



CALEA Updates April 2021

Indiana Police Accreditation Coalition



2021 Spring Virtual Conference



MARCH 2021 Virtual Conference

- 2,400+ Registered Attendees
- Virtual Training Sessions
 - View sessions by **4/29/2021**
 - List of Completed Sessions to be emailed **4/30/2021**
 - Available on-line at least until Summer Virtual Conference
- Agency Reviews conducted via teleconference
 - Commission vote completed virtually Saturday **3/27/2021**



MARCH 2021 Virtual Conference

LAW ENFORCEMENT ACCREDITATION





MARCH 2021 Virtual Conference

LESSONS
LEARNED

- Excessive **“WET INK”**
- Unresolved **Standards Issues**
 - Time Sensitive Standards remain most critical



MARCH 2021 Virtual Conference

LESSONS
LEARNED

- Excessive “WET INK”

May result in...

- Unresolved **Standards Issues**
 - Time Sensitive Standards remain most critical

Conditions

- Usually requires a File Review within 1 year
- Severe cases may require a Site-based Assessment within 1 year
- Report to Review Committee in 1 year



MARCH 2021 Virtual Conference

LESSONS
LEARNED

- Critical Incidents MAY result in an independent review by Commission including suspension of accredited status



MARCH 2021 Virtual Conference

SRIC Actions

LAW ENFORCEMENT 6.12

Published: April 7, 2021

Compliance: April 7, 2022

1.2.10 Duty to Intervene

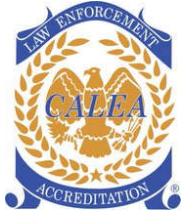
(M M M M) (LE1)

A written directive requires employees to intervene **within their scope of authority and training** and notify appropriate supervisory authority if they observe another agency employee or public safety associate engage in any unreasonable use of force or if they become aware of any violation of departmental policy, state/provincial or federal law, or local ordinance.

Commentary

Trust placed in the agency by the community...

This standard does not require non-sworn personnel to intervene in use of force situations where they are not properly trained or required by oath of office or law to take such actions.



MARCH 2021 Virtual Conference

SRIC Actions

4.1.6 Vascular Neck Restrictions

(M M M M) (LE1)

If the agency allows ~~use of~~ a vascular neck restriction **as a less lethal technique**, a written directive defines the conditions ~~when permissible and includes~~ **for its use**, with **any** specific ~~initial and biennial training requirements on the technique and associated~~ ~~policy~~ **prohibitions**.



MARCH 2021 Virtual Conference

SRIC Actions

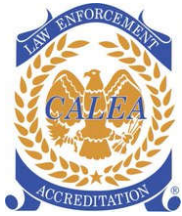
21.1.1 ~~Task~~ Job Analysis

(0 0 0 0)

A written ~~task~~ job analysis of every class of ~~full-time~~ employee in the agency is conducted, maintained on file and includes, at a minimum:

- a. the work behaviors (duties, responsibilities, functions, tasks, etc.);
- b. the frequency with which the work behaviors occur;
- c. how ~~critical~~ important the work behaviors are; and
- d. the job-related knowledge, skills, and abilities needed to perform the work behaviors effectively.

Commentary



MARCH 2021 Virtual Conference

SRIC Actions

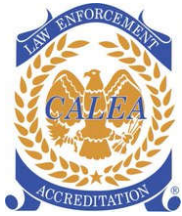
22.1.3 Benefits Program

(M M M M) (LE1)

The agency has written directives that describe the following personnel programs:

- a. retirement program;
- b. health insurance program;
- c. disability and death benefits program;
- ~~d. liability protection program;~~ and
- e. employee educational benefits, if any.

Commentary



MARCH 2021 Virtual Conference

SRIC Actions

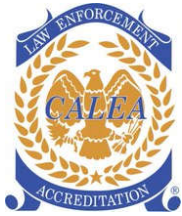
22.1.10 Bonding/Liability Protection

(M M M M)

All sworn positions are bonded and/or provided with public liability protection consistently between all such positions.

