

LAW ENFORCEMENT ACCREDITATION

Burlington (NC) Police Department

Agency

Burlington (NC) Police Department
267 West Front Street, P.O. Box
11358 Burlington, NC 27216
Burlington, NC 27216

Chief Executive Officer

Chief of Police
J. Jeffrey Smythe

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 Burlington (NC) Police Department is currently commanded by [J. Jeffrey Smythe](#). The [agency history](#) and authority complements the mission of the CALEA Accreditation programming and the organization has maintained both programmatic and financial responsibilities associated with the established services contract.

Annual Compliance Service Review Findings

CALEA Compliance Services Member Rob Sofie remotely reviewed [80 standards](#) for the agency on 3/28/2018. These standards included specific time-sensitive issues, as well as standards discussed with the agency accreditation manager, and any standards that may have been noted as “standard issue” in the previous review:

Qualitative Review and Observation Site-Based Findings:

Site-Based Assessment Report was not completed.

CHIEF EXECUTIVE OFFICER PROFILE

J. Jeffrey Smythe

Jeffrey Smythe was appointed Chief of Police on May 1, 2013. Prior to his appointment Chief Smythe served as the Chief of Police for Show Low, Arizona, beginning in 2008. His prior law enforcement service includes the Arizona State University Police Department and the Scottsdale, AZ, Police Department.

Chief Smythe earned a Master's Degree in Educational Leadership from Northern Arizona University, and a Bachelor's Degree in Justice Studies from Arizona State University. He is a graduate of the Northwestern University School of Police Staff and Command, and is a graduate of the FBI National Academy. He has served as an Accreditation Manager, Assessor and Commissioner for CALEA.

COMMUNITY PROFILE

The City of Burlington is located in Alamance County, North Carolina and is situated in the North Central part of the state. It is the principle city in the Burlington Metropolitan Statistical Area and has a population of approximately 53,000 residents. The 2010 MSA population was over 150,000 people living primarily in Alamance county. The primary employers within the city include textiles, retail, medical, and service related businesses. Both I-85 and I-40 converge in our area creating a "super highway" with an average daily traffic count of over 125,000 vehicles.

The median household income is \$42,097 and the per capita income is \$23,465. Approximately 19.6% of the population is below the poverty line. Approximately 85% of the population is a high school graduate and 22% of the population has a bachelors degree.

The City of Burlington operates under a council-manager form of government. The governing body consists of four council members, a mayor, and a city manager. The city manager, Hardin Watkins, is responsible for submitting and balancing the annual budget as well as the day to day activities within the municipality.

AGENCY STRUCTURE AND FUNCTION

The Burlington Police Department has been accredited since 1989 and remains committed to the continual improvement and organizational development that is garnered by the CALEA Accreditation process. The agency is organized into two bureaus: Operations and Support. Each bureau is lead by an Assistant Chief and the agency has 136 sworn and 36 full-time civilians. The key components of the agency are divided across four divisions, each commanded by a captain. These division include Criminal Investigations Division, Professional Standards Division, Community Relations Division, and Patrol.

AGENCY SUCCESSES

Hiring-Recruitment-Retention:

Over the past five years, the Burlington Police Department recognized that law enforcement at the national level has faced challenges with regard to hiring, recruitment, retention and diversity. The department has developed an aggressive hiring strategy seeking to employ qualified candidates from diverse racial and ethnic backgrounds.

The department increased its recruitment efforts this year which included a new recruitment video, a recruitment open house, a recruitment information session, and expanded our recruiting efforts to include attending a recruitment exposition in Virginia. Through these efforts, the department has observed a 37% increase in hiring sworn officers. This included hiring 12 females which is a 75% increase in females in our sworn workforce.

During 2017, the department reviewed its hiring process and was able to reduce the amount of time from application to formal job offer, bringing the total time down to about three months on average. Variances in total time are exacerbated applicant's ability to provide requested documentation in a timely manner.

The department has taken a position to hire lateral officers (previously-sworn/BLET certified) when possible and at the same time hire on average 10 non-sworn officers every six months electing to pay them as cadets while they receive BLET training. This decision ultimately removes financial barriers and has had a significantly positive impact on minority hiring practices.

