

LAW ENFORCEMENT ACCREDITATION

Salina (KS) Police Department

Agency

Salina (KS) Police Department
255 North Tenth Street
Salina, KS 67401

Chief Executive Officer

Chief
Brad L. Nelson

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 Salina (KS) Police Department is currently commanded by Brad L. Nelson. 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 0 standards for the agency on 7/14/2017 using Law Enforcement Manual 6.0. 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) Dorris Certain remotely reviewed 44 standards for the agency on 7/31/2018 using Law Enforcement Manual 6.0. 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) Tim Hazlette remotely reviewed 57 standards for the agency on 7/15/2019 using Law Enforcement Manual 6.0. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

CALEA Compliance Services Member(s) Portia Swinson remotely reviewed 93 standards for the agency on 1/13/2020 using Law Enforcement Manual 6.0. 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.

- 31.2.1 – Recruitment Plan (LE1) – ISSUE: As a Tier One law enforcement agency, SPD is required to have a Recruitment Plan but is not required to complete an analysis of that plan. The review of this standard revealed the agency had two written directives, one for Recruitment and one for Equal Employment Opportunity Plan/Affirmative Action. Within the directives were two appendixes for the agency regarding an EEO Plan and AA Plan. These directives required an annual evaluation of the EEO Plan to include recruitment and a review every three years of the AA Plan. When discussing the annual evaluation of the EEO Plan and absence of written proofs staff indicated the evaluation was done informally on an annual basis. It appears the agency used the Recruitment Plan to meet the directive requirement for a review of the AA Plan; however, the objectives and strategies identified in the AA Plan were different from those outlined in the Recruitment Plan. There were no written proofs of compliance specific to the goals and objectives found in the AA Plan. The agency did conduct a three-year review of the Recruitment Plan; however, the objectives and strategies for the Recruitment Plan were not in alignment with those listed in the agency's EEO or AA Plans. Lastly, the plan objectives and strategies to achieve the objectives and tasks to be accomplished were lacking temporal measurements. ACTION TAKEN : The agency was provided information for writing an effective public safety recruitment plan from CALEA's website. SPD revised its Recruitment and Equal Employment Opportunity Plan/Affirmative Action policies into one policy directive, removing the appendix documents. The directive requirements for multiple reports were removed, requiring an annual evaluation of the department's recruitment and hiring activities by the Internal Affairs Commander in conjunction with the Chief of Police. The agency created a new Recruitment Plan that more specifically addressed bullets (a) and (c) providing measurable objectives and specific activities to accomplish these objectives.

Site-Based Assessment Review:

From 2/24/2020 to 2/26/2020, Daniel Brennan and Megan Freeman visited the agency following a consultation with the chief executive officer regarding critical issues impacting the organization since the last assessment. These issues were identified as:

- Use of Force Reporting - The agency requested a review of their use of force policy, reporting requirements, and clarification or direction around the reporting requirements for the display of Electronic Control Weapons. Within

the KLEAC PAC, there is discussion around what constitutes a display of an ECW. The agency currently requires a use of force report (UFR) when a lethal weapon is pointed at a person; however, the agency does not currently capture situations where an ECW is displayed unless the officer intentionally sparks the ECW in an attempt to get a suspect to comply.

- Recruitment and Retention - The challenge of recruiting, selecting, and retaining quality law enforcement officers who reflect the demographics and diversity of individual communities is a challenge faced by every law enforcement agency and chief executive officer in the country today. Issues associated with these areas look different for every agency. However, there are common themes related to each of these processes and strategies that can be modeled to the unique characteristics and culture of an organization. The Salina Police Department has been challenged in this area since 2015. SPD has experienced higher than average turnover in the organization, losing 57 officers due to resignations, terminations, or retirements. The agency has been successful in hiring 53 new police officers and is close to being fully staffed from a sworn and civilian perspective.
- Property and Evidence - The agency faces several challenges associated with the storage of property and evidence. SPD has minimal storage capacity for the number of items under their control. The agency estimates it has approximately 100,000 items contained within their property and evidence unit. The agency has not been able to routinely purge items due to staffing shortages in the unit and policy decisions made by the County Attorney and the Saline County Sheriff's Office (SCSO) that have impacted SPD. The current County Attorney requires all law enforcement agencies to hold all evidence and property from criminal cases until the defendant has completed their sentencing to include the completion of any probation or even fines being paid. SCSO has discontinued the practice of accepting large amounts of property from detainees they house, resulting in SPD being responsible for storing property until the person is released from custody. SPD also houses all evidence and property from the Drug Task Force.
- Training - Chief Nelson observed the need for a new training and firearms qualification facility in 2013, when he first qualified with his firearm. He has worked tirelessly since then to convince the community and local elected officials of the agency's training needs. His efforts have allowed the agency to obtain funding for the Salina Regional Training Center, a 15,700 square foot facility costing six (6) million dollars. Chief Nelson expressed a desire to make this a regional training center for other law enforcement agencies. The training center will be completed in July, 2020.

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

CHIEF EXECUTIVE OFFICER PROFILE

Brad L. Nelson

Chief Nelson was hired in December of 2013 after retiring from the Columbia, MO Police Department after 20+ years of service. He was an Air Force Reserve member for 13 years. Chief Nelson has a Bachelors Degree in Criminal Justice Administration from the University of Central Missouri and a Masters Degree in Public Administration from the University of Missouri-Columbia. He is a graduate, Class #236, of the FBI National Academy and the Northwestern School of Police Staff and Command. He has over 34 years of law enforcement experience in Missouri and Kansas.

COMMUNITY PROFILE

Salina is located at the intersection of two major Interstate Highways, I-70 and I-135. Its location has allowed it to become the commercial hub of north-central Kansas, serving as the regional center for trade, transportation, and industry. Settlers led by journalist and lawyer William A. Phillips founded Salina in 1858. In the next two years, the territorial legislature chartered the town company, organized the surrounding area as Saline County, and named Saline the county seat. Salina was incorporated as a city in 1870. Today, Salina is a city of the first class with approximately 50,000 citizens. Salina operates under a commission-manager form of government which it adopted in 1921. The city commission consists of five members elected at large, one of whom the commission annually selects as mayor.

Salina lies in the Smoky Hills region of the Great Plains approximately 6 miles west-southwest of the confluence of the Saline and Smoky Hill Rivers. The Smoky Hill River runs north then northeast through the eastern part of the city; the Saline River flows southeast immediately north of the city. In the northeast part of the city, the old channel of the Smoky Hill branches from the river's current course and winds west, north, and back east before draining back into the river.

Manufacturing, education, health and social services are the predominant industries in Salina. Agricultural transportation is also a major industry.

There are two hospitals in Salina: Salina Regional Health Center, a 204-bed not-for-profit general medical and surgical facility; and Salina Surgical Hospital, a specialized, 16-bed surgical facility.

Salina public schools, USD 305 operates 12 public schools in Salina. There are four private schools, and 4 colleges and universities located within Salina.

AGENCY HISTORY

Prior to 1920 law enforcement services were provided by Constables and later Town Marshals after the City of Salina was designated a "city of the third class" by a board of trustees. After 1920 when the city became a "city of the first class" the Salina Police Department was officially formed. Law enforcement services were provided by a Police Chief, Chief of Detectives and seven officers.

Today the Salina Police Department is a highly recognized, full service professional law enforcement agency with 116 highly trained and motivated personnel responsible for providing quality law enforcement services to the citizens of Salina. For the most part, the agency is organized along traditional lines of command and control. The Chief of Police serves as command officer and administrative head of the agency. The agency is comprised of four major components, Administrative, Patrol Division, Support Division and the Detective Division. Within the major components are units which include a traffic unit, K-9 unit, patrol unit, drug unit, criminal detective unit, property and evidence unit, records and communications.

AGENCY STRUCTURE AND FUNCTION

The agency is organized along traditional lines of command and control. The Chief of Police serves as command officer and administrative head of the agency. The agency is comprised of four (4) major components, Administrative, Patrol Division, Support Division, and the Detectives Division. Within the major components are units which include a traffic unit, K-9 unit, patrol unit, drug unit, property and evidence unit, records and communication units. Our department has an authorized strength of 84 sworn officers and 32 civilian employees, all of whom report to the Chief of Police.

AGENCY SUCCESSES

In 2019 we were able to reach 80 commissioned officers. This is the highest number of officers we have had in at least seven years. Our retention rate was also considerably higher in 2019 when compared to 2018.

In 2019, construction began on our new 15,700sf Training Center and Range. This will be the first of its kind in our 100-year history as a police department.

FUTURE ISSUES FOR AGENCY

Our budget in 2020 continues to be reduced. If this were to continue, it certainly may have an adverse effect on our day to day operations.

We are only four offices short of our allowed (84) complement of officers. However, it has proven extremely difficult to not only reach 84 officers, it is also extremely difficult to keep younger officers engaged and having them look at law enforcement as a career.

YEAR 1 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: N/A

On 7/14/2017, the Year 1 Remote Web-based Assessment of Salina (KS) Police Department was conducted. The review was conducted remotely and included 48 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	
1.2.9 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
1.3.11 Annual/Biennial Proficiency Training* (LE1)	Compliance Verified
1.3.13 Analyze Reports from 1.3.6* (LE1)	Compliance Verified
12 Direction	
12.2.1 The Written Directive System (LE1)	Compliance Verified
15 Planning and Research Goals and Objectives and Crime Analysis	
15.2.1 Annual Updating/Goals and Objectives* (LE1)	Compliance Verified
17 Fiscal Management and Agency Property	
17.4.2 Cash Fund/Accounts Maintenance* (LE1)	Compliance Verified
31 Recruitment	
31.2.2 Annual Analysis* (LE1)	Compliance Verified
33 Training and Career Development	
33.1.5 Remedial Training (LE1)	Compliance Verified
33.5.1 Annual Retraining Program* (LE1)	Compliance Verified
34 Promotion	
34.1.3 Promotional Process Described (LE1)	Compliance Verified
35 Performance Evaluation	
35.1.9 Personnel Early Warning System* (LE1)	Compliance Verified
41 Patrol	
41.2.2 Pursuit of Motor Vehicles* (LE1)	Compliance Verified
41.2.7 Mental Illness* (LE1)	Compliance Verified
42 Criminal Investigation	
42.1.6 Criminal Intelligence* (LE1)	Compliance Verified

Standards	Findings
42.2.10 Interview Rooms (LE1)	Compliance Verified
46 Critical Incidents Special Operations and Homeland Security	
46.1.1 Planning Responsibility (LE1)	Compliance Verified
46.1.2 All Hazard Plan (LE1)	Compliance Verified
46.1.3 Command Function* (LE1)	Compliance Verified
46.1.4 Operations Function (LE1)	Compliance Verified
46.1.5 Planning Function (LE1)	Compliance Verified
46.1.6 Logistics Function (LE1)	Compliance Verified
46.1.7 Finance/Administration Function (LE1)	Compliance Verified
46.1.9 Annual Training* (LE1)	Compliance Verified
46.1.10 Active Threats* (LE1)	Compliance Verified
46.2.7 Special Events Plan (LE1)	Compliance Verified
46.3.1 Liaison with other Organizations (LE1)	Compliance Verified
46.3.4 Hazmat Awareness (LE1)	Compliance Verified
52 Internal Affairs	
52.1.1 Complaint Investigation (LE1)	Compliance Verified
54 Public Information	
54.1.3 News Media Access (LE1)	Compliance Verified
61 Traffic	
61.1.2 Uniform Enforcement Procedures (LE1)	Compliance Verified
61.1.7 Stopping/Approaching (LE1)	Compliance Verified
61.1.11 DUI Procedures (LE1)	Compliance Verified
70 Detainee Transportation	
70.1.1 Pre-Transport Prisoner Searches (LE1)	Compliance Verified
70.1.6 Procedures Transport Destination (LE1)	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	
74.1.1 Information Recording (LE1)	Compliance Verified
81 Communications	

Standards	Findings
81.2.4 Radio Communications Procedures (LE1)	Compliance Verified
81.2.8 Recording and Playback (LE1)	Compliance Verified
81.3.2 Alternate Power Source* (LE1)	Compliance Verified
82 Central Records	
82.1.6 Computer File Backup and Storage* (LE1)	Compliance Verified
83 Collection and Preservation of Evidence	
83.2.6 Report Preparation (LE1)	Compliance Verified
84 Property and Evidence Control	
84.1.1 Evidence/Property Control System (LE1)	Compliance Verified
84.1.4 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: Dorris Certain

On 7/31/2018, the Year 2 Remote Web-based Assessment of Salina (KS) Police Department was conducted. The review was conducted remotely and included 44 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.1.2 Code of Ethics* (LE1) (MMMM)	Compliance Verified
1.2.8 Strip/Body Cavity Search (LE1) (MMMM)	Compliance Verified
1.2.9 Biased Policing* (LE1) (MMMM)	Compliance Verified
4 Use of Force	
4.1.5 Rendering Aid after a Use of Force Incident (LE1) (MMMM)	Compliance Verified
4.2.1 Reporting Uses of Force* (LE1) (MMMM)	Compliance Verified
4.2.2 Written Use of Force Reports and Administrative Review* (LE1) (MMMM)	Compliance Verified
4.2.4 Analyze Reports* (LE1) (MMMM)	Compliance Verified
4.3.3 Annual/Biennial Proficiency Training* (LE1) (MMMM)	Compliance Verified
11 Organization and Administration	
11.3.3 Notify CEO of Incident with Liability (LE1)	Compliance Verified
12 Direction	
12.1.3 Obey Lawful Orders (LE1)	Compliance Verified
15 Planning and Research, Goals and Objectives, and Crime Analysis	
15.2.1 Annual Updating/Goals and Objectives* (LE1)	Compliance Verified
17 Fiscal Management and Agency Property	
17.4.2 Cash Fund/Accounts Maintenance* (LE1)	Compliance Verified
21 Classification and Delineation of Duties and Responsibilities	
21.2.2 Job Description Maintenance and Availability* (LE1)	Compliance Verified
22 Personnel Management System	
22.1.8 Employee Identification (LE1)	Compliance Verified
22.4.1 Grievance Procedures (LE1)	Compliance Verified
26 Disciplinary Procedures and Internal Investigations	
26.1.3 Harassment (LE1)	Compliance Verified
26.3.3 Investigation Time Limits (LE1)	Compliance Verified

Standards	Findings
33 Training and Career Development	
33.4.1 Recruit Training Required (LE1)	Compliance Verified
33.5.1 Annual In-Service Training Program* (LE1)	Compliance Verified
33.8.2 Skill Development Training Upon Promotion (LE1)	Compliance Verified
35 Performance Evaluation	
35.1.2 Annual Evaluation* (LE1)	Compliance Verified
40 Crime Analysis and Intelligence	
40.2.3 Criminal Intelligence Procedures* (LE1)	Compliance Verified
41 Patrol	
41.2.2 Pursuit of Motor Vehicles* (LE1)	Compliance Verified
41.2.3 Roadblocks and Forcible Stopping* (LE1)	Compliance Verified
41.2.7 Mental Health Issues* (LE1)	Compliance Verified
42 Criminal Investigation	
42.2.6 Informants (LE1)	Compliance Verified
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.3 Command Function* (LE1)	Compliance Verified
46.1.9 All Hazard Plan Training* (LE1)	Compliance Verified
46.1.10 Active Threats* (LE1)	Compliance Verified
61 Traffic	
61.3.3 Escorts (LE1)	Compliance Verified
70 Detainee Transportation	
70.1.7 Procedures, Escape* (LE1)	Compliance Verified
71 Processing and Temporary Detention	
71.2.1 Training of Personnel* (LE1)	Compliance Verified
71.4.3 Inspections* (LE1)	Compliance Verified
73 Court Security	
73.1.1 Role, Authority, Policies* (LE1)	Compliance Verified
81 Communications	
81.2.10 Emergency Messages (LE1)	Compliance Verified
81.2.13 First Aid Over Phone (LE1)	Compliance Verified
81.3.2 Alternate Power Source* (LE1)	Compliance Verified
82 Central Records	

Standards	Findings
82.1.6 Computer File Backup and Storage* (LE1)	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
83.3.2 Evidence, Laboratory Submission (LE1)	Compliance Verified
84 Property and Evidence Control	
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

Response from Agency Regarding Findings:

CEO Feedback not provided.

YEAR 3 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Tim Hazlette

On 7/15/2019, the Year 3 Remote Web-based Assessment of Salina (KS) Police Department was conducted. The review was conducted remotely and included 57 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.1.1 Oath of Office (LE1) (MMMM)	Compliance Verified
1.2.1 Legal Authority Defined (LE1) (MMMM)	Compliance Verified
1.2.5 Arrest with/without Warrant (LE1) (MMMM)	Compliance Verified
3 Contractual Agreements for Law Enforcement Services	
3.1.1 Written Agreement for Services Provided (LE1) (MMMM)	Compliance Verified
4 Use of Force	
4.1.1 Use of Reasonable Force (LE1) (MMMM)	Compliance Verified
4.1.2 Use of Deadly Force (LE1) (MMMM)	Compliance Verified
4.1.3 Warning Shots (LE1) (MMMM)	Compliance Verified
4.2.3 Removal from Line of Duty Assignment (LE1) (MMMM)	Compliance Verified
4.3.1 Authorization: Weapons and Ammunition (LE1) (MMMM)	Compliance Verified
4.3.2 Demonstrating Proficiency with Weapons (LE1) (MMMM)	Compliance Verified
4.3.4 Prerequisite to Carrying Lethal/Less Lethal Weapons (LE1) (MMMM)	Compliance Verified
11 Organization and Administration	
11.1.1 Description of Organization (LE1) (MMMM)	Compliance Verified
11.3.1 Responsibility/Authority (LE1)	Compliance Verified
12 Direction	
12.1.1 CEO Authority and Responsibility (LE1)	Compliance Verified
12.1.2 Command Protocol (LE1)	Compliance Verified
16 Reserve Officer Program	
16.1.1 Reserve Officer Program Description (LE1)	Not Applicable by Function
16.1.2 Selection Criteria (LE1)	Not Applicable by Function
17 Fiscal Management and Agency Property	
17.5.2 Operational Readiness (LE1)	Compliance Verified
22 Personnel Management System	

Standards	Findings
22.1.3 Benefits Program (LE1)	Compliance Verified
22.2.2 General Health and Physical Fitness (LE1)	Compliance Verified
26 Disciplinary Procedures and Internal Investigations	
26.1.1 Code of Conduct (LE1)	Compliance Verified
26.1.4 Disciplinary System (LE1)	Compliance Verified
26.3.2 CEO, Notification (LE1)	Compliance Verified
31 Recruitment and Selection	
31.2.1 Recruitment Plan (LE1)	Compliance Verified
33 Training and Career Development	
33.1.6 Employee Training Record Maintenance (LE1)	Compliance Verified
33.4.2 Recruit Training Program (LE1)	Compliance Verified
34 Promotion	
34.1.1 Agency Role, Authority and Responsibility (LE1)	Compliance Verified
35 Performance Evaluation	
35.1.9 Personnel Early Intervention System* (LE1)	Compliance Verified
41 Patrol	
41.2.1 Responding Procedures (LE1)	Compliance Verified
41.3.5 Protective Vests (LE1)	Compliance Verified
41.3.6 Protective Vests/Pre-Planned, High Risk Situations (LE1)	Compliance Verified
42 Criminal Investigation	
42.1.3 Case File Management (LE1)	Compliance Verified
42.2.1 Preliminary Investigations Steps (LE1)	Compliance Verified
43 Vice, Drugs, and Organized Crime	
43.1.1 Complaint Management (LE1)	Compliance Verified
44 Juvenile Operations	
44.1.1 Juvenile Operations Policy (LE1)	Compliance Verified
46 Critical Incidents, Special Operations, and Homeland Security	
46.3.2 Hazmat Awareness (LE1)	Compliance Verified
61 Traffic	
61.1.3 Violator Procedures (LE1)	Compliance Verified
61.3.2 Direction/Control Procedures (LE1)	Compliance Verified
61.4.1 Motorist Assistance (LE1)	Compliance Verified

Standards	Findings
61.4.2 Hazardous Roadway Conditions (LE1)	Compliance Verified
70 Detainee Transportation	
70.1.2 Searching Transport Vehicles (LE1)	Compliance Verified
70.4.2 Rear Compartment Modifications (LE1)	Compliance Verified
71 Processing and Temporary Detention	
71.1.1 Designate Rooms or Areas (LE1)	Compliance Verified
71.3.1 Procedures (LE1)	Compliance Verified
72 Holding Facility	
72.1.1 Training User Personnel* (LE1)	Not Applicable by Function
73 Court Security	
73.3.1 Weapon Lockboxes (LE1)	Compliance Verified
73.5.12 Securing Weapons (LE1)	Not Applicable by Function
81 Communications	
81.2.1 24 Hour, Toll-Free Service (LE1)	Compliance Verified
81.2.2 Continuous, Two-Way Capability (LE1)	Compliance Verified
81.2.5 Access to Resources (LE1)	Compliance Verified
81.2.11 Misdirected Emergency Calls (LE1)	Compliance Verified
81.3.1 Communications Center Security (LE1)	Compliance Verified
82 Central Records	
82.1.1 Privacy and Security (LE1)	Compliance Verified
82.2.3 Case Numbering System (LE1)	Compliance Verified
83 Collection and Preservation of Evidence	
83.2.1 Guidelines and Procedures (LE1)	Compliance Verified
84 Property and Evidence Control	
84.1.2 Storage and Security (LE1)	Compliance Verified
84.1.6 Inspections and Reports* (LE1)	Compliance Verified

Response from Agency Regarding Findings:

CEO Feedback not provided.

