qualified candidates. The City is financially prepared to return the Police Department to full complement and has begun to further their marketing strategy. The Department maintains appropriately high standards and holds an expectation of excellence in those that they hire. Although at times challenging, this strategy seeks to ensure a high-quality candidate that will serve the community of Greenbelt for a long-term career.

- Agency Pride In Being Self-sufficient - From top to bottom, the members of the Department are extremely proud of the services they provide the citizens of Greenbelt and beyond, and this was evident throughout the duration of the assessment visit.

During the Site-Based Assessment Review, the assessment team conducted 37 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

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, Drug Task Force Detective, School Resource Officer, Evidence Unit, K-9 Unit and the PIO Crime Prevention Officer.

The Patrol Division consist of Uniform Patrol, the Commander's squad, Private Partnership Officer 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 newly appointed Chief Richard Bowers, the agency has published a new 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.

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.

YEAR 1 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: N/A

On 11/4/2016, the Year 1 Remote Web-based Assessment of Greenbelt (MD) Police Department was conducted. The review was conducted remotely and included 122 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)	Compliance Verified
1.1.2 Code of Ethics* (LE1)	Compliance Verified
1.2.9 Bias Based Profiling* (LE1)	Compliance Verified
1.3.1 Use of Reasonable Force (LE1)	Compliance Verified
1.3.2 Use of Deadly Force (LE1)	Compliance Verified
1.3.3 Warning Shots (LE1)	Compliance Verified
1.3.4 Use of Authorized Less Lethal Weapons (LE1)	Compliance Verified
1.3.5 Rendering Aid After Use of Weapons (LE1)	Compliance Verified
1.3.6 Reporting Uses of Force* (LE1)	Compliance Verified
1.3.7 Reviewing Reports of 1.3.6* (LE1)	Compliance Verified
1.3.9 Authorization: Weapons and Ammunition (LE1)	Compliance Verified
1.3.10 Demonstrating Proficiency with Weapons (LE1)	Compliance Verified
1.3.11 Annual/Biennial Proficiency Training* (LE1)	Compliance Verified
1.3.12 Issuing Written Directives (LE1)	Compliance Verified
<p>Notes: ISSUE: The standard states that an employee will be issued and trained in the use of force policies prior to being authorized to carry a weapon. The policy for the agency states that officers will be issued and trained in the policy before employing any of the weapons or tactics as trained. Carrying a weapon and employing a weapon are two different things. AGENCY ACTION NEEDED: The agency directive should be revised to require an employee to be issued and trained in the use of force policy prior to being allowed to carry a weapon.</p>	
1.3.13 Analyze Reports from 1.3.6* (LE1)	Compliance Verified
2 Agency Jurisdiction and Mutual Aid	
2.1.3 Written Agreements for Mutual Aid	Compliance Verified
3 Contractual Agreements for Law Enforcement Services	
3.1.1 Written Agreement for Services Provided (LE1)	Compliance Verified
11 Organization and Administration	
11.1.1 Description of Organization (LE1)	Compliance Verified
11.4.2 Accountability for Agency Forms	Compliance Verified

Standards	Findings
11.4.5 Notify CEO of Incident with Liability (LE1) Notes: ISSUE: The directive requires notification of the Chief/designee by department issued phone, home phone, or police radio. Email notifications are used as proofs in this file, which are not addressed on the policy. Some agencies are getting away from emails simply because the messages themselves may be considered open record. AGENCY ACTION NEEDED: If the agency is to utilize emails for notification of the Chief/designee, then emails should be included in the directive as one of the types of notification systems.	Compliance Verified
12 Direction	
12.2.1 The Written Directive System (LE1)	Compliance Verified
12.2.2 Dissemination and Storage (LE1)	Compliance Verified
15 Planning and Research Goals and Objectives and Crime Analysis	
15.1.3 Multiyear Plan	Compliance Verified
15.2.1 Annual Updating/Goals and Objectives* (LE1)	Compliance Verified
15.2.2 System for Evaluation/Goals and Objectives	Compliance Verified
16 Allocation and Distribution of Personnel and Personnel Alternatives	
16.2.1 Annual Review*	Compliance Verified
16.2.3 Temporary/Rotating Assignments	Compliance Verified
17 Fiscal Management and Agency Property	
17.2.1 Budget Process and Responsibility Described	Compliance Verified
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
17.4.3 Independent Audit	Compliance Verified
17.5.1 Inventory and Control	Compliance Verified
17.5.3 Operational Readiness (LE1)	Compliance Verified
17.5.4 Electronic Data Storage	Compliance Verified
21 Classification and Delineation of Duties and Responsibilities	
21.2.1 Classification Plan	Compliance Verified
21.2.2 Job Description Maintenance and Availability (LE1)	Compliance Verified
22 Compensation Benefits and Conditions of Work	
22.2.6 Employee Assistance Program	Compliance Verified
22.2.8 Military Deployment and Reintegration (LE1)	Compliance Verified
22.3.4 Off-Duty Employment	Compliance Verified
22.3.5 Extra-Duty Employment (LE1)	Compliance Verified
25 Grievance Procedures	

Standards	Findings
25.1.1 Grievance Procedures (LE1)	Compliance Verified
25.1.3 Annual Analysis*	Compliance Verified
26 Disciplinary Procedures	
26.1.3 Sexual Harassment (LE1)	Compliance Verified
26.1.4 Disciplinary System (LE1)	Compliance Verified
26.1.6 Appeal Procedures (LE1)	Compliance Verified
26.1.7 Dismissal Procedures	Compliance Verified
31 Recruitment	
31.2.1 Recruitment Plan (LE1)	Compliance Verified
31.2.2 Annual Analysis* (LE1)	Compliance Verified
31.3.1 Job Announcements	Compliance Verified
32 Selection	
32.1.1 Selection Process Described (LE1)	Compliance Verified
32.1.5 Notification of Ineligibility	Compliance Verified
32.2.1 Background Investigations (LE1)	Compliance Verified
32.2.2 Training	Compliance Verified
32.2.8 Emotional Stability/Psychological Fitness Examinations (LE1)	Compliance Verified
33 Training and Career Development	
33.1.5 Remedial Training (LE1)	Compliance Verified
33.4.1 Entry Level Training Required (LE1)	Compliance Verified
33.4.3 Field Training Program (LE1)	Compliance Verified
33.5.1 Annual Retraining Program* (LE1)	Compliance Verified
33.5.2 Shift Briefing Training	Compliance Verified
33.6.1 Specialized Training	Compliance Verified
33.8.3 Career Development Program	Compliance Verified
34 Promotion	
34.1.1 Agency Role	Compliance Verified
34.1.3 Promotional Process Described (LE1)	Compliance Verified
34.1.5 Promotional Announcement	Compliance Verified
35 Performance Evaluation	
35.1.1 Performance Evaluation System (LE1)	Compliance Verified
35.1.2 Annual Evaluation* (LE1)	Compliance Verified

Standards	Findings
35.1.5 Evaluation Period	Compliance Verified
35.1.9 Personnel Early Warning System* (LE1) Notes: ISSUE: C. The agency policy calls for an annual "summary" of EIP efforts for the "following year". The standard requires an annual documented evaluation of the Early Warning System. According to Websters, a summary is the process of covering the main points of a topic quickly. According to the standards glossary, an evaluation is a careful appraisal and study to determine the significance and/or worth or condition, and to draw conclusions pertaining to an item, project, or undertaking. AGENCY ACTION NEEDED: The policy should reflect that a documented annual evaluation of the system is conducted, not a summary.	Compliance Verified
41 Patrol	
41.1.4 Agency Animals (LE1)	Compliance Verified
41.2.1 Responding Procedures (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 Illness* (LE1)	Compliance Verified
41.3.3 Occupant Safety Restraints	Compliance Verified
41.3.5 Protective Vests (LE1)	Compliance Verified
42 Criminal Investigation	
42.1.6 Criminal Intelligence* (LE1)	Compliance Verified
42.2.3 Investigative Checklists	Compliance Verified
42.2.6 Polygraph Examinations	Compliance Verified
44 Juvenile Operations	
44.1.1 Juvenile Operations Policy (LE1)	Compliance Verified
45 Crime Prevention and Community Involvement	
45.2.2 Quarterly Progress Report*	Compliance Verified
45.2.4 Citizens Survey*	Compliance Verified
46 Critical Incidents Special Operations and Homeland Security	
46.1.3 Command Function* (LE1)	Compliance Verified
46.1.8 Equipment Inspection*	Compliance Verified
46.1.9 Annual Training* (LE1)	Compliance Verified
46.1.10 Active Threats* (LE1)	Compliance Verified
46.3.1 Liaison with other Organizations (LE1)	Compliance Verified
52 Internal Affairs	
52.1.5 Annual Summaries; Public Availability*	Compliance Verified
52.2.4 Informing Complainant	Compliance Verified

Standards	Findings
54 Public Information	
54.1.3 News Media Access (LE1)	Compliance Verified
55 Victim/Witness Assistance	
55.2.6 Next-of-Kin Notification (LE1)	Compliance Verified
61 Traffic	
61.1.2 Uniform Enforcement Procedures (LE1)	Compliance Verified
61.1.3 Violator Procedures (LE1)	Compliance Verified
61.1.7 Stopping/Approaching (LE1)	Compliance Verified
61.1.11 DUI Procedures (LE1)	Compliance Verified
61.4.4 Traffic Safety Materials	Compliance Verified
70 Detainee Transportation	
70.1.2 Searching Transport Vehicles (LE1)	Compliance Verified
70.1.5 Prisoner Communication	Compliance Verified
70.2.1 Prisoner Restraint Requirement (LE1)	Compliance Verified
70.4.1 Vehicle Safety Barriers	Compliance Verified
71 Processing and Temporary Detention	
71.2.1 Training of Personnel* (LE1)	Compliance Verified
71.3.3 Security (LE1)	Compliance Verified
71.4.3 Inspections* (LE1)	Compliance Verified
74 Legal Process	
74.2.1 Procedure Civil Service	Compliance Verified
81 Communications	
81.1.2 Operations Meet FCC Requirements	Compliance Verified
81.2.3 Recording Information (LE1)	Compliance Verified
81.2.4 Radio Communications Procedures (LE1)	Compliance Verified
81.2.8 Recording and Playback (LE1)	Compliance Verified
81.2.13 Private Security Alarms	Compliance Verified
81.3.2 Alternate Power Source* (LE1)	Compliance Verified
82 Central Records	
82.1.2 Juvenile Records (LE1)	Compliance Verified
82.1.6 Computer File Backup and Storage* (LE1)	Compliance Verified
82.2.2 Reporting Requirements (LE1)	Compliance Verified

Standards	Findings
82.2.4 Report Distribution	Compliance Verified
83 Collection and Preservation of Evidence	
83.2.1 Guidelines and Procedures (LE1)	Compliance Verified
83.2.3 Fingerprinting	Compliance Verified
83.2.5 Procedures Seizure of Computer Equipment	Compliance Verified
83.2.7 DNA Evidence Collection	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
84.1.4 Security of Controlled Substances Weapons for Training (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: N/A

On 12/21/2017, the Year 2 Remote Web-based Assessment of Greenbelt (MD) Police Department was conducted. The review was conducted remotely and included 118 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	
1.1.4 Consular Notification	Compliance Verified
1.2.4 Search and Seizure (LE1)	Compliance Verified
1.2.6 Alternatives to Arrest	Compliance Verified
1.2.9 Bias Based Profiling* (LE1)	Compliance Verified
1.3.2 Use of Deadly Force (LE1)	Compliance Verified
1.3.6 Reporting Uses of Force* (LE1)	Compliance Verified
1.3.7 Reviewing Reports of 1.3.6* (LE1)	Compliance Verified
1.3.12 Issuing Written Directives (LE1)	Compliance Verified
2 Agency Jurisdiction and Mutual Aid	
2.1.4 Requesting Assistance: Federal LE/National Guard	Compliance Verified
11 Organization and Administration	
11.4.5 Notify CEO of Incident with Liability (LE1)	Compliance Verified
12 Direction	
12.1.2 Command Protocol (LE1)	Compliance Verified
12.1.3 Obey Lawful Orders (LE1)	Compliance Verified
15 Planning and Research Goals and Objectives and Crime Analysis	
15.1.1 Activities of Planning and Research	Compliance Verified
15.1.3 Multiyear Plan	Compliance Verified
16 Allocation and Distribution of Personnel and Personnel Alternatives	
16.1.1 Position Management System	Compliance Verified
16.2.2 Announce Openings	Compliance Verified
17 Fiscal Management and Agency Property	
17.1.1 CEO Authority and Responsibility	Compliance Verified
17.4.2 Cash Fund/Accounts Maintenance* (LE1)	Compliance Verified
17.4.3 Independent Audit	Compliance Verified

Standards	Findings
17.5.3 Operational Readiness (LE1)	Compliance Verified
22 Compensation Benefits and Conditions of Work	
22.2.1 Leave Program	Compliance Verified
22.2.4 Victim Witness Services/Line of Duty Death (LE1)	Compliance Verified
22.2.7 Employee Identification (LE1)	Compliance Verified
25 Grievance Procedures	
25.1.1 Grievance Procedures (LE1)	Compliance Verified
25.1.2 Coordination/Control of Records	Compliance Verified
25.1.3 Annual Analysis*	Compliance Verified
26 Disciplinary Procedures	
26.1.1 Code of Conduct and Appearance (LE1)	Compliance Verified
26.1.2 Employee Awards	Compliance Verified
26.1.3 Sexual Harassment (LE1)	Compliance Verified
31 Recruitment	
31.1.1 Agency Participation	Compliance Verified
31.2.2 Annual Analysis* (LE1)	Compliance Verified
31.3.3 Maintaining Applicant Contact	Compliance Verified
31.3.4 Application Rejection	Compliance Verified
32 Selection	
32.1.6 Records	Compliance Verified
32.2.3 Records Retention	Compliance Verified
32.2.4 Polygraph Examinations	Compliance Verified
32.2.7 Medical Examinations (LE1)	Compliance Verified
33 Training and Career Development	
33.1.6 Employee Training Record Maintenance (LE1)	Compliance Verified
33.5.1 Annual Retraining Program* (LE1)	Compliance Verified
33.6.2 Tactical Team Training Program (LE1)	Compliance Verified
33.7.1 Civilian Orientation	Compliance Verified
33.8.2 Skill Development Training Upon Promotion (LE1)	Compliance Verified
35 Performance Evaluation	
35.1.3 Quarterly Evaluation of Probationary Employees*	Compliance Verified
35.1.6 Unsatisfactory Performance	Compliance Verified

