


LAW ENFORCEMENT IN CORNELIUS

Policies and Procedures of the Cornelius Police
Department




ACCOUNTABILITY OVERVIEW

- ▶ CALEA Accreditation
 - ▶ Hiring Processes and Procedures
 - ▶ Policies and Procedures
 - ▶ General Orders
 - ▶ Citizen Complaints
 - ▶ Internal Affairs Investigations
 - ▶ Use of Force
 - ▶ Profiling
 - ▶ Critical Incident Management
 - ▶ Training
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CALEA ACCREDITATION PROGRAM

- ▶ CALEA Accreditation is an *international* award earned by law enforcement agencies complying with 460 law enforcement standards in both policy and procedure.
- ▶ Gives agencies the ability to analyze its delivery of services, measure its capability, administer consistent discipline, and policies that uphold quality and fairness standards.
- ▶ Provides assurance that the organization is trained and functioning in line with policies and procedures.
- ▶ Provides international recognition and a venue for employee pride and morale
- ▶ Ensures that policies and procedures are solidly documented in writing.
- ▶ Provides accountability within the agency.
- ▶ Reinforces confidence that the agency is operating at an acceptable level of standards for the profession
- ▶ Facilitates a solid review of the agency's status and operational readiness.
- ▶ Assures government leaders of law enforcement quality.
- ▶ Cornelius Police Department received initial accreditation in 2004.

HIRING PROCESS

- ▶ Interviews
 - ▶ Recruiter
 - ▶ Captains
 - ▶ Chief and Major
 - ▶ Thorough Background Investigation
 - ▶ Criminal and Driving Records Check
 - ▶ Reference Checks
 - ▶ Former Employer Interviews
 - ▶ Personnel File Review (If available)
 - ▶ Psychological Examination (The FMRT Group)
 - ▶ The FMRT BRAINS (Biological Risk and Inconsistencies) Assessment
 - ▶ In person interview with a psychologist
 - ▶ Overall report is completed and returned to the agency
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POLICIES AND PROCEDURES

- ▶ General Orders
 - ▶ The Department's General Orders (Policies and Procedures) is a living document.
 - ▶ Policies are updated throughout the year to reflect best practices, change in law, etc.
 - ▶ Reviewed annually in-house
 - ▶ Report completed for CALEA documenting the review and listing any policy (General Orders) changes
 - ▶ Annual Standards review by CALEA
 - ▶ Review policy
 - ▶ Analysis of documentation collected by the CPD to ensure proper CALEA standards and protocols are in place

POLICIES AND PROCEDURES

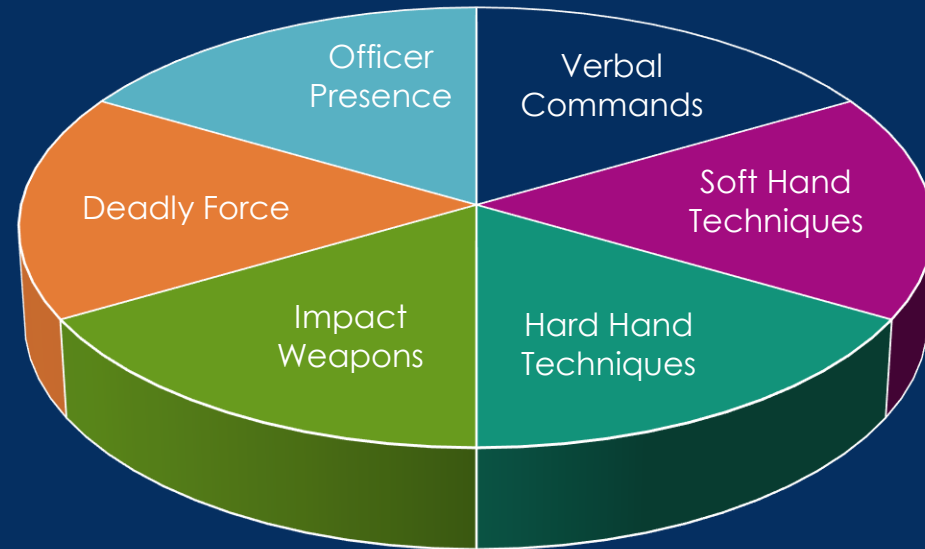
- ▶ Citizen Complaints
 - ▶ Documented on an EMA-1 (Employee Misconduct Action) form
 - ▶ Form completed by a supervisor (Immediate supervisor in most cases)
 - ▶ Circulated up the chain of command
 - ▶ Starts clock for a timely investigation
 - ▶ Requires periodic notification to the complainant of the status of the complaint investigation
- ▶ Internal Affairs Investigations
 - ▶ Any Class A or B violation of the department's General Orders which may result in suspensions, without pay, from one to five days or termination.
 - ▶ Authorizes immediate supervisors the ability to immediately place an employee on administrative leave
 - ▶ Require the investigation to be complete within 30 Days