YEAR 4 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Portia Swinson

On 1/13/2020, the Year 4 Remote Web-based Assessment of Salina (KS) Police Department was conducted. The review was conducted remotely and included 93 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.1.2 Code of Ethics* (LE1) (MMMM)	Compliance Verified
1.2.3 Compliance with Constitutional Requirements (LE1) (MMMM)	Compliance Verified
1.2.4 Search and Seizure (LE1) (MMMM)	Compliance Verified
1.2.9 Biased Policing* (LE1) (MMMM)	Compliance Verified
4 Use of Force	
4.1.1 Use of Reasonable Force (LE1) (MMMM)	Compliance Verified
4.1.2 Use of Deadly Force (LE1) (MMMM)	Compliance Verified
4.1.3 Warning Shots (LE1) (MMMM)	Compliance Verified
4.1.4 Use of Authorized Less Lethal Weapons (LE1) (MMMM)	Compliance Verified
4.1.5 Rendering Aid after a Use of Force Incident (LE1) (MMMM)	Compliance Verified
4.2.1 Reporting Uses of Force* (LE1) (MMMM)	Compliance Verified
4.2.2 Written Use of Force Reports and Administrative Review* (LE1) (MMMM)	Compliance Verified
4.2.3 Removal from Line of Duty Assignment (LE1) (MMMM)	Compliance Verified
4.2.4 Analyze Reports* (LE1) (MMMM)	Compliance Verified
4.3.1 Authorization: Weapons and Ammunition (LE1) (MMMM)	Compliance Verified
4.3.2 Demonstrating Proficiency with Weapons (LE1) (MMMM)	Compliance Verified
4.3.3 Annual/Biennial Proficiency Training* (LE1) (MMMM)	Compliance Verified
4.3.4 Prerequisite to Carrying Lethal/Less Lethal Weapons (LE1) (MMMM)	Compliance Verified
12 Direction	
12.2.2 Dissemination and Storage (LE1)	Compliance Verified
16 Reserve Officer Program	
16.1.4 Entry Level Training (LE1)	Not Applicable by Function
16.1.5 In-Service Training (LE1)	Not Applicable by Function
16.1.6 Use of Force Training and Firearms Proficiency (LE1)	Not Applicable by Function
22 Personnel Management System	

Standards	Findings
22.1.5 Victim Witness Services/Line of Duty Death (LE1)	Compliance Verified
22.1.9 Military Deployment and Reintegration (LE1)	Compliance Verified
22.2.5 Extra-Duty Employment (LE1)	Compliance Verified
26 Disciplinary Procedures and Internal Investigations	
26.2.1 Complaint Investigation (LE1)	Compliance Verified
26.2.2 Records, Maintenance and Security (LE1)	Compliance Verified
26.2.4 Complaint/Commendation Registering Procedures (LE1)	Compliance Verified
26.3.5 Statement of Allegations/Rights (LE1)	Compliance Verified
31 Recruitment and Selection	
31.2.1 Recruitment Plan (LE1)	Compliance Verified
<p>Notes: ISSUE: As a Tier One law enforcement agency, SPD is required to have a Recruitment Plan but is not required to complete an analysis of that plan. The review of this standard revealed the agency had two written directives, one for Recruitment and one for Equal Employment Opportunity Plan/Affirmative Action. Within the directives were two appendixes for the agency regarding an EEO Plan and AA Plan. These directives required an annual evaluation of the EEO Plan to include recruitment and a review every three years of the AA Plan. When discussing the annual evaluation of the EEO Plan and absence of written proofs staff indicated the evaluation was done informally on an annual basis. It appears the agency used the Recruitment Plan to meet the directive requirement for a review of the AA Plan; however, the objectives and strategies identified in the AA Plan were different from those outlined in the Recruitment Plan. There were no written proofs of compliance specific to the goals and objectives found in the AA Plan. The agency did conduct a three-year review of the Recruitment Plan; however, the objectives and strategies for the Recruitment Plan were not in alignment with those listed in the agency's EEO or AA Plans. Lastly, the plan objectives and strategies to achieve the objectives and tasks to be accomplished were lacking temporal measurements. ACTION TAKEN : The agency was provided information for writing an effective public safety recruitment plan from CALEA's website. SPD revised its Recruitment and Equal Employment Opportunity Plan/Affirmative Action policies into one policy directive, removing the appendix documents. The directive requirements for multiple reports were removed, requiring an annual evaluation of the department's recruitment and hiring activities by the Internal Affairs Commander in conjunction with the Chief of Police. The agency created a new Recruitment Plan that more specifically addressed bullets (a) and (c) providing measurable objectives and specific activities to accomplish these objectives.</p>	
31.4.1 Selection Process Described (LE1)	Compliance Verified
31.5.1 Background Investigations (LE1)	Compliance Verified

Standards	Findings
31.5.7 Emotional Stability/Psychological Fitness Examinations (LE1)	Compliance Verified
33 Training and Career Development	
33.1.5 Remedial Training (LE1)	Compliance Verified
33.1.6 Employee Training Record Maintenance (LE1)	Compliance Verified
33.4.1 Recruit Training Required (LE1)	Compliance Verified
33.4.2 Recruit Training Program (LE1)	Compliance Verified
33.4.3 Field Training Program (LE1)	Compliance Verified
33.5.1 Annual In-Service Training Program* (LE1)	Compliance Verified
33.5.3 Accreditation Training (LE1)	Compliance Verified
33.6.2 Tactical Team Training Program (LE1)	Compliance Verified
33.8.2 Skill Development Training Upon Promotion (LE1)	Compliance Verified
41 Patrol	
41.1.5 Police Service Canines (LE1)	Compliance Verified
41.2.3 Roadblocks and Forcible Stopping* (LE1)	Compliance Verified
41.2.4 Notification Procedures (LE1)	Compliance Verified
41.2.5 Missing Persons (LE1)	Compliance Verified
41.2.6 Missing Children (LE1)	Compliance Verified
41.2.7 Mental Health Issues* (LE1)	Compliance Verified
41.3.2 Equipment Specification/Replenishment (LE1)	Compliance Verified
41.3.8 In-Car Audio/Video/Body-Worn (LE1)	Compliance Verified
42 Criminal Investigation	
42.2.8 Interview Rooms (LE1)	Compliance Verified
43 Vice, Drugs, and Organized Crime	
43.1.5 Covert Operations (LE1)	Compliance Verified
44 Juvenile Operations	
44.2.1 Handling Offenders (LE1)	Compliance Verified
44.2.2 Procedures for Custody (LE1)	Compliance Verified
44.2.3 Custodial Interrogation and Interviews (LE1)	Compliance Verified
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.9 All Hazard Plan Training* (LE1)	Compliance Verified
46.3.2 Hazmat Awareness (LE1)	Compliance Verified
61 Traffic	

Standards	Findings
61.1.4 Informing The Violator (LE1)	Compliance Verified
61.1.10 DUI Procedures (LE1)	Compliance Verified
70 Detainee Transportation	
70.1.8 Notify Court of Security Risk (LE1)	Compliance Verified
71 Processing and Temporary Detention	
71.2.1 Training of Personnel* (LE1)	Compliance Verified
71.4.1 Physical Conditions (LE1)	Compliance Verified
72 Holding Facility	
72.1.1 Training User Personnel* (LE1)	Compliance Verified
72.4.1 Securing Weapons (LE1)	Not Applicable by Function
72.5.3 Sight and Sound Separation (LE1)	Not Applicable by Function
73 Court Security	
73.4.2 External Communications (LE1)	Compliance Verified
73.5.18 Designated Control Point (LE1)	Not Applicable by Function
81 Communications	
81.2.3 Recording Information (LE1)	Compliance Verified
81.2.7 Recording and Playback (LE1)	Compliance Verified
82 Central Records	
82.1.2 Juvenile Records (LE1)	Compliance Verified
82.2.1 Field Reporting System (LE1)	Compliance Verified
82.2.2 Reporting Requirements (LE1)	Compliance Verified
83 Collection and Preservation of Evidence	
83.1.1 24-Hour Availability (LE1)	Compliance Verified
83.2.1 Guidelines and Procedures (LE1)	Compliance Verified
83.2.4 Equipment and Supplies (LE1)	Compliance Verified
83.2.6 Report Preparation (LE1)	Compliance Verified
83.3.2 Evidence, Laboratory Submission (LE1)	Compliance Verified
84 Property and Evidence Control	
84.1.1 Evidence/Property Control System (LE1)	Compliance Verified
84.1.2 Storage and Security (LE1)	Compliance Verified
84.1.3 Temporary Security (LE1)	Compliance Verified
84.1.4 Security of Controlled Substances, Weapons for Training (LE1)	Compliance Verified

Standards	Findings
84.1.5 Records, Status of Property (LE1)	Compliance Verified
84.1.6 Inspections and Reports* (LE1)	Compliance Verified
91 Campus Law Enforcement	
91.1.1 Risk Assessment and Analysis* (LE1)	Not Applicable by Function
91.1.3 Campus Background Investigation (LE1)	Not Applicable by Function
91.1.4 Campus Security Escort Service (LE1)	Not Applicable by Function
91.1.5 Emergency Notification System (LE1)	Not Applicable by Function
91.1.6 Behavioral Threat Assessment (LE1)	Not Applicable by Function
91.1.7 Security Camera Responsibilities* (LE1)	Not Applicable by Function
91.1.8 Emergency Only Phones and Devices* (LE1)	Not Applicable by Function
91.1.9 Administrative Investigation Procedures (LE1)	Not Applicable by Function
91.2.1 Agency Role and Responsibilities (LE1)	Not Applicable by Function
91.3.1 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

8/4/2020

Planning and Methodology:

The Assessment Team visited the Salina, Kansas, Police Department from February 24 through February 26, 2020, to conduct a Tier One Site-Based Assessment Review. Before arriving at the Salina Police Department (SPD), Team Leader Brennan spoke with the agency's chief executive officer, Chief Brad Nelson and Accreditation Manager, Captain Paul Forrester, about the key issues affecting the agency and the areas of focus for the site-based assessment. The issues identified for this site-based assessment were:

- Use of Force Reporting
- Recruitment and Retention
- Property and Evidence
- Training

Prior to the site-based assessment, the Assessment Team reviewed all applicable standards for the identified areas of focus, as well as identifying key staff and community members to be interviewed by the assessors. There was one standards issue identified during this review, which the agency corrected before the team's arrival. During the site-based assessment, the assessment team conducted interviews with agency members, city and elected officials, and community members. The assessors attended roll calls and participated in patrol ride-alongs. This approach confirmed the Salina Police Department's commitment to providing quality professional law enforcement services to the Salina community.

Use of Force Reporting

Kansas State statutes and SPD policy provide clear and concise guidelines to officers on the use of force and lethal force in situations where the officer reasonably believes it is necessary to effect an arrest or defend the officer or a third party from bodily harm. The policy outlines the necessary Fourth Amendment and Constitutional Law considerations. The use of force policy provides a force continuum that establishes the level of response allowed when an officer is faced with resistance and requires officers to only use that degree of force reasonable under the circumstances to accomplish a legitimate law enforcement purpose. The agency's directive requires that force cease immediately upon accomplishment of the police objective and requires officers to render appropriate first aid as soon as it is practical and when it is safe to do so. The agency prohibits the use of warning shots, chokeholds, or neck restraints.

Any officer involved in a use of force incident, which results in death or serious physical injury, is immediately removed from line-duty assignment and placed on paid administrative leave status, pending an internal administrative review of the incident. A psychological debriefing is mandatory in situations where an officer discharges a firearm and a person is injured or killed, in cases where an officer is seriously injured from an assault or following a critical incident. The Chief of Police can request the Kansas Bureau of Investigation to investigate officer involved shootings.

SPD directives require a Use of Force Report (UFR) to be completed and submitted for review in circumstances where an officer takes action that results or is alleged to have resulted in injury or death, situations involving the application of physical force, the use of lethal or less-lethal weapons, use of a K-9, displaying a firearm at a person, discharging a firearm for other than training or recreational purposes, when a subject injures an officer, or when force is necessary to enter a secured building. Agency directives outline situations requiring supervisory notification and response, as well as conditions requiring notification of the chain-of-command. Supervisors are responsible for completing a UFR after obtaining the details of what transpired from the involved officer(s). The officer(s) are listed in the use of force report, and each officer must complete a supplemental report as to their actions and observations. Once the supervisor

completes the use of force report, it sent through the chain of command for review. The use of force review includes every command component, including Internal Affairs, to ensure the use of force complied with policy and to make recommendations relative to policy, training, and reporting procedures.

SPD conducts in-service training on the use of force annually. All officers must demonstrate annual proficiency with any approved weapon (lethal or non-lethal) the officer is authorized to carry before the agency allows them access or possession of the weapon. The agency offers an open monthly firearms range for officers. A department-approved and certified instructor must conduct proficiency training, which must be documented. SPD provides officers a full range of less-than-lethal tools, including Oleoresin Capsicum (OC), a baton, Conducted Electrical Weapon (Taser), and the ARWEN 37mm non-flexible impact projectile. The agency employs the Bodyguard Restraint System to prevent injuries to prisoners wishing to cause bodily harm to themselves or to the officers who are attempting to take them into custody. This device has also been successfully utilized in preventing violent prisoners from injuring officers, or damaging patrol vehicles and other department equipment. The department maintains a listing of all approved weapons and ammunition. Internal Affairs is responsible for completing an annual use of force report, which is submitted to the Chief of Police. This report reviews all use of force reports for the year indicating problems, patterns or trends identified, training needs, and any policy modifications needed to correct identified deficiencies.

During this assessment cycle, the agency had one (1) complaint filed alleging excessive force. SPD had four (4) K-9 deployments during this time. Each of these K-9 deployments complied with policy. SPD had two (2) officer-involved shootings in 2019 involving three officers. On February 5, 2019, a suspect committed an armed robbery of a vehicle. An officer observed the car and followed, waiting for back-up to arrive. The suspect drove in reverse, striking and disabling the officer's patrol vehicle. Saline County deputies located the vehicle and began pursuing it into the county. The suspect began firing at deputies, officers, and civilians in the area striking two Saline County Sheriff's vehicles. As the suspect drove past an SPD patrol sergeant, the suspect fired his handgun at the sergeant. The armed suspect crashed in a field, fired at SPD officers and began fleeing on foot. An SPD officer and a SCSO deputy fired at the suspect. He was struck twice by bullets and taken into custody.

On August 28, 2019, SPD officers responded to a stabbing. When officers arrived at the scene, they found a bloody crime scene. The officers began searching for a victim(s), witnesses, and the suspect. Two SPD officers encountered the suspect in the basement. The suspect was armed with a knife and came at the officers, who both responded to the threat with lethal force. The suspect succumbed to his injuries.

Standards Issues:

There were no standards issues identified in this area.

Suggestions

The site-based review noted that SPD has a clear and sound policy concerning the use of force, including those situations requiring a UFR. The intent of Standard 4.2.1, Reporting Uses of Force, is to provide the agency with a useful reporting mechanism to effectively review and analyze data to make decisions related to improving training, employee safety, and providing relevant data for the agency to use when addressing use of force issues within the community. Collecting data when an ECW is displayed, coupled with useful verbal commands, could be enough of a deterrent to gain compliance and provide more accurate data of how many times an ECW is displayed versus its actual use. These data points can be useful for training, policy development or when the public questions the agency's use of force. It was recommended the agency evaluate how the collection of this data might best be used to guide policy and training development in this area.

Recruitment and Retention

The Salina Police Department is a community of 46,716 citizens, with 84 sworn positions and 30 civilian positions authorized. The City of Salina is an Equal Employment Opportunity employer. The Internal Affairs Commander is responsible for the organization of recruitment and hiring efforts in conjunction with the city's Human Resources Department, as well as being accountable for the attainment of Equal Employment Opportunity (EEO) and Affirmative

Action (AA) objectives. The agency endeavors to hire the best candidate for employment while striving to have a department that reflects the diversity of the community.

The agency had a series of three-year Recruitment Plans in place that covered the period of July 13, 2015 through July 2018, a plan that included the period from 2018-2021, and a plan that covered August 23, 2019 through August 23, 2022. In addition to the Recruitment Plan, the agency has an EEO and Affirmative Action Plans with specific objectives and reporting requirements specific to recruitment and selection. Agency EEO directives require the Chief of Police to evaluate the EEO Plan in January of each year and requires an evaluation of the AA Plan every three-years.

The agency does not utilize a formally established Recruitment Team. Instead, it uses officers who have demonstrated interest in recruitment activities while striving to reflect the diversity of the community and the group being targeted. The agency includes female and minority officers on its recruitment team. The agency actively recruits from area military installations, colleges, and universities. The agency has a dedicated recruitment webpage that includes information on the department and community, and videos and testimonials involving a diverse selection of employees. The agency has made a specific effort to include the phrase "Women and Minorities Encouraged to Apply" in recruiting materials. A special recruitment effort, "SPD Women in Blue," began in 2017, to message women about the variety of opportunities available at SPD. The agency has utilized newspaper, radio, social media, and billboard postings to get their recruiting message out to the community. Lastly, the department uses a specially outfitted Shelby Mustang, acquired through a seizure, as a recruitment vehicle for community events, parades, and festivals.

The agency has identified a specific process for the selection of qualified individuals. The department conducts a thorough background process, as well as an emotional stability/psychological testing. The agency is committed to finding individuals who are a good fit for the department and community.

In 2018, the City of Salina commissioned a Recruitment and Retention Study of the department due to significant attrition. The study identified several factors relevant to the loss of officers during this time period. After the study was completed, Chief Nelson and his leadership team developed a plan to implement the recommendations made in this study. These recommendations include efforts to improve communication, steps to enhance the development of and opportunities for employees, enhancing supervisory consistency and effectiveness, agency review and recommendations for scheduling that improved the work/life balance for employees, and strategies to strengthen agency work processes. The agency's Command Staff is actively involved in addressing each of these areas through targeted outcomes and employee participation.

The agency offers annual incentive pay for law enforcement related degrees (Associate, Bachelor and Master's Degrees), salary differentials for shift work, obtaining Emergency Medical Technician certifications, or being certified as fluent in Spanish. The agency is currently fully staffed for the first time in several years.

Standards Issues:

31.2.1 – The agency has a recruitment plan for full-time sworn personnel outlining the steps to achieve the goals of an ethnic, racial, and gender workforce composition in approximate proportion to the available workforce in the agency's service community to include the following:

- (a) statement of objectives
- (b) plan of action designed to achieve the objectives identified in bullet a; and
- (c) Identify employees, inside or outside the agency, responsible for plan administration.

ISSUE – As a Tier One law enforcement agency, SPD is required to have a Recruitment Plan but is not required to complete an analysis of that plan. The review of this standard revealed the agency had two written directives, one for Recruitment and one for Equal Employment Opportunity Plan/Affirmative Action. Within the directives were two appendixes for the agency regarding an EEO Plan and AA Plan. These directives required an annual evaluation of the

EEO Plan to include recruitment and a review every three years of the AA Plan. When discussing the annual evaluation of the EEO Plan and absence of written proofs of an evaluation, staff indicated the evaluations were done informally on an annual basis.

It appears the agency used the Recruitment Plan to meet the directive requirement for a review of the AA Plan; however, the objectives and strategies identified in the AA Plan were different from those outlined in the Recruitment Plan. There were no written proofs of compliance specific to the goals and objectives found in the AA Plan. The agency did conduct a three-year review of the Recruitment Plan; however, the objectives and strategies for the Recruitment Plan were not in alignment with those listed in the agency's EEO or AA Plans. Lastly, the plan objectives and strategies to achieve the objectives and tasks to be accomplished were lacking temporal measurements that would provide helpful information to the agency CEO on the effectiveness of the agency's efforts.

ACTION TAKEN – The agency was provided information for writing an effective public safety recruitment plan from CALEA's website. SPD revised its Recruitment and Equal Employment Opportunity Plan/Affirmative Action directives into one policy document, removing the appendix references. The directive requirements for multiple reports were removed and now require an annual evaluation of the department's recruitment and hiring activities by the Internal Affairs Commander in conjunction with the Chief of Police. The agency created a new Recruitment Plan that more specifically addressed bullets (a) and (c) providing measurable objectives and specific activities to accomplish these objectives.

Suggestions

Interviews with community members and staff mentioned the positive changes to the department's culture that have occurred within the organization under Chief Nelson's leadership. The agency has developed a sound plan of action and objectives to address the areas identified in the Recruitment and Retention Study. The progress made towards successfully implementing these objectives is being tracked by the department and shared with line-level employees. The agency has a robust recruitment strategy, which is reflected in the number of women and minorities they have hired. The agency is very proud that women now comprise 14% of the sworn officer ranks.

Hiring so many new police officers creates challenges and opportunities for the organization. The agency recognizes the importance of creating the right organizational culture in order to retain these new hires, as well as identifying plans to provide mentoring, training, and growth opportunities for them. Succession Planning and leadership training will be needed as well, which the department has identified. Lastly, finding ways to promote employee wellness (mental, emotional and physical health) and resiliency will help in maintaining a good organizational culture and retaining good employees.

Property and Evidence

The SPD's Crime Scene/Evidence Unit is organizationally located within the Detective Division and under the supervision of Sergeant Mike Miller. There are three Crime Scene/Evidence Technicians assigned to this area, as well as a recently hired part-time technician assisting with the identifying property that can be released or lawfully destroyed. The Crime Scene/Evidence Technicians are responsible for processing significant or major crime scenes, as well as providing for the storage and safekeeping of all evidence and property. The technicians are on-call 24/7.