Standards	Findings
35.1.7 Employee Counseling (LE1)	Compliance Verified
35.1.9 Personnel Early Warning System* (LE1)	Compliance Verified
41 Patrol	
41.1.2 Shift Briefing	Compliance Verified
41.1.4 Agency Animals (LE1)	Compliance Verified
41.2.2 Pursuit of Motor Vehicles* (LE1)	Compliance Verified
41.2.5 Missing Persons (LE1)	Compliance Verified
41.2.6 Missing Children (LE1)	Compliance Verified
41.3.6 Protective Vests/Pre-Planned High Risk Situations (LE1)	Compliance Verified
41.3.8 In-Car Audio/Video (LE1)	Compliance Verified
41.3.9 License Plate Recognition Systems	Compliance Verified
42 Criminal Investigation	
42.1.2 Case-Screening System	Compliance Verified
42.2.1 Preliminary Investigations Steps (LE1)	Compliance Verified
42.2.9 Cold Cases	Compliance Verified
43 Vice Drugs and Organized Crime	
43.1.4 Equipment Authorization and Control	Compliance Verified
44 Juvenile Operations	
44.1.2 Policy Input Others	Compliance Verified
44.2.2 Procedures for Custody (LE1)	Compliance Verified
44.2.3 Custodial Interrogation (LE1)	Compliance Verified
45 Crime Prevention and Community Involvement	
45.2.2 Quarterly Progress Report*	Compliance Verified
46 Critical Incidents Special Operations and Homeland Security	
46.1.4 Operations Function (LE1)	Compliance Verified
46.1.9 Annual Training* (LE1)	Compliance Verified
<p>Notes: ISSUE: Since 2015, the GPD has provided nothing except classroom/roll call training related to the All Hazards Plan. As is made clear in the Standard Commentary, actual exercises where agency employees can interact with other public security officials in simulated emergency situations are essential in making sure that the All-Hazards Plan really works. Agency says they recognize the need for this training but budget and staffing shortages make this difficult, though they will ask for the necessary resources to conduct the training. This standard should be reviewed in the future. AGENCY ACTION NEEDED: It is recommended that the agency conduct the training required by the standard.</p>	
46.1.10 Active Threats* (LE1)	Compliance Verified

Standards	Findings
46.2.2 Tactical Team Selection	Compliance Verified
46.2.6 VIP Security Plan	Compliance Verified
46.3.4 Hazmat Awareness (LE1)	Compliance Verified
52 Internal Affairs	
52.1.1 Complaint Investigation (LE1)	Compliance Verified
52.1.5 Annual Summaries; Public Availability*	Compliance Verified
52.2.7 Relieved from Duty	Compliance Verified
55 Victim/Witness Assistance	
55.1.2 Analysis Need/Services*	Compliance Verified
55.2.1 Initial Assistance	Compliance Verified
55.2.5 Assistance Suspect Arrest	Compliance Verified
61 Traffic	
61.1.5 Uniform Enforcement Policies (LE1)	Compliance Verified
61.1.9 Speed-Measuring Devices	Compliance Verified
61.2.2 Collision Scene Responses	Compliance Verified
61.3.3 Escorts (LE1)	Compliance Verified
61.4.2 Hazardous Highway Conditions (LE1)	Compliance Verified
70 Detainee Transportation	
70.1.1 Pre-Transport Prisoner Searches (LE1)	Compliance Verified
70.1.4 Interruption of Transport	Compliance Verified
70.1.7 Procedures Escape* (LE1)	Compliance Verified
70.3.2 Hospital Security and Control	Compliance Verified
70.4.2 Rear Compartment Modifications (LE1)	Compliance Verified
71 Processing and Temporary Detention	
71.3.2 Immovable Objects	Compliance Verified
71.4.2 Fire Prevention/Suppression (LE1)	Compliance Verified
74 Legal Process	
74.1.2 Execution/Attempt Service Recording	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

Standards	Findings
81.2.4 Radio Communications Procedures (LE1)	Compliance Verified
81.2.5 Access to Resources (LE1)	Compliance Verified
81.2.6 Victim/Witness Calls	Compliance Verified
81.2.9 Local/State/Federal CJI Systems	Compliance Verified
81.2.10 Alternative Methods of Communication	Compliance Verified
81.2.11 Emergency Messages	Compliance Verified
81.2.12 Misdirected Emergency Calls (LE1)	Compliance Verified
81.2.14 First Aid Over Phone (LE1)	Compliance Verified
81.3.2 Alternate Power Source* (LE1)	Compliance Verified
81.3.4 Mobile/Portable Radios	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
82.2.1 Field Reporting System (LE1)	Compliance Verified
82.2.3 Case Numbering System (LE1)	Compliance Verified
82.2.5 Reports by Phone Mail or Internet	Compliance Verified
82.3.1 Master Name Index	Compliance Verified
82.3.4 Traffic Citation Maintenance (LE1)	Compliance Verified
83 Collection and Preservation of Evidence	
83.1.1 24 Hour Availability (LE1)	Compliance Verified
83.2.2 Photography and Video Tapes	Compliance Verified
83.2.4 Equipment and Supplies (LE1)	Compliance Verified
83.2.6 Report Preparation (LE1)	Compliance Verified
83.3.2 Evidence Laboratory Submission (LE1)	Compliance Verified
84 Property and Evidence Control	
84.1.1 Evidence/Property Control System (LE1)	Compliance Verified
84.1.2 Storage and Security (LE1)	Compliance Verified
84.1.3 Temporary Security (LE1)	Compliance Verified
84.1.5 Records Status of Property (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.

YEAR 3 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: David R. Hobson

On 11/19/2018, the Year 3 Remote Web-based Assessment of Greenbelt (MD) Police Department was conducted. The review was conducted remotely and included 200 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.1.3 Agency's Role in Criminal Justice Diversion Program	Compliance Verified
1.2.1 Legal Authority Defined (LE1)	Compliance Verified
1.2.2 Legal Authority to Carry/Use Weapons	Compliance Verified
1.2.7 Use of Discretion	Compliance Verified
1.3.13 Analyze Reports from 1.3.6* (LE1)	Compliance Verified
11 Organization and Administration	
11.1.2 Organizational Chart	Compliance Verified
11.2.1 Employee Accountability	Compliance Verified
11.2.2 Direct Command Component	Compliance Verified
11.3.2 Supervisory Accountability	Compliance Verified
11.4.3 Accreditation Maintenance	Compliance Verified
12 Direction	
12.1.1 CEO Authority and Responsibility	Compliance Verified
15 Planning and Research Goals and Objectives and Crime Analysis	
15.1.2 Organizational Placement/Planning and Research	Compliance Verified
16 Allocation and Distribution of Personnel and Personnel Alternatives	
16.1.2 Workload Assessments*	Agency Elected 20%
16.3.1 Program Description (LE1)	Not Applicable by Function
16.3.2 Selection Criteria (LE1)	Not Applicable by Function
16.3.3 Entry Level Training (LE1)	Not Applicable by Function
16.3.4 Uniforms and Equipment	Not Applicable by Function
16.3.5 In-Service Training (LE1)	Not Applicable by Function
16.3.6 Use of Force Training & Firearms Proficiency (LE1)	Not Applicable by Function
16.3.7 Bonding/Liability Protection	Not Applicable by Function
16.3.8 Performance Evaluations	Not Applicable by Function

Standards	Findings
16.3.9 Educational Requirements	Not Applicable by Function
16.4.1 Program Description	Not Applicable by Function
16.4.2 Training (LE1)	Not Applicable by Function
16.4.3 Uniforms	Not Applicable by Function
17 Fiscal Management and Agency Property	
17.5.2 Issue/Reissue Procedures	Compliance Verified
21 Classification and Delineation of Duties and Responsibilities	
21.1.1 Task Analysis	Agency Elected 20%
22 Compensation Benefits and Conditions of Work	
22.2.2 Benefits Program (LE1)	Compliance Verified
22.2.5 Clothing and Equipment	Compliance Verified
22.3.1 Physical Examinations	Compliance Verified
22.3.2 General Health and Physical Fitness (LE1)	Compliance Verified
26 Disciplinary Procedures	
26.1.5 Role and Authority of Supervisors	Compliance Verified
26.1.8 Records	Compliance Verified
31 Recruitment	
31.2.3 Equal Employment Opportunity Plan	Compliance Verified
31.3.2 Posting Locations	Compliance Verified
32 Selection	
32.1.4 Candidate Information	Compliance Verified
32.1.7 Selection Material Security	Compliance Verified
32.2.5 Conducted by Trained Personnel	Compliance Verified
32.2.9 Records Retention	Compliance Verified
33 Training and Career Development	
33.1.2 Attendance Requirements	Compliance Verified
33.1.3 Outside Training Reimbursement	Compliance Verified
33.1.7 Training Class Records Maintenance (LE1)	Compliance Verified
33.2.1 Academy Administration and Operation	Not Applicable by Function
33.2.2 Academy Facilities	Not Applicable by Function
33.2.3 Outside Academy Role	Compliance Verified
33.3.1 Instructor Training	Not Applicable by Function

Standards	Findings
33.5.4 Accreditation Manager Training	Compliance Verified
33.7.2 Civilian Pre-Service and In-Service Training	Compliance Verified
33.8.4 Educational Incentives	Compliance Verified
34 Promotion	
34.1.4 Job Relatedness	Compliance Verified
34.1.7 Promotional Probation (LE1)	Compliance Verified
35 Performance Evaluation	
35.1.4 Evaluation Criteria	Compliance Verified
35.1.8 Rater Evaluation	Compliance Verified
41 Patrol	
41.2.4 Notification Procedures (LE1)	Compliance Verified
41.3.2 Equipment Specification/Replenishment (LE1)	Compliance Verified
41.3.4 Authorized Personal Equipment	Compliance Verified
42 Criminal Investigation	
42.1.1 On-Call Schedule	Compliance Verified
42.2.4 Patrol Shift Briefing Attendance	Compliance Verified
42.2.7 Informants (LE1)	Not Applicable by Function
42.2.10 Interview Rooms (LE1)	Compliance Verified
43 Vice Drugs and Organized Crime	
43.1.2 Records Storage and Security	Compliance Verified
43.1.3 Confidential Funds	Not Applicable by Function
43.1.5 Covert Operations (LE1)	Not Applicable by Function
44 Juvenile Operations	
44.1.2 Policy Input Others	Agency Elected 20%
44.1.3 Annual Program Review*	Agency Elected 20%
44.2.1 Handling Offenders (LE1)	Compliance Verified
44.2.4 School Liaison Program	Compliance Verified
44.2.5 Community Recreation Programs	Agency Elected 20%
45 Crime Prevention and Community Involvement	
45.1.1 Activities*	Agency Elected 20%
45.1.3 Prevention Input	Not Applicable by Function
45.2.3 Procedures for Transmitting Information	Compliance Verified

Standards	Findings
45.2.5 Survey Summary to CEO	Compliance Verified
46 Critical Incidents Special Operations and Homeland Security	
46.1.9 Annual Training* (LE1)	Compliance Verified
46.2.3 Tactical Team Equipment	Compliance Verified
46.2.4 Hostage Negotiator Selection	Compliance Verified
46.2.5 Search and Rescue	Not Applicable by Function
46.2.7 Special Events Plan (LE1)	Compliance Verified
46.2.8 Event Deconfliction	Not Applicable by Function
52 Internal Affairs	
52.1.2 Records Maintenance and Security (LE1)	Compliance Verified
52.1.3 CEO Direct Accessibility (LE1)	Compliance Verified
52.1.4 Complaint Registering Procedures	Compliance Verified
52.2.2 CEO Notification	Compliance Verified
52.2.3 Investigation Time Limits (LE1)	Compliance Verified
53 Inspectional Services	
53.2.1 Procedures*	Agency Elected 20%
54 Public Information	
54.1.2 Policy Input	Compliance Verified
55 Victim/Witness Assistance	
55.1.1 Summary of Rights	Compliance Verified
55.2.2 Assistance Threats	Compliance Verified
61 Traffic	
61.1.1 Selective Enforcement Activities	Agency Elected 20%
61.1.4 Informing The Violator (LE1)	Compliance Verified
61.1.12 License Reexamination Referrals	Compliance Verified
61.3.4 Adult School Crossing Guards*	Not Applicable by Function
61.3.5 Student Safety Patrol Program	Agency Elected 20%
61.4.1 Assistance Highway Users (LE1)	Compliance Verified
61.4.3 Towing (LE1)	Compliance Verified
70 Detainee Transportation	
70.1.3 Procedures Transporting by Vehicle	Compliance Verified
70.1.8 Notify Court of Security Hazard (LE1)	Compliance Verified

Standards	Findings
70.3.1 Sick Injured Disabled	Compliance Verified
70.3.3 Special Situations	Not Applicable by Function
71 Processing and Temporary Detention	
71.1.1 Designate Rooms or Areas (LE1)	Compliance Verified
71.4.3 Inspections* (LE1)	Compliance Verified
71.5.1 Security Concerns in Designated Processing or Testing Rooms/Areas (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
72.1.3 Records Security	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 Weekly Sanitation Inspection*	Not Applicable by Function
72.4.1 Securing Firearms (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	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 Forms	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