Enhanced Officer Safety:

The Burlington Police Department has made and is committed to the overall safety of our staff.

In 2017 the department continued to use a philosophy of continuous improvement to help make purchasing decisions, modify policy and enhance training, all with the focus on improving officer safety outcomes. A number of the changes relate directly to traffic safety outcomes as well as a high level of training for officers on de-escalation tactics.

The result of the combined decisions with a focus on safety lead the agency to the application and awarding of the National Law Enforcement Officer Memorial Fund and the Bureau of Justice Assistance Destination Zero Program's "Comprehensive Officer Safety and Officer Wellness Award" for 2017. The training and equipment ultimately led to a safer work environment and safer environment for citizens.

Crime-Reduction/Intelligence Led Policing:

In 2017 the Burlington Police Department took a significant step in the implementation of Intelligence Led Policing (ILP). Prior to September of 2017, the patrol division daily deployment model did not focus specifically on data or known offenders. In the late summer of 2017, the patrol lieutenants joined efforts with the centralized staff of the Crime Analysis Unit (CAU) to develop strategies using data to assist officers in the appropriate identification of offenders that were driving an increase in Part I crimes.

These lieutenants and CAU staff now regularly produce a "Focused Offender" list as well as generate a "Hotspot" map that provides current data on locations where Part I crimes are most often occurring. These efforts combined with the clear daily direction being given to staff has generated a reduction of 36% in Part I offenses and ultimately led to reduced victimization. Based on the positive results of these efforts, the department plans to more fully develop strategies using the ILP model throughout every division of the department in 2018.

Promotional Processes and Succession Planning:

The department has a long history of promoting from within the agency to fill vacancies. The department uses a robust multi-layered promotional process that strives to achieve fairness, equality and transparency, allowing for the promotion of the most qualified candidate. The department uses a combination of internally managed and external vendor based promotional processes that include skill-based testing and situational based performance evaluations to produce the best candidates and a promotional list that is used by the Chief of Police to fill vacancies and promote staff. The department has also used local community members to sit on review boards and assist in the evaluation of candidates.

The Command Staff evaluates succession planning at a minimum of bi-annually and works closely with the Training Section to make selections of interested and qualified staff members to formally assist them in their professional development. Some of the training used to develop staff includes the FBI National Academy, Advanced Management Officer Program at North Carolina State University, Management Development Program (NCJA), and FBILEEDA training along with other schools. We have also created a much more meaningful program to reinforce formal education through pay incentives, promotional incentives and tuition reimbursement. The department recognizes the strength it retains by promoting from within the ranks of the Burlington Police Department and is committed to leadership development and succession planning to maintain this promotional model.

CRITICAL ISSUES FOR AGENCY

The most critical issues for us are staffing, space allocation (building issues), youth violence, and continued refinement of Intelligence-led policing strategy across all divisions.

We have conducted two different staffing studies, both of which show a significant need for additional staffing based on a weighted workload model (2014) and a less traditional internal divisional needs model (2018). However, due to budget concerns, the agency has not been granted significant increases in staff.

Concurrent with the most recent staffing study, we have engaged a firm to conduct a building space needs study. Our current facility was constructed in 1986 when the agency had 77 sworn officers. We now have 136 sworn and have displaced our Criminal Investigations Division to an offsite building. This building has high repair demands and the most costly HVAC system in the City operating an antiquated and inefficient boiler system. A variety of solutions are being researched to allow for the purchase of a new building.

Beginning in 2016 with a violent murder in City Park, the agency has been aware of a gradual increase in violent crimes, particularly related to African American youths. We have formed a variety of community and faith-based groups attempting to have a long-term impact on this problem. While we may have leveled out the data, one crime is too much and we believe that culturally this will continue to be a problem in the future.

And then lastly, as mentioned above, we will continue to refine our process of Intelligence led policing. We have recently centralized our Crime Analysis Unit and will be purchasing additional software in the next budget year to assist them in this endeavor.