SPD uses three areas for the storage and safekeeping of evidence and property. The main storage facility is located on the first level of the agency, the basement storage facility is used to store items that are older or larger evidence items, and the outside area is utilized to store larger items, such as bicycles. The main evidence storage area is secured with a series of separate locks and an alarm system. This room is unique in that it occupies the agency's previous holding facility. The basement storage area is secured with a lock, alarm system, and video surveillance. The outside storage facility/bike locker has a chain-link fence around the perimeter topped with concertina wire, locked door/gate at the two entry points, and video surveillance to prevent unauthorized entry.

SPD conducts appropriate announced and unannounced inspections of property and evidence to ensure the security,

accuracy, and integrity of all property. Annual audits of property and evidence operations, by a team of persons not associated with the property room, have occurred as well. An audit of property and evidence occurred in 2019, when the property and evidence custodian (manager) voluntarily took another position within the unit.

The Crime Scene/Evidence Technicians utilize a separate area to process evidence. The technician's process approximately 115 video requests per month. The agency sends evidence that requires more specialized examination or processing to the Kansas Bureau of Investigation.

Agency written directives require that all items of evidence be documented in the officer's report and listed separately on an Evidence Custody Receipt. Officers are responsible for properly marking evidence and entering the evidence into the ALARMS barcode property tracking database. A barcode sticker is then affixed to the item. Written directives require officers to submit property/evidence as soon as possible and at the end of their tour of duty for the day. Temporary lockers are located outside of the main storage area, in the garage, and the secure area occupied by the Drug Task Force. Storage refrigerators and a drying rack for evidence are located in the garage and are secured with a key lock. When items are placed in these areas, the container is locked by the officer, and the key removed and placed in a specific locker accessible only by the property technician.

SPD guidelines allow for exceptional circumstances when booking property or evidence, such as an officer's safety being compromised by the property or evidence. These exceptional circumstances require the approval of a supervisor. In these cases, the items are stored in a temporary locker. The key is secured by a supervisor and notification made to the Evidence Unit and appropriate chain-of-command providing a detailed list and description of the property and its location.

SPD's written directives provide direction on booking sensitive items such as currency, weapons, and drugs, which require increased security measures. Money and jewelry are separately secured in a locked safe. Drugs and guns are secured in separate cell wings of the property and evidence facility, e.g., the old holding facility. In 2019, during its mock assessment, the agency discovered that its K-9 officers were retaining drugs obtained from the property unit for K-9 training purposes longer than allowed by policy. The agency took immediate proactive steps to remedy this situation by updating its K-9 Narcotic Protocols. These new requirements were published in PowerDMS and sent out to affected personnel for review and acknowledgment.

When property or evidence is authorized for disposal, attempts are made to identify and contact the property owner before disposal at their last known address. If the owner does not respond, the property is considered forfeited and disposed of appropriately.

Standards Issues:

There were no standards issues noted in this area.

Suggestions

SPD has taken proactive steps to address the critical issue of property and evidence storage. The agency has hired a part-time technician to assist with the proper disposition of property and evidence, particularly non-criminal cases.

Interviews with staff indicated that efforts to reach a compromise on the direction given by the County Attorney regarding the storage of property and evidence have been unsuccessful to date. In the next year, there will be a new County Attorney, and the agency is hopeful it can work with the new County Attorney on a more reasonable policy regarding the disposition of property and evidence in criminal cases. The agency is considering a new practice to establish a dollar threshold for bicycles that are considered found property. The agency believes this new practice will alleviate the numerous bikes they have, as well as bicycle parts, stored at its facility. SPD is changing its practices on holding prisoner property from sixty (60) days to thirty (30) days. The unit is now fully staffed and has a dedicated part-time position to assist in the proper disposition of evidence and property. SPD staff did not feel that another facility for the storage of property and evidence would be beneficial at this time. The steps being taken by the agency

are appropriate and reasonable for the near term.

Training

The agency places a high priority on ensuring its personnel have current, progressive, and professional training. Training includes a 14-week basic POST certification program through the Kansas Law Enforcement Training Center (KLETC), in-service refresher, specialized, and promotional training. Upon successful completion of KLETC, each officer participates in a post-academy training program that covers training on their equipment, weapons, and body-worn cameras before participating in a comprehensive and practical-based 15-week field training program. SPD uses Agency 360, an internet-based application, to track field training using a smartphone or computer.

The Kansas Commission on Peace Officer Standards and Training (KS CPOST) requires officers to complete forty (40) hours of mandated in-service training annually. The agency offers a variety of internal training programs and has detailed lesson plans supporting each course, including firearms qualifications and training on all forms of non-lethal devices. Annual in-service training is required for all sworn personnel, including ethics, use of force, bias-based policing, mental health issues, all-hazards and ICS, hazardous materials, and legal updates. The agency discontinued its practice of allowing roadblocks and continues to provide training on the use of stop sticks. External training programs that focus on specialized topics and promotional training are also available. The agency provides job-related training, including training for newly promoted personnel through the KS CPOST. SPD assists employees in planning their career development through the utilization of formal schooling opportunities and law enforcement related training courses to improve their skills, knowledge, and abilities.

Officers can complete requests for continued education at KLETC and must document how the training will benefit the department. Officers are required to provide information learned upon completion of the training. Specialized training is required for K-9 officers and members of the agency's tactical team. SPD written directives offer guidance for officers in need of remedial training. New officers who require remedial training during the field training process are put on an improvement plan and given two (2) weeks to show improvement. Remedial training for current officers is most often noticed by the patrol sergeant, who would then report it to the Captain, and the agency looks for appropriate training to resolve the training deficiency. All agency training records are logged into an in-house training system after a certificate is received to duly document training attended.

The agency is in the final stages of building a state-of-the art training facility in 2020. The facility will feature ten 25' bays on the range to shoot handguns, a use of force simulator room, a 47-seat theater/lecture room, a 3-car bay to utilize their vehicles during training exercises, a gas house to test gas masks, and a SWAT locker room. The facility will be a state of the art facility and will provide an opportunity for the agency to increase relevant law enforcement training for its members and law enforcement in the region.

Standards Issues:

There were no standards issues noted in this area.

Suggestions

Training has been a high priority and major focus for SPD, particularly in providing training to the new officers hired by the department during this assessment cycle. The site-based assessment team found that the agency has a sound training program and recognizes the importance of training when it comes to the development and retention of employees. It is critical that the agency continue to focus on developing the knowledge, skills and abilities of these employees, including opportunities that enhance career and leadership development.

The site-based assessment team was impressed with the foresight and planning that has gone into the new training facility, including the desire to share this facility with other regional law enforcement agencies. This facility will enhance the types and level of training available to all employees.

Summary:

Number of Interviews Conducted: 28

Assessors' Names: Daniel Brennan and Megan Freeman

Site-Based Assessment Start Date: 02/24/2020

Site-Based Assessment End Date: 02/26/2020

Mandatory (M) Compliance	160
Other-Than-Mandatory (O) Compliance	0
Standards Issues	1
Waiver	0
(O) Elect 20%	0
Not Applicable	21
Total:	181

Percentage of applicable other-than-mandatory standards:

0 %

COMMUNITY FEEDBACK AND REVIEW

Public Information Session

The public information session was held at the City/County Building, Room #107, located at 300 W. Ash Street, on Tuesday, February 25, at 6:00 p.m.

There was one citizen who attended and provided comments during the session. There were several department staff members, including Chief Nelson and Deputy Chief Morgan in attendance. The citizen has a 12-year old grandson who is 6' tall, weighs over 200 pounds, and has autism. The citizen stated that members of SPD have responded to over twenty (20) calls for service involving his grandson in the past two (2) years. He noted the police officers who have responded have done an exceptional job in de-escalating his grandson, including situations where he was armed with a knife or had assaulted his babysitter. He commended the agency for their emphasis on crisis communication and de-escalation skills training as critical factors in these encounters being resolved safely. He also praised the agency's School Resource Officers.

Telephone Contacts

On Tuesday, February 25, 2020, between the hours of 2:00 p.m. and 4:00 p.m., the agency provided the public, other law enforcement agencies, and agency personnel the opportunity to call the site-based assessment team and provide comments. A dedicated phone line was tested and utilized for this session.

A total of three phone calls were received, two (2) calls from representatives of surrounding law enforcement agencies and one (1) call from a resident. The law enforcement representatives spoke to the agency's commitment to being accredited, the strong partnership the agency has had with other law enforcement agencies in the Kansas Law Enforcement Accreditation Coalition (KLEAC), and the agency's willingness to share information on its policies and accreditation matters.

The resident expressed that the agency goes above and beyond in providing services, and she is very proud of the agency. She did express concerns about receiving a parking ticket earlier this year. Her concern was that seniors might not be able to afford the fine amount. She didn't want this incident to overshadow all the good the department does in the community.

Correspondence

The Site-Based Assessment Team received no letters of correspondence.

Media Interest

The Assessment Team received no media inquiries. KSAL, a local radio station, advertised the public call-in session and public hearing on their website.

Public Information Material

The agency provided public notice of the site-based assessment visit and public information session via several outlets. Copies of the public announcement were posted throughout the community, including the Police Department, the Salina City-County Building, the City of Salina Museum, the Salina Chamber of Commerce, the Salina Fieldhouse, the Public Library, the Regional Health Center, and at Kansas Wesleyan University. The agency posted the meeting notice on its Facebook page as well.

A press release outlining the details of the telephone session, public information hearing, directions on submitting

comments directly to CALEA, and other information regarding the assessment was provided to local newspapers, radio, and television stations.

Community Outreach Contacts

Mike Hippock, Mayor

Dr. Trent Davis, City Commissioner

Shelby Strickland, Big Brothers/Sister

Carolyn Peterson, Bank of Tescott and the PD Excellence Fund

Bridget Weiser, Representative from the Law Enforcement Advisory Board and Kansas Wesleyan University

Larry Pankratz, Development Director from Salina Tech

John Huseman, Senior Pastor from The Ark Church

Leah Dykas, a Citizen's Police Academy graduate

Todd Welsh, Realtor from Salina Homes

Leslie Eikleberry, Eagle Communications

Jeff Garretson, KSAL Radio

Natalie Fischer, Human Resources

Angela Fuller, Police Support Supervisor

Jessica Patterson, Crime Scene/Evidence Technician

Elizabeth Neises, Crime Scene/Evidence Technician

Michael Sweeney, Crime Scene/Evidence Technician

Taylor Bergmann, Crime Scene/Evidence Technician

Officer Carlos Londono, SWAT Team Leader, K-9 Handler, And Defensive Tactics Instructor

Officer Mike "Austin" Baker, SWAT Officer, K-9 Handler

Officer Kevin Reay, Field Training Officer

Officer Makaila Todd, Patrol

Detective Greg Jones, Detectives Division

Sergeant Mike Miller, Property & Evidence and Drug Task Force Supervisor

Sergeant Kyle Tonniges, Patrol Supervisor, SWAT Team Leader, bike patrol, and OC and SWAT Chemical Munitions Instructor

Sergeant Sarah Cox, Training

Lieutenant Jim Feldman, Internal Affairs

Captain Bill Cox, Patrol Captain, Use of Force review, Pursuit review

Deputy Chief Sean Morton

There was one consistent message communicated throughout the site-based interviews. Elected officials and community members highlighted the positive culture change that has occurred within the agency under Chief Nelson, as well as the agency's commitment in its recruitment efforts. Community members were impressed with the agency's professionalism, commitment to service, and outreach to the community and stakeholders. They commended the agency for its proactive strategies and best practices to address the issues associated with crime, traffic, and quality of life.

Mayor Hippock spoke highly of the department, its relationship with the community, and its engagement with the community through programs like the Polar Plunge, the Special Olympics Torch Run, Fishing with a Cop, and Coffee with a Cop. He noted that the agency had responded proactively in addressing homelessness issues in the downtown area of the city. City Commissioner Davis expressed his belief that SPD was a top-tier law enforcement agency. He spoke highly of the agency's outreach to the community, recruitment efforts, and the new training facility for the agency. Members of the media noted the agency does a really good job of communicating about issues facing the community, as well as bringing a human element to policing.

Other community members spoke about SPD's relationship with Big Brothers Big Sisters through their Bigs in Blue Program, the visibility that Chief Nelson and his officers have in the community, and his involvement with non-profit agencies throughout the community. Several people mentioned the department's efforts in providing a Citizen's Police

Academy to provide citizens with an understanding of the law enforcement function; the Law Enforcement Advisory Board consisting of citizens and stakeholders who provide perspective to the Police Chief on relevant topics or issues; and the creation of the Excellence Fund as a mechanism to provide additional fundraising efforts for needed equipment and training. The agency enjoys a positive relationship with Kansas Wesleyan University and Salina Tech.

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

STATISTICS AND DATA TABLES

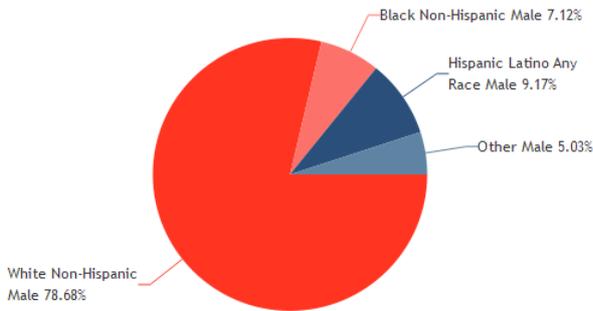
Overview

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

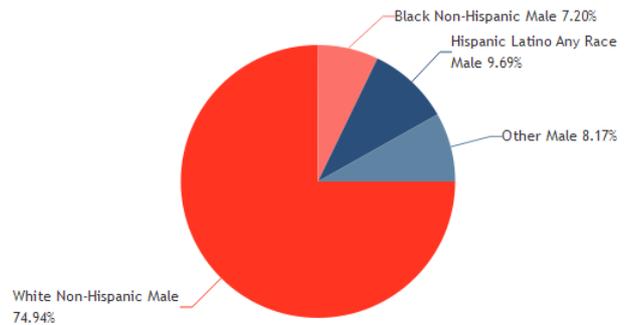
Traffic Warnings & Citations - Reaccreditation Year 1

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	2033	2072	4105
Black Non-Hispanic Male	184	199	383
Hispanic Latino Any Race Male	237	268	505
Other Male	130	226	356
White Non-Hispanic Female	1574	1786	3360
Black Non-Hispanic Female	80	89	169
Hispanic Latino Any Race Female	114	162	276
Other Female	80	99	179
TOTAL	4432	4901	9333

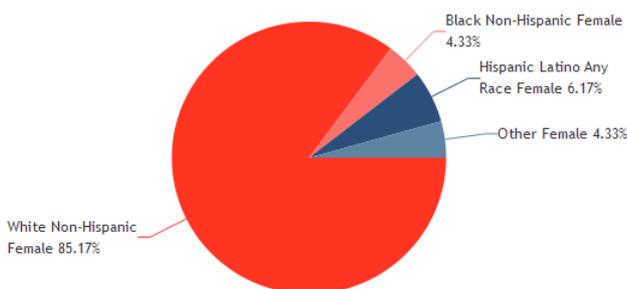
Male Warnings



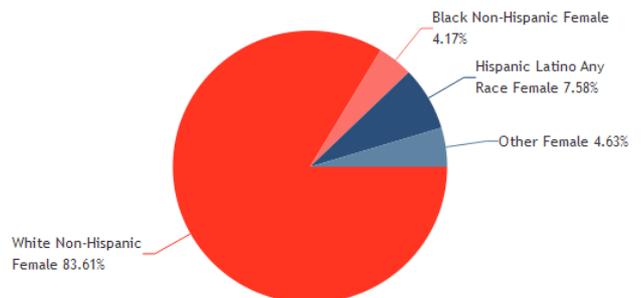
Male Citations



Female Warnings



Female Citations



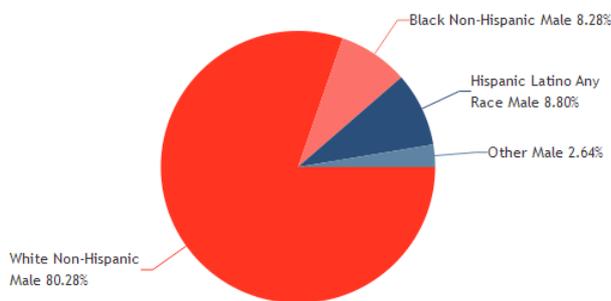
Legend

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

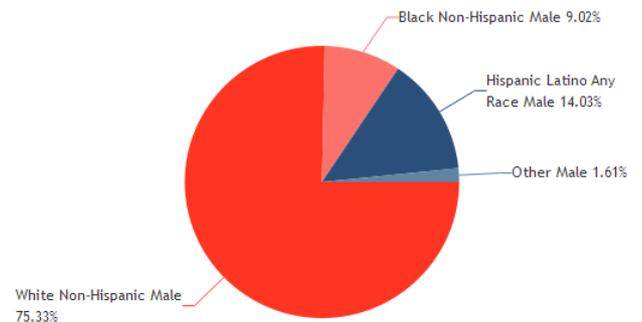
Traffic Warnings & Citations - Reaccreditation Year 2

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	2617	2379	4996
Black Non-Hispanic Male	270	285	555
Hispanic Latino Any Race Male	287	443	730
Other Male	86	51	137
White Non-Hispanic Female	2036	1896	3932
Black Non-Hispanic Female	108	126	234
Hispanic Latino Any Race Female	165	256	421
Other Female	45	43	88
TOTAL	5614	5479	11093

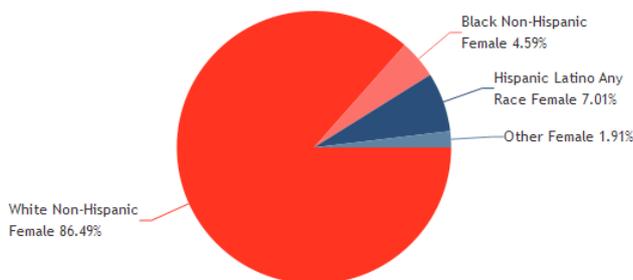
Male Warnings



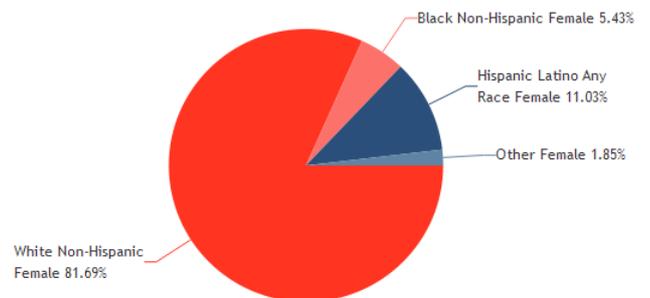
Male Citations



Female Warnings



Female Citations



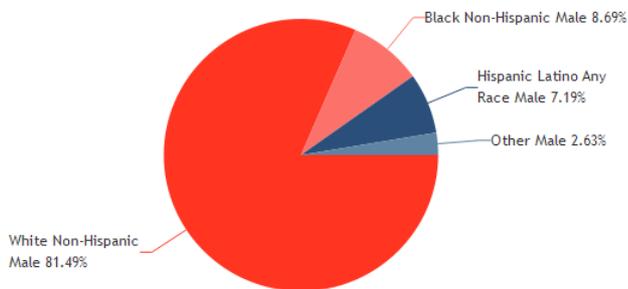
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White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

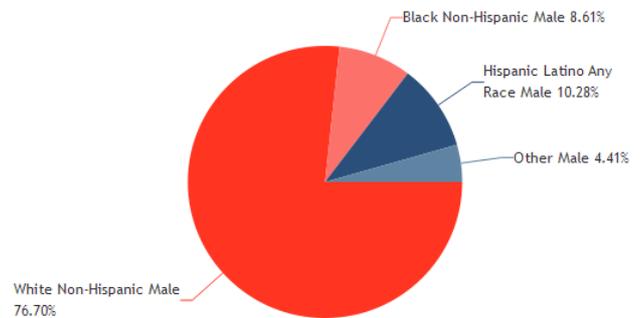
Traffic Warnings & Citations - Reaccreditation Year 3

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	1950	1932	3882
Black Non-Hispanic Male	208	217	425
Hispanic Latino Any Race Male	172	259	431
Other Male	63	111	174
White Non-Hispanic Female	1421	1579	3000
Black Non-Hispanic Female	84	104	188
Hispanic Latino Any Race Female	146	186	332
Other Female	50	71	121
TOTAL	4094	4459	8553

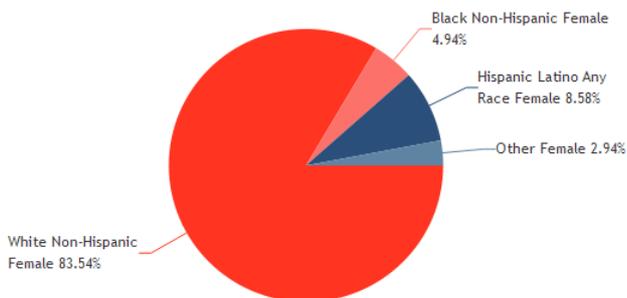
Male Warnings



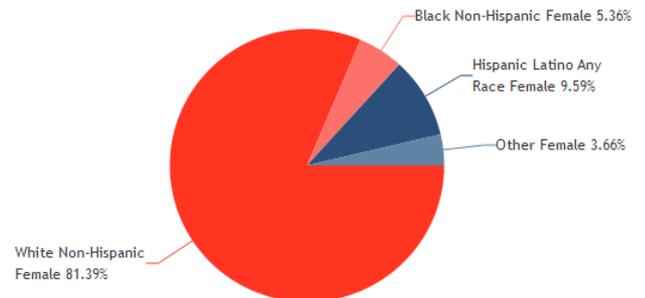
Male Citations



Female Warnings



Female Citations



Legend

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

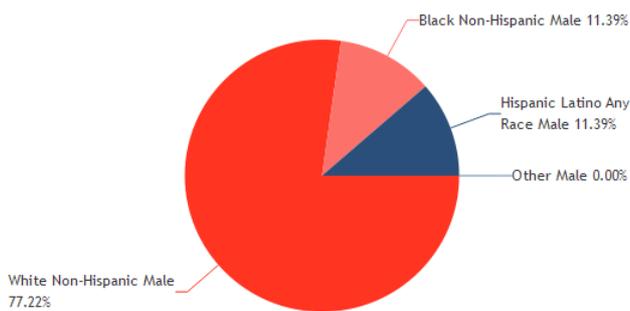
Traffic Warnings & Citations - Reaccreditation Year 4

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	61	2163	2224
Black Non-Hispanic Male	9	329	338
Hispanic Latino Any Race Male	9	290	299
Other Male	0	58	58
White Non-Hispanic Female	33	1693	1726
Black Non-Hispanic Female	2	108	110
Hispanic Latino Any Race Female	3	208	211
Other Female	1	56	57
TOTAL	118	4905	5023

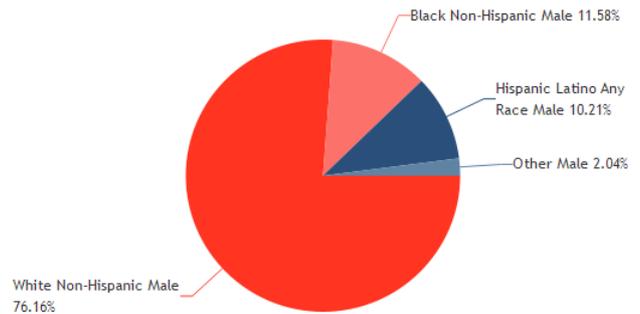
Reaccreditation Year 4 Notes:

There does not appear to be any discriminatory factors related to citations issued.

