

LAW ENFORCEMENT ANNUAL STATUS REPORT

Burlington (NC) Police Department



Awarded agencies are required to submit this annual report summarizing the accreditation maintenance experience for the preceding year. In the report, the agency declares its continued compliance with applicable standards, identifies strengths and weakness, and discusses agency risks and future opportunities. The intent of the annual report is to communicate to the Commission on Accreditation for Law Enforcement Agencies, Inc., (CALEA®) on the agency's continued compliance and establish the information necessary for future reaccreditation assessments.

In addition to submitting this Annual Report, the agency is responsible for notifying its Regional Program Manager (RPM) of any major incident, event or circumstance that may affect its standard(s) compliance and/or the CALEA Accreditation Program. This notice should be provided to your RPM as soon as possible following the event.

This report is required to be submitted through the CALEA Information and Management Reporting System (CIMRS) at the time of the annual review process.

Agency Name:	Burlington (NC) Police Department
Agency Address:	267 West Front Street, P.O. Box 11358 Burlington, NC 27216 Burlington , NC US 27216 1-336-229-3546 www.BurlingtonNC.gov/Police

CEO:	J. Jeffrey Smythe
Title:	Chief of Police

Accreditation Manager: Kimberly Biebel
Phone: 1-336-229-3545
Email: kbiebel@burlingtonnc.gov

Date of original award:

Date of last award:

Date of last Annual Report: May 01, 2019

Standards Compliance – Agencies are required to remain in compliance with all applicable standards. Please supply the following information:

1. Is the agency in compliance with all applicable mandatory standards?
Yes
2. Does the agency remain in compliance with at least 80% of all applicable other-than-mandatory standards?
Yes

Memorandum of Agreement/Consent Decree or Investigation

1. Is the agency currently operating under a Memorandum of Agreement and/or Consent Decree?
No
2. Is the agency currently under review or investigation by the Department of Labor, Department of Justice, or any other investigating authority?
No
3. Has your agency had any lawsuits where the processes or practices required by the CALEA standards were used in defense of the lawsuit?
No

Policy, Procedures & Practice Updates – Agencies are required to remain in compliance with all applicable standards. Please supply the following information:

1. Have you updated any policy, procedure or practices that impact the application of the CALEA standards?
Yes

In July of 2019, our department started a Policy Development Manual revision using the Lexipol System. The purpose of this review is to take an in-depth look at existing policies to 1) determine if a policy is still needed or if it should be combined with another policy; 2) determine where the purpose and goal of the policy was still being met; 3) determine if revisions are required to improve the effectiveness or clarity of the policy and procedures; 4) determine if it is meeting the CALEA standard and practices in the field; and 5) to ensure that appropriate education, monitoring and ongoing review of the policy is occurring.

We conducted a comprehensive review of forty written directives (over 50 CALEA standards) over the last assessment period. Included in our policy development project is adopting CALEA 6th Edition Manual into our new directives. We will continue throughout this year to use Lexipol to develop our Policy Manual and to create a more detailed Procedure Manual.

We continue to keep our employee well informed as we work through to cross-reference policies. Our old and new manuals are published in PowerDMS and we continue to use that system for dissemination, review, and signatures.

2. Has the agency experienced any grievances since its annual review or initial assessment?
No

Trends and Patterns

1. Has the agency recognized any trends or patterns within the reviews, audits, inspections, or analyses required by the accreditation process?