YEAR 1 REMOTE WEB-BASED ASSESSMENT

4/11/2018

Compliance Services Member: Rob Sofie

On 3/28/2018, the Year 1 Remote Web-based Assessment of Burlington (NC) Police Department was conducted. The review was conducted remotely and included 80 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	Reviewed: No Issue
1.1.2 Code of Ethics	Reviewed: No Issue
1.2.6 Alternatives to Arrest	Reviewed: No Issue
1.2.7 Use of Discretion	Reviewed: No Issue
1.2.9 Bias Based Profiling	Reviewed: No Issue
1.3.1 Use of Reasonable Force	Reviewed: No Issue
1.3.6 Reporting Uses of Force	Reviewed: No Issue
1.3.7 Reviewing Reports of 1.3.6	Reviewed: No Issue
1.3.10 Demonstrating Proficiency with Weapons	Reviewed: No Issue
1.3.11 Annual/Biennial Proficiency Training	Reviewed: No Issue
1.3.13 Analyze Reports from 1.3.6	Reviewed: No Issue
2 Agency Jurisdiction and Mutual Aid	
2.1.1 Geographical Boundaries	Reviewed: No Issue
11 Organization and Administration	
11.1.2 Organizational Chart	Reviewed: No Issue
11.2.1 Employee Accountability	Reviewed: No Issue
11.2.2 Direct Command Component	Reviewed: No Issue
11.3.2 Supervisory Accountability	Reviewed: No Issue
11.4.3 Accreditation Maintenance	Reviewed: No Issue
12 Direction	
12.1.2 Command Protocol	Reviewed: No Issue
12.1.3 Obey Lawful Orders	Reviewed: No Issue
12.2.2 Dissemination and Storage	Reviewed: No Issue
15 Planning and Research Goals and Objectives and Crime Analysis	

Standards	Findings
15.2.1 Annual Updating/Goals and Objectives	Reviewed: No Issue
16 Allocation and Distribution of Personnel and Personnel Alternatives	
16.1.1 Position Management System	Reviewed: No Issue
16.1.2 Workload Assessments	Reviewed: No Issue
16.2.1 Annual Review	Reviewed: No Issue
17 Fiscal Management and Agency Property	
17.2.2 Functional Recommendations to Budget	Reviewed: No Issue
17.4.1 Accounting System	Reviewed: No Issue
17.4.2 Cash Fund/Accounts Maintenance	Reviewed: No Issue
17.5.4 Electronic Data Storage	Reviewed: No Issue
22 Compensation Benefits and Conditions of Work	
22.2.4 Victim Witness Services/Line of Duty Death	Reviewed: No Issue
22.3.1 Physical Examinations	Reviewed: No Issue
25 Grievance Procedures	
25.1.2 Coordination/Control of Records	Reviewed: No Issue
25.1.3 Annual Analysis	Reviewed: No Issue
26 Disciplinary Procedures	
26.1.1 Code of Conduct and Appearance	Reviewed: No Issue
26.1.3 Sexual Harassment	Reviewed: No Issue
31 Recruitment	
31.2.1 Recruitment Plan	Reviewed: No Issue
31.2.2 Annual Analysis	Reviewed: No Issue
32 Selection	
32.2.5 Conducted by Trained Personnel	Reviewed: No Issue
33 Training and Career Development	
33.1.2 Attendance Requirements	Reviewed: No Issue
33.1.5 Remedial Training	Reviewed: No Issue
33.1.6 Employee Training Record Maintenance	Reviewed: No Issue
33.5.1 Annual Retraining Program	Reviewed: No Issue
33.5.4 Accreditation Manager Training	Reviewed: No Issue
34 Promotion	
34.1.1 Agency Role	Reviewed: No Issue

