



# ALEAP Standards Manual

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*Arkansas Law Enforcement Accreditation Program*

Edition 3



# **Arkansas Law Enforcement Accreditation Program (ALEAP)**

## **Accreditation and Recognition Program Standards Manual**

**Including Glossary**

**Edition 3  
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# **PREFACE**

The ALEAP Manual is the compilation of what Arkansas law enforcement professionals believe are basic business practices needed to address the most critical tasks of law enforcement in our state. The standards were developed to ensure appropriate protection of citizen's rights, to improve the safety of public safety employees, and ensure the operational and professional integrity of a law enforcement entity. This manual includes the Standards and Glossary which are updated from time to time when legal or environmental changes necessitate.

Thank you for participation and for ensuring your department is meeting best practices within our profession.



Chief Chadwick Henson  
2018-2019 President of the Arkansas Association of Chiefs of Police

# Acknowledgment

The Accreditation and Model Policy Committee is deeply indebted to numerous persons and organizations for their assistance and contribution to the development and institution of this program. The current members of the Accreditation and Model Policy Committee of the AACP include:

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## Limitation of Liability

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# **Introduction**

## **THE ACCREDITATION AND MODEL POLICY COMMITTEE**

The AACP Accreditation and Model Policy Committee (AMPC) manages the overall operation of the ALEAP Program and presents awards to qualifying agencies. The Committee is under the direct supervision of the AACP Board of Directors. The Committee oversees the model policy program; establishes and approves standards of best business practices for Arkansas Law Enforcement; develops and manages a system for accepting applications for accreditation; develops and manages a system for evaluating Candidate Agency's compliance with the established standards; and awards accredited status to agencies that have adequately proven compliance with the established standards of best business practices.

The Committee is composed of a body of members appointed by the AACP Board of Directors and or the AMPC Chair. Committee members are made up of Chiefs of Police or other executive-level police officers who hold Active Membership in the AACP as well as other critical partners identified by the AACP Board of Directors and or the AMPC. Committee members serve staggered two-year terms with appropriate members being appointed each year.

A quorum exists when at least five (5) members of the Committee are present at a business meeting. Decisions are made based on a simple majority of those present and voting. Issues and submissions for "Accredited" status may be submitted to the Committee members for a vote.

Committee members will abstain from involvement in the accrediting process of their individual agencies or when they believe a conflict of interest exists due to a close personal relationship.

## **HOW AGENCIES ARE REVIEWED**

Agencies that enter this voluntary program conduct a self-assessment of their policies and procedures to ensure their policies meet the minimum standards required. Agencies then construct electronic files for each standard. These files contain "proofs" required to be maintained annually that prove the agency complies with the requirements of a standard. Upon completion of compiling these proofs, the agency announces they are ready for review and a team of assessors, usually two, from another area of the state are sent to review the agency's files. The assessment team leader prepares a report of the on-site assessment and forwards it to the AMPC for review, approval and awarding of "Accredited" status. Agencies may select from two available accrediting program options that is best for their agency given the resources and time they are able to commit to the project. One option is the RECOGNITION Program (RP) and the other is the ACCREDITATION Program (AP).

In order to qualify for the Recognition program (RP) an agency must implement the AACP Model Policies applicable to their agency by function. Agencies may not alter language within the policies which are attributed to State or Federal law (Red and Green respectively) unless such language is changed by law, or change language that contains a reporting or physical requirement of the agency. In addition, agencies should be very careful when considering

changes to language found in blue lettering (a suggested best practice by an important law enforcement organization, manufacturer, etc.). Agencies in the Recognition Program are required to meet all State Requirements as outlined in Chapter 13 of the Standards Manual.

In order to qualify for the Accreditation Program (AP), an agency must implement all standards applicable by function listed within this manual.

Assessors are usually Chiefs of Police, Command Officers and Program Managers from other agencies. These assessors are trained by the Program Staff and must agree to a Code of Ethics before accepting the assignment and must abide by that Code of Ethics during their assessment of the agency.

### **SUBMITTING PROOFS OF COMPLIANCE**

Proofs of compliance related to Standards designated as “E” must be submitted electronically through the programs designated electronic database to the designated reviewer before the onsite inspection.

When submitting proofs, it is recommended the agency submit two (2) proofs of compliance with respect to "Proof of Receipt of Policy (Level 1 Training)". Also, the agency is encouraged to select alternate employees to display to the Program a representation of the agency's employee pool.

### **ACCREDITING STANDARDS**

The original standards were developed by the AMPC in concert with other state accrediting bodies with extensive experience in the law enforcement accreditation process at the state level. The standards represent the basic practices needed to address critical issues within the law enforcement profession in Arkansas.

These standards have been and will continue to be updated and modified as the legal and social environment changes, and law enforcement operations continue to evolve. Any member of the AACP may submit items and issues for consideration regarding the modification or development of new standards.

The standards are organized into thirteen chapters that correspond to major areas of law enforcement operations. Chapter 13 represents minimum state requirements with which all departments must comply. Agencies seeking accreditation may be held to a higher standard than minimum standards outlined in chapter 13 as directed in chapters 1-12.

### **STANDARDS COMPOSITION**

Each standard is composed of the standard number and title, whether the standard is approved for electronic submission, the standard statement, a discussion, and items needed for proving compliance.

The standard number and title identify the Standard.

The **(E)**, **(V)**, or **(EV)** designation after the title indicates how the standard may be submitted for review.

**(E)** indicates the standard is approved for electronic submission;

**(V)** indicates the standard will be reviewed on-site only;

And, **(EV)** indicates the standard is approved for electronic submission but will be reviewed on-site as well. **(EV)** standards typically have some aspects which may require visual observation or review of more extensive files.

The standard statement is the definitive requirement or requirements which must be met by the agency. The agency must show compliance with each part of a standard if the standard contains multiple parts. Some standards require a written directive. Others may only require an action, activity, inspection, or report. Some may require both a written directive and activity or action. Most standard statements indicate what the agency must address or perform, but usually, allow great latitude in determining how to do it.

The Discussion, if present, is an explanation of the standard and in some cases, may contain a discussion of possible methods and requirements for compliance with the standard. The discussion may provide the agency and assessors with minimum levels of performance for acceptance. Agencies are expected to comply with the minimum levels of performance or the equivalent.

Proof of Compliance is a listing of the items or methods that are needed to show proof of compliance with a standard. If the standard statement requires a written directive, a written directive must be submitted. If a written directive is not required by the standard statement, the method of proof is the choice of the agency. Sufficient evidence must be provided to prove compliance with the standard. If an agency does not have the proof of compliance items listed, the agency should contact the AMPC Program Director to determine alternative methods of showing compliance.

## **STANDARDS APPLICABILITY**

Some standards are conditional standards. Conditional standards usually contain the word “if.” If an agency does not have that particular operation or provide that service, the standard does not apply.

If an agency utilizes another entity to perform any of its functions such as Communications, Holding Facility, or Property and Evidence, the performing agency must meet the standards for that function.

An exception is made for agencies that do not have holding facilities and utilize County Jails or other facilities that are controlled by Arkansas rules related to Jail Standards. Detailed information on this exception is covered in the introduction to Chapter 10, Detainee Processing and Transportation.

## **GETTING STARTED**

Regardless of whether an agency wishes to become officially “recognized” or “accredited”, these standards can be used in every community to improve basic law enforcement operations and reduce liability. We encourage all law enforcement agencies within the state to become familiar with these standards and work toward ensuring compliance with these standards within your agency.

If you wish to become a recognized or accredited agency, the first step is to obtain the Program Manual, Standards Manual and become familiar with the program operation and the applicable standards. The CEO **and** his/her designated Program Manager within the agency are required to attend a formal training class before being formally accepted into the program.

If you have not yet been to training, you do not have to wait to get started. Reading the Program Manual and this Standards Manual can provide you with the information to begin your own self-assessment. Files can be created, and appropriate documentation and proofs of compliance gathered. When the training has been completed and your agency accepted into the program, the completion of the program will take much less time.

The AACP Website ([www.arkchiefs.org](http://www.arkchiefs.org)) has a host of resources for your use under the ALEAP tab. You do not have to be registered or accepted into the program to have access to all the forms, manuals, or sample policies. All downloads are provided at no charge.

### **CURRENT STANDARD EDITION**

Edition 3 was reduced to 173 standards from the previous version. There are now 436 proofs of compliance to that need to be met. Compliance to the program is met by showing proof electronically or by visual site of an assessor.

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# Chapter 1

## ADMINISTRATION AND ORGANIZATION

The administration and organization of a law enforcement agency are crucial to the achievement of its mission. Clear lines of authority and responsibility are necessary to fix responsibility and assure performance. Critical issues of the organization, budgeting, financial management, policies and procedures, authority and jurisdiction, and asset management are covered in this chapter. Effective administration and organization will assist the agency in providing efficient and effective services to the citizens of the community.

### 1.01 Organization

Type of Submission – “EV” Electronic and Visual

The Agency has a current organizational chart depicting the organizational components available to all personnel. The chart is updated as needed but should be reviewed annually.

Discussion: The organizational chart should have a date on it, such as “XXX Police Department 2011,” or a “Date Reviewed” at the bottom to show proof of annual review.

The agency should have the organizational Chart posted somewhere in the department for employee reference.

Proof of Compliance:

1. Copy of current organizational chart, **and**
2. Some method of showing annual review of the organizational chart (Review or issue date on chart or policy stating annual review), **and**
3. Organizational charts are made available to all personnel:
  - a. Signed for by officer as part of the department policy manual, **or**
  - b. Photo of posting on bulletin board, **or**
4. Observation of chart posted on bulletin board (On-site).

### 1.02 Budget

Type of Submission – “E” Electronic

The Agency develops, submits, and manages a budget, and a written directive designates a position responsible for the budget.

Discussion: None

Proof of Compliance:

1. Copy of written directive or memo (designating who is responsible for the budget preparation and management), **and**
  - a. Copy of written directive outlining the budget process, **or**
  - b. Copy of instructions for budget preparation, **or**
  - c. Copy of submitted budget request, **and**

2. Copy of monthly budget summary or status report.

### **1.03 Cash Transactions**

Type of Submission – “EV” Electronic and Visual

The Agency has a written directive instructing appropriate personnel on how to handle and document all cash transactions. The directive will document functions in the agency authorized to perform any cash transactions. This does not include confidential or narcotics-related transactions.