Yes

Evidence Inspections:

In 2018, we identified that we had a pattern of discrepancies and errors that were found during our required evidence inspections/reviews. Our department completed an Evidence Staff Inspection that brought forward forty-three recommendations for areas of improvement. Based on the Staff Inspection results, we also contracted with an outside entity (EnviroSafe) to hire six subject matter experts to complete a detailed review of our facilities, policies, and practices. This work resulted in the creation of an executive-level supervisory position to increase Evidence Unit oversight and systematic implementation of the recommendations from the Evidence Staff Inspection. As a result of these two proactive steps, we acted decisively to improve the entire evidence management operation. For the project manager position, we hired a retired Captain from a major NC police agency who came to us with an exceptional level of experience and attention to detail. We have invested \$185,000 in site renovations to dramatically expand the space available. The newly constructed evidence room will have 130% of the current required space for evidence storage. The additional space will dramatically reduce discrepancies and errors. We continued in 2019 to address the recommendations and have six left to complete. In 2019 we completed our Annual Audit and other inspections and continued to discover errors. For 2020, we are scheduled for an Evidence Custodian Audit in conjunction with a full inventory audit as we move our evidence into our newly renovated storage area. We are hopeful that hiring a new evidence manager and the changes we have accomplished will reverse the trend of negative findings and ensure success into the future.

Pursuit Analysis:

In 2016 a more restrictive pursuit policy was published and we have seen a continual decline in the overall number of pursuits since that time. However, data analysis also shows a trend of having a higher percentage of the pursuits are out of compliance since 2016. Beginning with a fatal police crash in 2005, the agency created a “matrix” of issues to consider during pursuits. While that initiative reduced pursuits a bit, it was a complex system, and many officers did not understand the controlling factors. In 2016 the agency implemented this more restrictive pursuit policy limiting pursuits to only violent felonies. Over the course of three years, overall pursuits fell from ten to two in 2019. Of note, both pursuits in 2019 were out of policy, but were quickly terminated. Sadly, one of those pursuits ended with the death of a passenger (a teenager) in a stolen car.

Based on this data and these circumstances, the agency implemented additional hands-on driver training in early 2020. This follows on the heels of hands-on driver training in 2017-2019 that included both lecture and scenario-based training regarding vehicle pursuits. The practical exercises were designed to evaluate not only the driving ability, but also the cognitive decision-making ability amid the stress of realistic scenarios. We are confident in the policy and training and have set a goal for 2020 that any pursuits will be within policy.

Goals and Objectives - The accreditation standards require the formulation and annual updating of goals and objectives for the agency and its major organizational components.

1. List any goals and objectives that affect compliance with the standards and their status.
In 2018, we continued dialogue with the community to update our Strategic Plan. Six community sessions were held and were well attended by a diverse group of citizens. The existing eight Pillars were revised as well as numerous new Strategic Directions (goals) and Action Steps (objectives) were developed to adapt to our community needs/desires and make improvements. This work continued through 2019 and has been shown to be highly successful for us.

Pillar I: Interactive relationships between police and the community with reduced crime. We will

continue to work towards reducing crime and increasing public safety by evaluating our patrol deployment model and enhancing public safety with Intelligence-led policing. We will continue to seek out and attend community events and maintain contact with our stakeholders to improve public safety.

Pillar II: A centrally located police facility. We will ensure that we operate out of adequate facilities and we manage existing space efficiently and effectively. We have future plans and are currently working with the City Manager's office and City Council to locate and build a state-of-the-art police facility that will fulfill our needs for the next 30-50 years.

Pillar III: A data-driven staffing model. We will maximize the use of volunteers. We have dramatically increased the use of volunteers across the organization. We will continue to evaluate calls for service or population for validity to properly deploy uniformed staff to ensure public safety.

Pillar IV: Employee training, development, and wellness. We have planned succession and leadership training that helps us make sound decisions about our workforce and we are continuing to provide training beyond state-mandated levels. We have continued to develop employee and family support programs that include peer support, stress management, and chaplaincy. This is one of our core goals moving into 2020.

Pillar V: Professional equipment and technology. We continue to use our Committees to help evaluate technology and equipment. We review our projects in our executive meetings and ensure we are using the best equipment in the safest manner. In 2019 we purchased our first drones and we now deploy them regularly in the field making us safer and more efficient.