Standards	Findings
35 Performance Evaluation	
35.1.2 Annual Evaluation	Reviewed: No Issue
35.1.3 Quarterly Evaluation of Probationary Employees	Reviewed: No Issue
35.1.9 Personnel Early Warning System	Reviewed: No Issue
41 Patrol	
41.2.2 Pursuit of Motor Vehicles	Reviewed: No Issue
41.2.3 Roadblocks and Forcible Stopping	Reviewed: No Issue
41.2.7 Mental Illness	Reviewed: No Issue
41.3.5 Protective Vests	Reviewed: No Issue
42 Criminal Investigation	
42.1.1 On-Call Schedule	Reviewed: No Issue
42.1.6 Criminal Intelligence	Reviewed: No Issue
43 Vice Drugs and Organized Crime	
43.1.3 Confidential Funds	Reviewed: No Issue
44 Juvenile Operations	
44.1.3 Annual Program Review	Reviewed: No Issue
45 Crime Prevention and Community Involvement	
45.1.1 Activities	Reviewed: No Issue
45.2.2 Quarterly Progress Report	Reviewed: No Issue
45.2.4 Citizens Survey	Reviewed: No Issue
46 Critical Incidents Special Operations and Homeland Security	
46.1.1 Planning Responsibility	Reviewed: No Issue
46.1.3 Command Function	Reviewed: No Issue
46.1.8 Equipment Inspection	Reviewed: No Issue
46.1.9 Annual Training	Reviewed: No Issue
46.1.10 Active Threats	Reviewed: No Issue
46.2.8 Event Deconfliction	Reviewed: No Issue
52 Internal Affairs	
52.1.3 CEO Direct Accessibility	Reviewed: No Issue
52.1.5 Annual Summaries; Public Availability	Reviewed: No Issue
55 Victim/Witness Assistance	
55.1.2 Analysis Need/Services	Reviewed: No Issue

Standards	Findings
61 Traffic	
61.1.10 Alcohol Enforcement Program	Reviewed: No Issue
70 Detainee Transportation	
70.1.1 Pre-Transport Prisoner Searches	Reviewed: No Issue
70.1.7 Procedures Escape	Reviewed: No Issue
71 Processing and Temporary Detention	
71.2.1 Training of Personnel	Reviewed: No Issue
71.4.3 Inspections	Reviewed: No Issue
81 Communications	
81.2.2 Continuous Two-Way Capability	Reviewed: No Issue
81.2.14 First Aid Over Phone	Reviewed: No Issue
81.3.2 Alternate Power Source	Reviewed: No Issue
82 Central Records	
82.1.1 Privacy and Security	Reviewed: No Issue
82.1.6 Computer File Backup and Storage	Reviewed: No Issue
83 Collection and Preservation of Evidence	
83.1.1 24 Hour Availability	Reviewed: No Issue
83.2.6 Report Preparation	Reviewed: No Issue
84 Property and Evidence Control	
84.1.5 Records Status of Property	Reviewed: No Issue
84.1.6 Inspections and Reports	Reviewed: No Issue

Response from Agency Regarding Findings:

CEO Feedback not provided.

SITE-BASED ASSESSMENT

4/11/2018

Planning and Methodology:

Summary

Recommendations

STATISTICS AND DATA TABLES

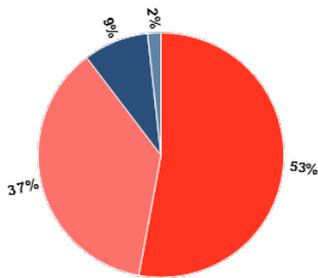
Overview

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

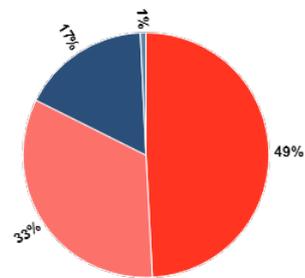
Traffic Warnings & Citations - Reaccreditation Year 1

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	1097.0	475.0	1572.0
Black Non-Hispanic Male	763.0	321.0	1084.0
Hispanic Latino Any Race Male	178.0	163.0	341.0
Other Male	36.0	7.0	43.0
White Non-Hispanic Female	847.0	333.0	1180.0
Black Non-Hispanic Female	765.0	294.0	1059.0
Hispanic Latino Any Race Female	137.0	106.0	243.0
Other Female	19.0	6.0	25.0
TOTAL	3842.0	1705.0	5547.0