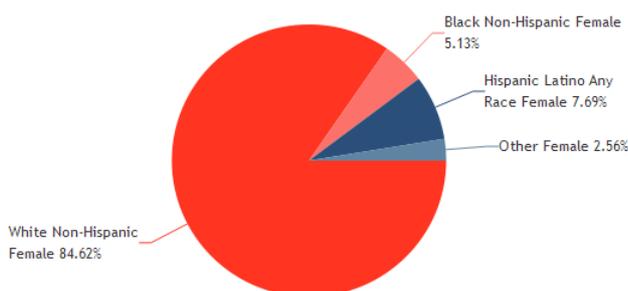
Male Warnings



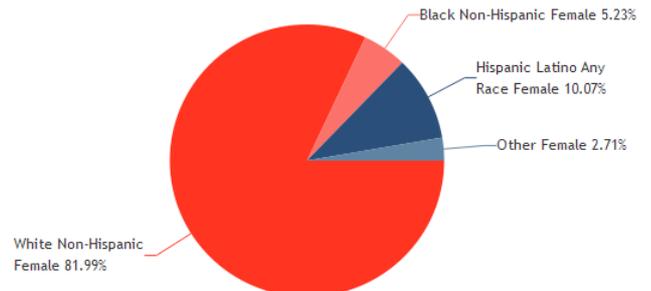
Male Citations



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	0	0	0	0
Field Contacts	0	0	2	1
Asset Forfeiture	0	0	0	0

Reaccreditation Year 3 Notes:

Both complaints were unfounded after IA investigation.

Reaccreditation Year 4 Notes:

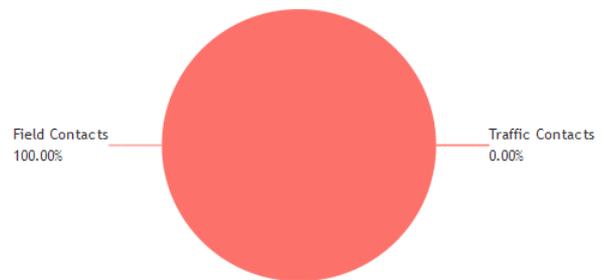
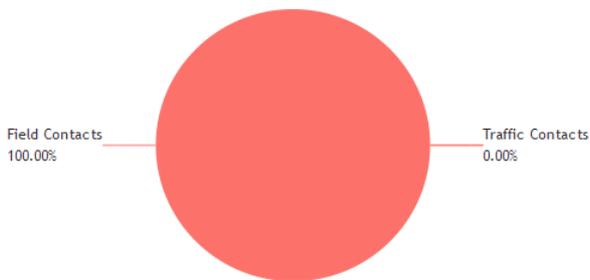
The one incident listed was investigated by the Internal Affairs Commander and unfounded.

Complaints

Complaints

Complaints

Complaints



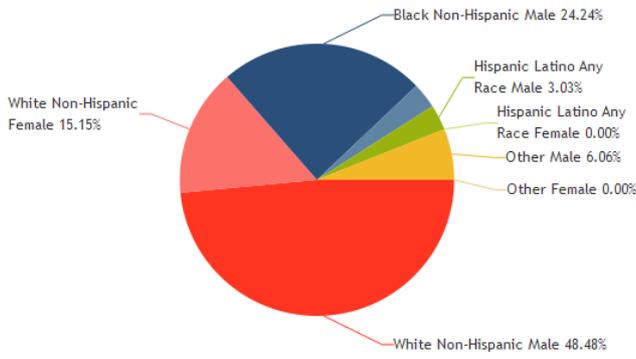
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Traffic Contacts	
Field Contacts	
Asset Forfeiture	

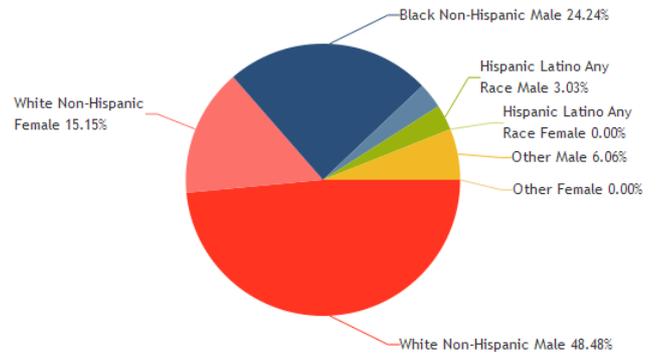
Use Of Force - Reaccreditation Year 1

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									99
Discharge	0	0	0	0	0	0	0	0	0
Display Only	48	15	24	3	3	0	6	0	99
ECW									6
Discharge Only	4	1	1	0	0	0	0	0	6
Display Only	0	0	0	0	0	0	0	0	0
Baton	0	0	0	0	0	0	0	0	0
Chemical/OC	1	0	0	0	0	0	0	0	1
Weaponless	81	17	11	3	7	1	0	0	120
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	134	33	37	6	10	1	6	0	227
Total Number of Incidents Resulting In Officer Injury or Death	15	2	0	0	0	0	0	0	17
Total Use of Force Arrests	105	16	24	3	7	1	3	0	159
Total Number of Suspects Receiving Non-Fatal Injuries	35	5	5	1	2	0	0	0	48
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	1316	550	270	54	27	16	13	5	2251
Total Use of Force Complaints	0	0	0	0	0	0	0	0	0

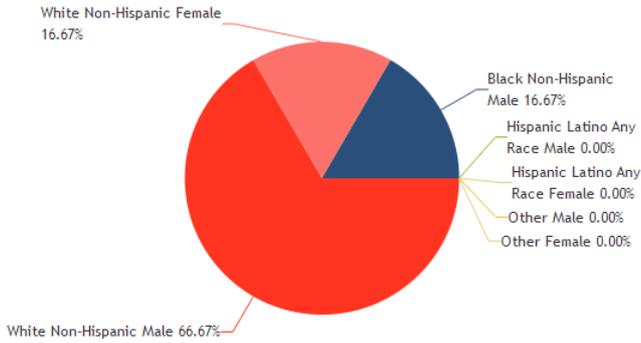
Total Firearm



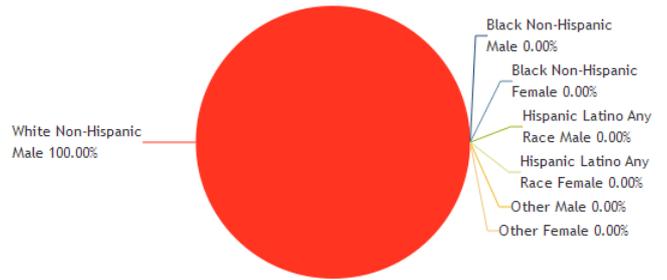
Firearm Display



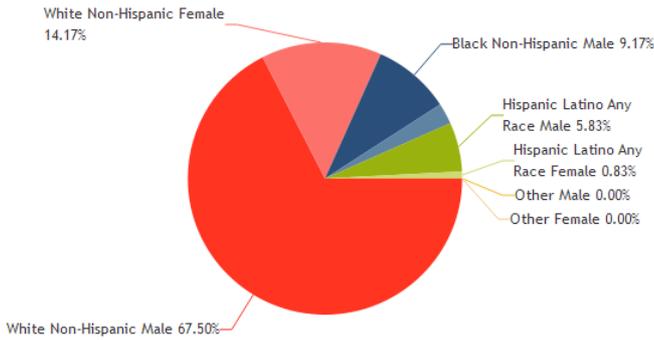
ECW Discharge



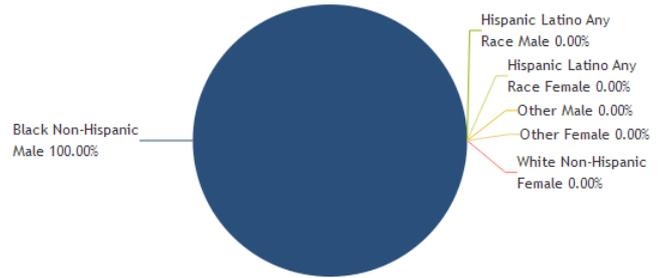
Chemical/OC



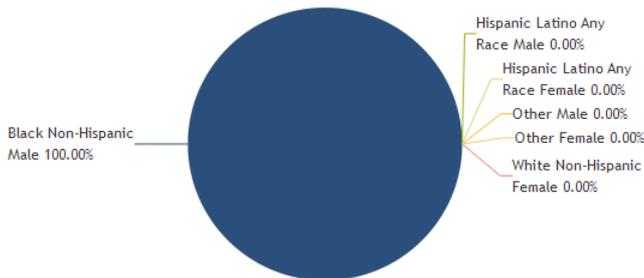
Weaponless



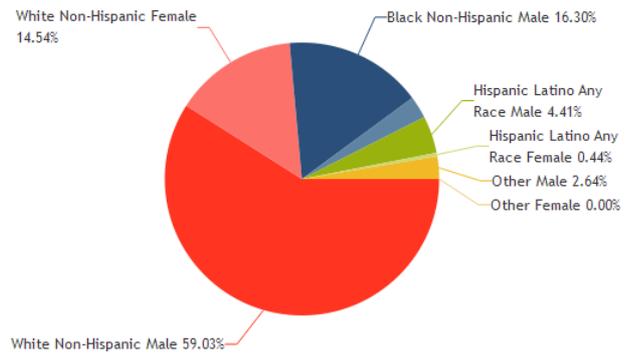
Total Canine



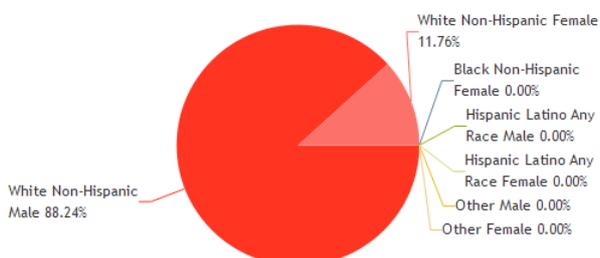
Canine: Release and Bite



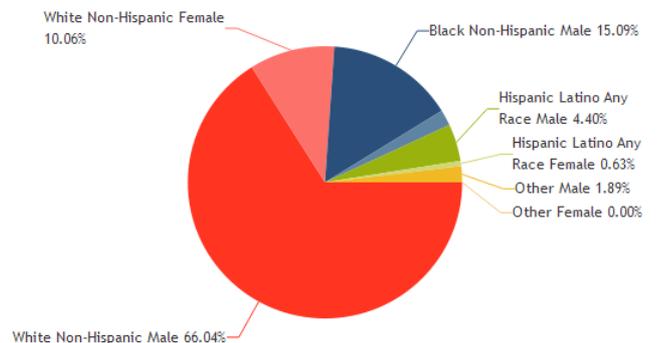
Total Uses of Force



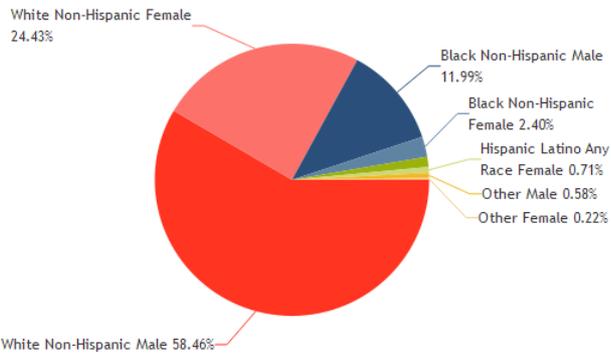
Total Number of Incidents Resulting in Officer Injury or Death



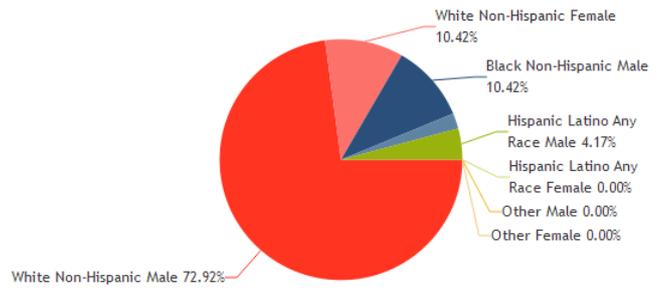
Total Use of Force Arrests



Total Agency Custodial Arrests



Total Number of Suspects Receiving Non-Fatal Injuries



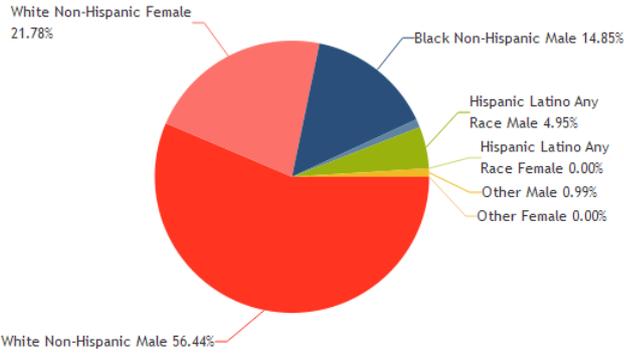
Legend

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

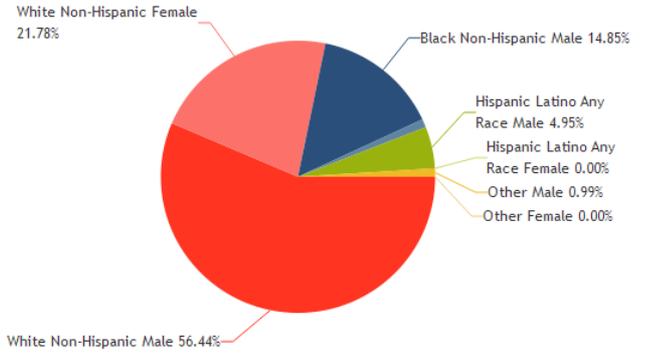
Use Of Force - Reaccreditation Year 2

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									101
Discharge	0	0	0	0	0	0	0	0	0
Display Only	57	22	15	1	5	0	1	0	101
ECW									9
Discharge Only	5	0	2	0	0	1	1	0	9
Display Only	0	0	0	0	0	0	0	0	0
Baton	0	1	1	1	0	0	0	0	3
Chemical/OC	4	2	0	0	0	0	0	0	6
Weaponless	53	28	14	3	8	0	2	1	109
Canine									1
Release Only	0	0	0	0	0	0	0	0	0
Release and Bite	1	0	0	0	0	0	0	0	1
Total Uses of Force	120	53	32	5	13	1	4	1	229
Total Number of Incidents Resulting In Officer Injury or Death	6	4	2	0	0	0	0	0	12
Total Use of Force Arrests	87	36	23	5	11	3	4	0	169
Total Number of Suspects Receiving Non-Fatal Injuries	33	7	7	0	0	2	1	0	50
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	1254	621	276	43	0	0	36	12	2242
Total Use of Force Complaints	1	0	0	0	0	0	0	0	1

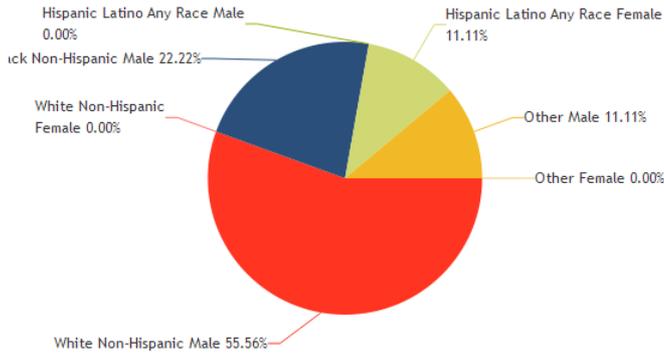
Total Firearm



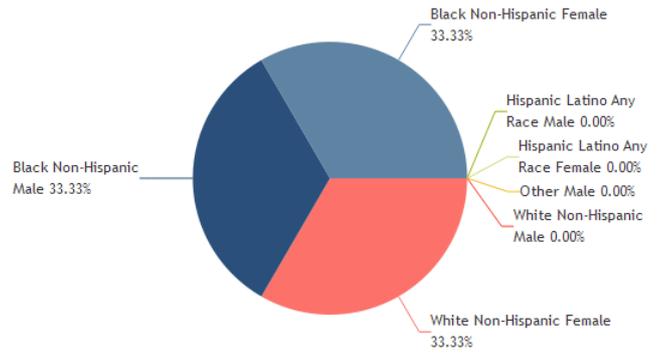
Firearm Display



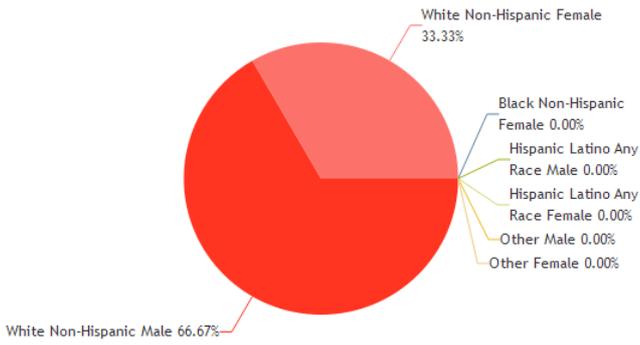
ECW Discharge



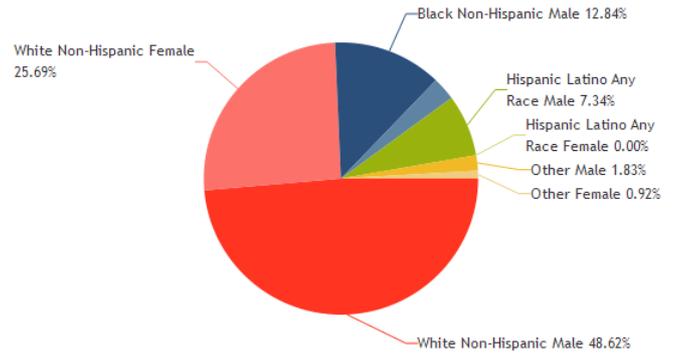
Baton



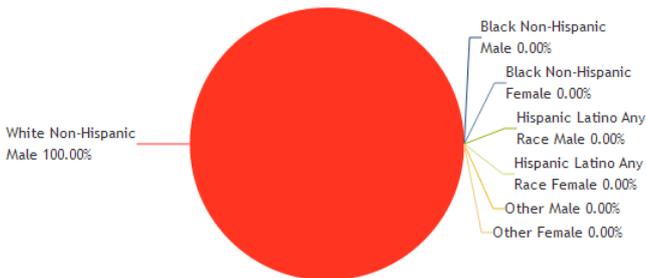
Chemical/OC



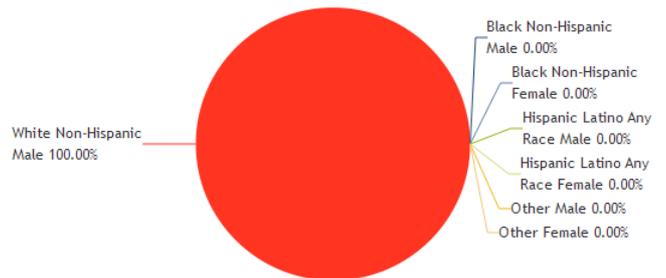
Weaponless



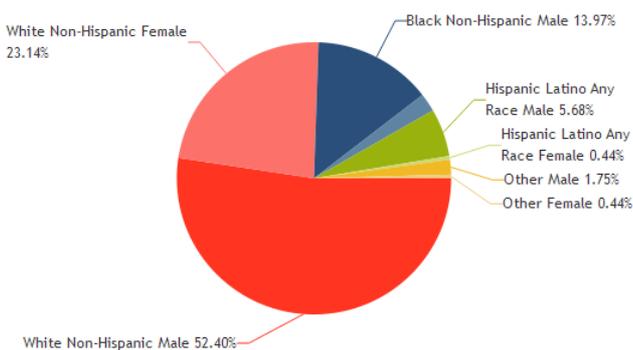
Total Canine



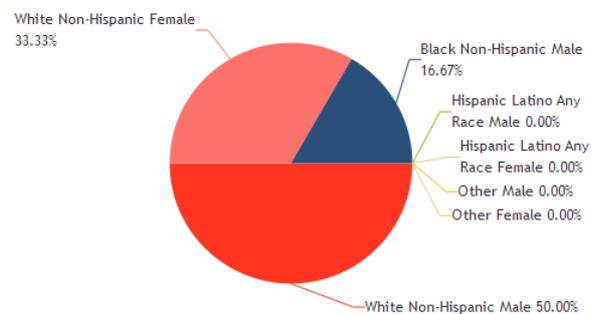
Canine: Release and Bite



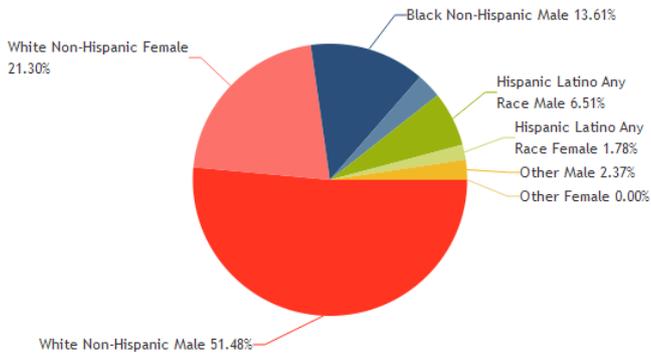
Total Uses of Force



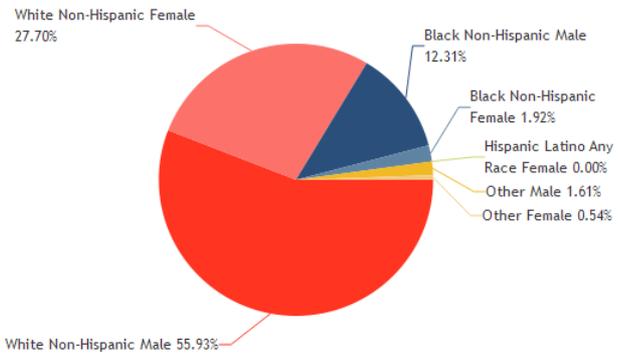
Total Number of Incidents Resulting in Officer Injury or Death