Pillar VI: Engaged, collaborative problem-solving. We continue to use strategic scheduling of staff inspections to learn more about problems in the organization. The results drive positive change in specific areas each year. We continue to evaluate various curriculum and implement programs and training classes to reduce implicit bias and we continue to create and engage in youth activities through our School Resource Officer program and with the City's Recreation Department.

Pillar VII: Elite name recognition and customer service. Through 2019 we highlighted our certification with the One Mind Pledge. Sharing our accomplishments widely has helped us with "brand recognition" as well as recruiting and community relations.

Pillar VIII: Youth Engagement. Our focus with our school system will continue as we create a "School Justice Partnership" as outlined in legislation effective in 2019. At the end of 2019 we saw a spike in violent crime at one of our high schools. Through our solid relationship with the school district, we were able to add a second SRO to that school and the district picked up partial funding for the remainder of the year.

We also identified three areas that our department would focus on which include: Intelligence-Led Policing and Focused Offender, Health Wellness and Work/Life Balance, and Raise the Age, Youth Solutions, efforts to reduce the disparate impact. For stabilization and bench-marking we will continue to use our Strategic Plan, Leadership and Succession Planning and our Accreditation process.

Organization Strengths, Weaknesses, Opportunities, and Threats - Effective organizations' leaders are aware of strengths, weaknesses, opportunities, and threats, and use these as planning tools for the future. The intent of this section is for the CEO to report on these issues for the purpose of structuring future assessments.

1. Strengths

- Training Section conducts approximately 4 times the state minimum for training. This includes increasing to over 75% of officers trained in Crisis Intervention Training and continued to invest in the cohort program through the local community college. This program encourage new employees to enter an AA program that includes their peers as students and instructed by police employees in a low threat environment.
- Enhanced health/wellness of employees now a recruiting point for new officers.
- Commitment to the community to provide quality service and show transparency with Community Police Academy in English and Spanish as well as for youth. Other programs include Ride-along Program, community crime mapping available on our website, enhanced social media presence, and enhanced crime analysis through NC4 technology
- Nationally accredited for over 30 years, policies are best practice and audited through Commission on Accreditation for Law Enforcement Agencies (CALEA)
- Amazing gains in diversity hiring, notably for minorities including females
- Assertive testing and early adoption for technology as a force multiplier and officer safety component
- Community Engagement Team (CET) and Intelligence-Led Policing (ILP) are fully operational and having a positive impact on crime
- Continued Law Enforcement Crisis Clinician contract to assist BPD officers when responding to mental health and substance use crisis calls
- Alamance County Narcotics Enforcement Team (ANET) leadership, tasking, and partnerships are reaping significant benefits in reducing drug availability

2. Weaknesses

- Building space issues impact performance, along with cramped evidence space decreasing efficiency and morale
- Schedule with fixed shifts has caused a pooling of senior staff and FTOs on day shift and less experienced staff on the night shift
- Inexperienced patrol staff (line and supervisory) at risk for errors (combat this with high-level training)
- Lack of comprehensive and experienced legal support for PD
- Internal communications continue to be problematic, to include tracking assigned tasks and key messages
- Lack of accurate and corrective feedback to employees in a timely manner limit our ability to develop staff or take corrective action when needed

3. Opportunities

- Expanding the use of youth diversion and community-based services through NC Raise the Age Initiative
- Continued focus on formal education including a continuing AA cohort program with ACC and other partnerships with higher education institutions
- Community perception of the agency continues to increase bringing new opportunities to collaborate
- Volunteer program continues to grow within the agency, improving service delivery enhancements. This does come with a need for better internal and external branding and training

4. Threats

National Perceptions about Law Enforcement (community conduct and perception). This drives negative issues resulting in a decrease in qualified and interested police candidates. There is also a small segment of our community that strongly distrusts the police. This became more clear in

October with the use of force arrest of Mr. Bobby Harvey. Segments of the community were outraged and were not calmed by the objective and prompt release of body worn camera video.