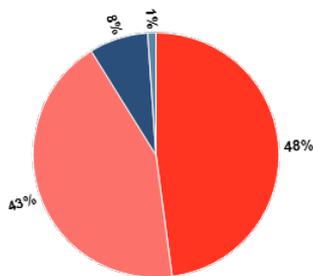
Male Warnings



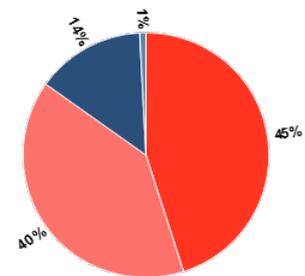
Male Citations



Female Warnings



Female Citations



Biased Based Profiling

Complaints from:	Year 1
Traffic Contacts	0.0
Field Contacts	0.0
Asset Forfeiture	0.0

Reaccreditation Year 1

Complaints

NaN%

Use Of Force - Initial Accreditation

	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
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

Reaccreditation Year 1

Total Firearm

Firearm Discharge

NaN%

NaN%

Firearm Display

NaN%

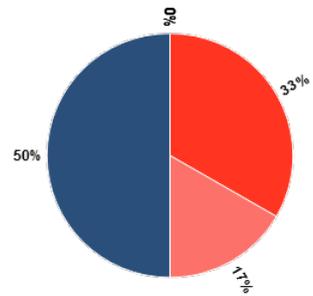
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Firearm Discharge: Fatal Injuries

NaN%

Firearm Discharge: Non-Fatal Injuries

ECW Discharge



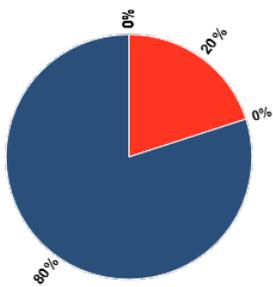
ECW Display

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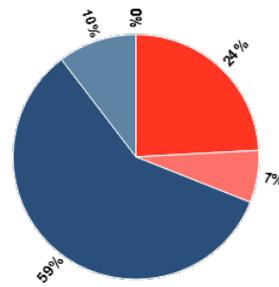
Baton

NaN%

Chemical/OC



Weaponless



Total Canine

NaN%

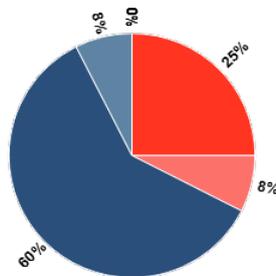
Canine: Release Only

NaN%

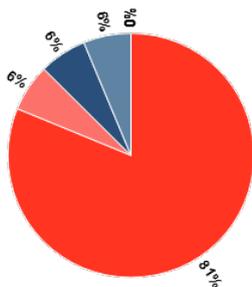
Canine: Release and Bite

NaN%

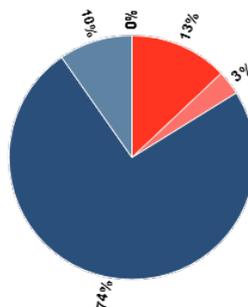
Total Uses of Force



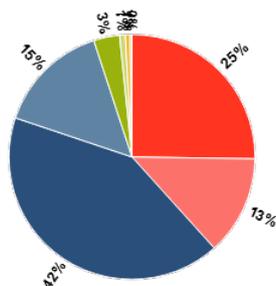
Total Number of Incidents Resulting in Officer Injury or Death



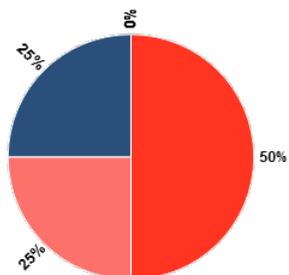
Total Use of Force Arrests



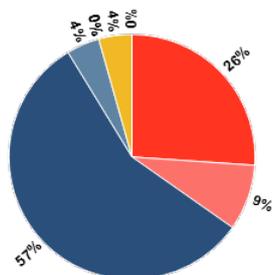
Total Agency Custodial Arrests



Total Use of Force Complaints



Total Number of Suspects Receiving Non-Fatal Injuries



Total Number of Suspects Receiving Fatal Injuries

NaN%

Grievances

Grievances	Year 1
Number	0.0

Personnel Actions

	Year 1
Suspension	0
Demotion	0
Resign In Lieu of Termination	1
Termination	1
Other	26
Total	28
Commendations	83.0