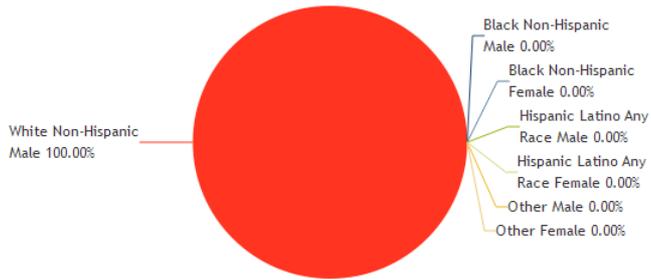
Total Use of Force Arrests



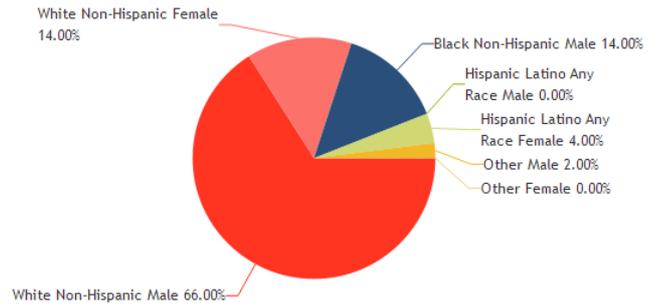
Total Agency Custodial Arrests



Total Use of Force Complaints



Total Number of Suspects Receiving Non-Fatal Injuries



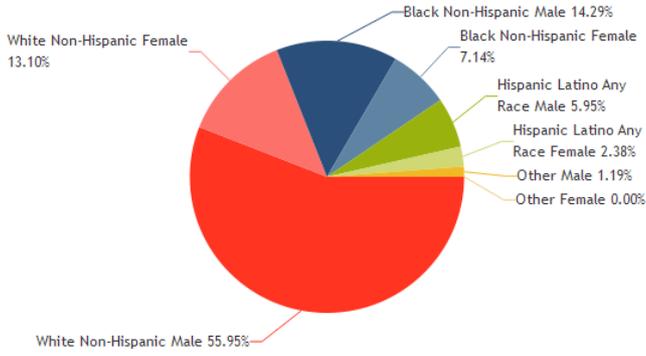
Legend

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

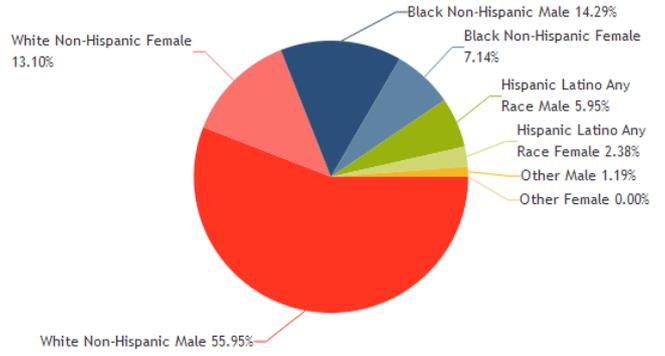
Use Of Force - Reaccreditation Year 3

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									84
Discharge	0	0	0	0	0	0	0	0	0
Display Only	47	11	12	6	5	2	1	0	84
ECW									10
Discharge Only	9	0	1	0	0	0	0	0	10
Display Only	0	0	0	0	0	0	0	0	0
Baton	1	0	0	0	0	0	0	0	1
Chemical/OC	2	1	0	0	0	0	0	0	3
Weaponless	45	13	8	5	5	0	1	0	77
Canine									1
Release Only	0	0	0	0	0	0	0	0	0
Release and Bite	0	0	0	0	1	0	0	0	1
Total Uses of Force	104	25	21	11	11	2	2	0	176
Total Number of Incidents Resulting In Officer Injury or Death	23	3	0	0	2	0	0	0	28
Total Use of Force Arrests	74	21	18	4	11	6	2	0	136
Total Number of Suspects Receiving Non-Fatal Injuries	27	4	4	1	3	0	0	0	39
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	1062	548	271	72	164	50	43	16	2226
Total Use of Force Complaints	0	0	0	0	0	0	0	0	0

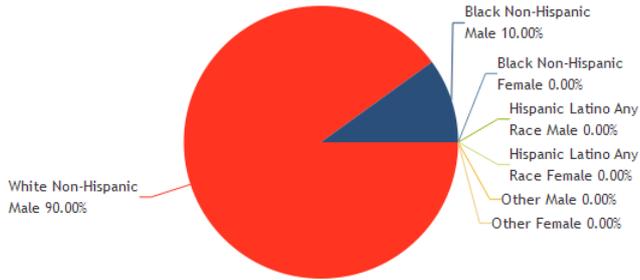
Total Firearm



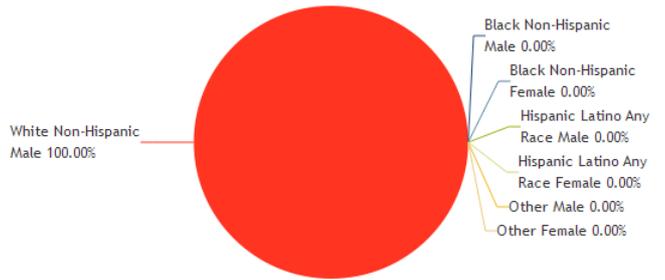
Firearm Display



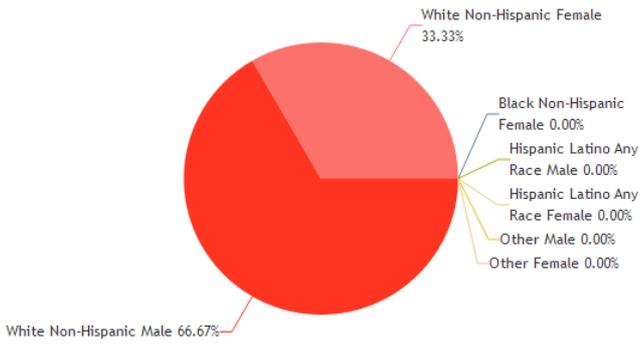
ECW Discharge



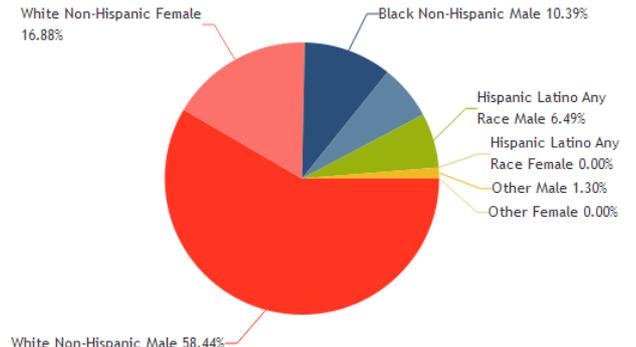
Baton



Chemical/OC



Weaponless



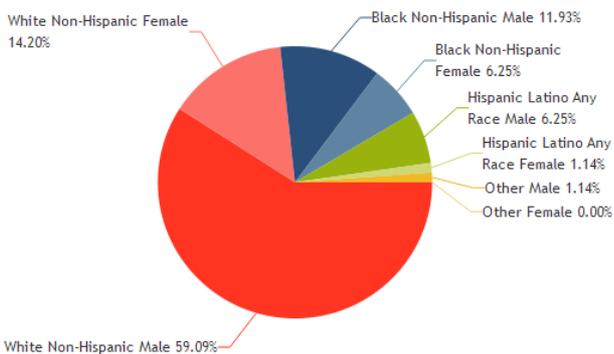
Total Canine



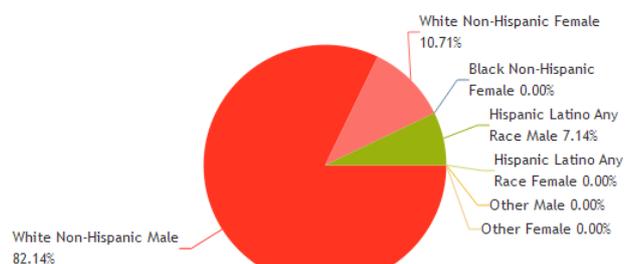
Canine: Release and Bite



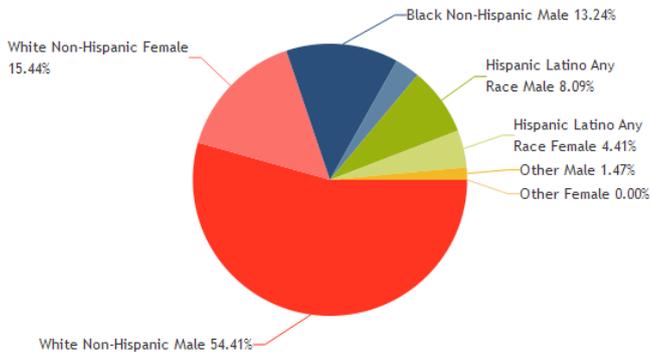
Total Uses of Force



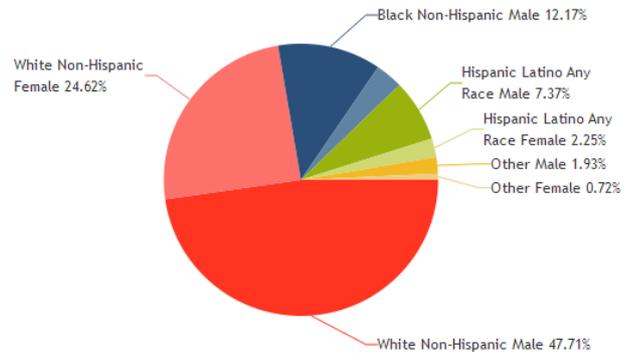
Total Number of Incidents Resulting in Officer Injury or Death



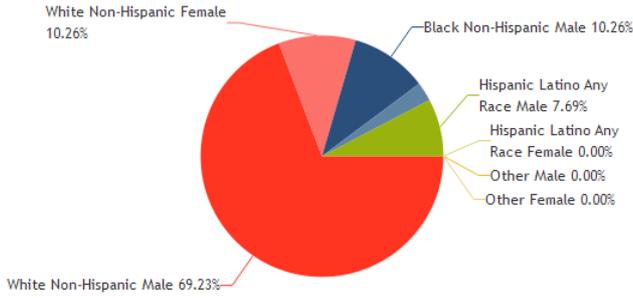
Total Use of Force Arrests



Total Agency Custodial Arrests



Total Number of Suspects Receiving Non-Fatal Injuries



Legend

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

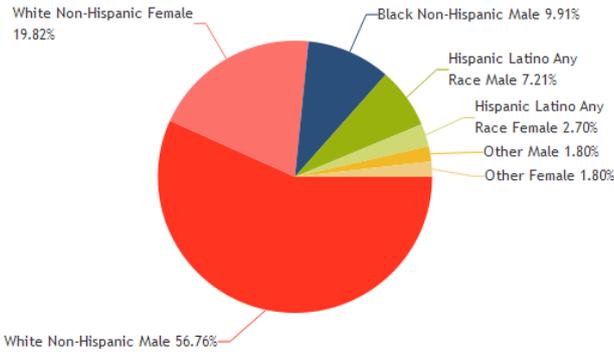
Use Of Force - Reaccreditation Year 4

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									111
Discharge	2	0	0	0	0	0	0	0	2
Display Only	61	22	11	0	8	3	2	2	109
ECW									11
Discharge Only	8	1	1	1	0	0	0	0	11
Display Only	0	0	0	0	0	0	0	0	0
Baton	1	0	0	0	0	1	0	0	2
Chemical/OC	2	0	0	0	0	0	0	0	2
Weaponless	55	21	11	2	4	3	0	1	97
Canine									2
Release Only	0	0	0	0	0	0	0	0	0
Release and Bite	1	0	0	0	0	1	0	0	2
Total Uses of Force	130	44	23	3	12	8	2	3	225
Total Number of Incidents Resulting In Officer Injury or Death	19	1	0	0	1	0	0	0	21
Total Use of Force Arrests	105	25	21	3	4	4	2	3	167
Total Number of Suspects Receiving Non-Fatal Injuries	32	2	3	1	1	1	0	0	40
Total Number of Suspects Receiving Fatal Injuries	1	0	0	0	0	0	0	0	1
Total Agency Custodial Arrests	1119	543	288	64	149	52	39	23	2277
Total Use of Force Complaints	1	3	0	0	0	0	0	0	4

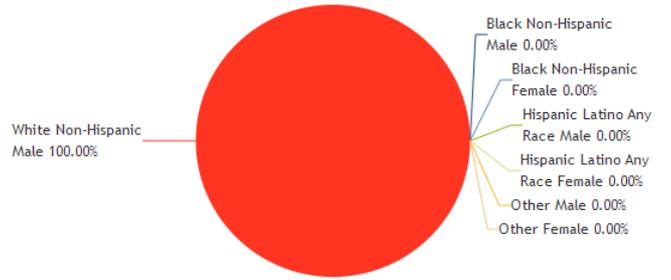
Reaccreditation Year 4 Notes:

Use of Force continues to be in accordance with department policy.

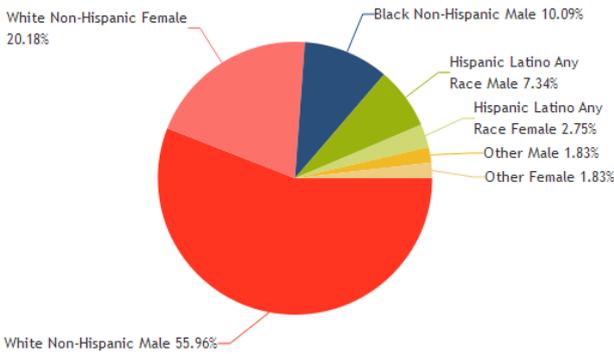
Total Firearm



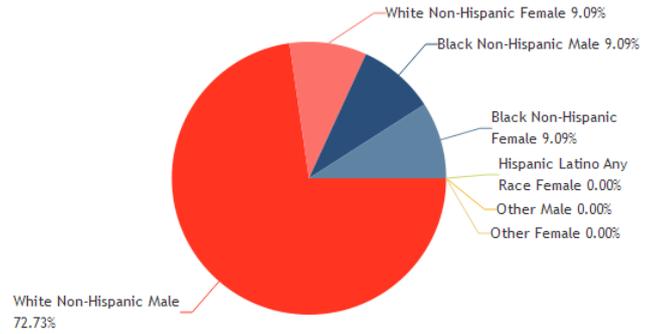
Firearm Discharge



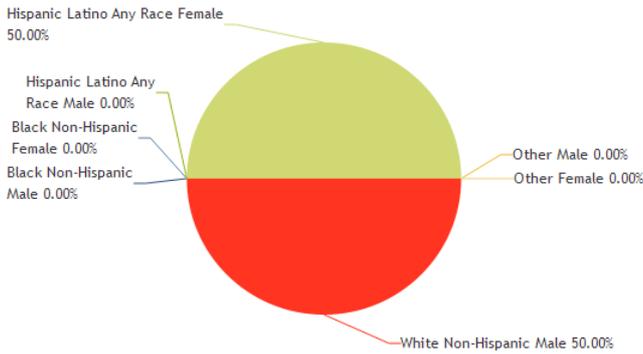
Firearm Display



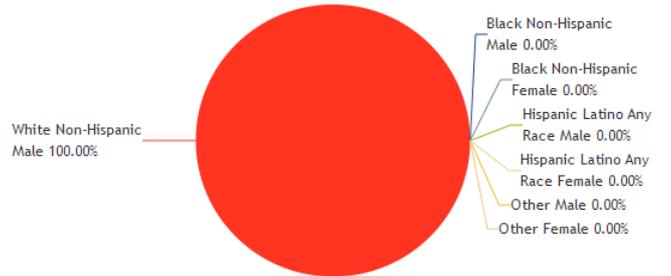
ECW Discharge



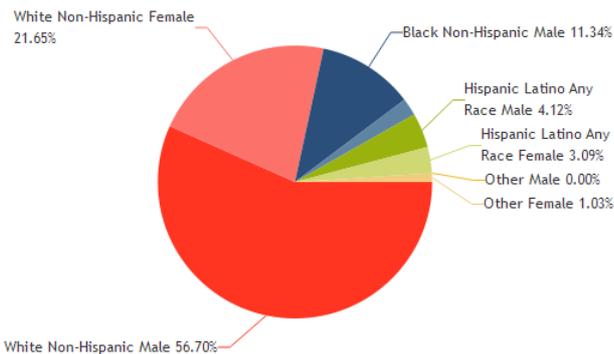
Baton



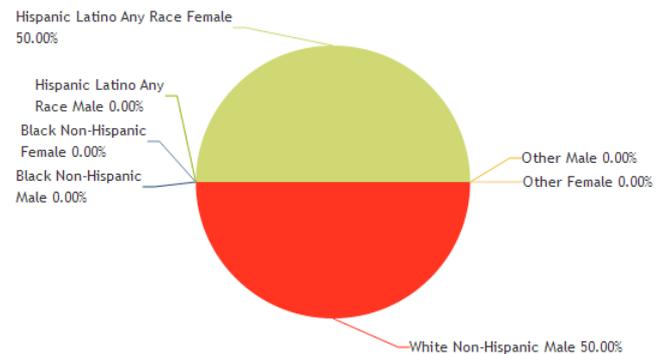
Chemical/OC



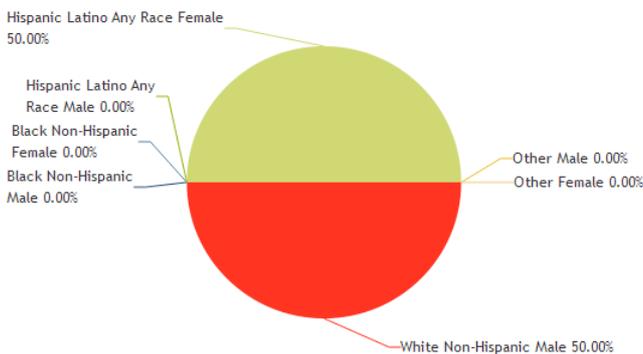
Weaponless



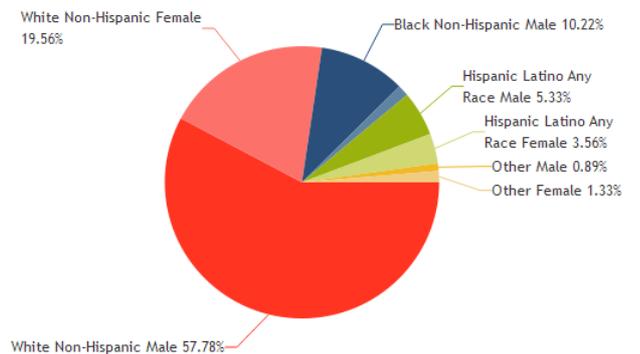
Total Canine



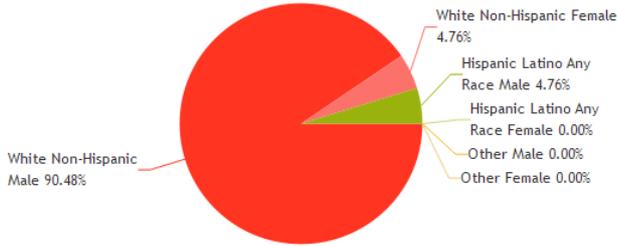
Canine: Release and Bite



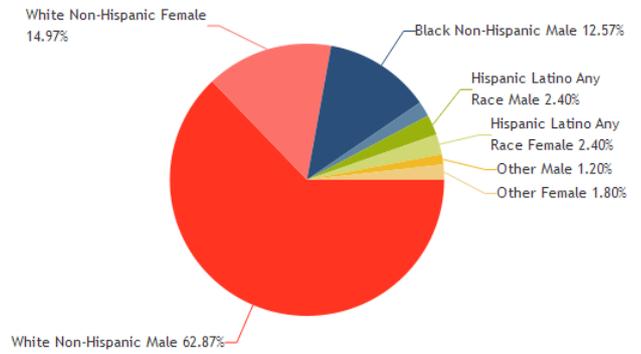
Total Uses of Force



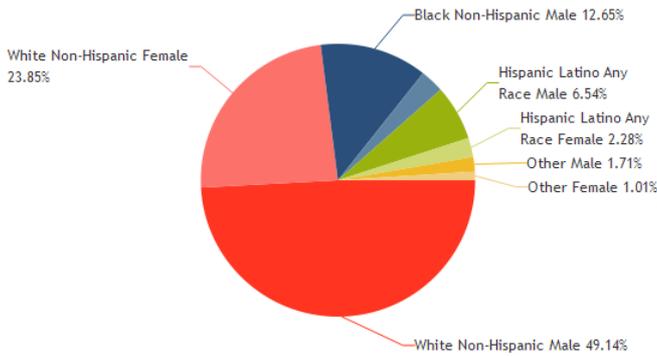
Total Number of Incidents Resulting in Officer Injury or Death