Standards	Findings
72.6.1 Procedure Medical Assistance	Not Applicable by Function
72.6.2 First Aid Kit*	Not Applicable by Function
72.6.3 Receiving-Screening Information	Not Applicable by Function
72.6.4 Posted Access to Medical Service	Not Applicable by Function
72.6.5 Dispensing Pharmaceuticals	Not Applicable by Function
72.7.1 Procedure Detainee Rights	Not Applicable by Function
72.8.1 24-Hour Supervision	Not Applicable by Function
72.8.2 Audio/Visual Surveillance	Not Applicable by Function
72.8.3 Supervision Opposite Sex	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
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 Sanitation Inspection*	Not Applicable by Function
73.5.12 Securing Firearms (LE1)	Not Applicable by Function
73.5.13 Entering Occupied Cells	Not Applicable by Function

Standards	Findings
73.5.14 Key Control	Not Applicable by Function
73.5.15 Facility Door Security	Not Applicable by Function
73.5.16 Security Checks	Not Applicable by Function
73.5.17 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
73.5.21 Report of Threats to Facility*	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 Sex	Not Applicable by Function
74 Legal Process	
74.1.1 Information Recording (LE1)	Not Applicable by Function
74.1.2 Execution/Attempt Service Recording	Not Applicable by Function
74.1.3 Warrant/Wanted Person Procedures	Not Applicable by Function
81 Communications	
81.1.1 Agreements Shared/Regional Facility	Not Applicable by Function
81.2.7 Victim/Witness Requests for Information	Compliance Verified
81.2.10 Alternative Methods of Communication	Not Applicable by Function
81.2.14 First Aid Over Phone (LE1)	Not Applicable by Function
81.3.3 Telephone System	Compliance Verified
82 Central Records	
82.1.3 Records Retention Schedule	Compliance Verified
82.1.4 UCR/NIBRS	Compliance Verified
82.1.5 Report Accounting System	Compliance Verified
82.1.7 Computerized Security Protocol	Compliance Verified
82.3.2 Index File	Compliance Verified
82.3.3 Traffic Records System	Agency Elected 20%
82.3.5 Operational Component Record	Compliance Verified
82.3.6 ID Number and Criminal History	Compliance Verified
83 Collection and Preservation of Evidence	
83.3.1 Collecting from Known Source	Compliance Verified

Standards	Findings
84 Property and Evidence Control	
84.1.6 Inspections and Reports* (LE1)	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
91.1.7 Behavioral Threat Assessment (LE1)	Not Applicable by Function
91.1.8 Security Camera Responsibilities* (LE1)	Not Applicable by Function
91.1.9 Emergency Only Phones and Devices* (LE1)	Not Applicable by Function
91.1.10 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:

CEO Feedback not provided.

YEAR 4 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Rob Sofie

On 12/5/2019, the Year 4 Remote Web-based Assessment of Greenbelt (MD) Police Department was conducted. The review was conducted remotely and included 87 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)	Compliance Verified
1.2.5 Arrest with/without Warrant (LE1)	Compliance Verified
1.2.8 Strip/Body Cavity Search (LE1)	Compliance Verified
1.3.8 Removal from Line of Duty Assignment Use of Force (LE1)	Compliance Verified
2 Agency Jurisdiction and Mutual Aid	
2.1.2 Concurrent Jurisdiction	Compliance Verified
11 Organization and Administration	
11.3.1 Responsibility/Authority (LE1)	Compliance Verified
11.4.1 Administrative Reporting Program	Compliance Verified
11.4.4 Computer Software Policy	Compliance Verified
12 Direction	
12.1.4 Functional Communication/Cooperation	Compliance Verified
15 Planning and Research Goals and Objectives and Crime Analysis	
15.3.1 Establish Procedures	Compliance Verified
17 Fiscal Management and Agency Property	
17.3.1 Requisition and Purchasing Procedures	Compliance Verified
22 Compensation Benefits and Conditions of Work	
22.1.1 Salary Program	Compliance Verified
22.2.3 Personnel Support Services Program	Compliance Verified
22.3.3 Fitness and Wellness Program	Compliance Verified
24 Collective Bargaining	
24.1.1 Agency Role	Compliance Verified
24.1.2 Ratification Responsibilities	Compliance Verified
31 Recruitment	
31.1.2 Assignment/Recruitment	Compliance Verified

Standards	Findings
32 Selection	
32.1.2 Job Relatedness	Compliance Verified
32.1.3 Uniform Administration	Compliance Verified
32.2.6 Use of Results	Compliance Verified
33 Training and Career Development	
33.1.1 Training Committee	Compliance Verified
33.1.4 Lesson Plan Requirements (LE1)	Compliance Verified
33.2.4 Outside Academy Agency Specific Training	Compliance Verified
33.4.2 Recruit Training Program	Compliance Verified
33.5.3 Accreditation Training (LE1)	Compliance Verified
33.8.1 Career Development Personnel Training	Compliance Verified
41 Patrol	
41.1.1 Shift/Beat Assignment	Compliance Verified
41.1.3 Special-Purpose Vehicles	Compliance Verified
41.3.1 Patrol Vehicles Lights Sirens	Compliance Verified
41.3.7 Mobile Data Access	Compliance Verified
42 Criminal Investigation	
42.1.3 Case File Management (LE1)	Compliance Verified
42.1.4 Accountability Preliminary/Follow-Up Investigations	Compliance Verified
42.1.5 Habitual/Serious Offenders	Compliance Verified
42.2.2 Follow-Up Investigations Steps	Compliance Verified
42.2.5 Investigative Task Forces	Compliance Verified
42.2.8 Identity Crimes	Compliance Verified
42.2.11 Line-ups	Compliance Verified
42.2.12 Show-ups	Compliance Verified
43 Vice Drugs and Organized Crime	
43.1.1 Complaint Management (LE1)	Compliance Verified
45 Crime Prevention and Community Involvement	
45.1.2 Organizing Prevention Groups	Compliance Verified
45.2.1 Activities	Compliance Verified
46 Critical Incidents Special Operations and Homeland Security	
46.1.1 Planning Responsibility (LE1)	Compliance Verified

Standards	Findings
46.1.2 All Hazard Plan (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
46.2.1 Special Operations Activities	Compliance Verified
46.3.2 Terrorism Related Intelligence	Compliance Verified
46.3.3 Providing Awareness Information	Compliance Verified
52 Internal Affairs	
52.2.1 Complaint Types (LE1)	Compliance Verified
52.2.5 Statement of Allegations/Rights	Compliance Verified
52.2.6 Submission to Tests Procedures	Compliance Verified
52.2.8 Conclusion of Fact	Compliance Verified
53 Inspectional Services	
53.1.1 Procedures	Compliance Verified
54 Public Information	
54.1.1 Activities	Compliance Verified
55 Victim/Witness Assistance	
55.1.3 Policy/Procedure Development	Compliance Verified
55.2.3 Assistance Preliminary Investigation	Compliance Verified
55.2.4 Assistance Follow-Up Investigation	Compliance Verified
61 Traffic	
61.1.6 Enforcement Practices	Compliance Verified
61.1.8 Officer-Violator Relations	Compliance Verified
61.1.10 Alcohol Enforcement Program	Compliance Verified
61.1.13 Parking Enforcement	Compliance Verified
61.2.1 Reporting and Investigation	Compliance Verified
61.2.3 Collision Scene Duties	Compliance Verified
61.2.4 Follow-Up Investigations	Compliance Verified
61.3.1 Traffic Engineering	Compliance Verified
61.3.2 Direction/Control Procedures (LE1)	Compliance Verified
61.3.6 Local/Region Planning Committees	Compliance Verified
70 Detainee Transportation	

Standards	Findings
70.1.6 Procedures Transport Destination (LE1)	Compliance Verified
70.5.1 Prisoner ID and Documentation	Compliance Verified
71 Processing and Temporary Detention	
71.3.1 Procedures (LE1)	Compliance Verified
71.4.1 Physical Conditions (LE1)	Compliance Verified
84 Property and Evidence Control	
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
Notes: Not Applicable by Function. The agency is not responsible for any campus related security.	
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
91.1.7 Behavioral Threat Assessment (LE1)	Not Applicable by Function
91.1.8 Security Camera Responsibilities* (LE1)	Not Applicable by Function
91.1.9 Emergency Only Phones and Devices* (LE1)	Not Applicable by Function
91.1.10 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:

CEO Feedback not provided.

SITE-BASED ASSESSMENT

12/5/2019

Planning and Methodology:

The city selected Chief Rick Bowers to replace Acting Chief Thomas Kemp in August 2018. Chief Bowers is actively working to address staffing shortages and succession planning based on the planned retirement of several senior leaders. There are no other significant issues that have impacted the agency's involvement with the accreditation process.

Recruitment/Retention

During the assessor interviews, time was allotted to speak with both internal Departmental recruiting staff, along with Human Resources leadership from City Hall. Both entities appear to have a very positive and cooperative working relationship, and have teamed up with one goal in mind; to recruit high quality candidates to Greenbelt PD. Both entities presented samples of recruitment strategies and ideas that they have been successfully deployed in the field, while still recognizing that they want to do more. They have incorporated newer hired officers of color to connect with community members that may relate more to those officers because of their race or heritage, along with continually engaging community members during different citywide and agency events. When asked, Officers appeared excited to engage the community in such recruiting efforts and really embraced their role in that process.

Standards Issues:

There were no Standard issues relating to Recruitment and Retention.

Suggestions

Community Outreach

During the assessor interviews, the Chief discussed several goals that he anticipates will increase Community Outreach of the department. Chief Bowers would like to add a community Liaison Officer. He believes this will give community members a direct contact for discussing issues within their community. Chief Bowers also discussed the need for beat officers to build up the relationship with the community. In order to do this, Chief Bowers is working to eliminate the rotating beat structure that is currently used and establishing steady beats for officers. In this structure, officers would be assigned to a specific area of the community on a permanent basis. It is anticipated this will provide the community with a consistent presence and strengthen the officer/community relationship. Chief Bowers hopes this will help build trust between the community and the police.

Currently the police department attend community association and homeowner's meetings. However, Chief Bowers would like to include the beat officer's attendance at the meetings. This would ensure the beat officers is aware of specific issues the community has experienced. The goal is for the officers to become familiar with the issues and work with the community to eliminate or reduce the issues.

The agency has worked to conduct an elementary student summer camp program. The program involves 50 students for a one-week period. This provides an opportunity for students to understand the inner workings of the police department. In addition, the program provides interactive activities that assist in fostering a positive relationship with police officers.

The agency also conducts several holiday activities centered on youth. Some of the programs include, Santa Event, Shop with a Cop, and Trunk or Treat. Also, in an effort to introduce elementary students to the dangers of drug and

alcohol use, the agency conducts the D.A.R.E. program.

Standards Issues:

There were no Standard issues relating to Community Outreach.

Suggestions

Succession Planning/Leadership Development

Chief Bowers discussed the importance of Succession Planning and the role Leadership plays in the successful implementation of overall organizational Planning. Chief Bowers has developed a comprehensive plan to address the need for succession. This includes team development that would begin with daily command staff meetings. In addition to the 60 college credits they are currently required to have, a criterion for current lieutenants would be to attain completion in a professional training program such as the FBI National Academy, Northwest Staff and Command, or Southern Police Institute within 24 months of appointment.

Chief Bowers would like to organize the development of an organized training program focused on Leadership. All corporals would be required to attend this training. In addition to this, a mentorship Program would be established that would require a person of the rank above their own would mentor the officer, preparing them for a leadership role. Master Police officers (MPO's) must attend FTO school. The goal is to work to develop the MPO into a junior supervisor. Chief Bowers would also like to implement a plan that would involve everyone learning the requirements of the next position each officer is eligible to apply for. This would ensure each officer is ready to step into that leadership role with little hesitation.

Standards Issues:

There were no Standard issues relating to Succession Planning/Leadership Development.

Suggestions

Agency Modernization

Chief Bowers stated he would like the agency to improve its use of technology by implementing the use of IA Pro and Blue Team. IAPro is a software program that is designed to assist the Internal Affairs process. The software also provides proactive early intervention support features. The agency has also used the statistical reports and charts that are provided within the software including aggregate, trend, exception and comparative formats. As part of the agency modernization plan the agency will add the BlueTeam functionality to the IAPro basic program. This software allows officers and supervisors to enter and manage incidents from the field. In addition, it provides a simple, step-by-step internet-style interface to enter the needed information. BlueTeam collects data on use-of-force, complaints, vehicle accidents and pursuits. These reports are entered and then routed through the chain-of-command with review and approval at each step.

The Chief would like to move from the current outdated RMS system to an updated system that would allow for regional information sharing with other law enforcement agencies. In addition, the city of Greenbelt relies on the use of paper-based systems to track payroll, including time off, overtime, holiday and vacation time. The Chief would like to move to a paperless system for the tracking of this information.

Standards Issues:

There were no Standard issues relating to Agency Modernization.

Suggestions

Specialty Units

In speaking with the staff, the number one concern presented was that of a severe shortage in staffing. Every staff member interviewed stated the lack of officers and the ripple effect the shortage has on the agency. One of the adverse results of this shortage is the lack of fully complemented specialty units, and the slow growth of the agency experienced by this shortage. While the agency is fully self-sufficient, and personnel presented specializations in traffic, investigative, tactical, and other areas of expertise, the size of the units was what was described as insufficient, with some units housing only one or two officers. According to some of those interviewed, the lack of sufficient personnel for specialty units creates stagnation and inhibits growth.

Standards Issues:

There were no Standard issues relating to Specialty Units.

Suggestions

Agency Pride in Being Self-Sufficient

Organizational members of Greenbelt PD take great pride in their organization, and this is apparent the minute you enter the facility. Assessors were greeted with a warm, vibrant environment. This observation was made each day during the on-site and was further evident with the large response of voluntary officers attending the 2019 Torch Run fundraiser. On the fourth day of the assessment, no less than a dozen officers proudly gathered in front of headquarters to embark on their run to support Special Olympics.