Commentary

The protection attached to the functions of full-time sworn officers should be provided to all classes of officers. Bonding and/or specific provisions of the liability protection program should cover personnel of all classifications, including full-time, part-time and volunteers, for actions or omissions directly related to their law enforcement function. The program should protect personnel from liability arising from acts or omissions leading to personal injury, death, or property destruction that, in turn, could lead to legal civil action against them. (M M M M)



MARCH 2021 Virtual Conference

SRIC Actions

33.4.1 Recruit Training Required

(M M M M) (LE1)

The agency requires all sworn officers to complete a recruit training program prior to assignment in any capacity in which the officer is allowed to carry a weapon or is in a position to make an arrest, except as part of a formal field training program required in standard 33.4.3.

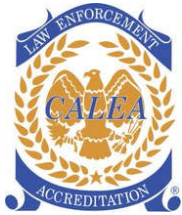
Commentary

... Training for employee classifications performing limited law enforcement duties refer to standard 33.4.4.

GLOSSARY (Appendix A)

Recruit Training

Generally considered to be basic law enforcement training or for officer not currently in a sworn capacity. Recruit Training is the mandated training set by state, federal, or provincial authorities for a sworn officer to obtain general peace officer powers and make a full-custody arrest for violations of law.



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SRIC Actions

33.4.4 Entry Level Training

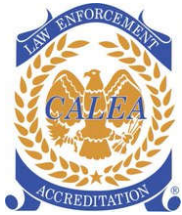
(M M M M) (LE1)

The agency requires all ~~full-time, part-time or volunteer~~ individuals charged with performing sworn law enforcement duties to complete ~~a~~ **an entry level** recruit ~~academy~~ training program equivalent to that required of full-time sworn officers. ~~Agencies~~ **However, agencies** who do not wish to include certain employee classifications with law enforcement responsibilities in a full ~~academy~~ **entry level recruit training program** may opt that classification out of a full ~~academy~~ **training program** by accomplishing the following:

- a. prepare a detailed job ~~task~~ analysis for the position which identifies tasks that are law enforcement related; and
- b. develop a matrix that identifies the training, and hours of training provided, of that training for the classification.

Commentary

...Any function performed by a classification of employee for a specific type of law enforcement function must be the equivalent of that provided to any full-time sworn law enforcement officer. **Agencies choosing to opt out of a full entry level training program must have a job task and classification for each function performing sworn law enforcement duties and provide required training for that classification.**



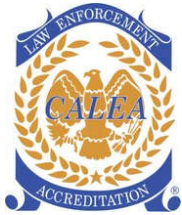
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SRIC Actions

GUIDING PRINCIPLES (Appendix B)

2.4 Personnel shall be assessed according to the glossary terms.

There is no need for an agency to change its definitions or titles for positions, employees, or other individuals affiliated with the agency. The standards will be assessed using the glossary terms found in this manual in comparison to the agency's actual utilization of the personnel being assessed. The glossary terms define ~~four~~ **two** types of agency personnel: ~~(1) sworn, (2) reserve, (3) auxiliary,~~ sworn and ~~(4) civilian~~ **non-sworn**. Sworn ~~and reserve~~ personnel have the authority to make a full custody arrest while ~~auxiliaries and civilians~~ **non-sworn personnel** do not. The distinction between sworn and ~~civilian~~ **non-sworn** personnel is predicated on the authority to make a full-custody arrest as defined in this manual, not on the basis of taking an oath of office. There may be employees, ~~auxiliaries,~~ or other persons affiliated with the agency who are required to take an oath, wear a uniform, and perform quasi-law enforcement duties such as detention or transportation of detainees, but they are not considered sworn ~~or reserve~~ law enforcement officers unless their authority includes the authority to complete a full-custody arrest.



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SRIC Actions

74.3.1 Procedure, Criminal Process

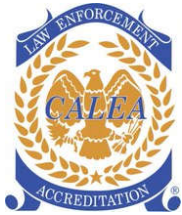
(M M M M)

Written directives govern the execution of criminal process documents.