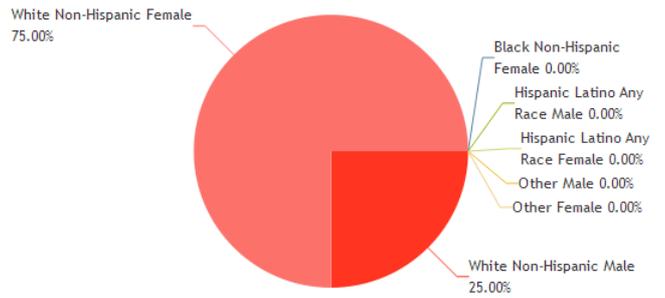
Total Use of Force Arrests



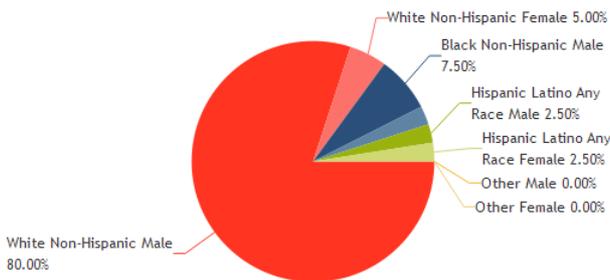
Total Agency Custodial Arrests



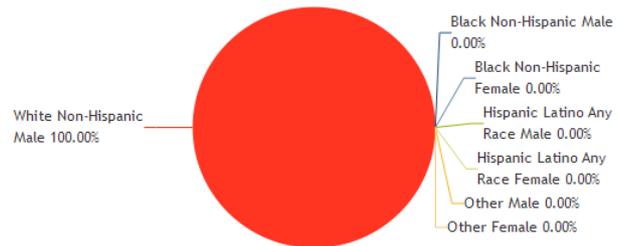
Total Use of Force Complaints



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	

Grievances

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

Reaccreditation Year 4 Notes:

The department had zero grievances filed in 2019.

Personnel Actions

	Year 1	Year 2	Year 3	Year 4
Suspension	6	5	4	4
Demotion	0	0	0	1
Resign In Lieu of Termination	2	0	5	0
Termination	1	0	0	1
Other	7	35	6	10
Total	16	40	15	16
Commendations	0	54		101

Reaccreditation Year 4 Notes:

Commendations include, citizen recognition, peer recognition, supervisor recognition, salute awards, and valor award.

Complaints and Internal Affairs - Reaccreditation Year 4

	Year 1	Year 2	Year 3	Year 4
External/Citizen Complaint				
Citizen Complaint	7	27	13	14
Sustained	2	2	2	2
Not Sustained	1	1	2	2
Unfounded	0	5	6	9
Exonerated	4	19	3	1
Internal/Directed Complaint				
Directed Complaint	14	12	17	12
Sustained	13	12	17	10
Not Sustained	0	0	0	0
Unfounded	0	0	0	0
Exonerated	1	0	0	2

Reaccreditation Year 4 Notes:

Calls For Service - Reaccreditation Year 4

	Year 1	Year 2	Year 3	Year 4
Calls for Service	45564	44036	43382	45022
UCR/NIBRS Part 1 Crimes				
Murder	3	2	1	2
Forcible Rape	43	40	46	25
Robbery	38	28	35	28
Aggravated Assault	154	125	172	163
Burglary	307	328	288	229
Larceny-Theft	1519	1409	1323	1427
Motor Vehicle Theft	115	112	133	137
Arson	19	29	26	9

Reaccreditation Year 4 Notes:

Calls for service increased 4% from 2018.

Motor Vehicle Pursuit

	Year 1	Year 2	Year 3	Year 4
Pursuits				
Total Pursuits	34	29	20	25
Forcible stopping techniques used	0	2	0	1
Terminated by Agency	22	20	8	17
Policy Compliant	30	29	20	25
Policy Non-Compliant	4	0	0	0
Collisions				
Injuries				
Total Collisions	12	4	5	4
Officer	0	0	0	0
Suspect	4	3	4	4
ThirdParty	0	0	0	0
Reason Initiated				
Traffic	20	21	13	17
Felony	11	5	5	6
Misdemeanor	3	3	2	2

Reaccreditation Year 3

As is reflected by the '0' policy non-compliant pursuits, officers continue to adhere to policy and make good decisions on when to continue or terminate pursuits.

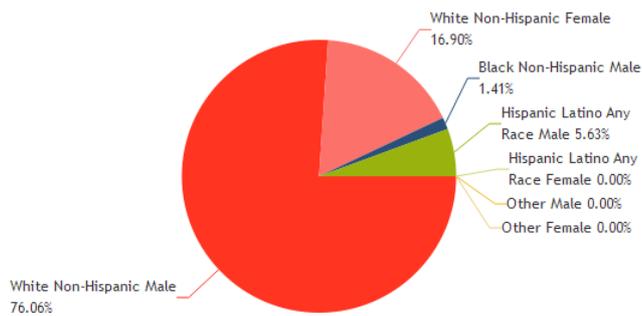
Reaccreditation Year 4

Officers continue to adhere to the department's policy regarding vehicle pursuits.

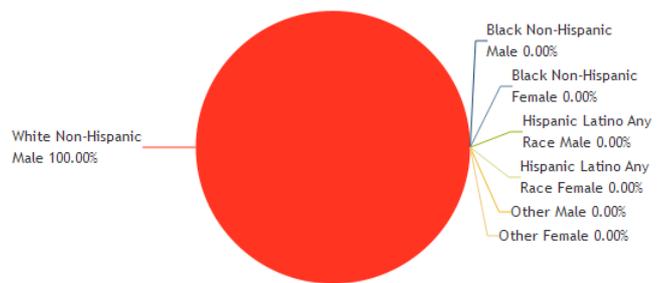
Agency Breakdown Report - Reaccreditation Year 1

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	2	0	0	0	0	0	0	0	2
Command	3	0	0	0	0	0	0	0	3
Supervisory Positions	8	1	0	0	1	0	0	0	10
Non-Supervisory Positions	41	11	1	0	3	0	0	0	56
Sub Total									71
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	1	2	0	0	0	0	0	0	3
Non-Supervisory Positions	2	20	0	1	0	1	0	0	24
Sub Total									27
Total									98

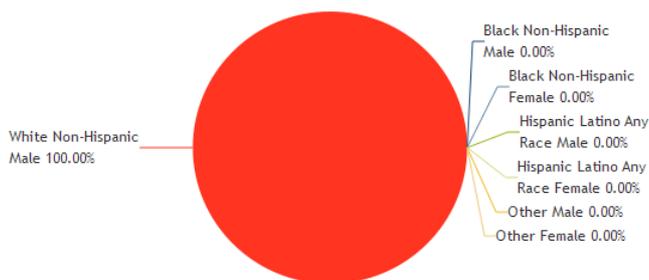
Total Sworn Personnel



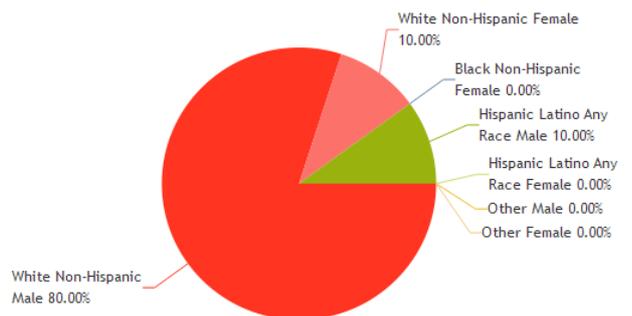
Sworn Personnel: Executive



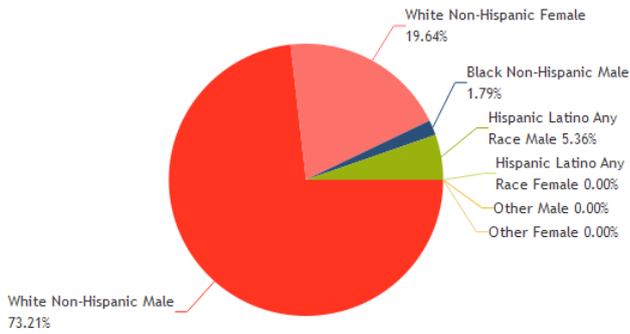
Sworn Personnel: Command



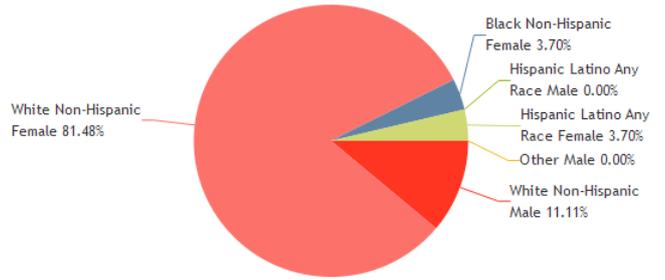
Sworn Personnel: Supervisory Positions



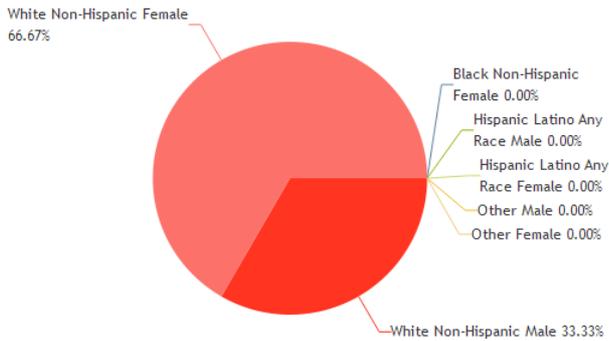
Sworn Personnel: Non-Supervisory Positions



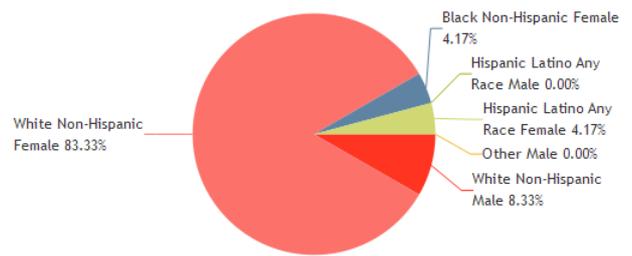
Total Non-Sworn Personnel



Non-Sworn Personnel: Supervisory Positions



Non-Sworn Personnel: Non-Supervisory Positions



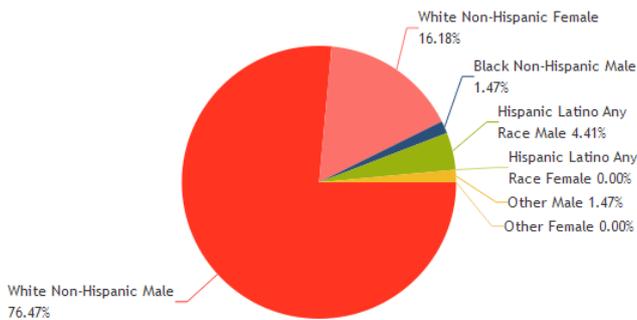
Legend

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	

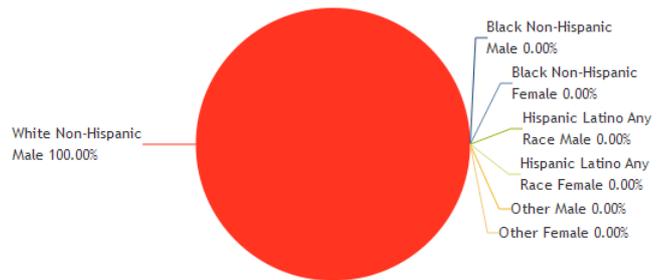
Agency Breakdown Report - Reaccreditation Year 2

	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	4	0	0	0	0	0	0	0	4
Supervisory Positions	6	1	0	0	1	0	0	0	8
Non-Supervisory Positions	41	10	1	0	2	0	1	0	55
Sub Total									68
Non Sworn Personnel									
Executive	0	0	0	0	0	0	0	0	0
Managerial	1	2	0	0	0	0	0	0	3
Supervisory Positions	0	3	0	0	0	0	0	0	3
Non-Supervisory Positions	0	22	0	0	0	1	0	0	23
Sub Total									29
Total									97

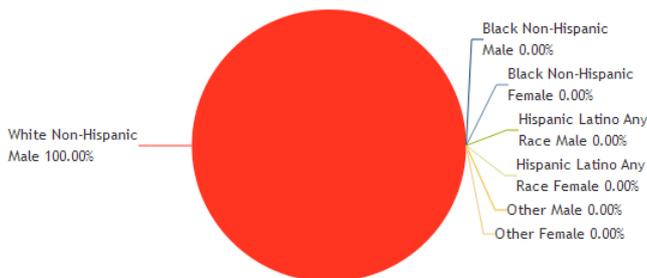
Total Sworn Personnel



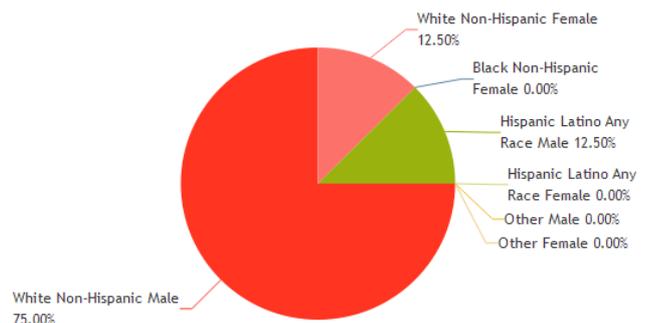
Sworn Personnel: Executive



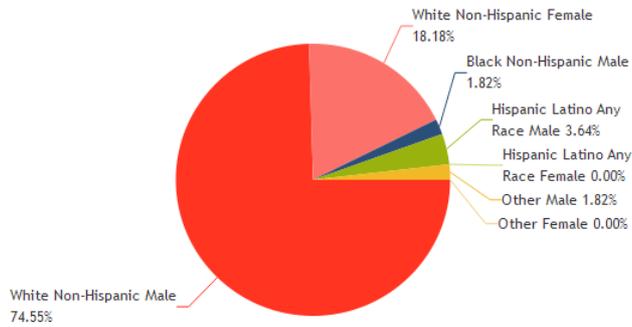
Sworn Personnel: Command



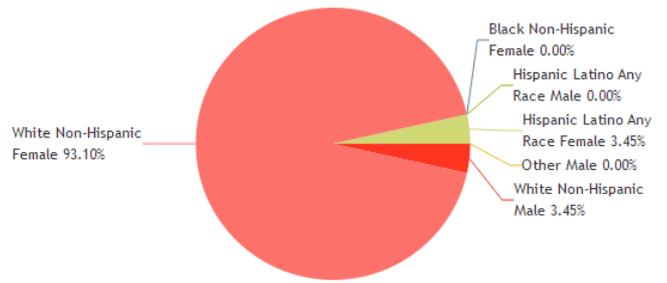
Sworn Personnel: Supervisory Positions



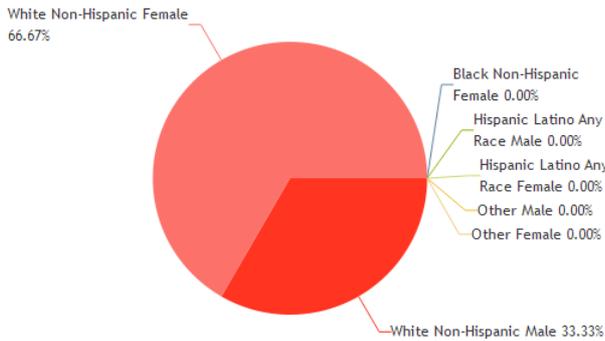
Sworn Personnel: Non-Supervisory Positions



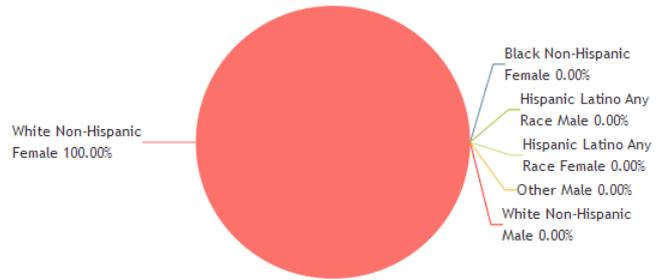
Total Non-Sworn Personnel



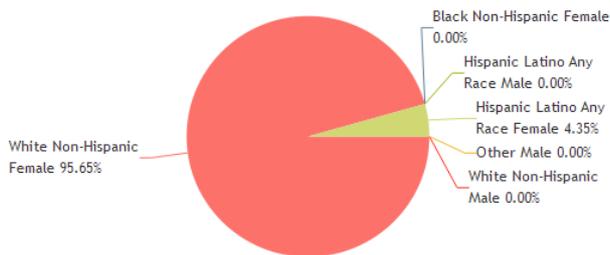
Non-Sworn Personnel: Managerial



Non-Sworn Personnel: Supervisory Positions



Non-Sworn Personnel: Non-Supervisory Positions



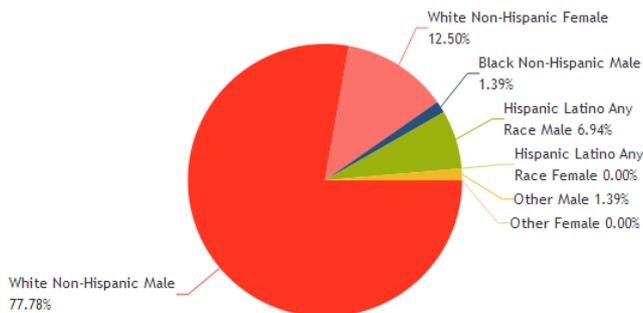
Legend

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

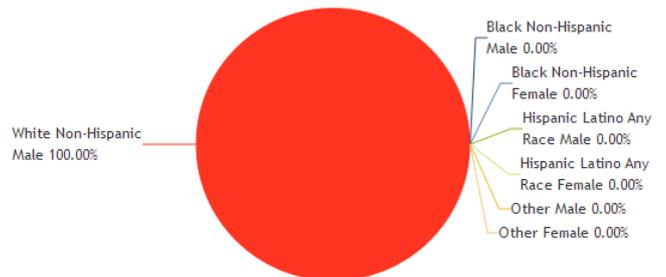
Agency Breakdown Report - Reaccreditation Year 3

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	2	0	0	0	0	0	0	0	2
Command	3	0	0	0	0	0	0	0	3
Supervisory Positions	8	1	0	0	1	0	0	0	10
Non-Supervisory Positions	43	8	1	0	4	0	1	0	57
Sub Total									72
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	1	2	0	0	0	0	0	0	3
Non-Supervisory Positions	3	21	0	1	0	0	0	0	25
Sub Total									28
Total									100