Civil unrest and protests are driven by social media which tax our resources and test our preparedness. We face the same challenges with understanding the role of Law Enforcement in Public Health Emergencies.

Areas for Future Review - The accreditation process is designed to involve the agency in determining those areas of operational or administrative activities that may require further examination during the annual compliance reviews or the site-based assessment. This section provides an opportunity for the agency CEO to direct attention to those areas that he/she feels may require such review.

1. Please list any operational area or activities in the agency that need specific examination during future reviews and indicate the circumstances.
Like many agencies, we continue to struggle with important strategic or investigative information held in silos. Interdivisional communications are imperative to our success. Any suggestions related to improvements would be welcome in this area.
2. Please list any administrative area or activities in the agency that need specific examination during future reviews and indicate the circumstances.
 - Recruitment & Retention. We have a noticeable increase in officers leaving for other policing jobs in 2020. While we continue to evaluate exit interviews and other data points, additional steps to improve our operations are always welcome.
 - Evidence. Certainly the evidence function has experienced poor audits and we have been working diligently to make corrections in this area. We believe we have fixed all of the underlying problems that led to audit failures.
 - Leadership and Succession Planning. This is clearly a continual issue with the high demand for promotions in 2022 and 2023.

Impact of Accreditation - This section is used to define the value of the accreditation process for your agency and provide suggestions for future improvements for the CALEA accreditation process.

1. What suggestions do you have for improving the CALEA process?
CALEA as currently implemented meets all of our agency needs.
2. Are you satisfied with the level of support provided by the CALEA staff? Please explain.
Our experience with CALEA Assessors, Compliance Service Members (CSM), and our Regional Program Manager have been very beneficial. During our remote reviews, the CSM staff have been supportive by offering constructive feedback that helps our department improve our service delivery and strengthens our administrative reporting. Our Regional Program Manager continues to be supportive of our North Carolina Network and continues to communicate CALEA's latest news, initiatives and standard updates. Laura Saunders is genuine about helping agencies succeed and we appreciate her efforts. We are very complimentary and highly satisfied with the services we derive from CALEA.
3. What specific value do you gain from involvement in the CALEA accreditation process?
The accreditation process allows us to be able to demonstrate our commitment to professionalism and transparency. Accreditation also helps provide information to manage operational and administrative activities. Our internal annual reporting structure helps identify trends and patterns that support executive decision making.

Chief Executive Officer's Certification:

I have reviewed this CALEA Agency Status Report and the entries are complete and correct to the best of my knowledge and I certify that my agency is in compliance will applicable CALEA accreditation standards.

Yes

CEO Signature:



Print Name:

Jeffrey Smythe

Date:

Mar 25, 2020

Prepared By:

Kimberly Biebel and Jeffrey Smythe

STATISTICS AND DATA TABLES

Burlington (NC) Police Department Law Enforcement Accreditation

Overview

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

Traffic Warnings & Citations - Reaccreditation Year 1

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	1097	475	1572
Black Non-Hispanic Male	763	321	1084
Hispanic Latino Any Race Male	178	163	341
Other Male	36	7	43
White Non-Hispanic Female	847	333	1180
Black Non-Hispanic Female	765	294	1059
Hispanic Latino Any Race Female	137	106	243
Other Female	19	6	25
TOTAL	3842	1705	5547

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	1008	320	1328
Black Non-Hispanic Male	1041	462	1503
Hispanic Latino Any Race Male	257	186	443
Other Male	50	10	60
White Non-Hispanic Female	794	251	1045
Black Non-Hispanic Female	980	355	1335
Hispanic Latino Any Race Female	180	111	291
Other Female	14	6	20
TOTAL	4324	1701	6025

Legend

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

Traffic Warnings & Citations - Reaccreditation Year 3

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	1072	441	1513
Black Non-Hispanic Male	975	496	1471
Hispanic Latino Any Race Male	294	210	504
Other Male	44	22	66
White Non-Hispanic Female	875	294	1169
Black Non-Hispanic Female	947	451	1398
Hispanic Latino Any Race Female	214	93	307
Other Female	22	13	35
TOTAL	4443	2020	6463