Discussion: Agencies often manage cash in any number of areas including petty cash transactions, receiving cash for bonds and fines, receiving cash for copies of reports, receiving cash for assorted permits such as dog licenses or alarm permits, and even fingerprinting services.

Each of these areas needs must be addressed in policy and should clearly identify:

- A. Who is the custodian of the account (who is responsible for its security),
- B. Who has authorized access to the money (can be by name or by position such as the on-duty dispatcher),
- C. Where and how the cash is maintained (maybe a lockbox locked in the admin. File cabinet, etc.),
- D. How transactions are documented (requests, receipts, log, or balance sheet, etc.),
- E. What to do with the money when it is received,
- F. How money is turned in, how much is kept available, how additional funds are requested, etc.
- G. How often and by whom audited.

The policy for each of these areas should be clear enough to allow someone who knows nothing about the process, to be able to read the policy and conduct cash operations without questions. It should also be clear enough for a supervisor or auditor to know if something is wrong.

Proof of Compliance:

1. Copy of written directive(s) (Ensure person or position responsible for each cash fund is identified), **and**
2. Proof of Receipt of Policy (Level 1 Training), **and**
  - a. Copy of documentation for transactions, submission, or reconciliation, **or**
  - b. Copy of cash account log, receipts, balance sheet, or ledger, **and**
3. Observation of cash account security, log, and transaction detail. (On-site).

### **1.04 Written System of Agency Directives**

Type of Submission – “EV” Electronic and Visual

The agency has a written directive system in place that includes all agency policies, procedures, and practices. The written directive system must:

- A. Be organized in a manner that allows reference,
- B. Require updating of directives in accordance with applicable Arkansas, Federal, Statutory and/or Case Law,
- C. Require managerial policy review at least every two years,
- D. Require directives and updates be made available to, and reviewed by, all affected agency personnel in a manner designated by the CEO, and
- E. Require maintenance of documentation proving receipt of directives by agency personnel in a manner designated by the CEO.

Discussion: It is the responsibility of the agency to ensure their written directives are in compliance with applicable Arkansas Law. In some cities, all policies must be reviewed by the city's attorney. In many cities, this task is left to the CEO. A written statement from the Office of the CEO, that departmental written directives comply with all applicable Arkansas Law, is required as part of this standard's proof of compliance. This can be a stand-alone letter or memo or may be included in the written directive that the CEO, or a designee, is responsible for ensuring that all policies and procedures are in compliance with Arkansas Law.

The written directive should also clearly state how often (such as annually or every two years, etc.) the department directives will be reviewed instead of using the term "periodic."

Proof of Compliance:

- 1. Copy of a sample policy, procedure, general order, etc., **and**
- 2. Proof of Receipt of Policy (Level 1 Training), **and**
- 3. Some documentation of periodic review of directives, **and**
- 4. Some indication that policies are in compliance with State Law. **and**
- 5. Observation of the availability of written directives to all personnel (On-site).

**1.05 Agency Jurisdiction**

Type of Submission – "E" Electronic

The Agency has written documentation from a unit of government that authorizes the existence of the Agency and defines its jurisdictional boundaries.

Discussion: Per ACA 14-52-101 The City Council shall have power to establish a city police department, to organize it under the general superintendence of the Mayor, and to describe its duties and define its powers in such a manner as will most effectively preserve the peace of the city, secure the citizens thereof from personal violence and safeguard property from unlawful deprecation. This establishment is typically accomplished via City Charter or ordinance passed by the City Council which establishes the agency. The State of Arkansas and or its agencies do not establish a local law enforcement agency. There must be some formal action on the part of a government body creating the agency.

Proof of Compliance:

1. Copy of documents for Agency existence and jurisdiction, (Possibly copy of portion of City Charter or Ordinance), **and**
  - a. Copy of boundary ordinances or portions of Metes and Bounds book, **or**
  - b. Copy of map provided to employees with jurisdictional boundaries delineated.

**1.06 Peace Officer Authority**

Type of Submission – “E” Electronic

The Agency has a written directive that identifies who is authorized to be a police officer and identifies their legal authority to detain, arrest, search, seize, pursue, and serve other legal process.

Discussion: This authority is generally found in the City Ordinance; City Charter; State Law, Rules or Regulations; or Court Rules, Code of Criminal Procedure.

Proof of Compliance:

- a. Copy of written directive outlining authority, **or**
- b. Copy of city ordinance or charter regarding the authority of police officers, **or**
- c. Copy of Court Rules, State Law / Regulations, Criminal Procedure.

**1.07 Authority of the Chief Executive Officer (CEO)**

Type of Submission – “E” Electronic

The Agency has written documentation from a unit of government designating the authority of the CEO.

Discussion: This is often found in either the City Charter or City Ordinance authorizing the department.

Proof of Compliance:

- a. Copy of City Charter or Ordinance, giving CEO authority over Agency, **or**
- b. Copy of CEO’s letter of appointment (Mayor, Board of Directors, Commission, and/or Governor appointment) **or**
- c. Copy of CEO’s job description (if approved by Council).

**1.08 Duty to Obey Lawful Orders**

Type of Submission – “E” Electronic

The Agency has a written directive requiring employees to obey lawful orders from a higher-ranking member and explaining how to respond to conflicting or unlawful orders.

Discussion: None

Proof of Compliance

1. Copy of written directive, **and**

2. Proof of Receipt of Policy (Level 1 Training), **and**
  - a. Copy of any Internal Investigations related to failure to obey orders (if any), **or**
  - b. Copy of any supervisor counseling where officer failed to obey supervisor (if any).

### **1.09 Sworn Personnel / CLEST Requirements**

#### **Type of Submission** – “E” Electronic

The Agency requires officers to successfully complete a certified Arkansas Commission on Law Enforcement Standards and Training (CLEST) basic police training course, or a CLEST-approved equivalent, before the officers perform certified law enforcement duties.

**Discussion:** The agency should have a written directive that clearly prohibits employees from performing certified law enforcement duties prior to meeting the CLEST law enforcement officer certification standards, including the successful completion of a CLEST-certified basic police training course (520 hours – see CLEST Specification S-9)) or a CLEST-approved equivalent (see CELST Regulation 1008 – Waiver for Equivalent Training).

Certified law enforcement duties include, but are not limited to, making arrests, search and seizure, carrying a firearm on duty, taking actions under the color of law, etc.

The agency’s directive may allow non-certified officers to be hired in order to attend training, such as an internal academy, approved agency-required training, or CLEST-approved training. The directive may authorize non-certified officers to engage in non-certified law enforcement duties. Examples of such non-certified law enforcement duties include, but are not limited to, assisting with intelligence analysis, report/data entry, evidence processing in a non-field environment, or community outreach programs

#### **Proof of Compliance:**

1. Copy of written directive, **and**
2. Copy of proof of LE Officers graduation from CLEST approved academy, **and**

### **1.10 Accounting for Agency Owned Capital Assets**

#### **Type of Submission** – “E” Electronic

The Agency has a written directive for ensuring annual accountability of all Agency firearms, radios, vehicles and other capital property, equipment or other assets in excess of \$5000 (agencies may choose a lesser asset amount to inventory but may not exceed \$5000). The inventory results will be forwarded to the CEO.

**Discussion:** While not required, agencies should consider including all critical equipment regardless of value because of their critical nature.

The CEO should date and initial the annual inventory to show proof that it was received.

The proof submitted should not be simply a list of asset items but must show that an inventory has been conducted. This can be date, initials and checkmarks on the asset list or in a memo to the Chief with a copy of the checked off items attached.

### Proof of Compliance:

1. Copy of written directive, **and**
2. Copy of recent agency asset inventory.

### **1.11 Approval for Personally Owned Equipment**

#### Type of Submission – “E” Electronic

The Agency has a written directive that requires all personnel to obtain written approval from the CEO or designee prior to carrying or using any personally owned equipment during the performance of their duties.

Discussion: The intent of this standard is to ensure the CEO is aware of and has control over what weapons, equipment and uniform items are carried and worn by the members of the agency. It includes personally owned uniform items, leather gear, equipment such as handcuffs and ASP batons, handguns, rifles, and any non-lethal weapons including Tasers, OC sprays, etc. Any items not issued or specifically approved in the department policy manual.

Agencies must have a policy which requires all employees to request permission and obtain approval from the CEO or a designee before carrying or using any personally owned equipment during the performance of their duties. This policy can be as simple as requesting approval in a memorandum and having the memorandum filed in the employee’s personnel file.

Agencies can authorize employees to carry or use specific personally owned items in their directives and specifically prohibit any other items (weapons, equipment or uniform items) other than those approved in their written directive. If the directive clearly states that no items other than the items listed in the policy will be authorized, then the agency is not required to have a written approval process from the CEO. If other items are allowed, then an approval process is required.

#### Proof of Compliance

1. Copy of written directive, **and**
2. Proof of Receipt of Policy (Level 1 Training), **and**
3. Copy of any request or approval of personally owned equipment by the CEO (if any), **and**
4. Copy of any supervisory counseling or investigation for violating provision (if any).

### **1.12 Agency Issued Property/Equipment**

#### Type of Submission – “E” Electronic

The Agency has a written directive which requires all personnel to sign for any Agency owned property/equipment issued to the employee, and includes a process for recovering the property/equipment when the employee leaves the Agency.

Discussion: Sample property issue and return forms are available on the website.

Proof of Compliance:

1. Copy of written directive, **and**
2. Copy of property sheets for personnel signing for issued property/equipment, **and**
3. Copy of property sheets for personnel returning issued property/equipment.

**1.13 Continuing Compliance with ALEAP Standards**

Type of Submission – “EV” Electronic and Visual

The agency has a written directive that designates a responsible person within the agency for monitoring continued compliance with the accreditation program. The agency has a system in place that ensures continued compliance.

Discussion: Agencies are required to continue compliance with ALEAP standards throughout their three-year accredited period. A number of standards require performance of various inspections, audits, and reports as well as continuing operational processes (such as hourly prisoner checks.) Left uninspected, many of these requirements may not be done regularly. The agency must clearly identify in a written directive a person responsible for ensuring the standards are maintained.

The agency must also develop a system – designed by the agency – to ensure these requirements are continuously met. This system may simply be the use of a “required performance” checklist which is personally monitored by the assigned person, an automated or computerized reminder system requiring periodic checks (such as Microsoft Office Outlook Calendar or Task system) or formalized reporting system with individual units of an agency required to submit formal reports.

