



## ACCREDITED POLICE DEPARTMENTS IN CONNECTICUT

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### ACCREDITED POLICE DEPARTMENTS IN CONNECTICUT

- Accreditation is a process by which law enforcement agencies voluntarily demonstrate that their policies and procedures, operations, management, and support services meet standards established for the profession.
- 28 Connecticut police departments are accredited, including 12 that are accredited by both CALEA and the state.
- Connecticut has 106 police departments, including the State Police.

### QUESTION

Which and how many Connecticut police departments are accredited, and by what entities? Describe the Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA) accreditation program.

### SUMMARY

As of April 1, 2014, 28 of Connecticut's 106 police departments are accredited, 12 of which are accredited by both CALEA and the Police Officers Standards and Training Council (POST), Connecticut's credentialing authority. These 12 are Avon, Coventry, Enfield, Farmington, Glastonbury, Guilford, Norwalk, Simsbury, University of Connecticut, Wethersfield, and the State Police and State Capitol Police. Fourteen departments are accredited by the state only, and two by CALEA only. Twenty-nine other departments have applied for accreditation (see Appendix 1 and Appendix 2).

CALEA is a private credentialing authority that offers accreditation programs for public safety agencies that volunteer to participate in the process. Its stated purpose is to improve the delivery of law enforcement services by offering a body of standards, developed by law enforcement practitioners, covering a wide range of current law enforcement topics.

The essential elements of the accreditation process are an extensive review of an agency's policies, procedures, operations, and equipment; an onsite evaluation of the agency; and a decision by CALEA that the agency meets accreditation standards. The standards cover six major law enforcement areas and address almost every facet of policing and police operations, although not all standards apply to all agencies. Agencies must comply with (1) all applicable mandatory standards, which deal with life, health, and safety issues; legal requirements; and essential police practices; and (2) at least 80% of all the other applicable standards, which deal with important or desirable law enforcement practices and activities.

The accreditation cost, which includes initial accreditation, on-site assessment, and annual continuation fees, depends on factors such as the size of the agency and how long it takes to complete the process. The initial agreement between the agency and CALEA is for 36 months, but an agency may complete the process sooner. If the agency does not complete its self-assessment or schedule its on-site assessment within 36 months, it may seek an annual extension at additional cost. The initial accreditation fees vary from \$7,125 for agencies with one to 24 full-time employees (including sworn and nonsworn personnel) to \$18,600 for agencies with more than 1,000 employees. On-site assessment fees depend on such factors as the cost of lodging and airfare for the assessors, number of assessors involved, and geographical location of the agency being accredited. Annual payments to maintain accreditation range from \$3,470 for the smallest agencies to \$5,765 for agencies with 1,000 or more employees (see Appendix 3). CALEA accreditation is valid for three years, at which time the agency must be reassessed to maintain its accreditation.

According to the CALEA website, since the CALEA accreditation was developed in 1984, it "has become the primary method for an agency to voluntarily demonstrate their commitment to excellence in law enforcement." But many states, including Connecticut, have also developed their own programs. The Connecticut program, which is free, is modeled after the CALEA program, according to the POST executive director.

## **CALEA**

Established in 1979, CALEA is a private, independent non-profit organization that accredits public safety agencies in the United States and abroad, including state, municipal, and federal law enforcement agencies. The commission comprises four major law enforcement executive membership associations: the International Association of Chiefs of Police, National Organization of Black Law Enforcement

Executives, National Sheriffs' Association, and Police Executive Research Forum. The 21-member commission consists of 11 law enforcement professionals and 10 representatives from the public and private sectors. It meets three times each year to review candidate agencies and provide guidance for commission operations.

The stated purpose of CALEA's accreditation programs is "to improve the delivery of public safety services, primarily by maintaining a body of standards, developed by public safety practitioners, covering a wide range of up-to-date public safety initiatives; establishing and administering an accreditation process; and recognizing professional excellence."

### ***Accreditation Standards***

According to CALEA, the accreditation standards are intended to help law enforcement agencies:

1. strengthen crime prevention and control capabilities,
2. formalize essential management procedures,
3. establish fair and nondiscriminatory personnel practices,
4. improve service delivery,
5. solidify interagency cooperation and coordination, and
6. boost citizen and staff confidence in the agency.

An agency may enroll either in the "Law Enforcement Accreditation" program (Tier 1), which consists of 188 standards, or Advanced Law Enforcement Accreditation program (Tier 2), which consists of 482 standards.

The standards address six major areas: (1) agency role and responsibilities; (2) organization, management, and administration; (3) personnel administration; (4) law enforcement operations, operational support, and traffic; (5) prisoner and court-related issues; and (6) auxiliary and technical services. They cover almost every aspect of police operations, including administration and management, criminal investigations, crime analysis, use of force, pursuit, prisoner transportation, evidence collection and preservation, victim and witness assistance, traffic enforcement, police recruitment and selection criteria, and internal affairs.