Reaccreditation Year 3 Notes:

*Citations do not include multiple driver/passenger citations per stop

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

Reaccreditation Year 3 Notes:

*One complaint is from a Call for Service from a traffic crash; this would then make a total of four Biased Policing Complaints:

Legend

Traffic Contacts	
Field Contacts	
Asset Forfeiture	

Use Of Force - Reaccreditation Year 1

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									0
Discharge	0	0	0	0	0	0	0	0	0
Display Only	0	0	0	0	0	0	0	0	0
ECW									6
Discharge Only	2	1	3	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	4	0	0	0	0	0	5
Weaponless	7	2	17	3	0	0	0	0	29
Canine									0
Release Only	0	0	0	0	0	0	0	0	0
Release and Bite	0	0	0	0	0	0	0	0	0
Total Uses of Force	10	3	24	3	0	0	0	0	40
Total Number of Incidents Resulting In Officer Injury or Death	13	1	1	1	0	0	0	0	16
Total Use of Force Arrests	4	1	23	3	0	0	0	0	31
Total Number of Suspects Receiving Non-Fatal Injuries	6	2	13	1	0		1	0	23
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	504	262	835	296	68	15	12	5	1997
Total Use of Force Complaints	2	1	1	0	0	0	0	0	4

Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	

Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Use Of Force - Reaccreditation Year 2

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									1
Discharge	0	0	0	0	1	0	0	0	1
Display Only	0	0	0	0	0	0	0	0	0
ECW									10
Discharge Only	3	0	4	1	2	0	0	0	10
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	1	2	0	0	0	0	4
Weaponless	3	0	9	1	1	1	0	0	15
Canine									0
Release Only	0	0	0	0	0	0	0	0	0
Release and Bite	0	0	0	0	0	0	0	0	0
Total Uses of Force	7	0	14	4	4	1	0	0	30
Total Number of Incidents Resulting In Officer Injury or Death	5	0	0	0	1	0	0	0	6
Total Use of Force Arrests	2	0	12	2	1	0	0	0	17
Total Number of Suspects Receiving Non-Fatal Injuries	1	0	5	2	1	0	0	0	9
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	1	0	0	0	1
Total Agency Custodial Arrests	691	353	1178	472	118	33	19	9	2873
Total Use of Force Complaints	2	0	0	0	0	0	0	0	2

Reaccreditation Year 2 Notes:

* BPD Annual Use of Force Analysis: Total use of force incidents=25

* Highest form of use of force used for each incident and multiple officers involved in each incident

* BPD will begin to track the display of firearms in 2019

Legend

White Non-Hispanic Male



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

Use Of Force - Reaccreditation Year 3

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									0
Discharge	0	0	0	0	0	0	0	0	0
Display Only	0	0	0	0	0	0	0	0	0
ECW									16
Discharge Only	6	0	8	0	2	0	0	0	16
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	7	2	15	3	0	0	1	0	28
Canine									0
Release Only	0	0	0	0	0	0	0	0	0
Release and Bite	0	0	0	0	0	0	0	0	0
Total Uses of Force	14	2	23	3	2	0	1	0	45
Total Number of Incidents Resulting In Officer Injury or Death	1	1	4	0	0	0	0	0	6
Total Use of Force Arrests	9	1	21	2	2	0	0	0	35
Total Number of Suspects Receiving Non-Fatal Injuries	7	0	10	2	1	0	1	0	21
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	928	489	1524	488	172	41	14	10	3666
Total Use of Force Complaints	1	1	2	1	0	0	1	0	6

Reaccreditation Year 3 Notes:

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
Number	0	0	0

Personnel Actions

	Year 1	Year 2	Year 3
Suspension	0	0	1
Demotion	0	0	0
Resign In Lieu of Termination	1	0	4
Termination	1	3	1
Other	26	16	15
Total	28	19	21
Commendations	83	59	60

Reaccreditation Year 1 Notes:

*Other- Letter of Counseling and Letter of Reprimand

Reaccreditation Year 2 Notes:

Other:

Letter of Counseling-7

Written Reprimand-9

Reaccreditation Year 3 Notes:

*Other: Includes Letter of Counseling-9 and Written Reprimands=6, for a total of 15.