Proof of Compliance:

1. Copy of written directive (showing assignment of a person or position responsible), **and**
2. Observation or evidence of a system developed to ensure compliance. (On-site)

# Chapter 2

## PROFESSIONAL STANDARDS AND CONDUCT

All professional law enforcement agencies must have clearly delineated rules and regulations to guide officer conduct and ensure the proper public image of the agency. These Code of Ethics and rules of conduct ensure the public that their law enforcement agency is properly supervised and held to a high standard of conduct. It ensures the public that complaints against officers will be fairly investigated and acted upon if wrongdoing is found.

### **2.01 Bias Based Policing**

Type of Submission – “E” Electronic

The agency has a written directive, complying with current laws and training on Bias Based Policing. Agencies are required to conduct an annual review of selected available agency data related to biased based policing in a good faith effort to ensure compliance with agency policy and state law. The annual review will be documented in an annual report and submitted to the CEO for review.

Discussion: None.

Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of Level 3 training (CJI video course available to all agencies).

### **2.02 Code of Ethics**

Type of Submission – “EV” Electronic and Visual

The Agency requires every Police Officer to sign a CLEST approved Law Enforcement Code of Ethics.

Discussion: None.

Proof of Compliance:

1. Copy of written directive or Code of Ethics, **and**
2. Proof of Code of Ethics in personnel file. (On-Site)

### **2.03 Oath of Office**

Type of Submission – “E” Electronic

The Agency has a written directive that requires every employee who is a peace officer, under law, to take and sign an oath of office before conducting law enforcement duties for the Agency.

Discussion: This requires a department written directive which requires that officers take the Oath of Office prior to performing any law enforcement duties.

Article Section of the Arkansas Constitution prescribes the specific wording of both the officer's statement and Oath of Office. Agencies may add to the Oath of Office but the basic requirements which are stated in the Arkansas Constitution must be met.

Proof of Compliance:

1. Copy of written directive, **and**
2. Copies of at least 2 signed Oaths of Office (and Statement of Appointed Officer).

**2.04 Internal Investigations**

Type of Submission – “E” Electronic

The Agency has a written directive on how to receive, investigate, and conclude complaints against employees. Sustained complaints must be based on facts determined during the investigation.

Discussion: The department policy on Internal Investigations should be reviewed to ensure it meets all of standards 2.04 through 2.10.

The policy should clearly address when and how complaints are received, investigated and concluded. The Written directive should also in some manner indicate that allegations are sustained based only on the facts determined during an investigation or a preponderance of the factual evidence.

Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of Receipt of Policy (Level 1 Training), **and**
3. Copy of an IA Investigation showing conclusion was based on finding of fact (if any).

**2.05 Time Limit on Internal Investigations**

Type of Submission – “E” Electronic

The Agency has a written directive that sets a time limit for completion of Internal Investigations including disciplinary action, if necessary, and includes procedures for request and approval of extensions of time if needed.

Discussion: Agencies should ensure that their time limits include the taking of disciplinary action if necessary. Time limits must be in a specific number of days and may allow for extensions if requested and approved by the CEO.

Agencies can give a time limit in their policy for the “investigation and taking of disciplinary action” or provide a time limit for the investigation and a separate time limit for the taking of disciplinary action if necessary.

Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of Receipt of Policy (Level 1 Training), **and**
3. Review Internal Investigations or logs for compliance with time limits.

**2.06 Complaints Requiring an Investigation**

Type of Submission – “E” Electronic

The Agency has a written directive requiring that all complaints be received by the agency. Allegations of violation of policy or law must be investigated.

Discussion: In smaller agencies, the department may not differentiate formal or informal complaints. It is sufficient if all complaints are sent to the Chief who decides by whom and how they are investigated.

Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of Receipt of Policy (Level 1 Training), **and**
  - a. Copy of IA log or documents showing investigations, **or**
  - b. Copy of formal internal investigation and supervisor investigative file.

**2.07 Notification of the CEO**

Type of Submission – “E” Electronic

The Agency has a written directive for notifying the CEO, as soon as practical, of formal complaints against agency employees and agency volunteers (if any).

Discussion: The intent of this standard is to notify the CEO of external complaints as soon as possible. The agency may determine when and how this notification is made, but should be done early in the complaint receipt and investigation process.

Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of Receipt of Policy (Level 1 Training), **and**
3. Copy of log, memo, or email showing Chief notified of complaint per directive.

**2.08 Appeal Procedures for Disciplinary Actions**

Type of Submission – “E” Electronic

If the agency allows appeals of disciplinary action, the Agency has a written directive describing the appeal process, including which actions may be appealed and what level/position will constitute the appeal authority.

Discussion: If the agency uses or relies on an appeal process issued by a higher authority, such as City personnel rules, city or state civil service rules, the agency should submit those documents and they must meet the requirements of the standard.

Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of Receipt of Policy (Level 1 Training), **and**
3. Copy of an appeal case or memo to officer of appeal process.

## **2.09 Records and Security of Complaints and Investigations**

Type of Submission – “EV” Electronic and Visual

The Agency has a written directive that requires information and records related to complaints against employees be kept secure. Release of information regarding complaints against employees and any subsequent disciplinary action must comply with the Freedom of Information Act (FOIA) and other applicable Federal, State, and Local laws, rules and regulations.

Discussion: The requirement that records be kept secure includes being secure from unauthorized access by agency employees. This requires the records to be kept in locked cabinets or rooms with only limited access by designated individuals.

The written directive must clearly state that the records will be maintained in a secure manner.

Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of Receipt of Policy (Level 1 Training), **and**
3. Photograph of file security for file, **and**
4. Physical inspection of security of files. (On-Site)

## **2.10 Notification to Complainant**

Type of Submission – “E” Electronic

The Agency has a written directive to notify the person who files a complaint, against the agency or employee, of the results of the investigation.

Discussion: None

Proof of Compliance:

1. Copy of written directive, **and**
2. Copies of letters (2) where complainants have been notified of results of investigations (if any).

## **2.11 Sexual and Other Unlawful Harassment**

Type of Submission – “E” Electronic

The Agency has a written directive that prohibits sexual or other unlawful harassment. The written directive must provide for reporting procedures that include when it is appropriate to make a report outside the chain of command or outside the Agency. The agency must provide annual training to all personnel.

Discussion: The training portion of this standard may be met by showing proof of some form of formal training, policy review, or specific topic training at a school, seminar, or class; clearly showing the topic of training, such as a class schedule, syllabus, lesson plan, power point, completion certificate, or other documentation. Computer based learning programs may also be used. Proof will be sign-in sheets, completion certificates, etc. Training must be provided to all department personnel. Training is required annually.

Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of Receipt of Policy (Level 1 Training) (by sworn and non-sworn employees), **and,**
3. Proof of Level 3 training.

**2.12 Professional Conduct**

Type of Submission – “E” Electronic

The Agency has a Code of Conduct that identifies acceptable and unacceptable conduct and includes mandatory training of all personnel.

Discussion: This is typically the department’s Code of Conduct or Rules of Conduct and may have numerous rules and regulations regarding what employees are required to do and what actions are prohibited. Proof of training is required for both sworn and non-sworn.

Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of Receipt of Policy (Level 1 Training).

**2.13 Appearance**

Type of Submission – “EV” Electronic and Visual

The Agency has a written directive that describes uniform and personal appearance standards for sworn and non-sworn employees, including when non-uniform clothing is approved for special assignments.

Discussion: This directive should describe the agency uniform standards and other appearance standards such as cleanliness, grooming, jewelry, tattoos, and other appearance guidelines.

Standards for non-uniform positions should be included such as for Criminal Investigations.

Standards for non-sworn work staff, dispatchers, must also be included. (These may be covered in a city manual but if additional uniform requirements exist (such as for dispatchers or jailers), they must be clearly covered.

If special assignments are used, such as undercover narcotics, specific exceptions to appearance rules should be made in policy or specific approval from the CEO, or designee required.

Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of Receipt of Policy (Level 1 Training), **and**
3. Observation that employees present a professional image. (On-Site)

**2.14 Truthful**

Type of Submission – “E” Electronic

The Agency has a written directive requiring all employees to be truthful in all official verbal and written communications and reports. Employees will be truthful in any court related testimony or agency investigations.

Discussion: None

Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of Receipt of Policy (Level 1 Training), **and**
3. Review any appropriate disciplinary actions (if any).

**2.15 Political Activity**

Type of Submission – “E” Electronic

The Agency has a written directive that prohibits an employee’s personal involvement in political issues or campaigns while on duty or in uniform.

Discussion: None

Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of Receipt of Policy (Level 1 Training), **and**
3. Review any appropriate disciplinary actions (if any).

**2.16 Attendance**

Type of Submission – “E” Electronic

The Agency has a written directive regarding attendance requirements for employees under normal duty assignments, training assignments, and other times identified by the Agency.

Discussion: This standard requires the agency's written directive to specifically address attendance requirements for normal duty assignments and training assignments. The agency may also add other requirements such as attendance at court or other times.

Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of Receipt of Policy (Level 1 Training), **and**
3. Review any appropriate disciplinary actions (if any).

## **2.17 Individual Rights**

Type of Submission – “E” Electronic

The Agency has a written directive that employees are to respect the rights of individuals and specifically states that employees will not engage in discrimination, oppression, or favoritism.

Discussion: The agency directive must, in some manner, require officers to protect the rights of individuals (not just citizens or residents) and must specifically prohibit discrimination, oppression and favoritism. This is often accomplished by simply having a rule to this effect in the department Rules Manual or Code of Conduct.

Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of Receipt of Policy (Level 1 Training), **and**
3. Review any appropriate disciplinary actions (if any).

## **2.18 Personal Conduct**

Type of Submission – “E” Electronic

The Agency has a written directive that no employee shall establish an inappropriate social relationship with a known victim, witness, suspect, or defendant of an Agency case while such case is being investigated or prosecuted as a result of such investigation.

Discussion: The term inappropriate is intended to mean any social relationship with a known victim, witness, suspect, or defendant that would jeopardize the prosecution or embarrass the department.

Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of Receipt of Policy (Level 1 Training), **and**
3. Review any appropriate disciplinary actions (if any).

## **2.19 Alcoholic Beverages**

Type of Submission – “E” Electronic

The Agency has a written directive regarding the use of alcoholic beverages when reporting for duty and while on duty.

Discussion: The directive must address both when reporting and while on duty.

Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of Receipt of Policy (Level 1 Training), **and**
3. Review any appropriate disciplinary actions (if any).