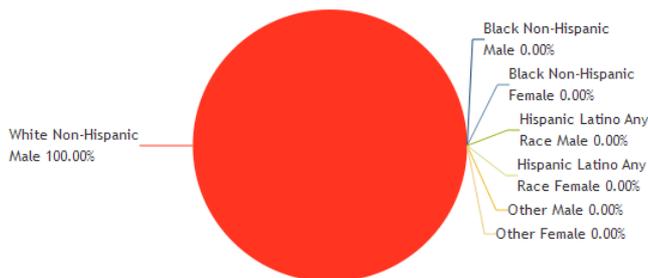
Total Sworn Personnel



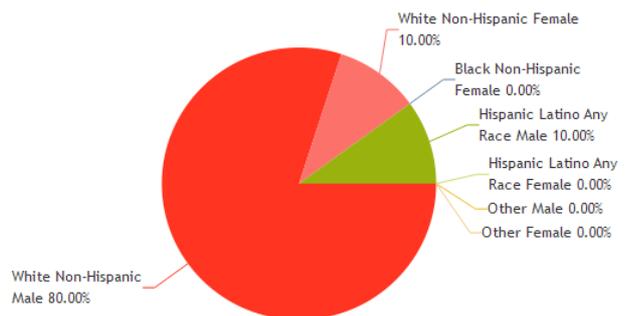
Sworn Personnel: Executive



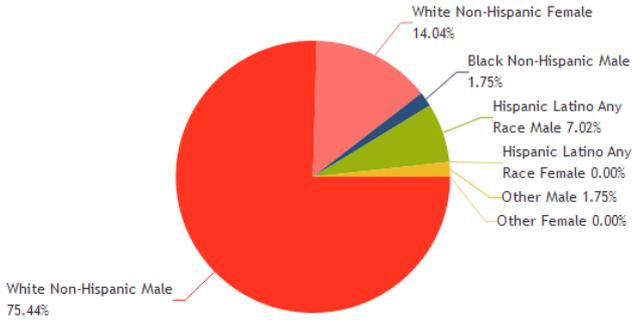
Sworn Personnel: Command



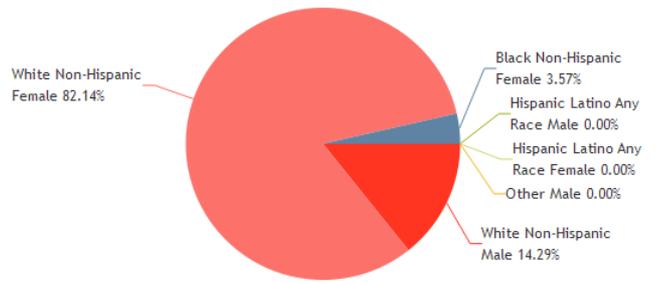
Sworn Personnel: Supervisory Positions



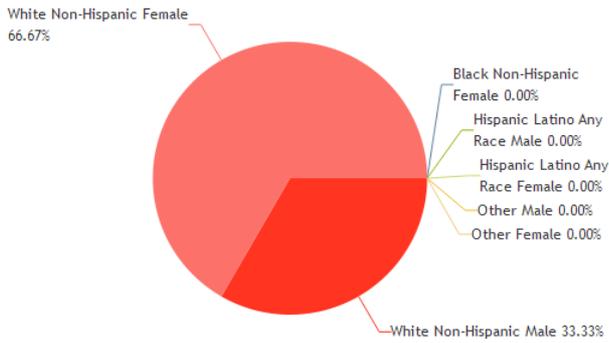
Sworn Personnel: Non-Supervisory Positions



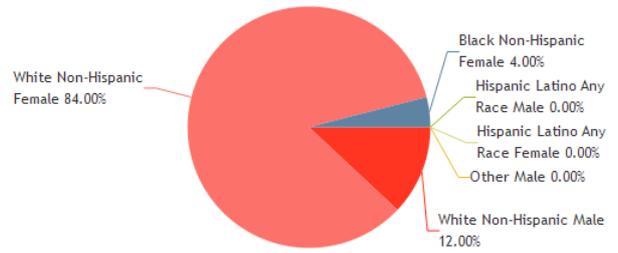
Total Non-Sworn Personnel



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	

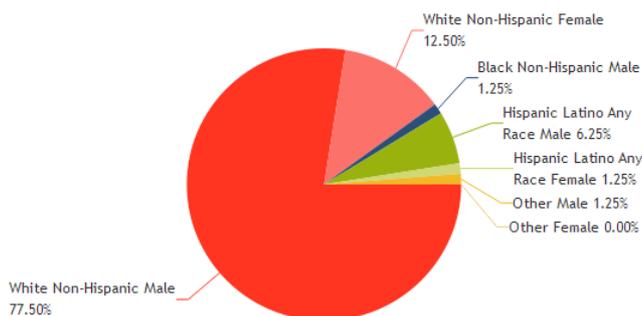
Agency Breakdown Report - Reaccreditation Year 4

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	2	0	0	0	0	0	0	0	2
Command	4	0	0	0	0	0	0	0	4
Supervisory Positions	7	2	0	0	1	0	0	0	10
Non-Supervisory Positions	49	8	1	0	4	1	1	0	64
Sub Total									80
Non Sworn Personnel									
Executive	0	0	0	0	0	0	0	0	0
Managerial	0	1	0	0	0	0	0	0	1
Supervisory Positions	1	3	0	0	0	0	0	0	4
Non-Supervisory Positions	2	18	0	0	0	1	0	0	21
Sub Total									26
Total									106

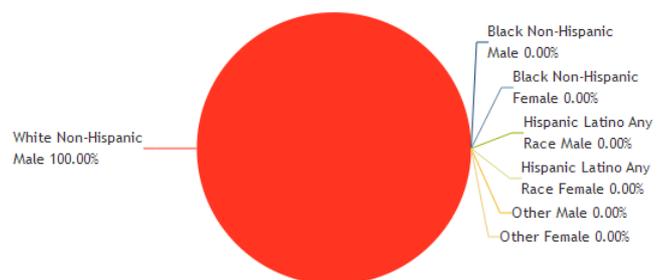
Reaccreditation Year 4 Notes:

Authorized strength would be 82 sworn and 30 civilian employees.

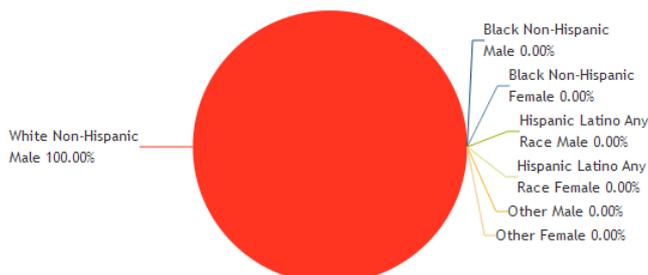
Total Sworn Personnel



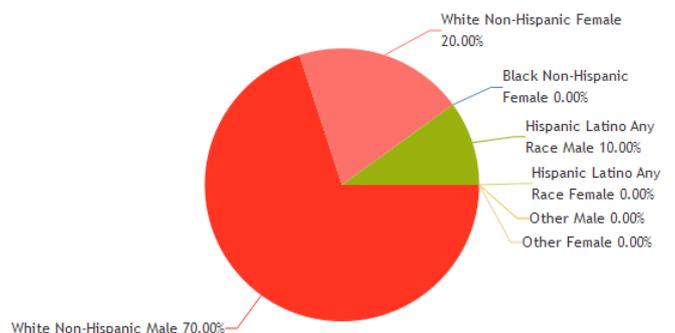
Sworn Personnel: Executive



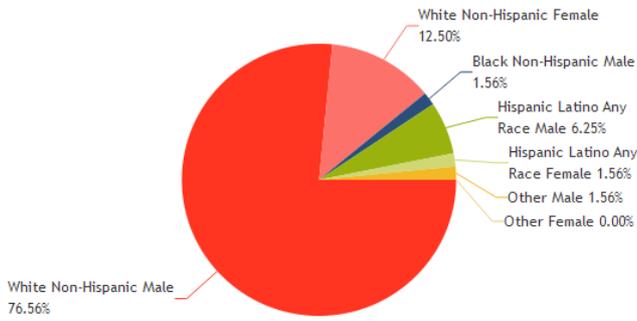
Sworn Personnel: Command



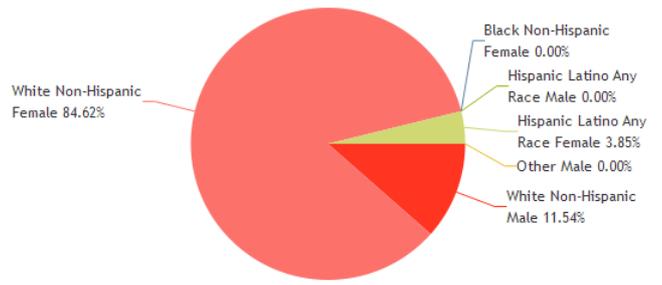
Sworn Personnel: Supervisory Positions



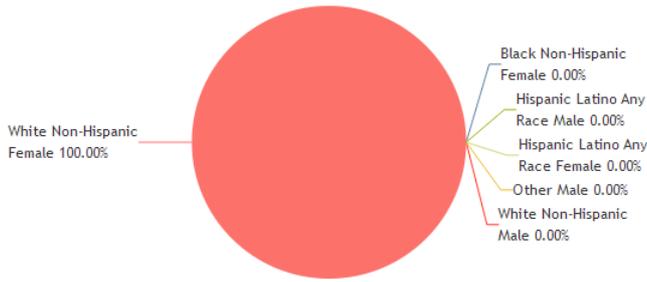
Sworn Personnel: Non-Supervisory Positions



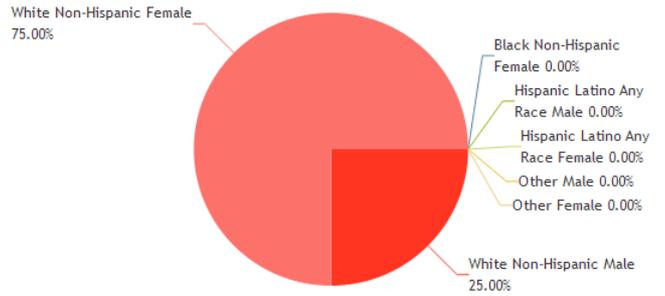
Total Non-Sworn Personnel



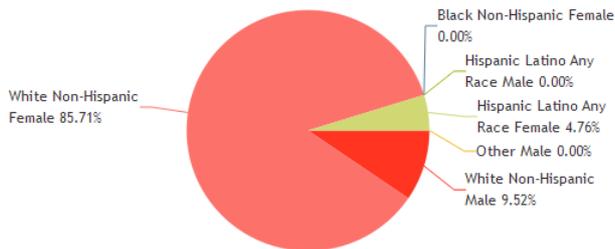
Non-Sworn Personnel: Managerial



Non-Sworn Personnel: Supervisory Positions



Non-Sworn Personnel: Non-Supervisory Positions



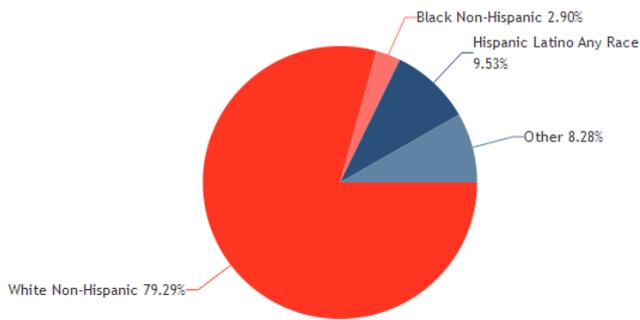
Legend

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

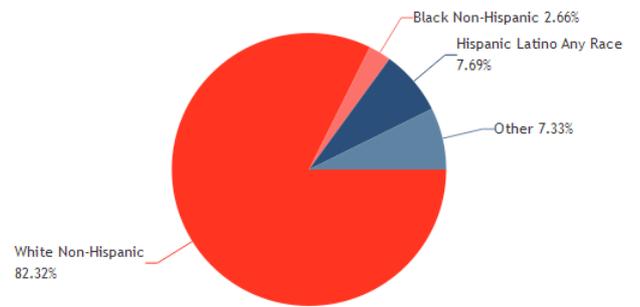
Agency Demographics Report - Reaccreditation Year 1

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	48847	79%	26565	82 %	66	92%	12	16%	65	87%	12	16%
Black Non-Hispanic	1789	2%	858	2 %	1	1%	0	0%	4	5%	1	1%
Hispanic Latino Any Race	5873	9%	2482	7 %	4	5%	0	0%	5	6%	0	0%
Other	5099	8%	2367	7 %	0	0%	0	0%	0	0%	0	0%
Total	61608		32272		71		12		74		13	

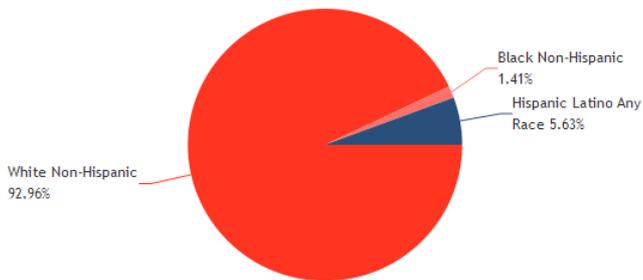
Service Population



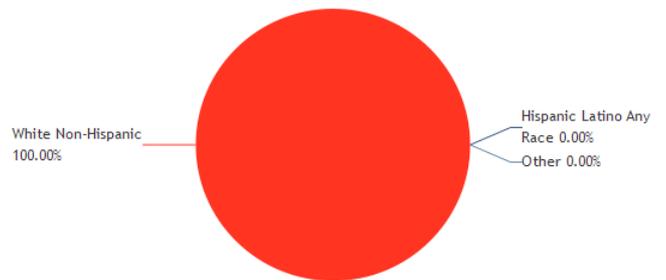
Available Workforce



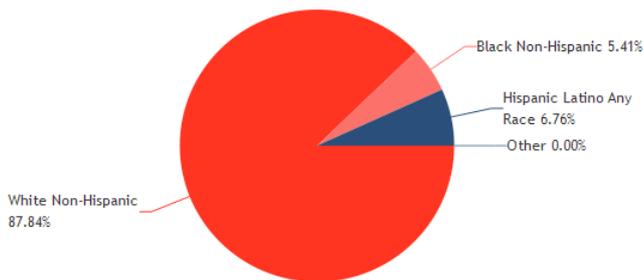
Current Sworn Officers



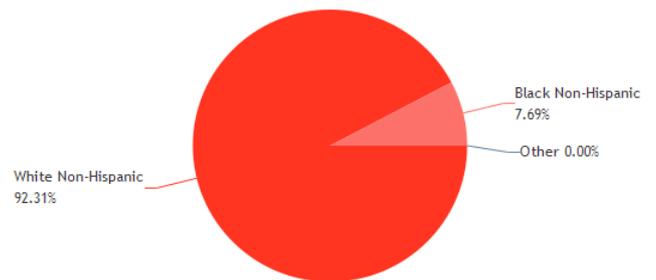
Current Sworn Female Officers



Prior Sworn Officers



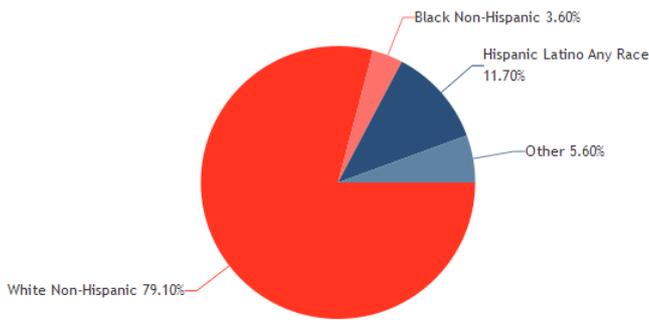
Prior Sworn Female Officers



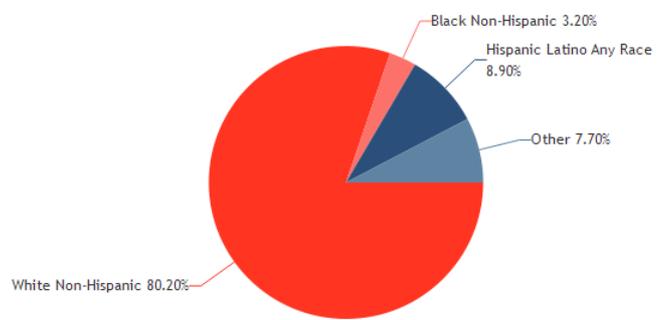
Agency Demographics Report - Reaccreditation Year 2

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	37792	79%	25903	80 %	52	91%	11	19%	66	92%	12	16%
Black Non-Hispanic	1720	3%	1034	3 %	1	1%	0	0%	1	1%	0	0%
Hispanic Latino Any Race	5590	11%	2875	8 %	3	5%	0	0%	4	5%	0	0%
Other	2676	5%	2486	7 %	1	1%	0	0%	0	0%	0	0%
Total	47778		32298		57		11		71		12	

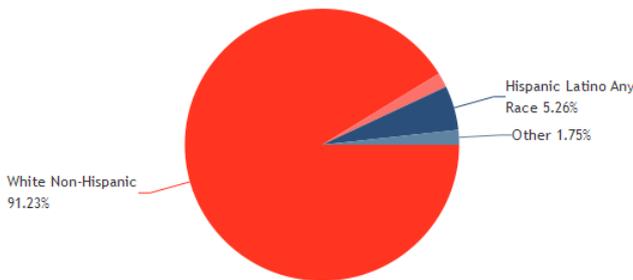
Service Population



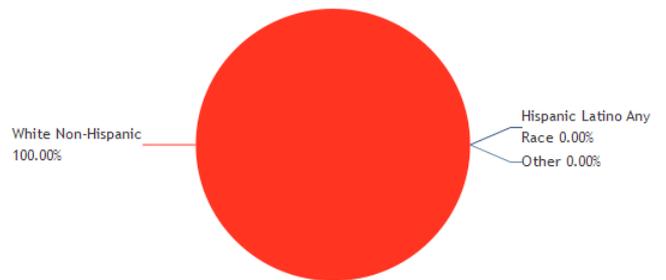
Available Workforce



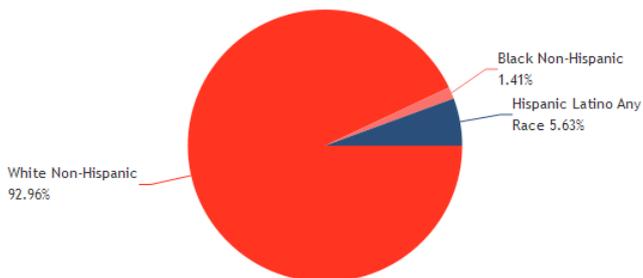
Current Sworn Officers



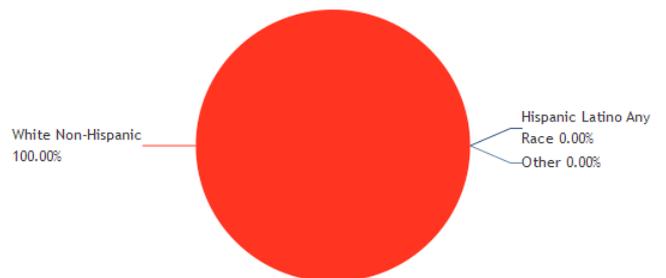
Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers



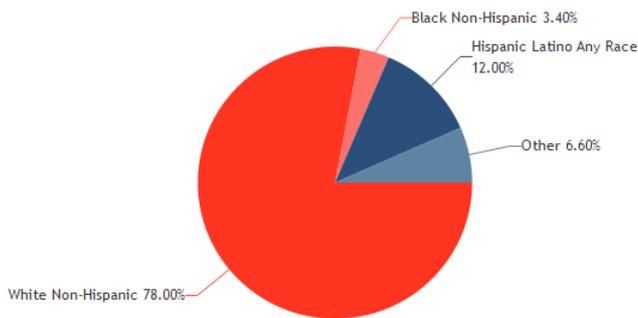
Agency Demographics Report - Reaccreditation Year 3

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	36438	77%	20205	78 %	56	88%	9	14%	52	91%	11	19%
Black Non-Hispanic	1588	3%	988	3 %	1	1%	0	0%	1	1%	0	0%
Hispanic Latino Any Race	5606	12%	2560	9 %	5	7%	0	0%	3	5%	0	0%
Other	3084	6%	2088	8 %	1	1%	0	0%	1	1%	0	0%
Total	46716		25841		63		9		57		11	

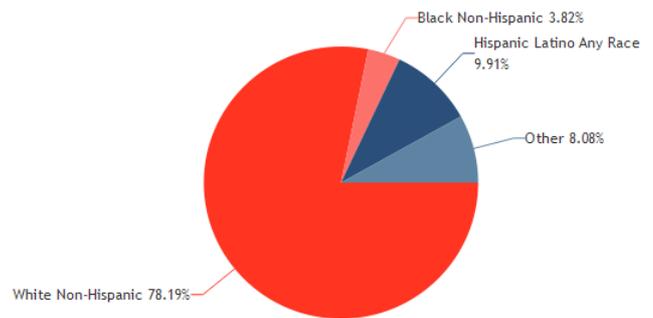
Reaccreditation Year 3 Notes:

Our agency is above the national average (12.5% in 2017), for sworn female officers.