Reaccreditation Year 1 Notes:

*Other- Letter of Counseling and Letter of Reprimand

Complaints and Internal Affairs - Reaccreditation Year 1

	Year 1
External/Citizen Complaint	
Citizen Complaint	42
Sustained	10
Not Sustained	11
Unfounded	10
Exonerated	11
Internal/Directed Complaint	
Directed Complaint	3
Sustained	3
Not Sustained	0
Unfounded	0
Exonerated	0

Calls For Service - Reaccreditation Year 1

	Year 1
Murder	5
Forcible Rape	25
Robbery	121
Aggravated Assault	317
Burglary	530
Larceny-Theft	1783
Motor Vehicle Theft	117
Arson	8

Motor Vehicle Pursuit

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

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	0.0	0.0	0.0	0.0	3.0
Command	11.0	1.0	2.0	0.0	0.0	0.0	0.0	0.0	14.0
Supervisory Positions	14.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0	15.0
Non-Supervisory Positions	70.0	17.0	7.0	3.0	6.0	1.0	3.0	1.0	108.0
Sub Total									140.0
Non Sworn Personnel									
Executive	0.0	2.0	0.0	0.0	0.0	0.0	1.0	0.0	3.0
Managerial	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Supervisory Positions	0.0	3.0	0.0	1.0	0.0	0.0	0.0	0.0	4.0
Non-Supervisory Positions	6.0	14.0	1.0	3.0	0.0	3.0	0.0	1.0	28.0
Sub Total									35.0
Total									175.0

Reaccreditation Year 1 Notes:

Supervisory: Sergeants

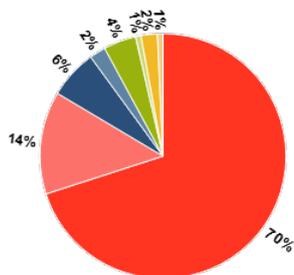
Command: Captains and Lieutenants

Executives: Chief of Police and Assistant Chiefs of Police

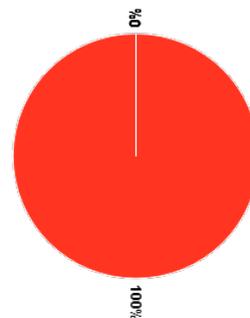
Civilian*full time only

Reaccreditation Year 1

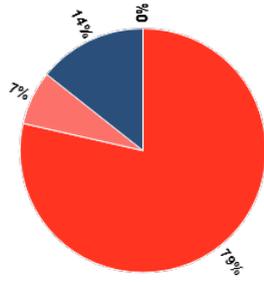
Total Sworn Personnel



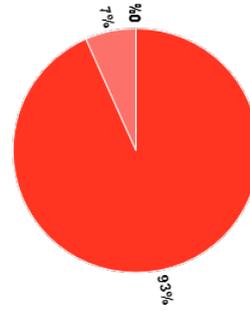
Sworn Personnel: Executive



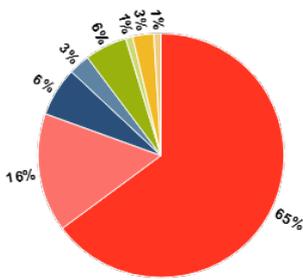
Sworn Personnel: Command



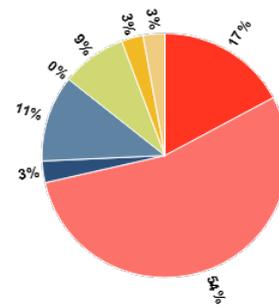
Sworn Personnel: Supervisory Positions



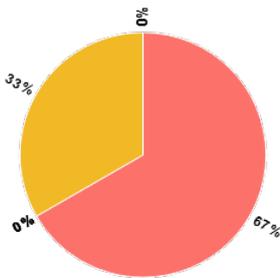
Sworn Personnel: Non-Supervisory Positions