## **2.20 Drugs**

Type of Submission – “E” Electronic

The Agency has a written directive regarding the illegal use of any drug including prescription drugs, and the taking of legal prescriptions when it would negatively impact the judgment or physical condition of an employee while on duty.

Discussion: These directives should prohibit any illegal drug use and the use of any prescription drug taken illegally (without specific prescription for that employee). It should also address the taking of any prescription drug when it would negatively impact the judgment or physical condition of the employee when on duty. This is usually handled by requiring employees to notify a supervisor whenever they are taking any medication which they believe will impair their performance.

Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of Receipt of Policy (Level 1 Training), **and**
3. Review any appropriate disciplinary actions (if any).

## **2.21 Gifts/Gratuities**

Type of Submission – “E” Electronic

The Agency has a written directive regarding gifts and gratuities that may be offered to, or solicited by, employees.

Discussion: None

Proof of Compliance

1. Copy of written directive, **and**
2. Proof of Receipt of Policy (Level 1 Training), **and**
3. Review any appropriate disciplinary actions (if any).

## **2.22 Emergency Recall Procedures**

Type of Submission – “E” Electronic

The Agency has a written directive regarding the availability of personnel during emergency situations.

Discussion: Agencies should specifically spell out employee's duty to report during emergencies as directed by supervisors or the CEO.

Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of Receipt of Policy (Level 1 Training), **and**
3. Review any appropriate disciplinary actions (if any).

**2.23 Personnel Files**

Type of Submission – “**EV**” Electronic and Visual

The Agency maintains a personnel file(s) on each employee which contains originals or copies of all documents related to personnel matters including but not limited to changes of status, training received, dispositions of complaints, commendations, records of counseling, performance evaluations, and CLEST required documentation.

Discussion: None.

Proof of Compliance:

1. Copy of written directive describing the files, if any, **and**
2. Observation of sworn officer's files for compliance. (On-Site)

# Chapter 3

## TRAINING

Police agencies are held accountable both by their community and by the courts for their actions. Employee's actions are guided by clearly written policy, by adequate supervision, and by training. The Commission of Law Enforcement Standards and Training (CLEST) prescribes the minimum level of training for both entry into law enforcement operations and for continuing education after employed. These standards ensure these training mandates are completed and appropriate records are kept to prove the appropriate training was conducted.

### **3.01 Annual Firearms Qualifications and Training**

Type of Submission – “E” Electronic

The Agency has a written directive requiring an agency to conduct at a minimum two (2) firearms training sessions per year, one of which must be an approved CLEST qualification course led by a CLEST certified instructor for all departmentally authorized firearms utilized by the officer.

Discussion: The written directive must require qualification with ALL firearms carried or used by an officer including handguns, rifles, back-up firearms, etc.

Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of Level 4 Training.

### **3.02 Response to Resistance / Use of Deadly Force Training**

Type of Submission – “E” Electronic

The Agency has a written directive on training its sworn personnel at least annually in the proper use of deadly force.

Discussion: This deadly force training shall consist of a review of the deadly force policy of the department and other scenario-based training programs. Many agencies conduct this training as part of their annual firearms qualification but it can be done at any time during the year.

Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of Receipt of Policy (Level 1 Training), **and**
3. Proof of Level 2, **and**
4. Proof of Level 3.

### **3.03 Annual Inspection of Firearms**

### Type of Submission – “E” Electronic

The Agency has a written directive that requires the annual inspections of all authorized firearms by a designated person for proper functioning. This inspection may take place during firearms qualifications.

Discussion: Most agencies have the inspection conducted at the annual qualification after firing. Proof must clearly show each firearm (by serial number or another identifier) was inspected.

### Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of inspection documentation.

## **3.04 Use of Force Training and Proficiency for Less Lethal Weapons**

### Type of Submission – “E” Electronic

The Agency has a written directive that requires all personnel, who are authorized to use less lethal weapons (including ECDs, pepper spray, batons, etc.), be trained at least annually and demonstrate proficiency for those weapons biennially. The required training should be conducted by instructors having appropriate certification for the weapon or by instructors utilizing instructional materials for that weapon.

Discussion: The agency should indicate what less-lethal weapons are carried or used by the department and what instructor certification or materials is used for training on that weapon.

### Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of Receipt of Policy (Level 1 Training), **and**
3. Proof of Level 3 (during the past year), **and**
4. Proof of Level 4 (proficiency during the past two years).

## **3.05 Training Records**

### Type of Submission – “E” Electronic

The Agency has a written directive which describes its employee training records system which is in accordance with CLEST rules or other rules and regulations for appropriate personnel. Reporting of training through the Arkansas Commission on Law Enforcement Standards and Training may be used to document sworn training.

Discussion: This standard requires training records be maintained to CLEST standards. For clarification, each officer's individual record must be kept. In addition, if the agency provides any training in-house, the agency must maintain copies of lesson plans as well as attendance records of classes.

Training records for non-sworn must also be addressed in the directive and maintained.

Proof of Compliance:

1. Copy of written directive, and
2. Copy of individual (1) sworn officer training records, (CLEST), **and**
3. Copy of individual (1) non-sworn training record, **and**
4. Observation of Training files. (On-Site)

**3.06 In-Service Sworn Officer Training**

Type of Submission – “EV” Electronic and Visual

The Agency has a written directive that requires in service training or refresher training for all SWORN personnel employed/appointed by the agency, in accordance with training mandated by Arkansas Law or CLEST standards, and any other training designated by the Agency. This must include training in Arkansas laws of arrest including when arrests can be made without a warrant, laws related to search and seizure including when searches can be made without a warrant, and self-defense tactics.

Discussion: This refers to the mandated Continuing Education under CLEST standards as well as any training mandated by the agency. Reserve/Part-Time officers are sworn officers and are required to have arrest, search and seizure training as well as defensive tactics training. Level 3 or 4 training would cover any CLEST requirement not covered by Standard 2.01 or 3.01.

Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of Receipt of Policy (Level 1 Training), **and**
3. Proof of Level 2 training (in laws of arrest and search with and without warrant), **and**
4. Level 3 or 4 training (of CLEST required in-service training, and defensive tactics), **and**
5. Observation of training records. (On-Site)

**3.07 In-Service Non-Sworn Training**

Type of Submission – “E” Electronic

The Agency has a written directive which identifies the non-sworn positions, including volunteer positions that have any required state or agency pre-service and/or in-service training or certifications and provides the necessary training.

Discussion: The written directive should clearly identify the non-sworn positions that require training and what training is required for those positions.

Proof of Compliance:

1. Copy of written directive (identifying non-sworn or volunteer positions which require pre-hire or in-service training or certifications), **and**
2. Proof of Receipt of Policy (Level 1 Training), **and**

3. Copy of training records or certificates for training of these members (itemized log of records/certificates will suffice). **and**
4. Level of training as required by State Law or Agency rule.

### **3.08 Supervisor Training**

Type of Submission – “E” Electronic

The Agency provides for training for newly promoted supervisors/commanders appropriate to their position/rank within 12 months of promotion.

Discussion: This training applies to all ranks below Chief in the department. Newly promoted supervisors or commanders, (not just the initial supervisory rank) including non-sworn supervisors should be provided training "appropriate to their position/rank" and the training should take place within 12 months prior to or after promotion.

The standard does not dictate the specifics of the training. Obviously, the CJI School of Law Enforcement Supervision and/or similar courses would be appropriate for all new Sergeants and possibly even first line non-sworn supervisors. Other supervision courses may be appropriate for Lieutenants and above.

Proof of Compliance:

1. Proof of Level 3 training for all ranks below Chief within 12 months of promotion (CJI Online Courses available).

### **3.09 SWAT / Special Response Team Training**

Type of Submission – “E” Electronic

If the Agency has a SWAT / SRT, a written directive establishes the criteria for training, and specifies the frequency of training for emergency response team members. The minimum level of basic training is completion of the State approved Basic SWAT school or the equivalent before active participation in a SWAT / SRT operation. The level of continuing training is left to the determination of the agency however, some continual annual training must be required by policy and proof of completing that level of training must be shown.

Whatever level of continuing training that is determined by the agency, it must be mandatory and not subject to such things as “if possible, or if time permits, or when staffing allows.”

Discussion: None

Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of Receipt of Policy (Level 1 Training), **and**
3. Proof of Level 2 training of officers in policy, **and**
4. Proof of Level 3 training in basic SWAT/SRT operations.

### **3.10 Crisis Negotiator Training**

Type of Submission – “E” Electronic

If the Agency has a crisis negotiator, a written directive establishes the criteria for training, and specifies the frequency of training for crisis negotiators.

Discussion: The minimum level of basic training is completion of the State approved Basic Hostage Negotiation school or the equivalent before active participation in an operation. The level of continuing training is left to the determination of the agency, however that training must be required by policy and proof of completing that level of training must be shown.

Whatever level of continuing training that is determined by the agency, it must be mandatory and not subject to such things as “if possible, or if time permits, or when staffing allows.”

Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of Receipt of Policy (Level 1 Training), **and**
3. Proof of Level 3 training.

**3.11 Field Training Program**

Type of Submission – “E” Electronic

The Agency has a minimum 12-week field training program for sworn personnel. The program must:

- A. Require training be conducted by a designated field training officer(s).
- B. Be divided into phases of training based on departmental needs.
- C. Require newly certified or inexperienced officers to complete all phases of the training program prior to operating as a “solo officer”.
- D. May allow recently hired experienced officers to have the phases reduced but should include at a minimum, operational procedures and directives specific to that Agency.

Discussion: None.

Proof of Compliance:

1. Copy of written directive (May be separate FTO Program Manual), **and**
2. Copy of one (1) officers training records showing multiple phases and length.

**3.12 Field Training Officer Training**

Type of Submission – “E” Electronic

The Agency has a written directive which requires that all Field Training officers attend a Field Training course, either the CLEST approved course or an equivalent course prior to assuming FTO responsibilities.

Discussion: None.

Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of Level 3 training.

**3.13 Field Training Officer Process Review**

Type of Submission – “E” Electronic

The Agency has a written directive which requires that all Field Training officers conduct a process review of Field Training program on a schedule and format determined by the Agency. The review will be documented and will include at least any changes in directives and procedures.

Discussion: This “Process Review” is a meeting of all FTO’s for a discussion or refresher program, or updating of Field Training Officers in changes in departmental policy, changes or modifications to the FTO program operation, and an opportunity to discuss training problems and offer input into program improvement. It should be scheduled as often as the agency believes necessary (usually annually in small agencies and every 6 months in larger agencies) for proper program operation but might also allow for “called” meetings when specific issues arise. These meeting should be documented in writing and attendance recorded.