While pride was exhibited throughout the agency with numerous depictions of agency patches and regalia, countless motivational quotes, photos of past Chiefs and decorated officers, and a clear acknowledgement of excellence in service, nothing was more apparent than the pride the agency has in being self-sustaining in its law enforcement offerings. Where other nearby municipalities are covered by the larger county police agencies, Greenbelt provides full law enforcement services within the much larger Prince George's County. Agency members often proudly spoke about the Department's investigative response to part one crimes, or the training and credentialing of officers who are DRE (Drug Recognition Expert), SFST (Standardized Field Sobriety Test), and commercial enforcement certified, or the reinvigoration of their Emergency Response Team (ERT). They proudly spoke about their response to the Pentagon on 9/11, and the assistance they provided to victims of Hurricane Katrina in New Orleans, and even assisting the Baltimore Police Department during the 2015 riots.

Standards Issues:

There were no Standard issues relating to Agency Pride in Being Self-Sufficient.

Suggestions

Summary:

Number of Interviews Conducted: 37

Assessors' Names: Michael Webb and Matthew Benson

Site-Based Assessment Start Date: 06/02/2019

Site-Based Assessment End Date: 06/05/2019

Mandatory (M) Compliance	240
Other-Than-Mandatory (O) Compliance	99
Standards Issues	0
Waiver	0
(O) Elect 20%	10

Not Applicable	110
Total:	459

Percentage of applicable other-than-mandatory standards: 91 %

COMMUNITY FEEDBACK AND REVIEW

Public Information Session

The agency held a public information session on Tuesday June 4, 2019 at 6pm. The meeting was held at the Greenbelt Police Station, 550 Crescent Road, Greenbelt, MD.

There was one person in attendance. Chief James Craze (Retired Greenbelt Chief of Police) stated he is confident the Greenbelt Police Department is doing the “right thing.” Chief Craze stated he was proud to have been a part of the organization and exhibited great pride in the success the organization achieved through the accreditation process. In addition, he provided the assessment team with historical context of the initial attainment of CALEA Accreditation.

Telephone Contacts

On Tuesday, June 4, 2019, from 1:00 pm to 3:00 pm, a public information telephone session was held.

There were zero (0) telephone calls received.

Correspondence

The agency received one letter from the Greenbelt Racial Equity Alliance. The Alliance's main concern was the racial equity practiced by the Greenbelt Police Department. This is an excerpt taken from the letter;

"In general, the GBPD needs to focus on top to bottom review and revision in policies and practices that lead to racial profiling and targeting of communities that are predominately African American and Latino. This will contribute to improvement in biased traffic stops, arrests, hiring, and promotion that right now are negatively impacting African American and Latino peoples."

Media Interest

There were two newspaper articles, May 23, 2019 and May 30, 2019, regarding the Accreditation process. The articles were printed in the Greenbelt News Review. Both articles briefly discussed the accreditation process and provided the Public Information Session and Telephone Call-In Session information. The article of May 23 also provided a brief historical account of the agency's efforts to attain and maintain accredited status.

Public Information Material

Community Outreach Contacts

Assessor Webb interviewed Corporal Mike Apgar, FOP President. Corporal Apgar stated the agency works very well under the direction of Chief Bowers. He stated the pay and benefits are generally within the norms of surrounding agencies. Corporal Apgar did state that due to a financial downturn the officers are experiencing issues related to pay compression. Corporal Apgar stated Chief Bowers has established goals for the recruitment process to ensure a more diverse staff. However, Corporal Apgar did state he would like to see officers more involved in the recruitment process.

Assessor Webb interviewed Mr. Steve Mirsky, President of Mishkan Torah Synagogue. Mr. Mirsky stated he has been a member of Mishkan Torah Synagogue for 30 years. In this capacity he serves on the agency's Security Sub Committee. In this role, Mr. Mirsky has experienced an excellent response from the Greenbelt Police Department. He also stated that the agency has a strong community presence, provides security during religious services, and participates at memorial services. Mr. Mirsky also stated the agency was instrumental in updating the security protocol for the synagogue. This included a survey of the security system throughout the entire complex and recommendations for improvements. The

agency also provided educational training for the congregation on the need for security. The recommendations also provided the agency with a complete set of plans for the synagogue to ensure all officers have an understanding of the layout in case of an emergency response.

Assessor Webb spoke to a representative group of the Greenbelt Racial Equity Alliance. The group expressed concerns regarding the perception of members regarding the level of awareness of racial issues by the police. The group also questioned the level of Bias-based training the officers receive and the frequency the training is conducted. The group was very interested in any de-escalation training the officers receive. The group also expressed concern regarding predictive policing and especially expressed concern by community members of color and the fear of being targeted by police. The group stated the training program development should include all stakeholders to ensure discussions regarding all community members, regardless of color, are included. The group questioned the agency's recruitment strategy and would like to see the recruitment of additional Police Officers of color to assist in building a cooperative relationship between police and youth of color. The final issue the group discussed was the role of leadership for officers of color. They expressed a desire to see a mentorship program implemented to ensure officers of color receive the same opportunities for advancement as all other officers.

Assessor Webb interviewed Ms. Nicole Ard, Greenbelt City Manager. Ms. Ard stated she has been with the city for 2.5 years and is generally pleased with the services provided to the community by the police department. Ms. Ard stated she has seen staffing improvements in the short time she has been mayor. She also stated she believes in the Chief Bowers insights and suggestions for continued improvement. Ms. Ard stated there has been an increase in the budget to allow for the replacement of outdated equipment. She also stated the addition of the Technology Data Manager has improved the use of technology and funding now allows for IT enhancements. Ms. Ard stated the body camera program is running smoothly. She also stated that funds have been added to the budget to increase and enhance existing space within the police department, enhance security in the police department building, installation of new video equipment and increased training. Ms. Ard discussed areas of growth as being the need to ensure technology meets the needs of the agency and the development of a Succession plan for continued growth. Ms. Ard also discussed the need to increase the agency's diversity in the hiring process by utilizing a recruitment team, ensuring applicants understand the process as well as help the community understand the value of the services the agency provides.

Assessor Webb interviewed Ms. Judith Davis. Ms. Davis stated she was a member of City Council for 26 years and Mayor for 16 years. Ms. Davis stated the agency is in an adjustment period with the hiring of a new Chief of Police. Ms. Davis stated the agency is making changes and process improvements under the direction of Chief Bowers. Unfortunately, Ms. Davis stated Chief Bowers is faced with several impending retirements that will decrease the agency's personnel until new recruits are hired. Ms. Davis stated the agency is very talented and members have an excellent relationship with surrounding agencies. Ms. Davis stated under the direction of Chief Bowers, community engagement has improved with the addition of bike patrols, participation at school and HOA events, and increased community policing efforts. Ms. Davis did state however that she believes the agency needs to increase community relations by being more involved with youth and improve staffing levels.

Assessor Webb interviewed Mr. Terry Gavin. Mr. Gavin stated there has been an excellent transition from the previous Chief to the new Chief. He stated there are good changes taking place within the agency as Chief Bowers has used innovative deployment efforts to implement change. Mr. Gavin there are additional changes occurring due to retirements however the agency is on the right path. Mr. Gavin did state he sees several areas of growth that include better communication with the community, transparency of police actions, community policing efforts, recruitment strategy for a more diverse police force, and then increase of staffing for special units. Mr. Gavin stated overall the agency is doing an excellent job.

Assessor Webb interviewed Mr. Ryan Peck. Mr. Peck is a retired Greenbelt Police Officer who was injured on duty and placed out of work. Mr. Peck stated that he was passed over for a promotion to Corporal while he was out of work related to an on-duty injury. He filed a grievance with the City of Greenbelt regarding the promotion process. Mr. Peck stated that he had attained his own attorney therefore the FOP was not involved.

Assessors Webb and Benson interviewed City of Greenbelt Human Resources Director, Mary Johnson. Ms. Johnson has worked for the City of Greenbelt for the past 10 years and assists the agency in recruiting, testing, promotional processes and disciplinary matters. Ms. Johnson discussed the substantial lengths the Greenbelt PD has taken to expand recruitment to ensure a diverse police department that is more reflective of the community they serve. Ms. Johnson discussed many of the challenges presented to Greenbelt PD, however asserted her firm belief that the City is actively pursuing potential candidates, all while being open for external recommendations, constructive suggestions, and community partnerships. Ms. Johnson also discussed a grievance that has been resolved. The issue involved an officer injured on duty while filling a police vehicle with gas. The officer was on the Corporal promotional list however based on the injury he was placed on No Duty status, and this status made him ineligible for promotion. Ms. Johnson explained that had the officer been placed on Light Duty his eligibility would not have changed. The officer filed a grievance for being passed over for promotion. Ms. Johnson stated the grievance process was followed per policy.

Assessor Benson interviewed Elaine Hutchison who is a special education teacher with the City of Greenbelt elementary school. Ms. Hutchison spoke to the continued support and partnership exhibited between the school and the Greenbelt Police Department. Specifically, Ms. Hutchison glowingly referred to the Shop with a Cop program, the DARE program, and the school safety patrols that Greenbelt PD has been an integral component of. Ms. Hutchison further wanted to formally thank the Greenbelt Police Department for their continued support with the elementary, even when the Prince George's County PD technically maintains jurisdiction over the school facility. Ms. Hutchison pointed to the presence that Greenbelt provides the school community, even when "they don't have to."

Assessor Benson interviewed Steven Keller. Mr. Keller is a retired Greenbelt PD officer and has since been hired back as a contract employee to conduct recruiting background investigations on police candidates. While financially supported by the City, Mr. Keller firmly offered support for Greenbelt's recruitment efforts and provided insight into potential hurdles facing their employment searches. Mr. Keller reported lack of truthfulness during the backgrounds as the primary reason for candidate disqualification. He advised that many of the applicants had minor infractions or blemishes on their backgrounds that might not necessarily disqualify them, however, when found to be untruthful about these indiscretions, the agency has taken a firm position on honesty being a disqualifying factor. Mr. Keller concurs with this general strategy and believes in the efforts and activities by Greenbelt PD to recruit underrepresented populations without compromising this critical standard.

Assessor Benson interviewed Jeanette Gordy, a resident of Greenbelt since 1975 and former elementary school principle in Prince George's County. Ms. Gordy, who spent 42 years in education, could not speak more highly of the efforts of the Greenbelt Police Department and their involvement with the community, particularly with the younger population. Ms. Gordy spoke about the continual officer engagement within her condominium complex and the positive response echoed by her neighbors about Greenbelt's police service. Ms. Gordy offered anecdotal support of Greenbelt officers connecting with members of her building and young children in the adjacent neighborhood, by offering stories and observations of their professionalism and approach to policing.

Assessor Benson interviewed Terry Gavin, the Senior Property Manager of the largest commercial complex in Greenbelt. Ms. Gavin spoke candidly about a recent major incident that occurred outside of their facility that Greenbelt PD responded to. Ms. Gavin talked about the tremendous response, both during the incident, in the immediate aftermath of the situation, and even in a follow-up capacity that helped to ease the tremendous tensions experienced by the tenants of the buildings under her supervision. Ms. Gavin spoke of the evolving partnership she hopes to further expound upon with Greenbelt PD and was extraordinarily thankful for Greenbelt's efforts during such an extremely tense situation.

Assessor Benson spoke with Father Tappe of Saint Hughes Parish in Greenbelt. Father Tappe spoke of his observations of Greenbelt PD during his 20-year residence in the City, 16 of which being pastor at St. Hughes. Father Tappe was undeniably supportive of Greenbelt PD and their engagement with his parish community. He stated that he has never heard a complaint or parishioner concern over the men and women of Greenbelt PD and is proud of their concerted efforts for the City.

Assessor Benson spoke with Mark Kapastin, Esq., Director of Government and Community Relations for the Quantum Companies who owns and manages a large shopping center plaza in the City. Mr. Kapastin reported an extremely successful partnership with the Greenbelt Police Department during his past 30 years of working with them. Mr. Kapastin advised that he has been able to observe the professionalism exemplified with the Greenbelt PD in both the response to incidents at the shopping center, but also during recent training sessions that the agency has conducted with plaza staff. Mr. Kapastin was firm in his support for the agency's work towards ensuring a safe and prosperous community.

STATISTICS AND DATA TABLES

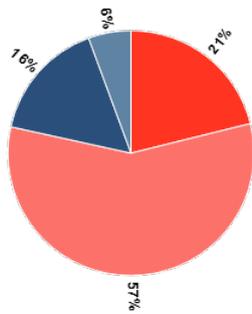
Overview

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 the agency’s use of standards to address the standards' intent

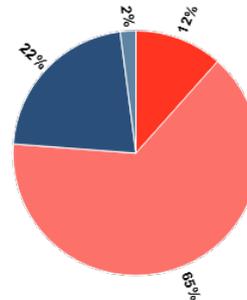
Traffic Warnings & Citations - Reaccreditation Year 1

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	809	316	1125
Black Non-Hispanic Male	2195	1771	3966
Hispanic Latino Any Race Male	611	596	1207
Other Male	214	56	270
White Non-Hispanic Female	435	113	548
Black Non-Hispanic Female	1650	827	2477
Hispanic Latino Any Race Female	235	190	425
Other Female			
TOTAL	6149	3869	10018

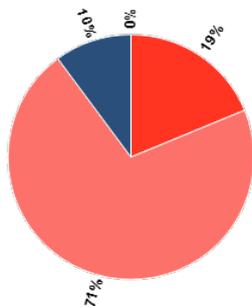
Male Warnings



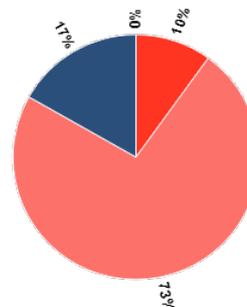
Male Citations



Female Warnings



Female Citations



Legend

White Non-Hispanic Male	
Black Non-Hispanic Male	

Hispanic Latino Any Race Male

Other Male

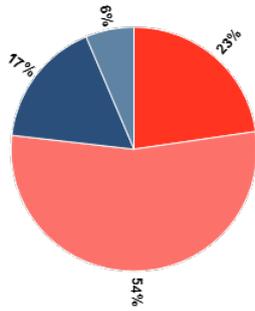
Traffic Warnings & Citations - Reaccreditation Year 2

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	646	278	924
Black Non-Hispanic Male	1541	1109	2650
Hispanic Latino Any Race Male	479	436	915
Other Male	181	37	218
White Non-Hispanic Female	359	97	456
Black Non-Hispanic Female	1120	515	1635
Hispanic Latino Any Race Female	170	73	243
Other Female	70	7	77
TOTAL	4566	2552	7118

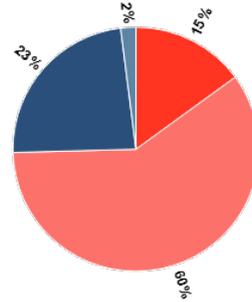
Reaccreditation Year 2 Notes:

The aforementioned traffic enforcement data does not include statistical data associated with the agency's Automated Enforcement Program. The agency utilizes speed enforcement cameras as well as red light cameras to enforce these state traffic violations.