Total Non-Sworn Personnel



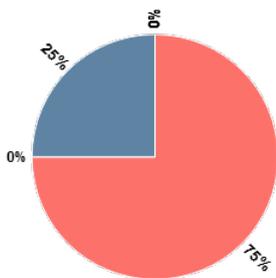
Non-Sworn Personnel: Executive



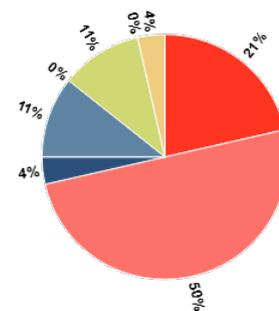
Non-Sworn Personnel: Managerial

NaN%

Non-Sworn Personnel: Supervisory Positions



Non-Sworn Personnel: Non-Supervisory Positions



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	45.00%	550047	65.00%	116	83.00%	18	12.00%	105	86.00%	13	10.00%
Black Non-Hispanic	16449	29.00%	189587	22.00%	12	8.00%	3	2.00%	11	9.00%	1	0.00%
Hispanic Latino Any Race	11196	20.00%	69149	8.00%	7	5.00%	1	0.00%	4	3.00%	1	0.00%
Other	2721	4.00%	35816	4.00%	4	2.00%	1	0.00%	2	1.00%	0	0.00%
Total	55608	N/A	844599	N/A	139	N/A	23	N/A	122	N/A	15	N/A

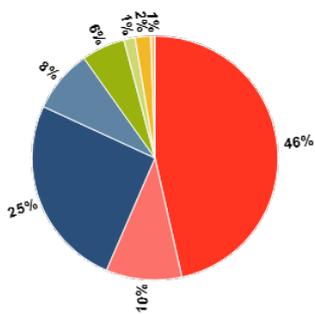
Reaccreditation Year 1 Notes:

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.

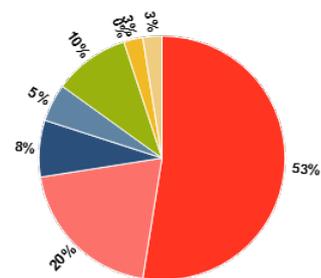
Sworn Officer Selection - Reaccreditation Year 1

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Recieved	252	54	138	45	31	8	11	3	542
Applicants Hired	21	8	3	2	4	0	1	1	40
Percent Hired	8.33%	14.81%	2.17%	4.44%	12.90%	0.00%	9.09%	33.33%	N/A
Percent of Workforce Population	20.86%		3.60%		2.88%		1.44%		N/A

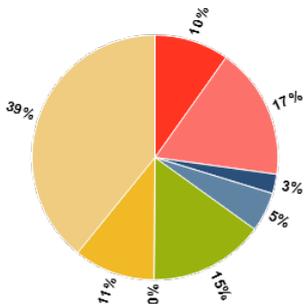
Applications Recieved



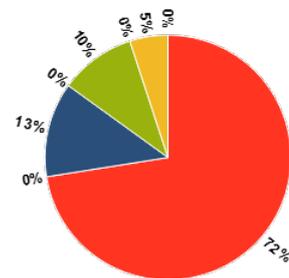
Applicants Hired



Percent Hired



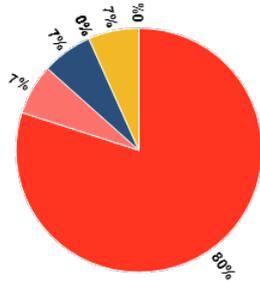
Percent of Workforce Population



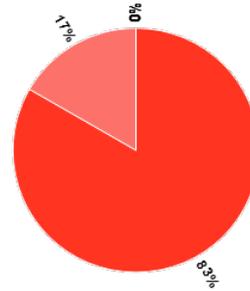
Sworn Officer Promotions - Reaccreditation Year 1

	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	25.00 %	100.00 %	0.00 %	%	%	%	0.00 %	%	N/A

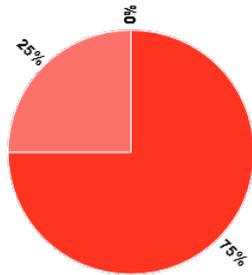
Tested



Eligible After Testing



Promoted



Percent Promoted