Standards are categorized as mandatory and "other than mandatory." Agencies must comply with all the mandatory standards that apply to them, and 80% of the other applicable standards. Whether a standard applies depends on the agency size and functions. If an agency cannot comply with a standard because of legislation, labor agreements, court orders, or case law, it may seek a waiver. (The complete list of standards is available here: <http://www.calea.org/content/standards-titles>.)

## ***Accreditation Process***

CALEA's accreditation process involves five phases: (1) application and enrollment, (2) self-assessment, (3) on-site assessment, (4) commission review, and (5) maintaining compliance and reaccreditation.

The process formally begins when a law enforcement agency executes an accreditation agreement with CALEA. Next is the self-assessment phase, during which the agency reviews and assesses its policies and procedures and adjusts them, where necessary, to meet a body of internationally accepted standards; develops proof of compliance with the standards; and prepares for an on-site assessment. The agency has 36 months from the date it executes the agreement to complete the self assessment. CALEA schedules an on-site assessment when the agency notifies it that the self assessment is completed.

## ***On-Site Assessment***

The on-site assessment is conducted by trained assessors with professionally relevant experience. They review the agency's compliance documentation, inspect its facilities and equipment, interview various agency officials and government representatives, and hold a public hearing to get input on the agency and its ability to comply with applicable standards. The assessors report their findings to CALEA, which reviews the report and decides whether to accredit the agency.

## ***Reaccreditation***

An agency must maintain compliance with applicable standards to retain accreditation. To this end, it must annually submit to CALEA (1) continuation fees and (2) status reports summarizing its experience maintaining accreditation for the previous year and declaring continued compliance with applicable standards.

## APPENDIX 1

### Connecticut Accredited Police Departments

	<b><i>Department</i></b>	<b><i>Type of Accreditation</i></b>
1	Avon	CALEA and State
2	CCSU	CALEA
3	Coventry	CALEA and State
4	Darien	State
5	Enfield	CALEA and State
6	Farmington	CALEA and State
7	Glastonbury	CALEA and State
8	Guilford	CALEA and State
9	Madison	CALEA
10	Meriden	State
11	Milford	State
12	Monroe	State
13	Naugatuck	State
14	New London	State
15	Newtown	State
16	Norwalk	CALEA and State
17	Redding	State
18	Ridgefield	State
19	Simsbury	CALEA and State
20	State Capitol	CALEA and State
21	UConn	CALEA and State
22	Wallingford	State
23	Waterford	State
24	Watertown	State
25	West Haven	State
26	Wethersfield	CALEA and State
27	Wilton	State
28	State Police	CALEA and State

Source: Police Officers Standards and Training Council

## APPENDIX 2

### Departments that Have Applied for Accreditation

1	Bethel	11	Fairfield	21	Plainville
2	Bloomfield	12	Greenwich	22	Seymour
3	Bristol	13	Groton	23	Shelton
4	Brookfield	14	Hartford	24	South Windsor
5	Canton	15	Middletown	25	Southern Connecticut State University
6	Clinton	16	New Britain	26	Southington
7	Danbury	17	Newington	27	Stratford
8	East Hampton	18	Norwich	28	Trumbull
9	East Hartford	19	Old Saybrook	29	Yale University
10	East Windsor	20	Plainfield		

Source: Police Officers Standards and Training Council

## APPENDIX 3

### Cost of CALEA Accreditation — Initial CALEA Accreditation Fees\*

<i>Number of authorized Full-Time Employees (including sworn and non sworn personnel)</i>	<i>Lump-sum Payment</i>	<i>Two Installment Payments of</i>	<i>Three Installment Payments of</i>
1-24	\$7,125	\$3,680	\$2,450
25-199	\$10,100	\$5,240	\$3,490
200-999	\$14,775	\$7,695	\$5,130
1,000 and up	\$18,600	\$9,695	\$6,465

\*There are three payment options available: (1) lump sum payment, (2) two installments, or (3) three installments.

Source: <http://www.calea.org/content/law-enforcement-program-eligibility-criteria>

### **On-Site Assessment Fee**

In addition to the initial accreditation fees, agencies must pay for on-site costs. The initial estimated on-site assessment charge varies but includes lodging, airfare, the number of assessors used, and other factors specifically related to the agency and the geographical area in which it is located.

If the agency has not completed self-assessment or scheduled its initial on-site by the end of the 36<sup>th</sup> month of the initial agreement period, it may request an annual extension at a cost of 35% of the initial accreditation fee.

### **Continuation Agreement Fee**

After the agency is accredited, it enters into a continuation agreement with CALEA and pays annual continuation fees. The fees range from \$3,470 for a 24 person agency to \$5,765 for agencies that have 1,000 or more employees.

Source: CALEA (<http://www.calea.org/content/law-enforcement-accreditation-cost>)

For more information, visit <http://www.calea.org/content/law-enforcement-accreditation>

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