Commentary

The directives should address the types of warrants to be executed, including search and arrest warrants, territorial limitations upon execution, time requirements for execution, statutory provisions for summoning aid, and procedures for the issuance of summons in lieu of arrest. **Appropriate legal application and provisions to include any prohibitions for "no-knock" warrants should be addressed.**

Consideration should also be given to such matters as standards for the use of force, statutory provisions respecting immunity from arrest, as well as other legal provisions pertaining to arrest in the jurisdiction.



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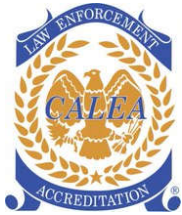
SRIC Actions

83.2.1 Guidelines and Procedures

(M M M M) (LE1)

A written directive establishes guidelines and procedures used for collecting, processing, and preserving physical evidence in the field, and includes;

- a. first responder responsibilities and precautions;
- b. procedures for the collection, storage, and transportation of evidence;
- c. evidence collection training requirements for persons collecting evidence; and
- ~~d. procedures for the submission of evidence to accredited laboratories; and~~
- e. transfer of custody of physical evidence.



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SRIC Actions

83.3.2 Evidence, Laboratory Submission

(M M M M) (LE1)

A written directive establishes procedures for submitting evidence to **an accredited** forensic laboratory, which include:

- a. identification of the person responsible for submitting the evidence;
- b. methods for packaging and transmitting evidence to the laboratory;
- c. types of documentation to accompany evidence when transmitted;
- d. receipts to ensure maintenance of chain of evidence; and
- e. stipulation that laboratory results be submitted in writing.



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SRIC Actions

COMMUNICATIONS 2.30

Published: April 7, 2021

Compliance: April 7, 2022

3.1.1 ~~Task~~ Job Analysis

(0 0 0)

A written task job analysis of every class of employee in the agency is conducted, maintained on file, and includes, at a minimum:

- a. the work behaviors (duties, responsibilities, functions, tasks, etc.);
- b. the frequency with which the work behavior occurs;
- c. how important the ~~criticality of~~ work behaviors are; and
- d. the job-related ~~skills,~~ knowledge, ~~and abilities~~ skills, and
- e. ~~a documented review at least every three years~~ abilities needed to perform the work behaviors effectively.

Commentary



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SRIC Actions

TRAINING ACADEMY 2.21

Published: April 7, 2021

Compliance by: April 7, 2022

4.1.3 Job Analysis

(O)

A written job analysis of every class of employee in the agency is conducted, maintained on file and includes, at a minimum:

- a. the work behaviors (duties, responsibilities, functions, tasks, etc.);
- b. the frequency with which the work behaviors occur;
- c. how important the work behaviors are; and
- d. the job-related knowledge, skills, and abilities needed to perform the work behaviors effectively.

Commentary



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SRIC Actions

CAMPUS SECURITY 2.05

Published: April 7, 2021

Compliance by: April 7, 2022

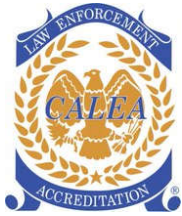
11.1.1 ~~Task-analysis~~ Job Analysis

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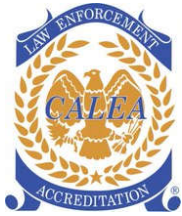
Commentary



MARCH 2021 Virtual Conference SRIC Actions

Proposed – Law Enforcement

- **New standard**
 - 4.1.8 relating to Termination or Reduction of Force.
- **Revisions**
 - 35.1.2 relating to Performance Evaluations.
 - 46.1.9 relating to the All-Hazard Plan - Functional Exercises.
 - 46.2.1 relating to Threat Assessments.
 - 61.1.2 and a deletion of 61.1.3 relating to Uniform Enforcement Procedures.
 - 72.8.1 relating to the Monitoring of Detainees.
 - Forum II - SRIC



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SRIC Actions

Proposed – Law Enforcement

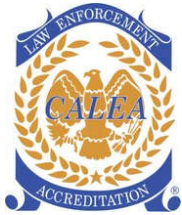
4.1.8 Termination of and Reduction of the Use of Force

A written directive states in situations when the subject either ceases to resist or is under control, the use of force must be terminated or be reasonably reduced.