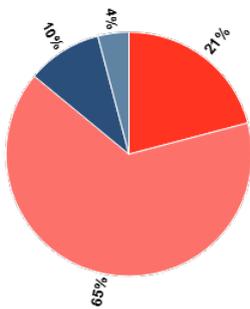
Male Warnings



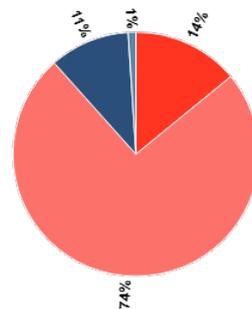
Male Citations



Female Warnings



Female Citations



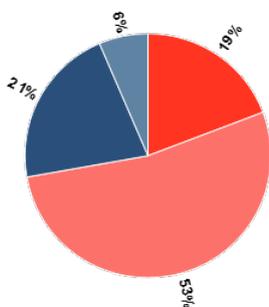
Legend

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

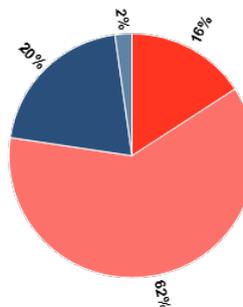
Traffic Warnings & Citations - Reaccreditation Year 3

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	468	243	711
Black Non-Hispanic Male	1291	947	2238
Hispanic Latino Any Race Male	520	314	834
Other Male	157	34	191
White Non-Hispanic Female	251	99	350
Black Non-Hispanic Female	928	435	1363
Hispanic Latino Any Race Female	162	69	231
Other Female	70	4	74
TOTAL	3847	2145	5992

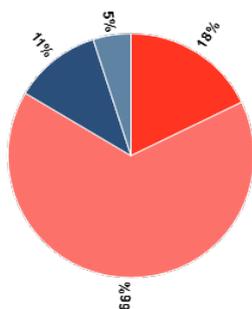
Male Warnings



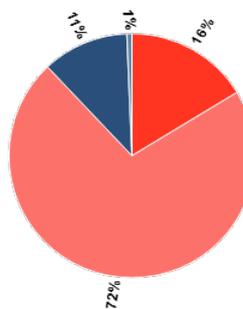
Male Citations



Female Warnings



Female Citations



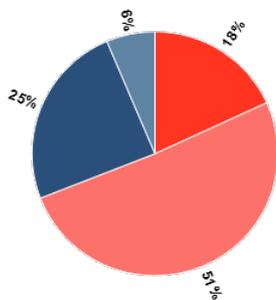
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White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

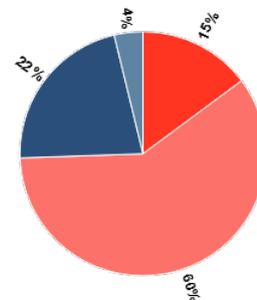
Traffic Warnings & Citations - Reaccreditation Year 4

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	324	197	521
Black Non-Hispanic Male	909	794	1703
Hispanic Latino Any Race Male	438	290	728
Other Male	114	50	164
White Non-Hispanic Female	142	64	206
Black Non-Hispanic Female	577	331	908
Hispanic Latino Any Race Female	124	71	195
Other Female	59	17	76
TOTAL	2687	1814	4501

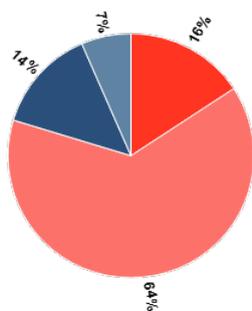
Male Warnings



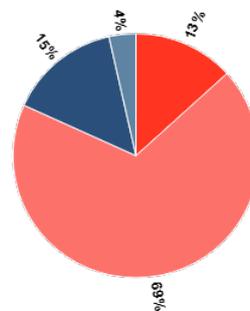
Male Citations



Female Warnings



Female Citations



Legend

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

Biased Based Profiling

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

Reaccreditation Year 2 Notes:

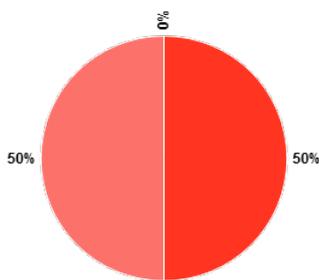
There was only one bias based complaint in 2016 and after an internal investigation, the complaint was unfounded.

Reaccreditation Year 4 Notes:

One bias based complaint was received by the agency that was closed as unfounded.

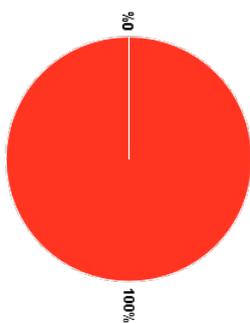
Reaccreditation Year 1

Complaints



Reaccreditation Year 2

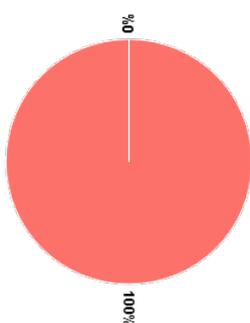
Complaints



Reaccreditation Year 3

Reaccreditation Year 4

Complaints



Legend

Traffic Contacts

Field Contacts

Asset Forfeiture

Use Of Force - Reaccreditation Year 1

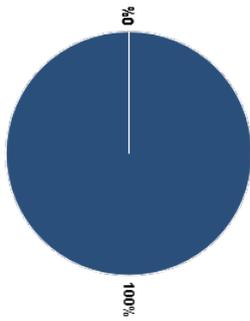
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									2
Discharge	0	0	0	0	0	0	0	0	0
Display Only	0	0	2	0	0	0	0	0	2
ECW									11
Discharge Only	0	0	4	0	0	0	0	0	4
Display Only	0	1	6	0	0	0	0	0	7
Baton									
Chemical/OC	0	0	0	0	0	0	0	0	0
Weaponless	0	1	3	0	1	1	0	0	6
Canine									1
Release Only	0	0	0	0	0	0	0	0	0
Release and Bite	0	0	1	0	0	0	0	0	1
Total Uses of Force	0	2	16	0	1	1	0	0	20
Total Number of Incidents Resulting In Officer Injury or Death									
Total Use of Force Arrests	0	2	14	0	1	1	0	0	18
Total Number of Suspects Receiving Non-Fatal Injuries									
Total Number of Suspects Receiving Fatal Injuries									
Total Agency Custodial Arrests									
Total Use of Force Complaints	0	0	3	0	0	0	0	0	3

Reaccreditation Year 1 Notes:

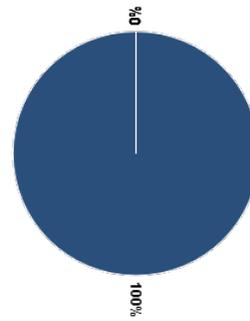
Total agency custodial arrest by use of force/race not captured by agency

Reaccreditation Year 1 Charts

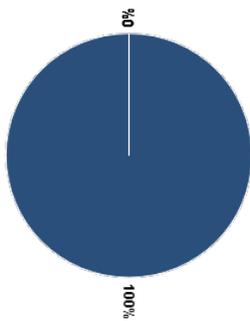
Total Firearm



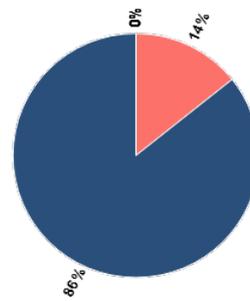
Firearm Display



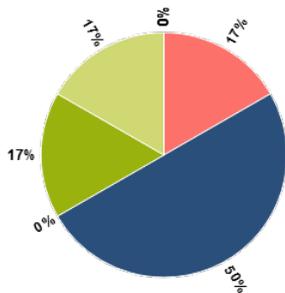
ECW Discharge



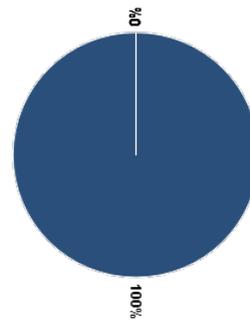
ECW Display



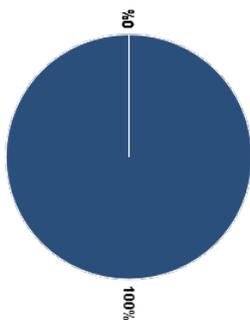
Weaponless



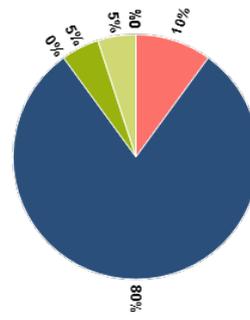
Total Canine



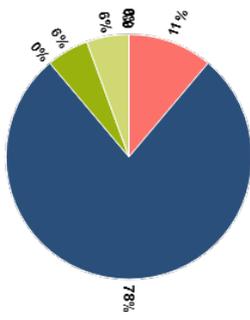
Canine: Release and Bite



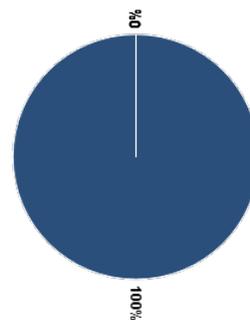
Total Uses of Force



Total Use of Force Arrests



Total Use of Force Complaints



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

	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	1	0	0	0	0	0	1
Display Only	0	0	0	0	0	0	0	0	0
ECW									6
Discharge Only	0	0	2	1	0	0	0	0	3
Display Only	0	0	2	0	1	0	0	0	3
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	1	0	10	2	1	0	0	0	14
Total Number of Incidents Resulting In Officer Injury or Death	0	0	1	0	0	0	0	0	1
Total Use of Force Arrests	1	0	9	3	1	0	0	0	14
Total Number of Suspects Receiving Non-Fatal Injuries	1	0	5	0	0	0	0	0	6
Total Number of Suspects Receiving Fatal Injuries	0	0	1	0	0	0	0	0	1
Total Agency Custodial Arrests	0	0	0	0	0	0	0	0	0
Total Use of Force Complaints	0	0	1	0	0	0	0	0	1

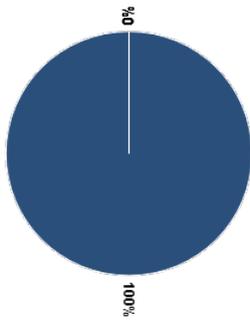
Reaccreditation Year 2 Notes:

The agency does not have ability to extrapolate total custodial arrest by race.

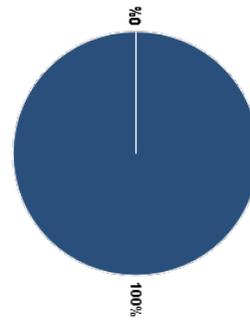
In the one instance where deadly force was used, a patrol officer was forced to discharge his firearm at an active shooter.

Reaccreditation Year 2 Charts

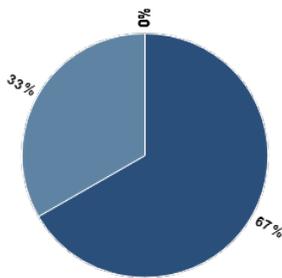
Total Firearm



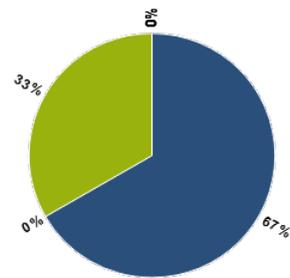
Firearm Discharge



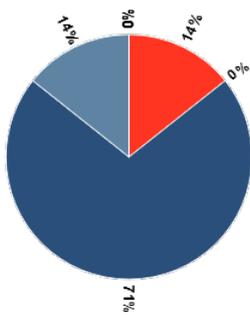
ECW Discharge



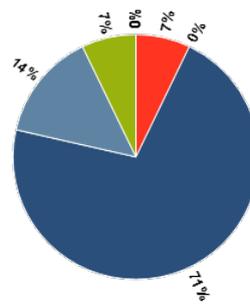
ECW Display



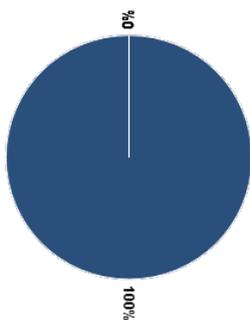
Weaponless



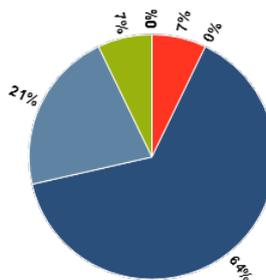
Total Uses of Force



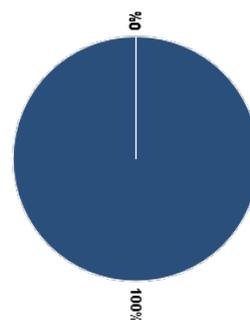
Total Number of Incidents Resulting in Officer Injury or Death



Total Use of Force Arrests

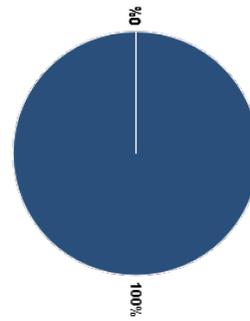
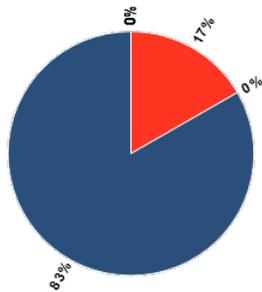