Complaints and Internal Affairs - Reaccreditation Year 3

	Year 1	Year 2	Year 3
External/Citizen Complaint			
Citizen Complaint	42		46
Sustained	10	10	19
Not Sustained	11	9	13
Unfounded	10	8	6
Exonerated	11	11	8
Internal/Directed Complaint			
Directed Complaint	3		11
Sustained	3	1	9
Not Sustained	0	1	0
Unfounded	0	0	1
Exonerated	0	2	1

Reaccreditation Year 3 Notes:

External/Citizen Complaint-Class II (Minor Complaints)

Sustained- 4 were from internal complaints

InternalDirected Complaint- Class I Complaints

Internal Affairs Sustained External=3

Internal Affairs Exonerated External=1

Calls For Service - Reaccreditation Year 3

	Year 1	Year 2	Year 3
Calls for Service	44213	64092	64678
UCR/NIBRS Part 1 Crimes			
Murder	5	5	7
Forcible Rape	25	31	34
Robbery	121	64	66
Aggravated Assault	317	280	256
Burglary	530	494	527
Larceny-Theft	1783	1428	1860
Motor Vehicle Theft	117	97	148
Arson	8	0	5

Reaccreditation Year 3 Notes:

Calls for Service:

CAD Dispatched 44,703

Self-Initiated 19,975

*Not included: Unfounded

Motor Vehicle Pursuit

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

Reaccreditation Year 2

Based on a tight policy and extensive training, we have dramatically reduced our pursuits over the last two years.

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	3	0	0	0	0	0	0	0	3
Command	11	1	2	0	0	0	0	0	14
Supervisory Positions	14	1	0	0	0	0	0	0	15
Non-Supervisory Positions	70	17	7	3	6	1	3	1	108
Sub Total									140
Non Sworn Personnel									
Executive	0	2	0	0	0	0	1	0	3
Managerial	0	0	0	0	0	0	0	0	0
Supervisory Positions	0	3	0	1	0	0	0	0	4
Non-Supervisory Positions	6	14	1	3	0	3	0	1	28
Sub Total									35
Total									175

Reaccreditation Year 1 Notes:

Supervisory: Sergeants

Command: Captains and Lieutenants

Executives: Chief of Police and Assistant Chiefs of Police

Civilian*full time only

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	7	1	0	0	0	0	0	0	8
Command	5	0	2	0	0	0	0	0	7
Supervisory Positions	16	2	0	0	0	0	0	0	18
Non-Supervisory Positions	65	13	11	4	7	2	3	1	106
Sub Total									139
Non Sworn Personnel									
Executive	2	1	0	0	0	0	0	0	3
Managerial	0	0	0	0	0	0	0	0	0
Supervisory Positions	0	3	0	1	0	0	0	0	4
Non-Supervisory Positions	5	17	1	2	0	2	0	1	28
Sub Total									35
Total									174

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	8	1	0	0	0	0	0	0	9
Command	5	0	2	0	0	0	0	0	7
Supervisory Positions	13	2	0	0	0	0	0	0	15
Non-Supervisory Positions	64	18	13	6	6	1	3	0	111
Sub Total									142
Non Sworn Personnel									
Executive	2	1	0	0	0	0	0	0	3
Managerial	0	4	0	0	0	0	0	0	4
Supervisory Positions	2	3	0	0	0	0	0	0	5
Non-Supervisory Positions	3	17	1	2	0	1	0	1	25
Sub Total									37
Total									179