Proof of Compliance:

1. Copy of written directive, **and**
  - a. Copy of any written documentation for the Agency process reviews, **or**
  - b. Copy of summary of process review on written department schedule.

**3.14 Training Evaluations**

Type of Submission – “EV” Electronic and Visual

The Agency has a written directive that requires new officers, while in the Field Training Program, receive at least weekly evaluations by the F.T.O. The evaluation will be reviewed with the new officer and the F.T.O., and maintained on file by the agency.

Discussion: None.

Proof of Compliance:

1. Copy of written directive, **and**
2. Copy of at least weekly documented review by new officer and FTO, **and**
3. Observation of Field Training files. (On-Site)

**3.15 Training Rotations**

Type of Submission – “E” Electronic

The Agency has a written directive that requires each recruit rotate to at least one different shift during training. The recruit should rotate to at least one different FTO, if possible, during the training program.

Discussion: None.

Proof of Compliance:

1. Copy of written directive, **and**
2. Proof showing rotation to at least one different shift (Copy of Daily Evaluation Form),  
**and**
3. Proof showing rotation to at least one different FTO (Copy of Daily Evaluation Form)

### **3.16 Background Investigator Training**

Type of Submission – “E” Electronic

The Agency requires that personnel conducting applicant background investigations have training in conducting the required investigations prior to conducting applicant backgrounds. This requirement may be a formal class or a standard full outline or other specific written document that is required to be followed on any background investigation.

Discussion: Training requires attendance to Background Investigations class or copy of detailed instructions (or manual) for completing background investigations.

Agencies that do not have access to Background Investigator Training can meet this standard by requiring those assigned to conduct background investigations utilize a Background Manual (available for department editing in the Sample Manual) and complete their report in a particular format.

Proof of Compliance:

- a. Proof of Level 3 training, **or**
- b. Copy of any written outline or document required to be followed on every investigation.

### **3.17 Required Tele-Communicator Training**

Type of Submission – “EV” Electronic and Visual

If the Agency operates a communications center or PSAP the agency will have a written directive related to the operations of the telecommunications center and will ensure its personnel are trained in the directive, operations of utilized equipment, department policy and procedure related to the telecommunications center, and ensure tele-communicators obtain basic training related to best industry practices as taught by ALETA, APCO or other recognized tele-communicator courses. (Department policy must be reviewed annually).

Discussion: Training in familiarity with department operations may be some form of formal training or by the provision and discussion of a departmental operations manual or policy. Proof of departmental operations training is required.

Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of Receipt of Policy (Level 1 Training), **and**

3. Proof of Level 3 training in operation of equipment and industry practice, **and**
4. Observe Tele-communicators using the equipment, (On-Site) **and**
5. Interviews with Tele-communicators. (On-Site)

### **3.18 Police Chief Training**

Type of Submission – “E” Electronic

The Police Chief of the Agency must meet all of the minimum standards for a law enforcement officer in the state of Arkansas within one year of service.

Discussion: None.

Proof of Compliance:

1. Proof of Level 3 Training. (CLEST Refresher and CJI Arkansas Leader available)

# Chapter 4

## PERSONNEL

Employees are an agency's most valuable asset and selection of the most competent employees available is critical to the success of the agency's mission. The selection of employees must be non-discriminatory, job-related, and administered in a fair and consistent manner. Continuing evaluation of employees is also necessary to ensure consistent direction of employee's efforts toward agency goals.

Good employee relations are also necessary to retain competent employees and provide for their continued growth and development. Whether "at will" or Civil Service, agencies must have clear procedures to ensure fairness in promotional opportunities.

### **4.01 Employee Selection Procedures**

#### Type of Submission – "E" Electronic

The Agency has a written selection process that details all elements of the selection process for both sworn and non-sworn applicants and requires those elements to be administered in a fair and consistent manner. Applicants for sworn and non-sworn positions must meet any legal requirements to hold their positions (i.e. sworn staff must meet CLEST minimum standards).

Discussion: A written directive on the process or steps in the process to become a member of the agency for BOTH sworn and non-sworn. The non-sworn process may be outlined in a City Personnel Manual.

The written directive should in some manner indicate that the process is to be administered in a fair and consistent manner. Minimum CLEST standards for certification are found in CLEST Standard 1002.

#### Proof of Compliance:

1. Copy of written directive (department policy, applicant handout, or brochure) (Must meet CLEST standards for Sworn) (Must also have selection process for non-sworn.)

### **4.02 Detection of Deception Examinations**

#### Type of Submission – "E" Electronic

If the Agency uses instruments to detect deception, such as a polygraph, CVSA, integrity interview, etc. in the selection process, personnel who administer the test and evaluate the results must be trained and or certified in the use and testing with the instrument.

Discussion: This requirement applies regardless of whether the examiner is a member of the agency, a member of another agency, or independent contractor for the agency.

Proof of Compliance:

1. Copy of written directive (if any polygraph or voice stress analyzer is used in selection process), **and**
2. Proof of Level 3 Training of Operator (certification or other proof).

**4.03 Background Investigations for Selection of Employees**

Type of Submission – “E” Electronic

The Agency has a written directive which specifies the scope of the background investigation to be conducted on all sworn and non-sworn applicants prior to or following a conditional offer of employment.

Discussion: The agency written directive should clearly detail the items to be investigated for both sworn and non-sworn members of the department. The directive must include those items required by CLEST for sworn officers.

Proof of Compliance:

1. Copy of any written directive describing background investigation process or copy of CLEST Specification S3, **and**
2. Copy of a background investigation file (sworn and non-sworn).

**4.04 Disposition of Selection Records of Applicants**

Type of Submission – “E” Electronic

The Agency has a written directive that determines the retention and disposition of all applicant records for sworn and non-sworn employees (this includes those selected or not selected for hire).

Discussion: Agencies must clearly state in their written directive where selection records are kept (who maintains them) and how long they are retained for **BOTH** those individuals hired (usually kept in Personnel file) and for those not hired (usually kept by either department or city Human Resources for a period of time not less than the statute of limitations for filing a law suit.)

Agencies may state in their directives that applicant records will be maintained in compliance with the city or organization’s Record Retention Schedule and provide a copy which shows the schedule for applicant records (both hired and not hired).

Proof of Compliance:

1. Copy of written directive, **and**
2. Copy of Records Retention Schedule (if not referenced in policy), **and**
3. Photo of file locations.

**4.05 Off-Duty Employment**

Type of Submission – “E” Electronic

The Agency has a written directive that specifies the criteria for off duty employment. The Directive must:

- A. Address who is authorized to work off duty employment;
- B. State the types of employment prohibited by the agency;
- C. Include the approval procedure for off-duty employment.

Discussion: The written directive should clearly indicate who is eligible to work off duty law enforcement type jobs (usually sworn officers who have completed field training and are in good standing with the department); any prohibitions on the types of jobs that cannot be worked; and describe the approval process for working the jobs.

Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of Receipt of Policy (Level 1 Training), **and**
3. Copy of request for appropriate approval of off-duty work.

#### **4.06 Promotional Process**

Type of Submission – “E” Electronic

The Agency has a written directive that describes the components of the promotional process, which may include any applicable qualifications, announcements, any testing procedures, grading, and any appeal process.

Discussion: This standard does not require an agency to create or use any specific process, however, whatever process is used within the agency must be clearly described in the written directive. If the agency changes their process or allows the Chief to determine the process each time a vacancy occurs, the agency must clearly state that fact and describe how employees will be advised and how far in advance of any selection process.

Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of Receipt of Policy (Level 1 Training), **and**
3. Copy of promotional process announcement.

#### **4.07 Promotional Eligibility Lists**

Type of Submission – “E” Electronic

If the Agency establishes a promotional eligibility list, a written directive specifies the duration of the list.

Discussion: None.

Maintenance: - “Quarterly-Ensure”

Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of Receipt of Policy (Level 1 Training), **and**
3. Copy of eligibility list.

**4.08 Annual Performance Evaluations**

Type of Submission – “EV” Electronic and Visual

The Agency has a written directive that requires at a minimum, an annual performance evaluation as well as “as needed” performance evaluations based on known performance that fails to meet minimum performance standards established by the agency. Performance evaluations must cover a specific period of time not to extend beyond one year. Performance evaluation must be completed on all employees.

Discussion: The written directive must clearly require annual and “as needed” performance evaluations and indicate when they are to be done.

Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of Receipt of Policy (Level 1 Training), **and**
3. Copy of performance evaluation showing review with the employee, and showing evaluations over a specific time period. (On-Site)

**4.09 Performance Evaluation Training**

Type of Submission – “E” Electronic

The Agency trains supervisors in evaluating personnel performance and in conducting performance discussions.

Discussion: Supervisors should receive training before being allowed to evaluate subordinates. The training portion of this standard must be met by showing proof of some form of formal training, or specific topic training at a school, seminar, or class; clearly showing the topic of training, such as a class schedule, syllabus, lesson plan, power point, completion certificate, or other documentation. Computer based learning programs may also be used. Proof will be either sign-in sheets, completion certificates, or other documents.

Proof of Compliance:

1. Proof of Level 3 training (Copy of training certificate, or Copy of training sign-in sheet and lesson plan, power point, etc.).

**4.10 Employee Safety and Accident Prevention**

Type of Submission – “E” Electronic

The agency has a written directive regarding employee safety to include accident and injury investigation and prevention. The directive includes:

- A. A requirement for the reporting, investigation, and review of all employee involved vehicle accidents and personal injuries occurring on-duty or in city vehicles,
- B. An annual review and report of all accidents and injuries by cause with recommendations for reduction, and
- C. A departmental safety training program for all employees.

Discussion: The agency may determine the severity level of injury or accidents requiring reporting, investigation and review. This might be the level where a Workers Compensation report is required for personal injuries and a certain property damage threshold for vehicle accidents. There must be a requirement that all accidents that meet that threshold and all injuries be reported immediately and investigated.

The annual review should be more than a simple counting and sorting and should include any recommendations for changes in policy, training or equipment to reduce accidents or injuries.

While a higher level of training is always encouraged, the training portion of this standard may be met by showing that officers have received Roll-call Training or a formal Training Bulletin, watched a video, received a copy of a policy which was discussed with or by a Supervisor, or received a copy of a policy and been tested over its content. Proof will be officer's signature or initials on receipt or test document.

While this training requirement can be met by one training class or program, the results of the annual reviews may indicate a need for different or updated training.