Total Use of Force Complaints



Total Number of Suspects Receiving Non-Fatal Injuries

Total Number of Suspects Receiving 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 3

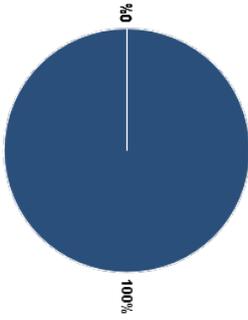
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									0
Discharge	0	0	0	0	0	0	0	0	0
Display Only	0	0	0	0	0	0	0	0	0
ECW									8
Discharge Only	0	0	2	0	0	0	0	0	2
Display Only	1	0	3	1	1	0	0	0	6
Baton	0	0	0	1	0	0	0	0	1
Chemical/OC	0	0	0	0	0	0	0	0	0
Weaponless	0	0	7	1	1	0	0	0	9
Canine									2
Release Only	0	0	0	0	0	0	0	0	0
Release and Bite	0	0	2	0	0	0	0	0	2
Total Uses of Force	1	0	14	3	2	0	0	0	20
Total Number of Incidents Resulting In Officer Injury or Death	0	0	2	1	0	0	0	3	6
Total Use of Force Arrests	1	0	14	3	2	0	0	0	20
Total Number of Suspects Receiving Non-Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests									
Total Use of Force Complaints	0	0	1	0	0	0	0	0	1

Reaccreditation Year 3 Notes:

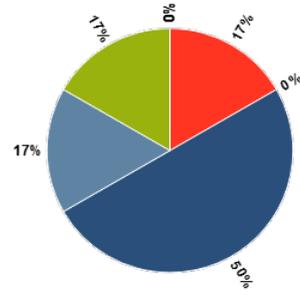
Agency does not have ability to break out agency arrest by race

Reaccreditation Year 3 Charts

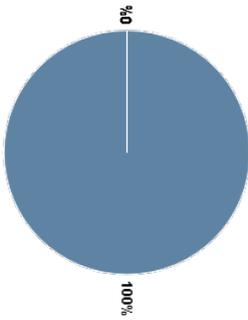
ECW Discharge



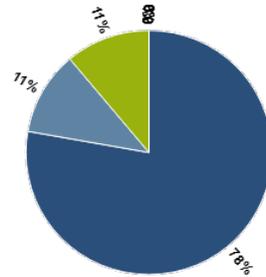
ECW Display



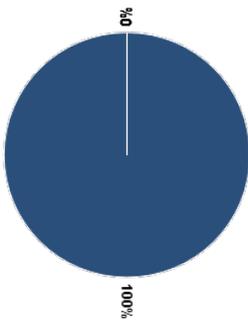
Baton



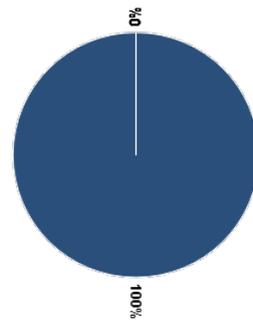
Weaponless



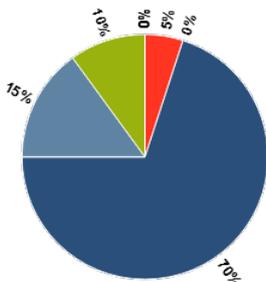
Total Canine



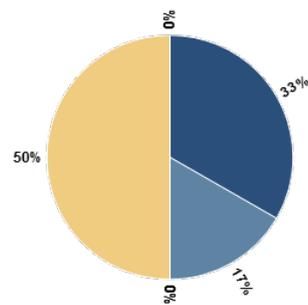
Canine: Release and Bite



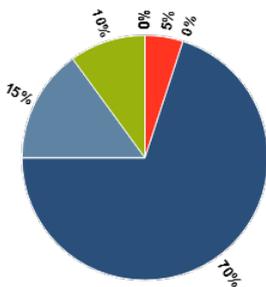
Total Uses of Force



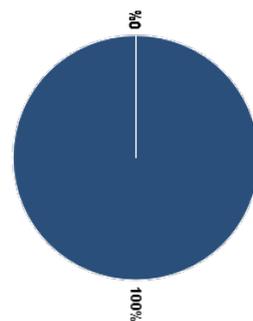
Total Number of Incidents Resulting in Officer Injury or Death



Total Use of Force Arrests



Total Use of Force Complaints



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

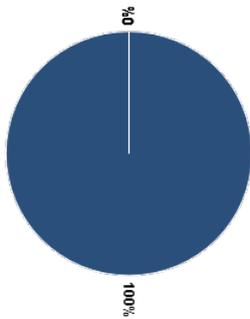
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									0
Discharge	0	0	0	0	0	0	0	0	0
Display Only	0	0	0	0	0	0	0	0	0
ECW									4
Discharge Only	0	0	2	0	0	0	0	0	2
Display Only	1	0	0	1	0	0	0	0	2
Baton	0	0	0	0	0	0	0	0	0
Chemical/OC	0	0	0	0	0	0	0	0	0
Weaponless	0	0	0	2	1	0	0	0	3
Canine									0
Release Only	0	0	0	0	0	0	0	0	0
Release and Bite	0	0	0	0	0	0	0	0	0
Total Uses of Force	1	0	2	3	1	0	0	0	7
Total Number of Incidents Resulting In Officer Injury or Death	0	0	1	0	1	0	0	0	2
Total Use of Force Arrests	1	0	2	3	1	0	0	0	7
Total Number of Suspects Receiving Non-Fatal Injuries	0	0	1	1	1	0	0	0	3
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 4 Notes:

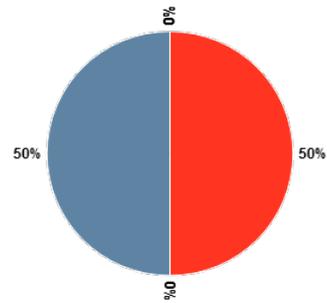
Total agency custodial arrest by race not available.

Reaccreditation Year 4 Charts

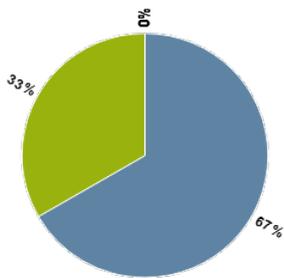
ECW Discharge



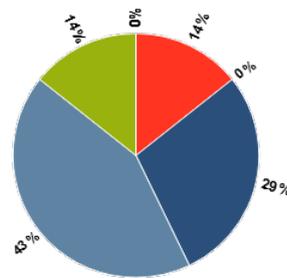
ECW Display



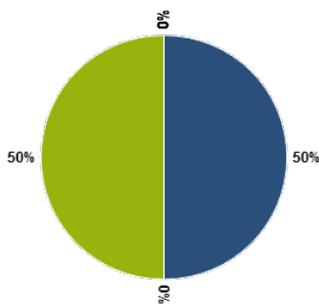
Weaponless



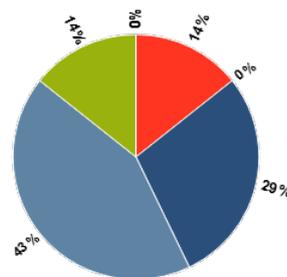
Total Uses of Force



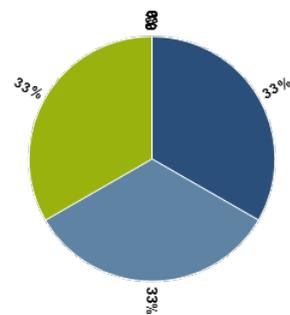
Total Number of Incidents Resulting in Officer Injury or Death



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	



Grievances

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

Reaccreditation Year 2 Notes:

The agency is experiencing an uptick in grievances. The majority (5 out of 6) of all grievances are promotion based. There was an issue with the promotional policy however the promotional policy was attached to the CBA contract and the agency was prohibited from changing the policy until CBA negotiations were underway. The issues in question were negotiated and a new policy was put into place when the new CBA was ratified in July 2017. There are a number of grievances, from 2016 and 2017 that are going to take time to work through the grievance process pursuant to the Collective Bargaining Agreement and Greenbelt City Code.

Reaccreditation Year 3 Notes:

There were two grievances in 2017. One grievance was compensation related and the other was promotional related. Both were carried over into 2018.

Reaccreditation Year 4 Notes:

The first grievance was a class action grievance that involved compensation during a snow storm. The matter was later withdrawn by the union.

The second grievance involved a promotional process. The matter is still pending before the Employee Relations Board.

Personnel Actions

	Year 1	Year 2	Year 3	Year 4
Suspension	1	1	0	16
Demotion	0	0	0	0
Resign In Lieu of Termination	1	0	0	2
Termination	1	0	0	0
Other	0	0	0	3
Total	3	1	0	21
Commendations	58	52	65	58

Reaccreditation Year 2 Notes:

One suspension for discipline reasons. The agency does not note suspensions for injury/medical reasons in this data table.

Reaccreditation Year 4 Notes:

All sixteen (16) suspensions were as a result of one Internal Affairs Investigation involving matters associated with departmentally approved secondary employment.

Complaints and Internal Affairs - Reaccreditation Year 4

	Year 1	Year 2	Year 3	Year 4
External/Citizen Complaint				
Citizen Complaint		12	12	13
Sustained	2	3	7	4
Not Sustained	4	2	1	3
Unfounded	4	3	4	6
Exonerated	2	4	0	0
Internal/Directed Complaint				
Directed Complaint		17	14	16
Sustained	8	6	7	6
Not Sustained	0	0	0	0
Unfounded	0	0	0	0
Exonerated	13	11	7	10

Calls For Service - Reaccreditation Year 4

	Year 1	Year 2	Year 3	Year 4
Calls for Service	27445	24720	25417	24006
UCR/NIBRS Part 1 Crimes				
Murder	1	1	4	3
Forcible Rape	6	5	9	14
Robbery	50	54	78	56
Aggravated Assault	53	51	54	44
Burglary	139	88	98	88
Larceny-Theft	550	500	610	563
Motor Vehicle Theft	66	73	67	72
Arson	0	0	0	0

Reaccreditation Year 4 Notes:

Arson investigations are the responsibility of the County Fire Marshall, a sworn law enforcement agency.

Motor Vehicle Pursuit

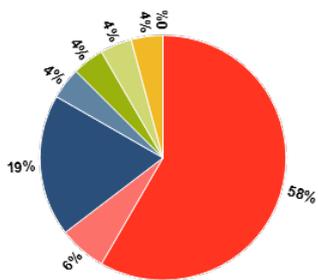
	Year 1	Year 2	Year 3	Year 4
Pursuits				
Total Pursuits		2	1	1
Forcible stopping techniques used	0	0	0	0
Terminated by Agency	1	1	0	0
Policy Compliant	1	2	1	1
Policy Non-Compliant	0	0	0	0
Collisions				
Injuries				
Total Collisions		1	1	0
Officer	0	0	0	0
Suspect	0	0	0	0
ThirdParty	0	0	0	0
Reason Initiated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

Agency Breakdown Report - Reaccreditation Year 1

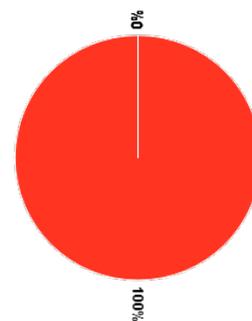
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	1	0	0	0	0	0	0	0	1
Command	2	1	0	0	0	0	0	0	3
Supervisory Positions	10	0	3	0	0	0	2	0	15
Non-Supervisory Positions	15	2	6	2	2	2	0	0	29
Sub Total									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	5	4	0	3	0	0	0	1	13
Sub Total									14
Total									62

Reaccreditation Year 1 Charts

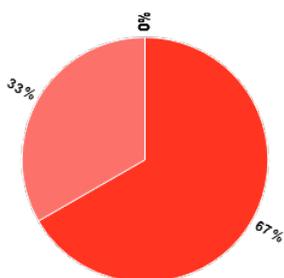
Total Sworn Personnel



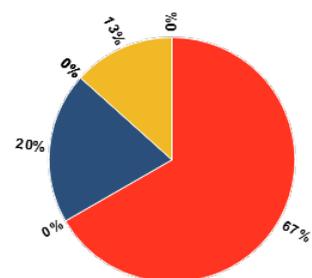
Sworn Personnel: Executive



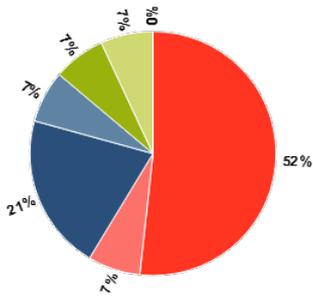
Sworn Personnel: Command



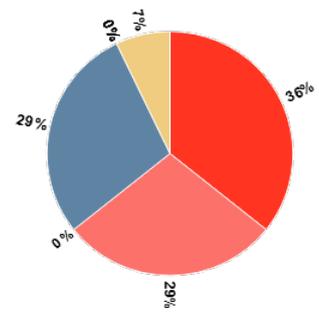
Sworn Personnel: Supervisory Positions



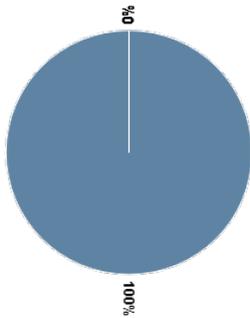
Sworn Personnel: Non-Supervisory Positions