Reaccreditation Year 3 Notes:

*Data Collected Most recent March 10, 2020

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	25242	45%	550047	65 %	116	83%	18	12%	105	86%	13	10%
Black Non-Hispanic	16449	29%	189587	22 %	12	8%	3	2%	11	9%	1	0%
Hispanic Latino Any Race	11196	20%	69149	8 %	7	5%	1	0%	4	3%	1	0%
Other	2721	4%	35816	4 %	4	2%	1	0%	2	1%	0	0%
Total	55608		844599		139		23		122		15	

Reaccreditation Year 1 Notes:

In 2013 the BPD had 22% white sworn workforce, compared to 18% white sworn workforce in 2018. The 4% decrease shows the BPD working towards diversity that represents our service population. These efforts are demonstrated in our Recruitment Plan.

Legend

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

Agency Demographics Report - Reaccreditation Year 2

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	29179	49%	411909	65 %	108	80%	16	11%	109	83%	14	10%
Black Non-Hispanic	15522	26%	149666	23 %	15	11%	3	2%	12	9%	2	1%
Hispanic Latino Any Race	9291	15%	51457	8 %	8	5%	2	1%	5	3%	1	0%
Other	4797	8%	20640	3 %	3	2%	0	0%	4	3%	1	0%
Total	58789		633672		134		21		130		18	

Reaccreditation Year 2 Notes:

Prior Assessment: Stats are from 2017.

Legend

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

Agency Demographics Report - Reaccreditation Year 3

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	25242	45%	55047	15%	109	76%	20	14%	108	80%	16	11%
Black Non-Hispanic	16449	29%	189587	54%	22	15%	6	4%	15	11%	3	2%
Hispanic Latino Any Race	11196	20%	69149	19%	8	5%	2	1%	8	5%	2	1%
Other	2721	4%	35816	10%	3	2%	0	0%	3	2%	0	0%
Total	55608		349599		142		28		134		21	

Reaccreditation Year 3 Notes:

*Total Available Workforce-was determined by the population above the age of 20 and in the counties of Alamance, Caswell, Chatham, Guilford, Orange, and Randolph

**Service Population-estimates are based on the 2010 Census population.

Legend

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

Sworn Officer Selection - Reaccreditation Year 1

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received									
Applicants Hired	21	8	3	2	4	0	1	1	40
Percent Hired	%	%	%	%	%	%	%	%	N/A
Percent of Workforce Population	21%		4%		3%		1%		N/A

Legend

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

Sworn Officer 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	8	2	6	1	1	1	0	0	19
Percent Hired	%	%	%	%	%	%	%	%	N/A
Percent of Workforce Population	7%		5%		1%		0%		N/A

Legend

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

Sworn Officer 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	140	37	90	28	27	7	7	0	336
Applicants Hired	6	5	6	2	1	0	0	0	20
Percent Hired	4%	14%	7%	7%	4%	0%	0%	%	N/A
Percent of Workforce Population	8%		6%		1%		0%		N/A

Legend

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

Sworn Officer Promotions - Reaccreditation Year 1

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	12	1	1	0	0	0	1	0	15
Eligible After Testing	5	1	0	0	0	0	0	0	6
Promoted	3	1	0	0	0	0	0	0	4
Percent Promoted	25 %	100 %	0 %	%	%	%	0 %	%	N/A

Legend

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

Sworn Officer Promotions - Reaccreditation Year 2

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	11	2							13
Eligible After Testing	6	1							7
Promoted	4	1							5
Percent Promoted	36 %	50 %	%	%	%	%	%	%	N/A

Legend

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

Sworn Officer Promotions - Reaccreditation Year 3

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	14	4	1	0	0	0	1	0	20
Eligible After Testing	9	0	0	0	0	0	1	0	10
Promoted	4	0	0	0	0	0	0	0	4
Percent Promoted	29 %	0 %	0 %	%	%	%	0 %	%	N/A

Legend

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