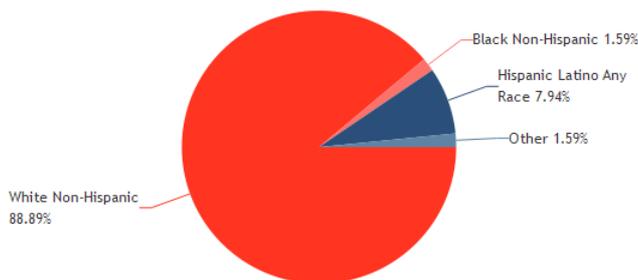
Service Population



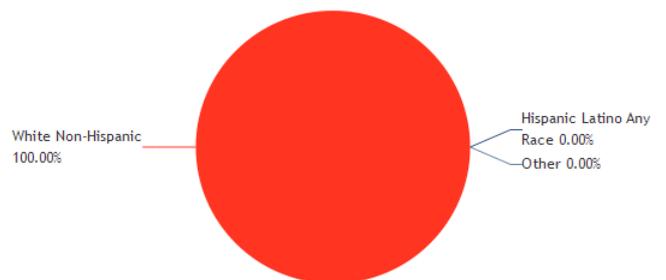
Available Workforce



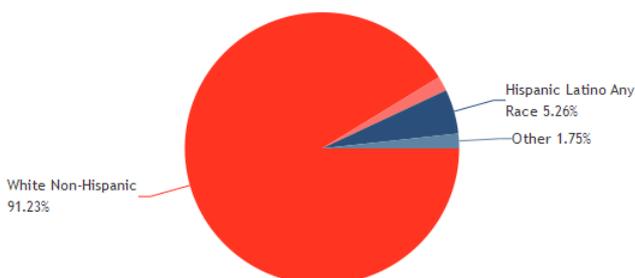
Current Sworn Officers



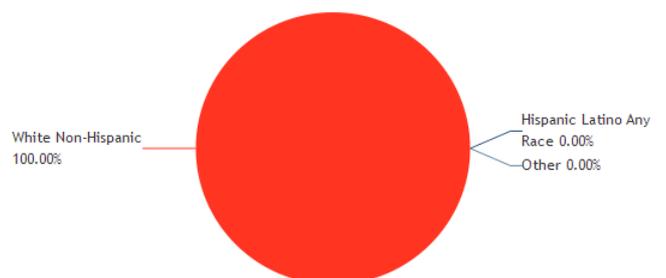
Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers



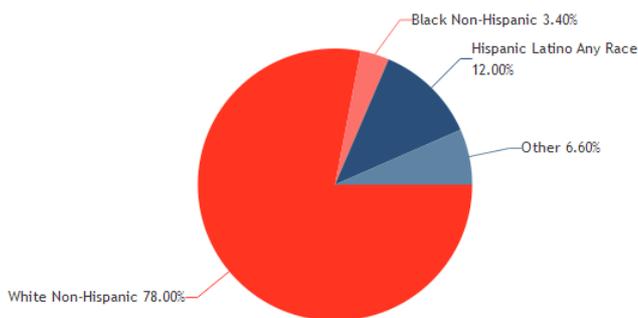
Agency Demographics Report - Reaccreditation Year 4

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	36438	77%	20205	78 %	73	91%	10	12%	56	88%	9	14%
Black Non-Hispanic	1588	3%	988	3 %	1	1%	0	0%	1	1%	0	0%
Hispanic Latino Any Race	5606	12%	2560	9 %	5	6%	1	1%	5	7%	0	0%
Other	3084	6%	2088	8 %	1	1%	0	0%	1	1%	0	0%
Total	46716		25841		80		11		63		9	

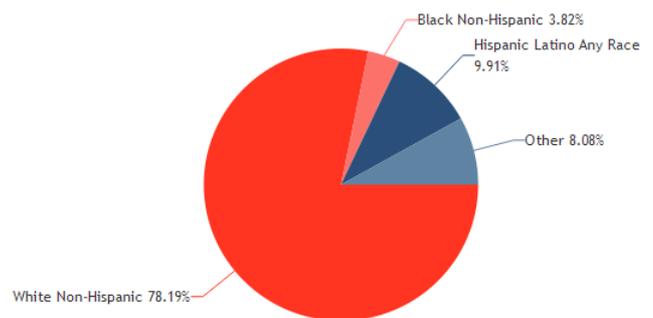
Reaccreditation Year 4 Notes:

We continue to be above the national average for female officers.

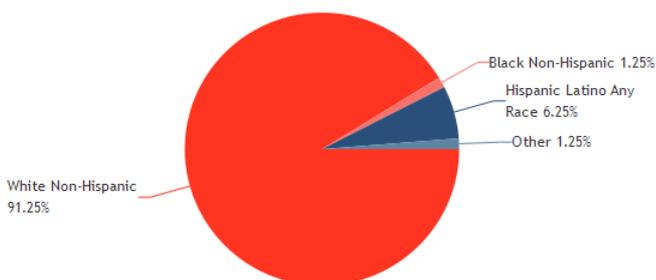
Service Population



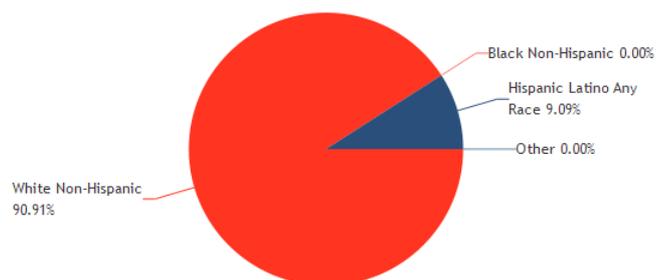
Available Workforce



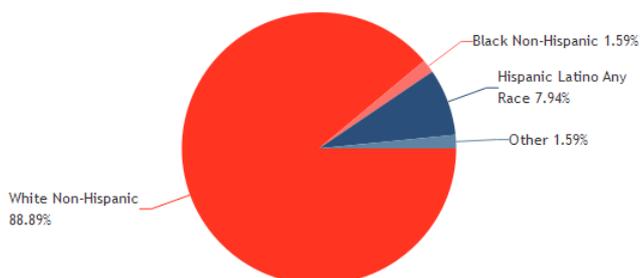
Current Sworn Officers



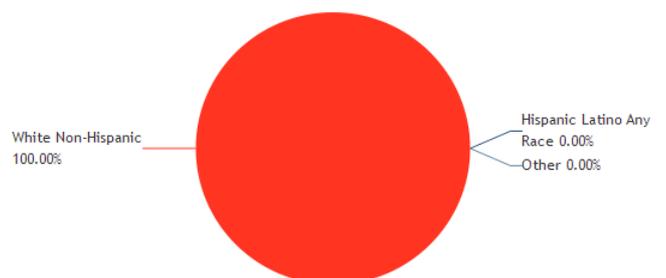
Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers

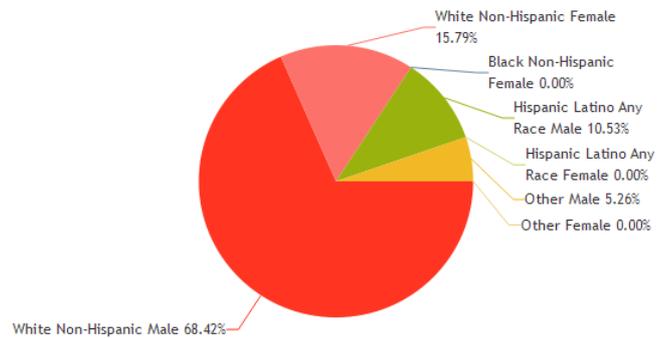


Sworn Officer Selection - Reaccreditation Year 1

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received									
Applicants Hired	13	3	0	0	2	0	1	0	19
Percent Hired	%	%	%	%	%	%	%	%	N/A
Percent of Workforce Population	23%		0%		3%		1%		N/A

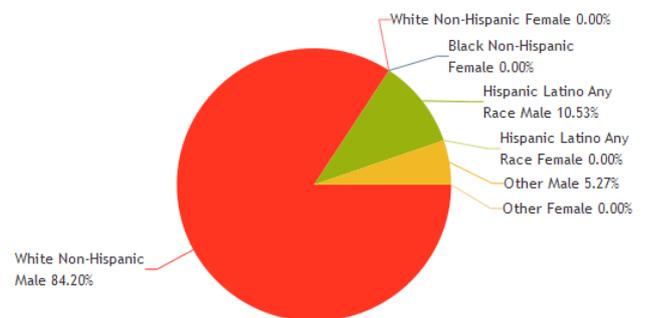
Applications Received

Applicants Hired



Percent Hired

Percent of Workforce Population



Legend

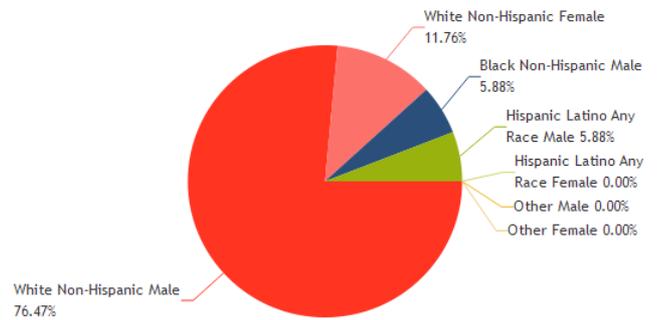
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Selection - Reaccreditation Year 2

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received									
Applicants Hired	13	2	1	0	1	0	0	0	17
Percent Hired	%	%	%	%	%	%	%	%	N/A
Percent of Workforce Population	26%		2%		2%		0%		N/A

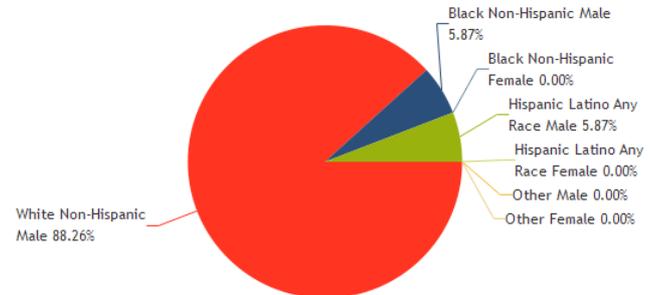
Applications Received

Applicants Hired



Percent Hired

Percent of Workforce Population



Legend

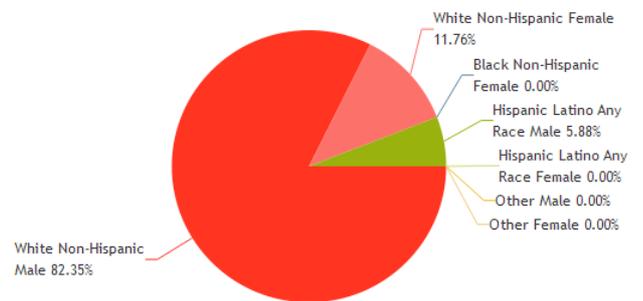
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Selection - Reaccreditation Year 3

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received									
Applicants Hired	14	2	0	0	1	0	0	0	17
Percent Hired	%	%	%	%	%	%	%	%	N/A
Percent of Workforce Population	25%		0%		2%		0%		N/A

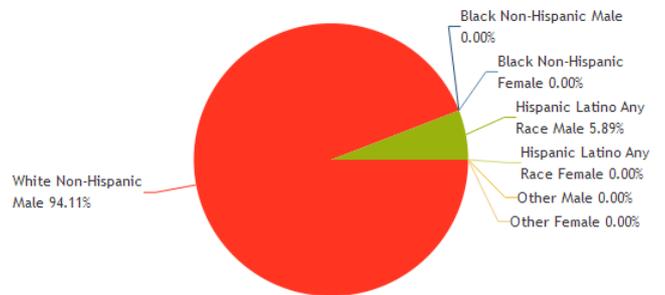
Applications Received

Applicants Hired



Percent Hired

Percent of Workforce Population



Legend

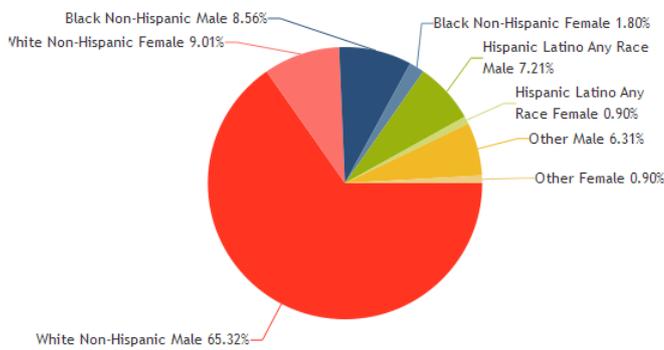
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Selection - Reaccreditation Year 4

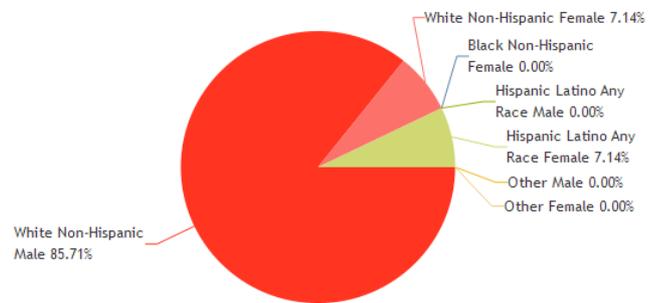
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	145	20	19	4	16	2	14	2	222
Applicants Hired	12	1	0	0	0	1	0	0	14
Percent Hired	8%	5%	0%	0%	0%	50%	0%	0%	N/A
Percent of Workforce Population	16%		0%		1%		0%		N/A

Reaccreditation Year 4 Notes:

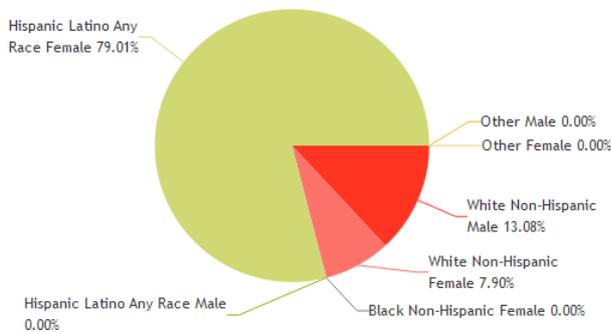
Applications Received



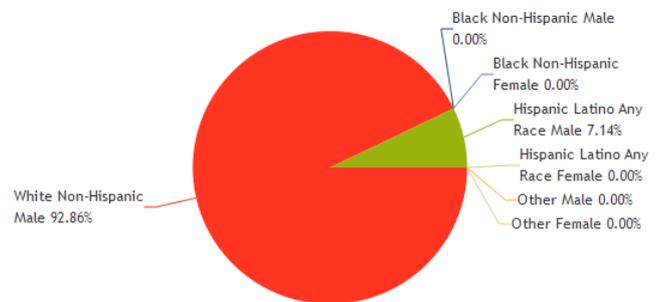
Applicants Hired



Percent Hired



Percent of Workforce Population



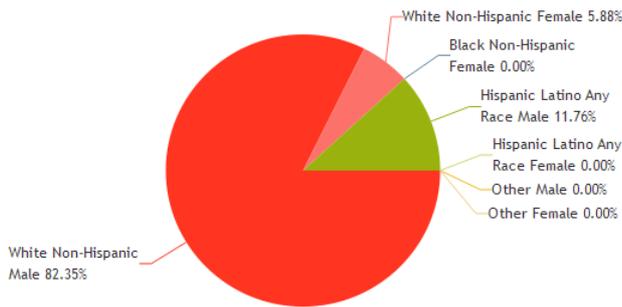
Legend

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

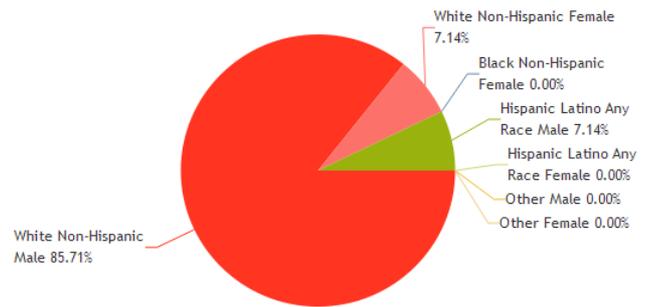
Sworn Officer Promotions - Reaccreditation Year 1

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	14	1	0	0	2	0	0	0	17
Eligible After Testing	12	1	0	0	1	0	0	0	14
Promoted	2	0	0	0	1	0	0	0	3
Percent Promoted	14 %	0 %	%	%	50 %	%	%	%	N/A

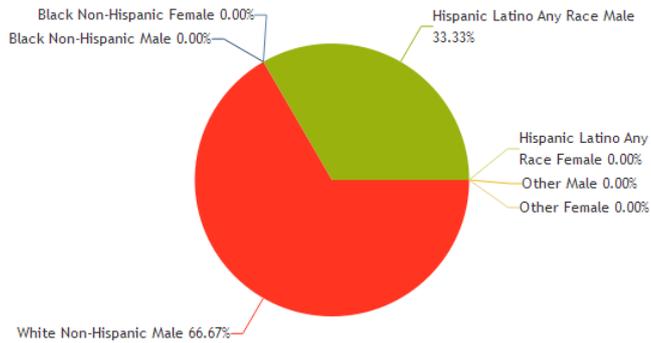
Tested



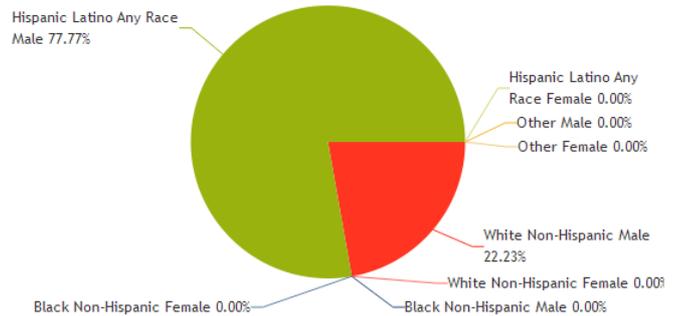
Eligible After Testing



Promoted



Percent Promoted



Legend

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

Sworn Officer Promotions - Reaccreditation Year 2

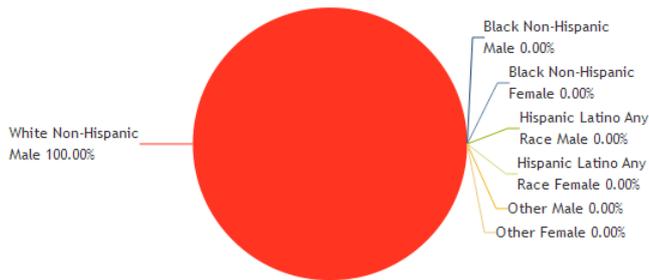
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	0	0	0	0	0	0	0	0	0
Eligible After Testing	0	0	0	0	0	0	0	0	0
Promoted	1	0	0	0	0	0	0	0	1
Percent Promoted	%	%	%	%	%	%	%	%	N/A

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	0	0	0	0	0	0	0	0	0
Eligible After Testing	0	0	0	0	0	0	0	0	0
Promoted	2	0	0	0	0	0	0	0	2
Percent Promoted	%	%	%	%	%	%	%	%	N/A

Reaccreditation Year 3 Notes:

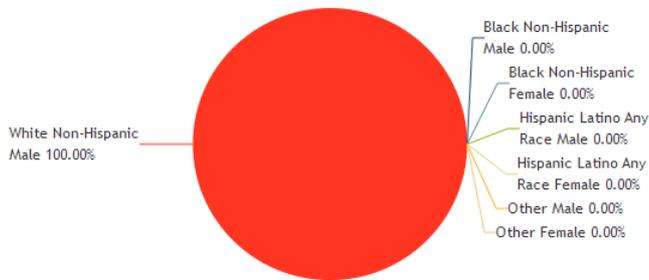
The 2018 promotions were based on testing and results that occurred in 2017.

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	

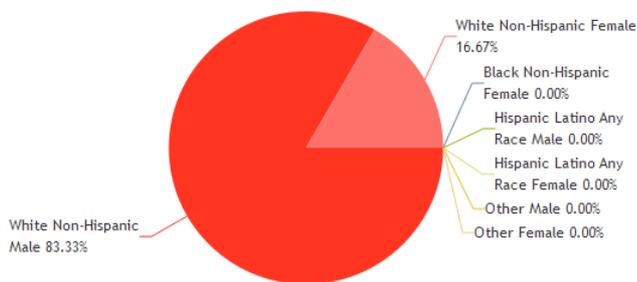
Sworn Officer Promotions - Reaccreditation Year 4

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	5	1	0	0	0	0	0	0	6
Eligible After Testing	5	1	0	0	0	0	0	0	6
Promoted	3	1	0	0	0	0	0	0	4
Percent Promoted	60 %	100 %	%	%	%	%	%	%	N/A

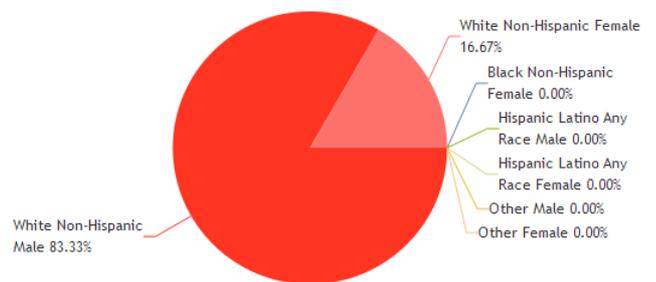
Reaccreditation Year 4 Notes:

One promotion was made based on testing that occurred in 2018. This testing was for the rank of Lieutenant.

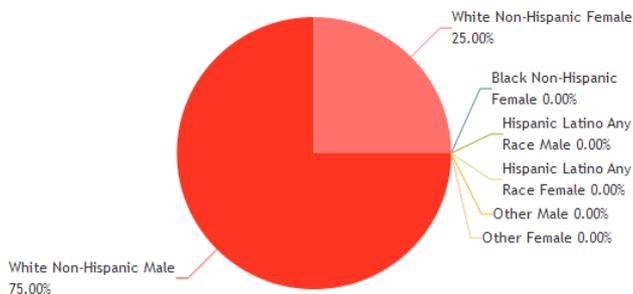
Tested



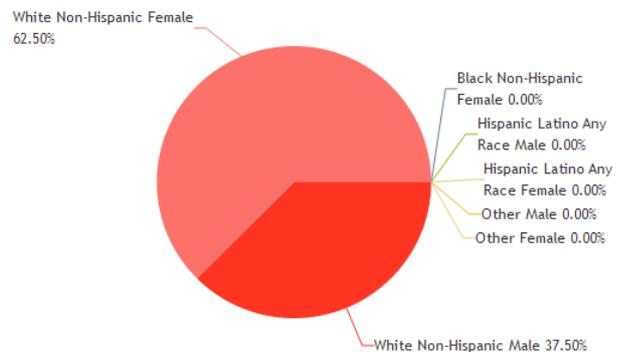
Eligible After Testing



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	