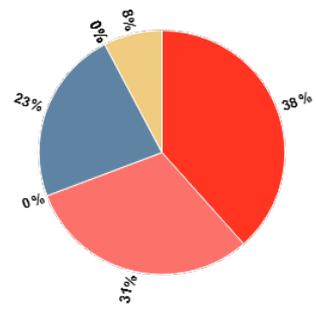
Total Non-Sworn Personnel



Non-Sworn Personnel: Supervisory Positions



Non-Sworn Personnel: Non-Supervisory Positions



Legend

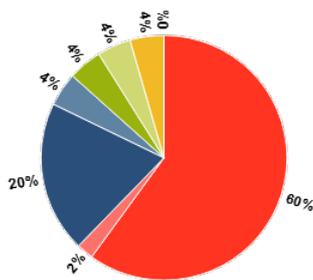
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Agency Breakdown Report - Reaccreditation Year 2

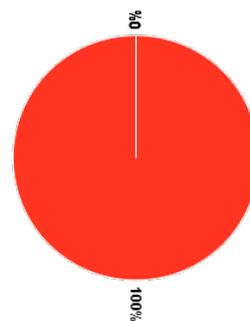
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	1	0	0	0	0	0	0	0	1
Command	3	0	0	0	0	0	0	0	3
Supervisory Positions	8	0	3	0	0	0	2	0	13
Non-Supervisory Positions	15	1	6	2	2	2	0	0	28
Sub Total									45
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	6	5	0	2	0	0	0	1	14
Sub Total									15
Total									60

Reaccreditation Year 2 Charts

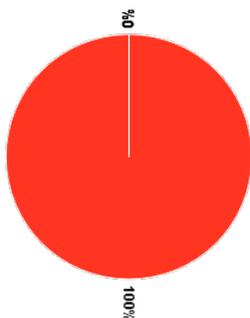
Total Sworn Personnel



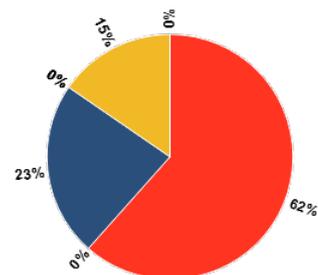
Sworn Personnel: Executive



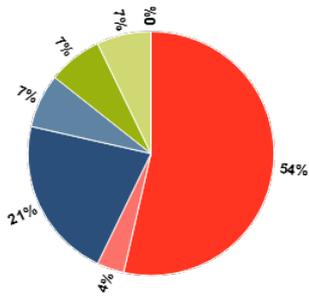
Sworn Personnel: Command



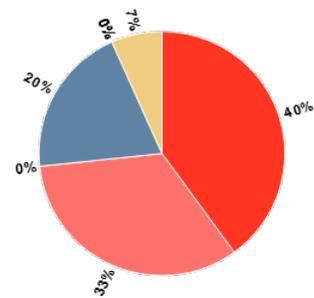
Sworn Personnel: Supervisory Positions



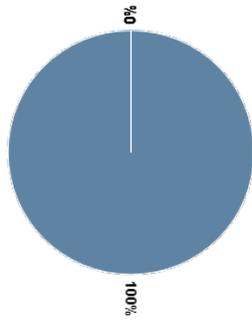
Sworn Personnel: Non-Supervisory Positions



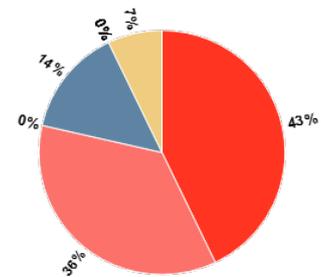
Total Non-Sworn Personnel



Non-Sworn Personnel: Supervisory Positions



Non-Sworn Personnel: Non-Supervisory Positions



Legend

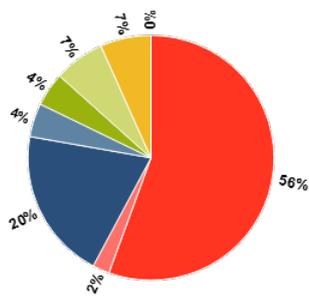
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Agency Breakdown Report - Reaccreditation Year 3

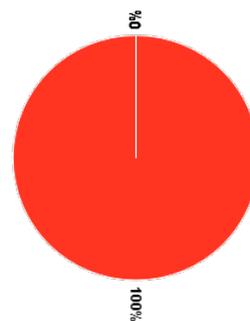
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	1	0	0	0	0	0	0	0	1
Command	2	0	0	0	0	0	0	0	2
Supervisory Positions	8	0	3	0	0	0	2	0	13
Non-Supervisory Positions	14	1	6	2	2	3	1	0	29
Sub Total									45
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	0	0	1	11
Sub Total									12
Total									57

Reaccreditation Year 3 Charts

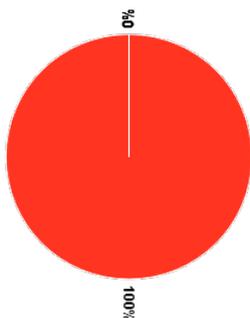
Total Sworn Personnel



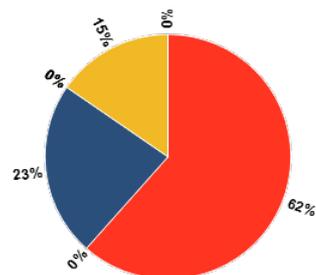
Sworn Personnel: Executive



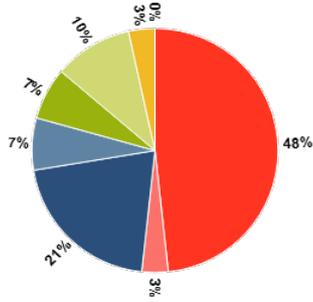
Sworn Personnel: Command



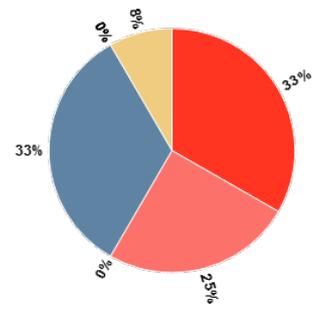
Sworn Personnel: Supervisory Positions



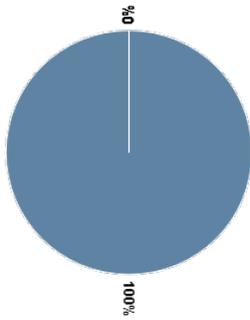
Sworn Personnel: Non-Supervisory Positions



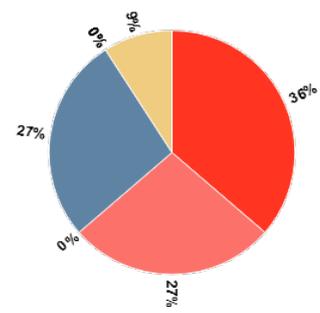
Total Non-Sworn Personnel



Non-Sworn Personnel: Supervisory Positions



Non-Sworn Personnel: Non-Supervisory Positions



Legend

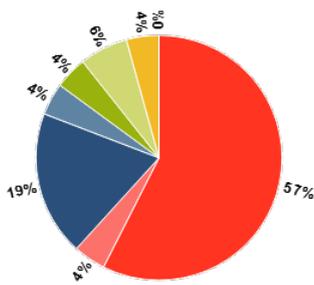
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Agency Breakdown Report - Reaccreditation Year 4

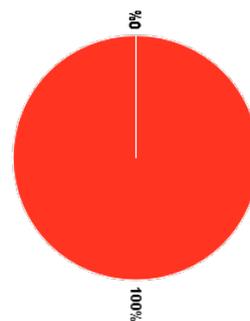
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	1	0	0	0	0	0	0	0	1
Command	4	0	0	0	0	0	1	0	5
Supervisory Positions	8	0	3	0	0	0	0	0	11
Non-Supervisory Positions	14	2	6	2	2	3	1	0	30
Sub Total									47
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	6	1	3	0	2	0	1	17
Sub Total									18
Total									65

Reaccreditation Year 4 Charts

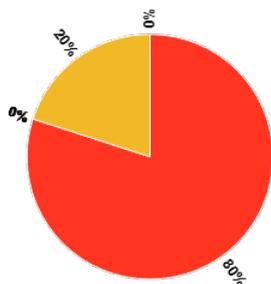
Total Sworn Personnel



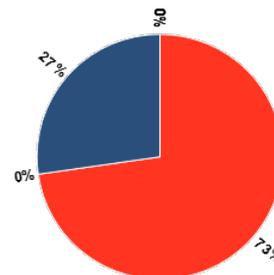
Sworn Personnel: Executive



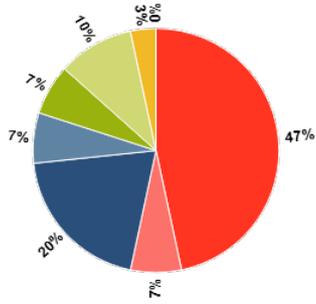
Sworn Personnel: Command



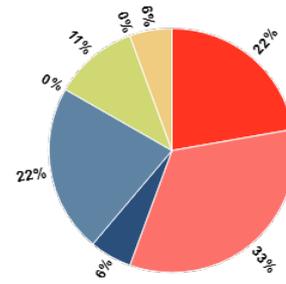
Sworn Personnel: Supervisory Positions



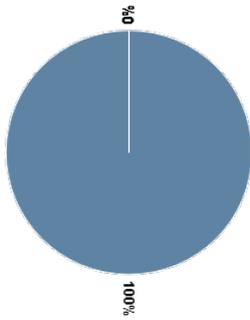
Sworn Personnel: Non-Supervisory Positions



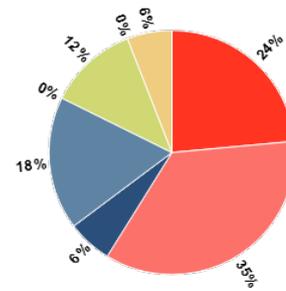
Total Non-Sworn Personnel



Non-Sworn Personnel: Supervisory Positions



Non-Sworn Personnel: Non-Supervisory Positions



Legend

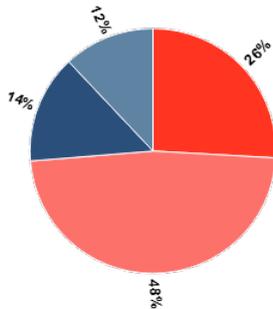
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Agency Demographics Report - Reaccreditation Year 1

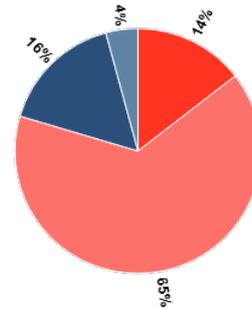
	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	5975	25%	125195	14%	32	65%	4	8%	34	68%	5	10%
Black Non-Hispanic	11027	47%	562086	65%	11	22%	2	4%	10	20%	1	2%
Hispanic Latino Any Race	3299	14%	139874	16%	4	8%	2	4%	4	8%	2	4%
Other	2767	11%	36265	4%	2	4%	0	0%	2	4%	0	0%
Total	23068		863420		49		8		50		8	

Reaccreditation Year 1 Charts

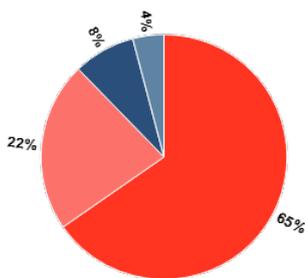
Service Population



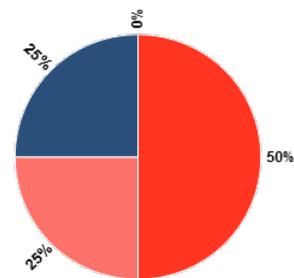
Available Workforce



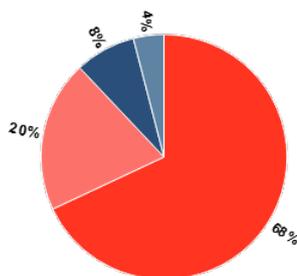
Current Sworn Officers



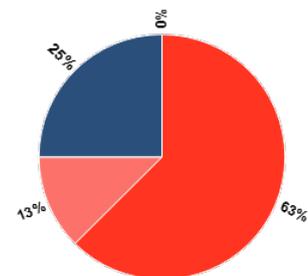
Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers



Legend

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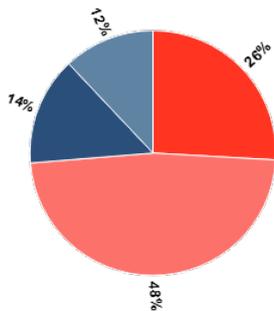
Black Non-Hispanic	
Hispanic Latino Any Race	
Other	

Agency Demographics Report - Reaccreditation Year 2

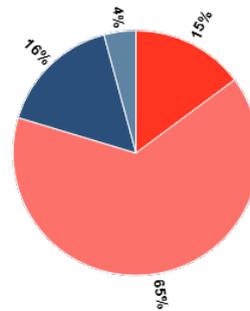
	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	5975	25%	128195	14%	28	59%	2	4%	32	65%	4	8%
Black Non-Hispanic	11027	47%	562086	64%	12	25%	2	4%	11	22%	2	4%
Hispanic Latino Any Race	3299	14%	139874	16%	4	8%	2	4%	4	8%	2	4%
Other	2767	11%	36265	4%	3	6%	0	0%	2	4%	0	0%
Total	23068		866420		47		6		49		8	

Reaccreditation Year 2 Charts

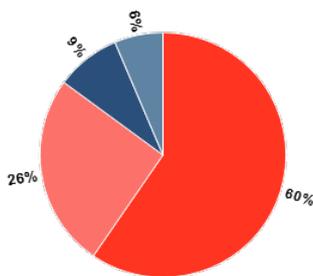
Service Population



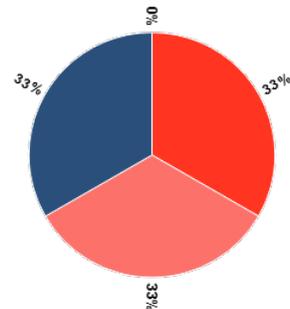
Available Workforce



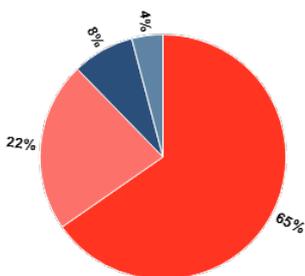
Current Sworn Officers



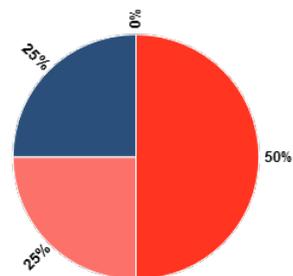
Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers



Legend

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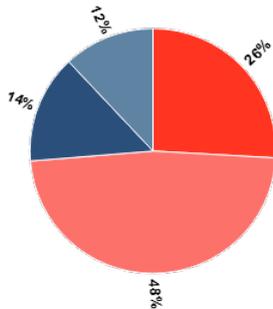
Black Non-Hispanic	
Hispanic Latino Any Race	
Other	

Agency Demographics Report - Reaccreditation Year 3

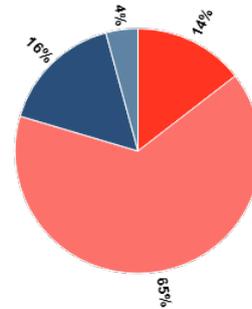
	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	5975	25%	125195	14%	25	64%	1	2%	28	59%	2	4%
Black Non-Hispanic	11027	47%	562086	65%	9	23%	2	5%	12	25%	2	4%
Hispanic Latino Any Race	3299	14%	139874	16%	2	5%	3	7%	4	8%	2	4%
Other	2767	11%	36265	4%	3	7%	0	0%	3	6%	0	0%
Total	23068		863420		39		6		47		6	

Reaccreditation Year 3 Charts

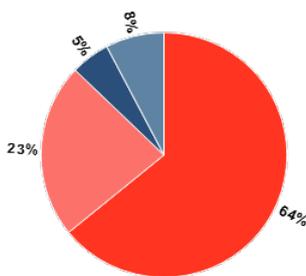
Service Population



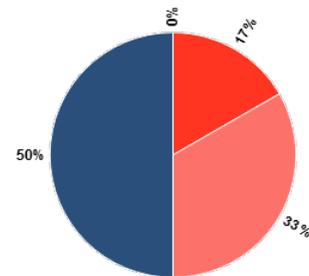
Available Workforce



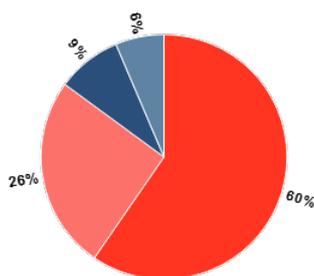
Current Sworn Officers



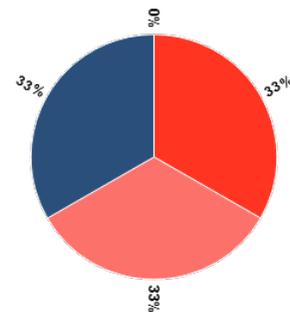
Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers



Legend

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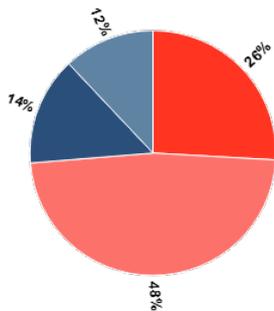
Black Non-Hispanic	
Hispanic Latino Any Race	
Other	

Agency Demographics Report - Reaccreditation Year 4

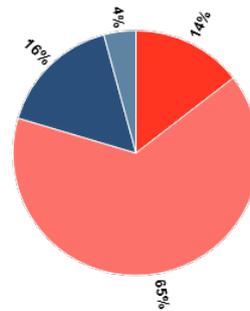
	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	5975	25%	125195	14%	27	67%	2	5%	25	64%	1	2%
Black Non-Hispanic	11027	47%	562086	65%	9	22%	2	5%	9	23%	2	5%
Hispanic Latino Any Race	3299	14%	139874	16%	2	5%	3	7%	2	5%	3	7%
Other	2767	11%	36265	4%	2	5%	0	0%	3	7%	0	0%
Total	23068		863420		40		7		39		6	

Reaccreditation Year 4 Charts

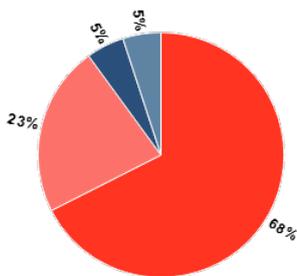
Service Population



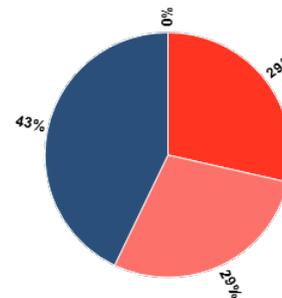
Available Workforce



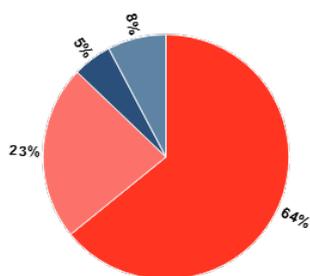
Current Sworn Officers



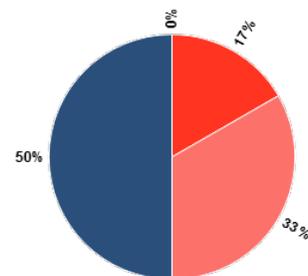
Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers



Legend

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

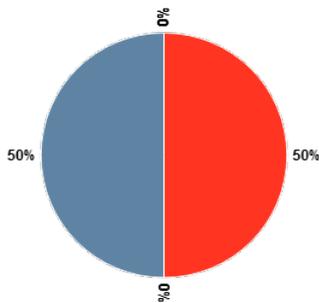
Sworn Officer Selection - Reaccreditation Year 1

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

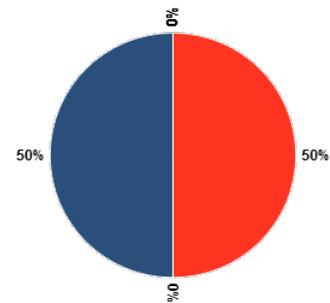
Reaccreditation Year 1 Notes:

Applications are only accepted electronically. No way to capture race. Total applications received in 2015 was 267

Applicants 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	

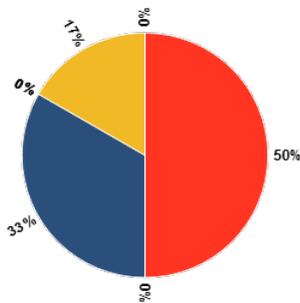
Sworn Officer Selection - Reaccreditation Year 2

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Recieved	0	0	0	0	0	0	0	0	0
Applicants Hired	3	0	2	0	0	0	1	0	6
Percent Hired	%	%	%	%	%	%	%	%	N/A
Percent of Workforce Population	6%		4%		0%		2%		N/A

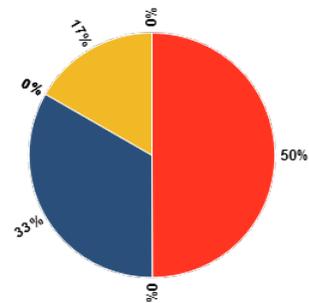
Reaccreditation Year 2 Notes:

The agency only accepts electronic applications therefore we have no way of knowing the race of an applicant.

Applicants 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	

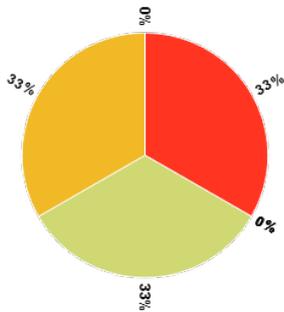
Sworn Officer Selection - Reaccreditation Year 3

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

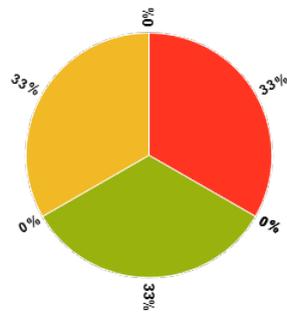
Reaccreditation Year 3 Notes:

All applications are received electronically. Agency does not have a way to capture applicant demographics.

Applicants Hired



Percent of Workforce Population



Legend

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

Sworn Officer Selection - Reaccreditation Year 4

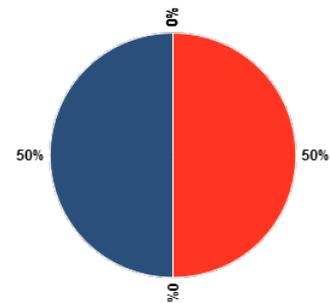
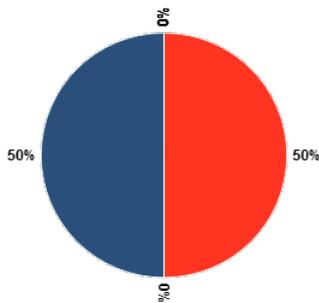
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Recieved	0	0	0	0	0	0	0	0	0
Applicants Hired	1	0	1	0	0	0	0	0	2
Percent Hired	%	%	%	%	%	%	%	%	N/A
Percent of Workforce Population	3%		3%		0%		0%		N/A

Reaccreditation Year 4 Notes:

Applications are only received via the City Web Site. No demographic information is available.

Applicants 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

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

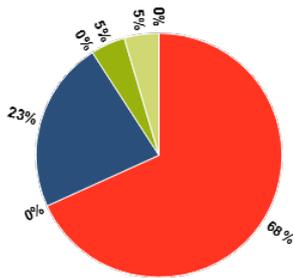
Legend

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	

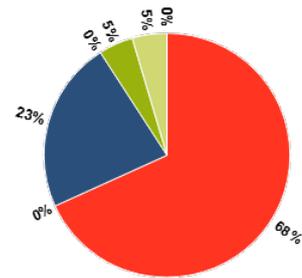
Sworn Officer Promotions - Reaccreditation Year 2

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	15	0	5	0	1	1	0	0	22
Eligible After Testing	15	0	5	0	1	1	0	0	22
Promoted	7	0	2	0	1	1	0	0	11
Percent Promoted	47 %	%	40 %	%	100 %	100 %	%	%	N/A

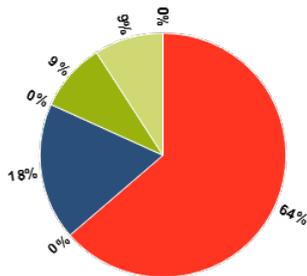
Tested



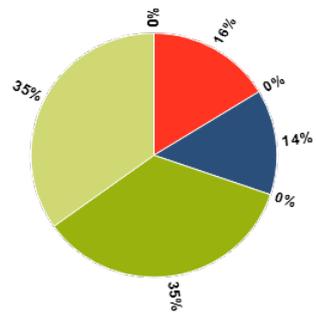
Eligible After Testing



Promoted



Percent Promoted



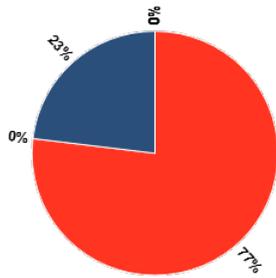
Legend

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

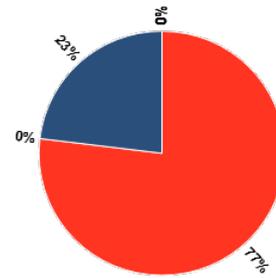
Sworn Officer Promotions - Reaccreditation Year 3

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	10	0	3	0	0	0	0	0	13
Eligible After Testing	10	0	3	0	0	0	0	0	13
Promoted	4	0	0	0	0	0	0	0	4
Percent Promoted	40 %	%	0 %	%	%	%	%	%	N/A

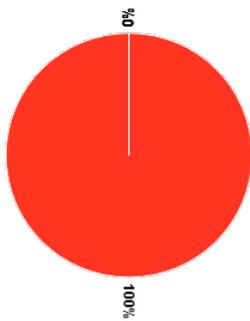
Tested



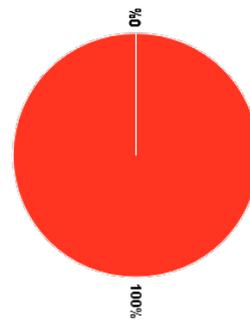
Eligible After Testing



Promoted



Percent Promoted



Legend

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

Sworn Officer Promotions - Reaccreditation Year 4

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	5	0	3	1	2	1	0	0	12
Eligible After Testing	4	0	3	1	2	1	0	0	11
Promoted	8	0	2	1	0	1	1	0	13
Percent Promoted	160 %	%	67 %	100 %	0 %	100 %	%	%	N/A

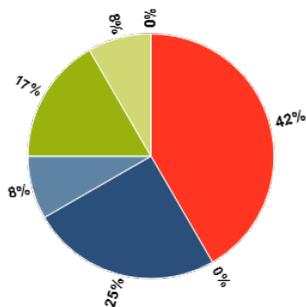
Reaccreditation Year 4 Notes:

Cpl. & Sgt. promotions are based off of a two year testing process.

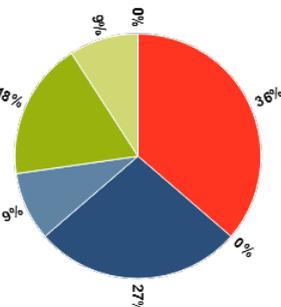
PFC and MPO are non-competitive promotions based off of time in rank.

Lieutenant, Captain and Major are appointments.

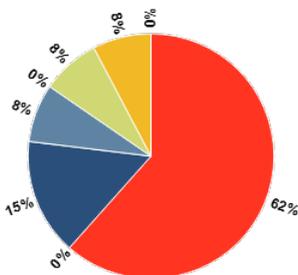
Tested



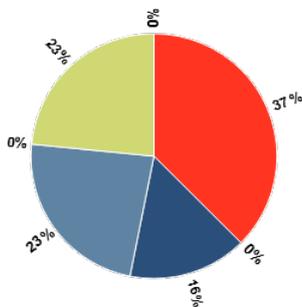
Eligible After Testing



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	