Commentary

Personnel actively engaged in the application of force must ensure the use of force does not continue beyond the point that is reasonable. Additionally, other personnel on scene or present must be sensitive to this issue within their scope of authority. Personnel must continually reassess the situation and ensure the level of force being used meets the objectively reasonableness standard.

(LE1) (M M M M)



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SRIC Actions

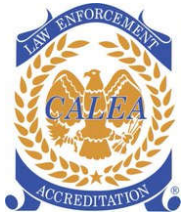
Proposed – Law Enforcement

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MARCH 2021 Virtual Conference

SRIC Actions

Proposed – Law Enforcement

46.2.1 (M M M M) Special Operations Activities

A written directive establishes procedures for special operations activities including:

- a. the responsibilities that agency personnel are to assume until assistance arrives;
- b. deployment of tactical teams to supplement other operational components;
- c. required authorization for deployment of tactical team;
- d. designation of tactical team command and decision-making authority;
- e. **the use of a threat/risk assessment; and**
- f. coordination and cooperation between tactical teams and other operational components.


Commentary

... **The use of threat/risk assessment will minimize potential injury to officers and citizens. A risk assessment is the process of evaluating and determining the presence of any or all potential hazards or dangerous conditions to law enforcement personnel and the public that may be present or may occur during an operation to determine the appropriate risk level of that pending action.**



CALEA® CURRENT VERSIONS

Law Enforcement

VERSION	PUBLISH DATE	COMPLIANCE BY:
6.12	4/7/2021	4/7/2022
6.11	11/30/2020	11/30/2021
6.10	8/17/2020	6 Immediate + 8/17/2021
6.09	11/25/2019	11/25/2020
6.08	5/9/2019	5/9/2020
6.07	1/9/2019	1/9/2020
6.06	12/20/2018	12/20/2019
6.05	8/3/2018	8/3/2019
6.04	4/3/2018	4/3/2019
6.03	4/3/2018	4/3/2019
6.02	12/12/2017	12/12/2018
6.01	8/15/2017	8/15/2018
6.00		Re-Accreditation= Upon Next Award
		No 5th Ed. Awards AFTER 4/1/2021
		Self-Assessment= by 4/1/2019
		New Enrollments AFTER 4/1/2017
5.23	8/5/2015	8/5/2016



Minimum Version of Assessment
 Contains "Immediate Implementation" Standards
 Standards Manual Edition Transition
 Obsolete Version



CALEA® CURRENT VERSIONS

Public Safety Communications			
VERSION	PUBLISH DATE		COMPLIANCE
2.30	4/7/2021		4/7/2022
2.29	8/17/2020		8/17/2021
2.28	6/11/2020		6/11/2021
2.27	12/20/2018		12/20/2019



- Minimum Version of Assessment
- Contains "Immediate Implementation" Standards
- Standards Manual Edition Transition
- Obsolete Version



CALEA® CURRENT VERSIONS

Public Safety Training Academy

VERSION	PUBLISH DATE	COMPLIANCE
2.21	4/7/2021	4/7/2022
2.20	11/30/2020	11/30/2021
2.19	8/17/2020	8/17/2021
2.18	6/11/2020	6/11/2021
2.17	12/20/2018	12/20/2019
2.16	8/3/2018	8/3/2019
2.15	12/12/2017	12/12/2018



Minimum Version of Assessment

Contains "Immediate Implementation" Standards


Standards Manual Edition Transition

Obsolete Version



CALEA® CURRENT VERSIONS

Campus Security

VERSION	PUBLISH DATE	COMPLIANCE
2.05	4/7/2021	4/7/2022
2.04	11/30/2020	11/30/2021
2.03	8/17/2020	8/17/2021
2.02	6/11/2020	6/11/2021
2.01	5/30/2019	5/30/2020
2.00		Re-Accreditation Next Award
		No 1st Ed. Awards AFTER 8/1/2021
		Self-Assessment by
		New Enrollments AFTER 4/1/2017
1.13	12/12/2017	12/12/2018