The CEO should review this annual report and sign and date the report to show it was received and reviewed.

Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of Receipt of Policy (Level 1 Training), **and**
3. Copy of an accident or injury report complying with written directive (with results of investigation and review by supervisory staff.) (if any), **and**
4. Copy of an annual review with recommendations, **and**
5. Proof of Level 2 training.

# Chapter 5

## RECORDS AND INFORMATION MANAGEMENT

Proper handling of agency records is critical to the successful prosecution of individuals charged with crimes and to provide the agency with the information to properly manage its operations. Agencies must comply with the provisions of State and Federal law regarding Public Information and the Retention Schedule for Records of Public Safety Agencies.

### **5.01 Privacy and Security of Records**

#### Type of Submission – “EV” Electronic and Visual

The Agency has a written directive complying with applicable law for the privacy and security of records and provides appropriate training for the Agency designee responsible for records management. Records must be kept in a secure manner.

Discussion: Privacy and security of records requires departmental records such as offense reports, arrest reports, criminal history reports, and other sensitive reports must be secured to prevent unauthorized access. This does not mean simply in a secure portion of the police building. Records must be maintained in a locked room or locked cabinets with only authorized persons having access. Juvenile records must also be maintained separately as required by law and must be secure as well.

The person charged with maintaining the records must clearly be identified in the directive and proof of training provided.

#### Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of Level 2 training, **and**
3. Observation of security of records. (On-Site)

### **5.02 Records Retention**

#### Type of Submission – “E” Electronic

The Agency has a written directive for the life cycle management of records in compliance with state law. If the agency maintains juvenile records, fingerprints, photographs, or a gang intelligence database, these records are addressed in the life cycle management plan.

Discussion: The Accreditation program does not require that agencies destroy any records, however any records that are destroyed must be done in accordance with the law. If records are not destroyed, they must be kept secure.

#### Proof of Compliance:

1. Copy of written directive, **and**

2. Copy of records retention plan or procedures (if not in policy).

### **5.03 Release of Information**

#### Type of Submission – “E” Electronic

The Agency has a written directive, in accordance with current law, regarding the release of information and open records requests, and provides training to appropriate employees.

Discussion: Department policy should clearly address what information in police reports is releasable and what is not to be released. The policy should also address who is responsible for releasing information and/or responding to open records requests.

#### Proof of Compliance:

1. Copy of written directive, (should address what information is releasable and what is not, and who is responsible for releasing information from police reports,) **and**
2. Proof of Receipt of Policy (Level 1 Training) of appropriate personnel.

### **5.04 Public Information Officer (P.I.O.)**

#### Type of Submission – “E” Electronic

The Agency has a designated person(s) to release information to the news media and the public about cases or investigations. The designated person will have some type of training prior to releasing public information.

Discussion: None.

#### Proof of Compliance:

1. Copy of document appointing or informing agency who is P.I.O., **and**
2. Proof of Level 3 training.

# Chapter 6

## RESPONSE TO RESISTANCE (USE OF FORCE)

Law enforcement agencies are the only function of government authorized to use force against a citizen. Officers are sworn to intervene in circumstances to keep the peace in their jurisdiction and in doing so must sometimes resort to the use of force when other means fail. This authority to use force is granted by the people of a community with the full expectation that it will be used appropriately. It is therefore the obligation that professional police organizations review and examine their Response to Resistance (use of force) to ensure that it is utilized only in conformance with the law, departmental policies and community expectations.

### **6.01 Authorization to Use Force**

Type of Submission – “E” Electronic

The Agency has a written directive that authorizes designated employees to use only the level of physical force that is reasonable to achieve the desired legal objective.

Discussion: This requirement is to ensure Accredited Agencies only allow officers to use the minimum level of force necessary to achieve a legal objective.

Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of Receipt of Policy (Level 1 Training), **and**
3. Proof of Level 2 training, **and**
4. Review any appropriate disciplinary actions (if any).

### **6.02 Authorization of Deadly Force**

Type of Submission – “E” Electronic

The Agency has a written directive that authorizes police officers to use deadly force when the officer reasonably believes that there is a substantial likelihood of serious bodily harm or death to his or her life, or a third person.

Discussion: None.

Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of Receipt of Policy (Level 1 Training), **and**
3. Proof of Level 2 training, **and**
4. Review any appropriate disciplinary actions (if any).

### **6.03 Response to Resistance (Use of Force) Documentation and Review**

### Type of Submission – “E” Electronic

The Agency has a written directive requiring completion of a specific administrative form to document each incident involving Response to Resistance (use of force) by agency personnel. Agency Supervisory Personnel are required to review each incident as it occurs for policy, training, and legal compliance. The form may be electronic or paper, and the format will be designated by the agency.

Discussion: None

### Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of Receipt of Policy (Level 1 Training), **and**
3. Copy of two (2) or more completed “Response to Resistance” forms.

## **6.04 Weapons and Ammunition**

### Type of Submission – “E” Electronic

The Agency has a written directive to authorize the types of weapons and ammunition approved for use by the department.

Discussion: The intent of this standard is to ensure that the CEO is aware of and has approved all weapons and ammunition used by the department. This standard requires a specific list of the issued or approved weapons (such as Glock, Sig Sauer, Smith and Wesson, etc.) and the approved or issued calibers. The list should include all firearms issued or approved by the agency including specialized weapons used by a Special Operations team.

If the agency allows different back-up or off-duty weapons, these weapons must also be listed. (it is permissible on back-up or off-duty weapons to state that any weapon of a reliable make as determined by the CEO or their designee. Clearly, officers must also train and qualify with these weapons annually and all weapons authorized for carry, including back-up and off-duty, should be documented by make, model and serial number and qualification date, by the department.)

The agency must also list approved ammunition (such as Gold Dot 150g hollow point, or Federal, Speer, etc.).

If the agency believes that approved weapons or ammunition may change frequently, the approved list can be referred to in policy and issued as a memorandum or letter to all personnel from the CEO or their designee.

### Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of Receipt of Policy (Level 1 Training), **and**
3. Copy of list of weapons and ammunition (if not contained in directive).

## **6.05 Carrying and Use of Weapons, On and Off Duty**

Type of Submission – “E” Electronic

The Agency has a written directive notifying personnel when they are authorized to legally carry and use a weapon both on-duty and off-duty.

Discussion: The written directive should clearly state when officers may carry firearms both on and off duty and any restrictions.

Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of Receipt of Policy (Level 1 Training).

**6.06 Documenting the Discharge of Firearm**

Type of Submission – “E” Electronic

The Agency has a written directive for documentation and supervisory review of any intentional or unintentional discharge of a firearm by an employee, not inclusive of training scenarios or approved humane life-termination of injured animals.

Discussion: The standard requires the agency to have a written directive which requires officers to document the discharge of any firearm on a Response to Resistance (use of force) form. It must contain the exception for both training scenarios or approved humane life-termination of injured animals. The policy must also require some form of supervisory review of the discharge.

Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of Receipt of Policy (Level 1 Training), **and**
3. Copy of Response to Resistance (Use of Force) form, with supervisory review (if any).

**6.07 Medical Aid after Using Force**

Type of Submission – “E” Electronic

The Agency has a written directive instructing personnel in providing first aid (to the extent trained) for anyone injured, or reporting an injury, after force has been applied.

Discussion: None.

Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of Receipt of Policy (Level 1 Training), **and**
3. Copy of report showing medical assistance was requested when needed (if any).

**6.08 Removal from Line Duty after Using Deadly Force**

Type of Submission – “E” Electronic

The Agency has a written directive for relieving any employee from the line of duty who has used deadly force (that force substantially likely to cause death or serious bodily injury), or has been involved in a traffic accident that has resulted in the serious injury or death of a person, until a preliminary administrative review can be conducted.

Discussion: This standard requires the removal of officers from line duty after they have used any type of Deadly Force. Line duty is defined as any enforcement position. Chiefs may assign the officer to non-enforcement duties until the administrative review is completed.

This standard also applies in the event officers are involved in a traffic collision where a person was seriously injured or killed.

Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of Receipt of Policy (Level 1 Training), **and**
3. Copy of notice to officer when relieved of duty pending review (if any).

**6.09 Warning Shots**

Type of Submission – “E” Electronic

The Agency has a written directive governing warning shots.

Discussion: None.

Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of Receipt of Policy (Level 1 Training), **and**
3. Copy of appropriate disciplinary actions (if any).

**6.10 Annual Response to Resistance (Use of Force) Report**

Type of Submission – “E” Electronic

The Agency prepares an annual report on Response to Resistance (use of force) incidents that is sent to the CEO or their designee. The contents of the report will be designated by the Agency and the report should identify any trends in the use of force by agency personnel, training needs, equipment needs, or policy revisions.

Discussion: The intent of this standard is to attempt to reduce the overall use of force exercised by an agency when appropriate. While it is clear that officers must sometimes resort to the use of physical force to accomplish their objective, each use of force places the officer as well as the subject at risk of injury. This report therefore, should be an analysis, not just counting and sorting of the incidents. The report should lead to conclusions about the agency's use of force and whether any policies need revision, any additional training is needed, or any changes made in equipment or methods of operation or response.

If the agency does not use force frequently and has less than four or five incidents annually, a useful analysis may be difficult. Consideration should be given to reviewing more than one year together to get sufficient numbers to show specific trends, if they exist.

Depending on the number of incidents and the information collected when force is used, departments should consider reviewing such items as: what actions are reportable, how many were reported, is this an increase or decrease overall, were all reviewed appropriately, what types of force was used, was the force effective and if not why, the locations where the force was used, type premises, number of officers present, which officers used force, precipitating events, type of offense or arrest, and alcohol involvement. These are only a few of the items which can be reviewed in an attempt to determine if policy issues need to be addressed, additional training developed, or different equipment acquired.

Proof of Compliance:

1. Copy of annual report, **and**
2. Copy of any action taken as a result of identifying any trends, training or equipment needs, or policy revisions (if any).

# Chapter 7

## LAW ENFORCEMENT OPERATIONS

Basic law enforcement operations have developed over time with input from our community, the courts, professional law enforcement organizations, as well as advancements in technology. The standards provided in this section are the best practices in our industry for law enforcement operations. They ensure agencies are meeting the most basic needs of both their employees and their citizens. Most prominent in this chapter are the standards which ensure an agency protects the rights of those it serves.