POLICIES AND PROCEDURES

- ▶ Use of Force

- ▶ Use of Force Continuum

- ▶ Officer Presence
 - ▶ Verbal Commands
 - ▶ Soft Hand Techniques
 - ▶ Hard Hand Techniques/Less Lethal Weapons
 - ▶ Impact Weapons
 - ▶ Deadly Force (Last Resort)



POLICIES AND PROCEDURES

- ▶ Requires immediate notification by the employee to the on-duty supervisor.
- ▶ Requires a written “Use of Force” report to be completed prior to the officer’s end of tour of duty.
- ▶ Requires officers to intervene to stop wrongdoing and prevent excessive use of force by another officer.
- ▶ Requires witnessing officers to report excessive use of force incidents immediately to the on-duty supervisor.
- ▶ “Use of Force” report circulates up the chain of command.
 - ▶ Immediate documentation of the incident
 - ▶ Tool for determining additional training needs, equipment upgrades and/or policy modification
- ▶ Investigation
 - ▶ All use of force incidents are investigated administratively
 - ▶ If it is determined a criminal violation occurred the criminal investigation will be turned over to the SBI
 - ▶ The Administrative Investigation will be conducted separately and after the SBI’s criminal investigation
- ▶ Quarterly and Annual analysis of Early Warning System to include Use of Force incidents

POLICIES AND PROCEDURES

▶ Profiling

- ▶ "Profiling" is the observation and use by an officer of an individual's conduct and/or characteristics, along with underlying circumstances, to assess that individual and to determine whether further attention or law enforcement action is appropriate.
- ▶ The use of an individual's race, ethnicity, gender, age, citizenship, and/or sexual orientation as the determinant of whether to take law enforcement action is inappropriate and unlawful.
- ▶ In particular, the use of one of these factors as the basis or primary basis for stopping a motor vehicle or pedestrian or for enforcing any law (traffic or other) or for seeking consent for a search is prohibited.
 - ▶ Complete a Vehicle Stop Report on all vehicle stops
 - ▶ Collect data about the stop including race
 - ▶ Maintain and access data collection through the state repository
 - ▶ Utilize comparative analysis of the race and gender of drivers as compared to the community demographics

POLICIES AND PROCEDURES

- ▶ Civil Disturbances
 - ▶ On-duty supervisor establishes command
 - ▶ Assesses the crowd size and mode
 - ▶ Evaluates area and determines if property has been damaged or destroyed
 - ▶ Notifies Command Staff through the chain of command
 - ▶ Requests outside resources (if needed)
 - ▶ Once adequate personnel are in place the Incident Commander will:
 - ▶ Inform the crowd the assembly is unlawful, and they have to disperse
 - ▶ Establish a time limit for dispersal with no extensions allowed
 - ▶ Take additional steps, as necessary, after consultation with the Chief of Police

TRAINING

- ▶ Annual Firearms Qualification and Training – Requires review of the Use of Force policy.
- ▶ Sensitivity Training
 - ▶ Racial Profiling (Annual – CALEA)
 - ▶ Juvenile Minority Sensitivity
 - ▶ Long Term Effects of Childhood Adversity – 2020
 - ▶ Best Practices for Officers During Community Dissent - 2019
 - ▶ Strategies to Improve Law Enforcement Interactions and Relationships with Minority Youth - 2018
 - ▶ Equality in Policing – 2018
 - ▶ Positively Impacting Today's Youth – 2017
 - ▶ The Color of Justice – 2016
 - ▶ What Does It Have To Do With Me? – 2015

TRAINING

- ▶ De-escalation/Critical Incident
 - ▶ CIT
 - ▶ De-escalation Training Scenario's – Annually
 - ▶ Situational Awareness/Subject Control – 2020
 - ▶ Career Survival – Training and Standards Issues – 2020
 - ▶ Domestic Violence: Law and Procedure Update – 2019
 - ▶ Communication Skills With Persons in Crisis – De-escalation Techniques – 2018
 - ▶ Improving Decision-Making Skills – 2017
 - ▶ Leadership – Modeling Appropriate Behavior – 2016
 - ▶ Officer Safety: Use of Force Overview – 2015

QUESTIONS?