Minimum Version of Assessment
 Contains "Immediate Implementation" Standards
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 Obsolete Version

CALEA[®]
THE GOLD STANDARD IN PUBLIC SAFETY

FUTURE Conferences

- 2021
 - Virtual July 13-16
 - Jacksonville, FL November 17-20
- 2022
 - Orlando, FL March 30-April 2
 - Chicago, IL July 20-23
 - St. Louis, MO November 16-19
- 2023
 - Little Rock, AR March 29-April 1
 - Oklahoma City, OK July 26-29
 - Bellevue, WA November 8-11
- 2024
 - Montgomery, AL? ?
 - Winston-Salem, NC? ?
 - TBD Rescheduled

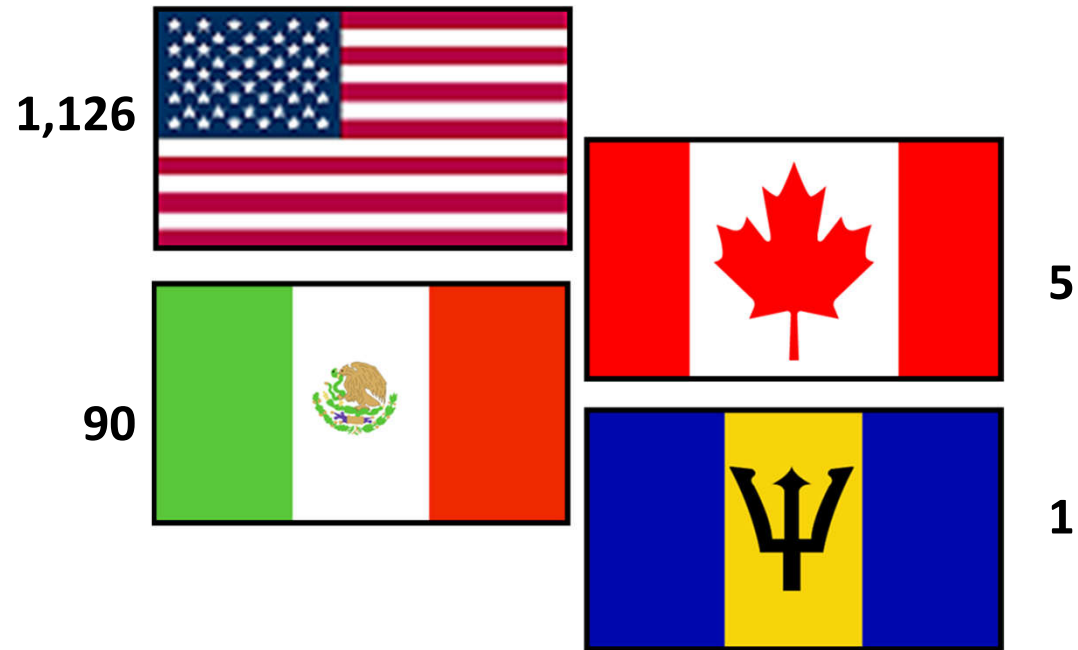




Info and Reminders



Enrollments



TOTAL = 1,222
(effective 4/9/2021)

Commission is Currently Reviewing
an Application from
Dubai, United Arab Emirates





Enrollments

Illinois	54
Indiana	26
Kentucky	6 (including US Mint)
Michigan	21
Ohio	75
Wisconsin	3
Ontario	2

“Top 10” US States

NC	97
OH	75
GA	71
FL	69
VA	63
MO	59
IL	54
TX	52
SC	51
TN	45



Enrollments

LARGEST LE AGENCIES	Non-Sworn	Sworn	TOTAL
New York City (NY) Police Department	18516	34676	53192
Subsecretaría de Policía Estatal del Estado de México	38	14997	15035
Chicago (IL) Police Department	1192	12332	13524
California Highway Patrol	3312	7616	10928
Pennsylvania State Police	0	6660	6660