### **7.01 24-Hour Law Enforcement Response to Emergency Situations**

Type of Submission – “V” Visual

If the Agency has 24-hour emergency response responsibility, the Agency responds to requests for law enforcement services 24 hours a day, or has arrangements with another law enforcement agency to respond to those requests.

Discussion: None.

Proof of Compliance:

1. Observation of 24-hour response, (On-Site) **and**
2. Staffing schedules showing 24-hour staffing, (On-Site) **and**
3. Verify communication and/or telephone calls on emergencies are forwarded to the responding agency if another law enforcement agency is used after hours. (On-Site)

### **7.02 Arrests with a Warrant**

Type of Submission – “E” Electronic

The Agency trains appropriate personnel on how to obtain and serve arrest warrants pursuant to applicable law or rule.

Discussion: While no written directive is required, many agencies find it easier to put these instructions into policy form. The training should cover how to obtain an arrest warrant (prepare affidavit, etc.); when and how to serve a warrant (do you want officers serving a misdemeanor traffic warrant at 3am at a private residence); and what to do with a hazardous warrant such as when you believe the offender may be armed (such as contact a supervisor for review before serving.)

Proof of Compliance:

1. Copy of training lesson plan or written directive, **and**
2. Proof of Level 2 training of officers, **and**
3. Copy of an affidavit for arrest warrant prepared by department member, **and**
4. Copy of offense where arrest with warrant was executed (other than traffic).

### **7.03 Arrests without a Warrant**

Type of Submission – “E” Electronic

The Agency trains its sworn personnel on when arrests can be made without a warrant pursuant to applicable law or rule.

Discussion: While not required, this training is often put into actual written directive form. It should provide officers with instruction of when they are authorized to make arrests without a warrant. While agencies can refer to the Rules of Criminal Procedure for authority, the department may also want to provide directions of when it is appropriate and inappropriate to make arrests without a warrant.

Proof of Compliance:

1. Copy of training lesson plan or written directive, **and**
2. Proof of Level 2 training of officers.

### **7.04 Authority to Arrest Outside Jurisdiction**

Type of Submission – “E” Electronic

The Agency trains its sworn personnel on when they have the authority to arrest persons outside their original jurisdiction.

Discussion: None.

Proof of Compliance:

1. Proof of Level 2 training of sworn personnel.

### **7.05 Probable Cause Determinations and First Appearances**

Type of Submission – “E” Electronic

The Agency trains appropriate personnel in Arkansas Rules of Criminal Procedure regarding probable cause determinations and prompt first appearances.

Discussion: None.

Proof of Compliance:

1. Proof of Level 2 training, **and**
2. Copy of report showing observance of probable cause determination and first appearance.

### **7.06 Miranda Warning**

Type of Submission – “E” Electronic

The Agency trains its sworn personnel in the use of the Miranda Warnings according to current law.

Discussion: None.

Proof of Compliance:

1. Copy of training lesson plan or written directive, **and**
2. Proof of Level 2 training of officers, **and**
3. Copy of department reports showing appropriate use of Miranda Warnings.

**7.07 Interrogation**

Type of Submission – “E” Electronic

The Agency trains appropriate personnel in methods to conduct an interrogation.

Discussion: Going beyond the legal issues provided in Standard 7.06, this training should cover legal issues regarding the voluntariness of confessions, what officers are prohibited from doing, breaks and access to restrooms, invocation of right to counsel, and how details of the interrogation are to be recorded.

Proof of attendance to schools such as “Reid Interrogation” schools is also proof of compliance.

Proof of Compliance:

1. Proof of Level 3 training of appropriate personnel.

**7.08 Search and Seizure Warrants**

Type of Submission – “E” Electronic

The Agency has a written directive instructing sworn personnel on Search Warrants. The directive includes:

- A. How to obtain a search warrant,
- B. How to execute a search warrant, and
- C. How to return a search warrant.

Discussion: The directive must clearly explain how to obtain a search warrant (preparing affidavit, etc.); how and when to execute a search warrant, to include the possibility of a hazardous warrant or facing armed resistance, and how to return a warrant.

Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of Receipt of Policy (Level 1 Training).

**7.09 Searches Without a Warrant**

Type of Submission – “E” Electronic

The Agency has a written directive describing when searches can be conducted without a warrant, the scope of such searches, and the documenting of such searches in agency reports.

Discussion: This directive should clearly instruct officers in the exceptions to the search warrant requirement (such as incident to arrest, consent, inventory search, emergency, automobile exception, plain view doctrine, etc.) and when it is appropriate to use them.

Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of Receipt of Policy (Level 1 Training).

**7.10 Family Violence**

Type of Submission – “E” Electronic

The Agency has a written directive regarding response to, investigation of, and arrests involving domestic violence and violations of protective orders in compliance with Arkansas Law. The directive must include a statement that employees involved in domestic violence will be treated the same as non-employees.

Discussion: The training should cover how to respond to calls, how to investigate, when arrests are appropriate, the enforcement of protective orders, obtaining emergency protective orders, completion of lethality assessments, and providing Victim Assistance information. (Laura’s Card)

Proof of Compliance:

1. Copy of written Directive, **and**
2. Proof of Receipt of Policy (Level 1 Training), **and**
3. Copy of department reports showing appropriate use of lethality assessment and Laura’s card.

**7.11 Preliminary Investigations**

Type of Submission – “E” Electronic

The Agency trains appropriate personnel in conducting preliminary investigations.

Discussion: This training should be more than just a statement that patrol officers are responsible for conducting preliminary investigations. It should include what steps are taken such as ensuring an offense has been committed, securing the scene, interviewing the complainant and witnesses, collecting physical evidence (or arranging for the collection), and writing a report, etc. This can be in the form of departmental written directive or in training lesson plans with proof of training.

Proof of Compliance:

1. Proof of Level 2 training.

**7.12 Follow up Investigations**

Type of Submission – “E” Electronic

The Agency has a written directive which:

- A. Identifies the criteria necessary for a case to be assigned for follow-up investigation, and
- B. Identifies how cases are assigned for follow-up investigations and any follow-up reporting, if required.
- C. The Agency also requires appropriate personnel to be trained in conducting follow-up investigations.

Discussion: Appropriate personnel might be criminal investigators or supervisors who conduct follow-up investigations.

Proof of Compliance:

- 1. Copy of written directive (criteria for assigning cases for follow-up and reporting), **and**
- 2. Proof of Receipt of Policy (Level 1 Training) of appropriate officers, **and**
- 3. Proof of Level 2 training.

**7.13 Informants**

Type of Submission – “EV” Electronic and Visual

If the Agency uses informants, they will have a written directive to instruct appropriate personnel in the use of informants. The written directive will include:

- A. The identification and recruitment requirements, limits on who can be used, and personal interaction with and appropriate use of informants,
- B. Payments to informants and necessary documentation,
- C. Informant file requirements (index number, history summary of cases, active or inactive status, fingerprints, photograph, current criminal history, biographical information, known associates, prior contacts with department, prior status with other LE agency as CI, statement of motivation, signed informant agreement, statement of expectations, probation parole status, visual confirmation of CI by CEO or designee, and
- D. Informant files will be secured with limited access.

Discussion: The requirement that records be kept secure includes being secured from unauthorized access by agency employees. This requires the records to be kept in locked cabinets or rooms with only limited access by designated individuals.

Proof of Compliance:

- 1. Copy of written directive, **and**
- 2. Proof of Receipt of Policy (Level 1 Training), **and**
- 3. Proof of Level 2 training of officers in policy, **and**

4. Copy of documentation of payments to informants (redact informant name), **and**
5. Observation of informant files are secure and have limited access. (On-Site)

#### **7.14 Confidential and/or Narcotics Funds and Audits**

Type of Submission – “EV” Electronic and Visual

If the Agency has confidential and/or narcotics related funds, there is a written directive for the management of those funds. The written directive will include:

- A. Who is responsible and accountable for the maintenance of the funds,
- B. How and where the funds will be secured,
- C. The procedures for requesting, receiving and returning unused funds,
- D. The documentation of cash transactions, and
- E. The auditing of those funds periodically but no less than quarterly.

Discussion: The requirement that these funds be kept secure includes being secured from unauthorized access by agency employees. This requires the funds to be kept in locked cabinets or rooms with only limited access by designated individuals. The funds should have some form of a balance sheet or log that assists with the audit process.

Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of Receipt of Policy (Level 1 Training) of appropriate personnel, **and**
3. Observe funds are secure and determine level of access, (On-Site) **and**
4. Proof of audits, **and**
5. Proof of tracking of debits and credits to the fund.

#### **7.15 Vehicle Pursuits**

Type of Submission – “E” Electronic

The Agency has a written directive for vehicle pursuits and trains appropriate personnel in the pursuit policy annually. The written directive includes:

- A. The criteria for initiating a pursuit,
- B. The method of conducting a pursuit,
- C. The supervision of a pursuit,
- D. The criteria for terminating vehicle pursuits.

Discussion: None

Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of Receipt of Policy (Level 1 Training), **and**
3. Proof of Level 2 training.

**7.16 Pursuit Documentation**

Type of Submission – “E” Electronic

The Agency has a written directive that requires a pursuit report form to be completed after each pursuit. The report is forwarded through the chain of command to the CEO or their designee. The Pursuit report will document at a minimum:

- A. The reasons for the pursuit,
- B. The personnel involved,
- C. The result of the pursuit, to include any injury, damage or other significant events.

An annual report of agency pursuits is prepared for the CEO or their designee.

Discussion: This standard requires a specialized form designed by the agency. Bullet “C.” can be met by having specific questions regarding each of these items or by the use of a general “Results of Pursuit” or “other Comments” section on the form.

Supervisors should review the form for compliance with agency directives. The Annual Report of agency pursuits is more than a counting and sorting. The report should identify trends and draw conclusions about the need for policy changes, training or changes in equipment. If the agency does not engage in pursuits frequently and has less than four or five incidents annually, consideration should be given to reviewing more than one year together to get sufficient numbers to show specific trends if they exist.

The CEO should sign and date the form showing proof that he/she has reviewed the report.

Proof of Compliance:

1. Copy of written directive, **and**
2. Copy of pursuit reports with chain of command review, **and**
3. Copy of annual report with CEO receipt.

**7.17 Non-Emergency and Emergency Response**

Type of Submission – “E” Electronic

The Agency has a written directive that differentiates emergency and non-emergency calls for service and states when an Officer is authorized to operate a police vehicle in an emergency manner. The directive must describe the Officers responsibility when operating an emergency vehicle and specifically describe any statutory duties.