SMALLEST LE AGENCIES	Non-Sworn	Sworn	TOTAL
Harbor Springs (MI) Police Department	2	7	9
Cowlitz (WA) Public Safety Department, Tribal Police	3	6	9
Calverton Park (MO) Police Department	0	8	8
Marysville (KS) Police Department	1	7	8
German Township (OH) Police Department	0	6	6



Commissioner in the Region



Marlon Lynch

Vice President of Public Safety / Chief of Police
Michigan State University Police Department



Formerly:

University of Utah, Chief Safety Officer

New York University, VP Global Campus Safety

University of Chicago, AVP Safety, Security and Civic Affairs

Meridian Township (MI) Police Department, Officer

MSU Alumni



CALEA Policy Resource Library
<https://www.powerdms.com/cprl/>

PowerDMS

1-800-749-5104

CALEA Policy Resource Library

A free resource for CALEA agencies.

CALEA[®]
THE GOLD STANDARD IN PUBLIC SAFETY

The advertisement features a dark blue background with a blurred image of a person's hands typing on a laptop keyboard. The text is white and blue. In the bottom right corner, there is a small blue circular icon containing a white speech bubble.



Continuous Compliance

- Required = Awards after 1/1/2021
- Maintain 4 years of “Proofs” at all times.
- Procedure:
 - Archive Past Assessment
 - Create New Assessment
 - Copy WD and Proofs from Archived Assessment
 - Paste WD and Proofs into New Assessment
 - Delete (if you wish) oldest proof when new proofs are added
- Notes
 - PowerDMS places new attachments at the bottom (Oldest to Newest)
 - You may resort, but...
 - PowerDMS currently reverts to original order of attachment
- WEBINAR 4/14/2021 – Recording at: [URL](#)



Annual Status Reports

- **New report uploaded in February 2021**
 - Only Required in Year 1, 2, and 3
 - Award Anniversary Date (or within 30 days)
 - NO Exceptions for Award with Excellence
- Be as detailed as possible!

The screenshot shows the CALEA Information Management & Reporting System interface. At the top left is the CALEA logo. The main header reads "CALEA Information Management & Reporting System" with a user profile "Hello, Dan" on the right. Below the header, the breadcrumb navigation path is "AAA Police Academy > Law Enforcement > C1 > Reaccreditation Year 1". There are four buttons: "Details", "Statistics", "Results", and "Agency Status Report". The "Agency Status Report" button is highlighted with a blue border. Below the buttons, a dark blue bar contains the text "Agency Status Report".



CALEA[®] Annual Status Reports

- Significant Events
 - Incidents Resulting in the death or serious bodily injury to agency personnel
 - Actions of personnel resulting in death or serious bodily injury
 - Citizen complaints that generated significant community concern or media coverage
 - Circumstances or investigations involving agency personnel which occurred within the past year that would constitute mismanagement, corruption or malfeasance if substantiated




CALEA® Annual Status Reports

- Trends or Patterns
 - Use of Force
 - Vehicle Pursuits
 - Grievances
- Major Organizational Initiatives
 - Community Outreach or Engagement Projects
 - Crime Reduction Strategies or Initiatives
 - Capital Projects
 - Organizational Restructuring or Alignment
 - Multi-jurisdictional, Agency, or Disciplinary Partnerships
 - Other Initiatives



Annual Status Reports

- Areas of Focus
 - Operational area or activities
 - Administrative area or activities
- CEO Certification

CEO CERTIFICATION 

I have reviewed this CALEA Agency Annual Report and the entries are complete and correct to the best of my knowledge.

Yes No

Date *

Prepared By *

CEO Name *



Web-based Assessments

- Occur
 - Years 1, 2 and 3 = On or about Award Anniversary Dates
 - Year 4 = 40 days prior to Site-based Assessment
- Approx. 25% of Standards each assessment
- Results Reported in Final Report!
 - Standards Issues
 - Wet Ink
 - Applied Discretion
 - Non-Compliance



Site-based Assessment

- **“ALL Assessments VIRTUAL through December 2021**
 - Teleconference or Telephone Interviews
 - Recorded / Webcam Agency Tour
 - “Virtual Townhall” for Public Info Session
- New Site-based Assessment Check-list available soon



QUESTIONS?