Discussion: None

Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of Receipt of Policy (Level 1 Training).

**7.18 Accident Investigation**

**(E)**

The Agency has a written directive on conducting accident investigations. The written directive will include:

- A. How officers will respond to the scene,
- B. Obtaining emergency aid for any victims,
- C. Reporting Requirements,
- D. Preserving the scene, and
- E. Taking any enforcement actions.

Discussion: None

Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of Receipt of Policy (Level 1 Training), **and**
3. Proof of Level 2 training, **and**
4. Copy of accident reports showing response, obtaining emergency aid, protecting the scene, and taking enforcement action (if any).

**7.19 Reflective Vests**

Type of Submission – “EV” Electronic and Visual

The Agency has a written directive that requires personnel to wear a reflective vest that meets current ANSI/ISEA standards as soon as practical when either directing traffic or working at the scene of an accident.

Discussion: None

Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of Receipt of Policy (Level 1 Training), **and**
3. Proof of Level 2 training, **and**
4. Verify officers have access to a vest, (On-Site) **and**
5. Observe vest worn on traffic direction or accident investigation. (On-Site)

**7.20 Roadblocks**

Type of Submission – “E” Electronic

If the Agency authorizes the use of roadblocks during pursuits, it has a written directive and trains appropriate personnel in the use of roadblocks, including when and how roadblocks may be used. Stop sticks or road spikes are not considered roadblocks.

Discussion: This standard intends to address the use of stationary roadblocks during pursuit situations only. If the agency allows roadblocks in any circumstances at all, the agency must train officers in when it is appropriate to use roadblocks and how to use them safely. “Rolling Roadblocks” should be addressed in the agency’s pursuit policy if used or authorized.

Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of Receipt of Policy (Level 1 Training), **and**
3. Proof of Level 2 training.

### **7.21 Stop Sticks/Road Spikes**

Type of Submission – “E” Electronic

If the Agency authorizes the use of stop sticks/road spikes, it has a written directive and trains its appropriate personnel in the use of stop sticks/road spikes, including when and how to safely deploy them.

Discussion: None

Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of Receipt of Policy (Level 1 Training), **and**
3. Proof of Level 2 training.

### **7.22 Seatbelts**

Type of Submission – “EV” Electronic and Visual

The Agency has a written directive requiring occupants in Agency vehicles to wear a seat belt, as required by Arkansas law. Prisoners are required to be seat-belted anywhere in the vehicle whenever possible.

Discussion: None

Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of Receipt of Policy (Level 1 Training), **and**
3. Observation of personnel using seatbelts when driving Agency vehicles. (On-Site)

### **7.23 Court Contact Information**

Type of Submission – “E” Electronic

The Agency requires court contact information to be provided at the time a citation is issued.

Discussion: A copy of a citation showing court contact information is sufficient proof of compliance with this standard.

Proof of Compliance:

1. Copy of citation or other form showing how to contact court, **and**
2. Copy of directive or instructions to officers on providing information, if required.

## **7.24 Security and Accountability of Traffic Citations**

Type of Submission – “EV” Electronic and Visual

The Agency has a written directive to document the issuance of, and accountability for, each traffic citation. If citations are stored on site, they are stored in a secured place with limited access.

Discussion: The intent of this standard is to control issuance of blank traffic citations. The citations need to be in a locked location with only limited access by court personnel or police supervisors. Officers or other personnel should not have uncontrolled access to books of citations. Officers needing citations should be required to request issuance and citations should be signed out by number. A sign-out log may be in paper form or computerized but should be audited periodically to ensure books of citations are not missing and all numbered books and citations are accounted for.

Agencies that use Electronic Ticket Writers may comply with this section by showing either vendor documents or a letter which indicates that tickets cannot be erased or voided by the officer after printing.

Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of Receipt of Policy (Level 1 Training), **and**
3. Observation on citations secured when stored, (On-Site) **and**
4. Observation of documentation of citations issue (log or computer entry). (On-Site)

## **7.25 Body Armor**

Type of Submission – “EV” Electronic and Visual

The Agency is required to issue their officers with bullet proof vests meeting NIJ standards and warranties. The Agency must have a written directive requiring the wear of body armor for all sworn personnel working an assigned or temporary uniformed field assignment. All sworn personnel not working an assigned or temporary uniformed field assignment must have such vest readily available for use and use such vests for all planned high risk actions.

Discussion: Effective January 1, 2014, the agency must have a written directive requiring the wearing of body armor (that is under **warranty**) in all uniformed field assignments and availability and use in other situations. The only exception to required wear for field assignments allowed is for documented medical reasons for specific individuals or by direct

order or approval of the CEO or designee, in situations where wearing of the armor would be detrimental to the health of the officers (such as extreme hot weather and extended exposure to the sun for extended periods.) These exceptional situations must be individually approved at the time and not a blanket policy.

Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of Receipt of Policy (Level 1 Training), **and**
3. Observation of the use of body armor, (On-Site) **and**
4. Observation of the availability of body armor. (On-Site)

**7.26 Inspection of Patrol Vehicle and Equipment**

Type of Submission – “E” Electronic

The Agency requires personnel to inspect the contents and appearance of patrol vehicles as well as the operability of all Patrol equipment assigned to, or provided for, said vehicle, prior to each assignment or the beginning of each shift.

Discussion: A copy of completed vehicle check sheets is sufficient proof of compliance with this standard if all parts of the standard requirements are covered on the check sheet.

Agencies with home storage vehicles may require in policy that employees check assigned vehicles prior to each assignment or shift and require a formal report only if any new deficiency is found. Formal reports on mileage, contents, appearance and operability may be required as needed by the agency but should be addressed in policy.

Agencies are not required to have written inspection reports if officers are required to record the inspection on audio/video in-car camera systems prior to use.

Proof of Compliance:

- a. Requirement in Policy for vehicles to be checked prior to each assignment or each shift, **or**
- b. Copy of vehicle checklist, if used, or copy of recorded audio/video statement from in-car recording system.

**7.27 Special Use Equipment**

Type of Submission – “EV” Electronic and Visual

The Agency has a written directive which requires that any equipment, including vehicles used for special assignments, for other than routine use have a documented readiness inspection at least twice annually.

Discussion: This standard addresses any special use vehicles such as command vehicles, crime scene search vehicles, and equipment such as radar trailers, generators, lighting systems, rescue equipment, weapons and equipment in the armory that is not issued, and emergency operations center equipment is also included.

Agencies should take care to identify all special use equipment. If on-site teams identify equipment that should be inspected that is not listed, the agency may have to repair the file during the on-site.

Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of Receipt of Policy (Level 1 Training) of appropriate personnel, **and**
3. Observation that equipment is ready to be used, (On-Site) **and**
4. Copy of inspection documentation twice annually. (On-Site)

**7.28 Alarms**

Type of Submission – “E” Electronic

The Agency has a written directive on protocols for responding to alarms by agency personnel. Alarms may include, but are not limited to burglary, robbery, panic and medical alarms. The written directive includes:

- A. Protocols for Communication personnel who receive and dispatch the calls, and
- B. Procedures for personnel responding to alarms.

Discussion: This written directive could include how alarms are dispatched (audibly or covertly using electronic transmission), officer response procedures, and tactical considerations such as whether officers should approach the location, awaiting cover, calling the location, closing the channel to radio traffic while searching a building, and whether entry should be made when no one responds to attempted contacts.

Proof of Compliance:

1. Copy of written directive, (includes patrol and communications responses), **and**
2. Proof of Receipt of Policy (Level 1 Training).

**7.29 Reserve Officer Program**

Type of Submission – “E” Electronic

If the Agency has a Reserve Officer program, a written directive describes the program and designates the types of functions the Reserve Officers will or will not perform.

Discussion: None

Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of Receipt of Policy (Level 1 Training), **and**

**7.30 Traffic Enforcement Operations**

Type of Submission – “E” Electronic

The Agency has a written directive describing traffic enforcement activities. The written directive includes:

- A. The traffic enforcement policy,
- B. The availability of officer discretion,
- C. Procedure for citation issuance, and
- D. Under what circumstances a custodial arrest may be made.

Discussion: None

Proof of Compliance:

- 1. Copy of written directive, **and**
- 2. Proof of Receipt of Policy (Level 1 Training).

### **7.31 Civil Process Records**

Type of Submission – “E” Electronic

If the agency is required to execute civil process, a written directive provides the direction on maintaining records on the subject of the process which includes at a minimum:

- A. When the process was received,
- B. When service is due,
- C. The appropriate court information,
- D. The officer assigned, and
- E. Documentation of attempts at service if not served by the due date.

Discussion: None

Proof of Compliance:

- 1. Copy of written directive, **and**
- 2. Proof of Receipt of Policy (Level 1 Training), **and**
- 3. Copy of civil process record and log.

### **7.32 Civil Process Procedures**

Type of Submission – “E” Electronic

If the agency serves civil process, written directives govern the appropriate methods of service and required actions of the member serving the process.

Discussion: None

Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of Receipt of Policy (Level 1 Training), **and**
3. Copy of report of service of process.

**7.33 Sex Offender Registration**

Type of Submission – “E” Electronic

If the agency is required to perform sex offender registration, the agency has a written directive which instructs agency personnel in how to conduct the registration process.

Discussion: Agencies which have primary law enforcement jurisdiction for a geographic area are usually responsible for registering sex offenders within that jurisdiction. Agencies should have a written directive that instructs personnel how to conduct that registration process and who to notify after registration.

Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of Receipt of Policy (Level 1 Training), **and**
3. Copy of a sex offender registration.

**7.34 Eyewitness Identification**

Type of Submission – “E” Electronic

The agency has a written directive describing procedures for eyewitness identifications and trains appropriate personnel in the administration of live and/or photographic lineups. The written directive shall include at minimum:

- A. The composition and presentation process for live or photographic line-ups designed to prevent opportunities to influence the witness, and
- B. The prescribed instructions to witnesses including a statement that the suspect may or may not be in the line-up, and documentation of the results, and
- C. The procedures to be used in administration to the deaf and illiterate or those with limited English language proficiency, and
- D. When it is appropriate to use on-scene identifications.

Discussion: If a local District or County Attorney has issued written instructions on the procedures for eyewitness identifications, these instructions will meet this standard. Proof of training will still be required.

Appropriate personnel, such as Criminal Investigators or other officers who would have the occasion to conduct eyewitness identification must be trained.

Proof of Compliance:

1. Copy of written directive (that meets all parts of standard), **and**
2. Proof of Receipt of Policy (Level 1 Training), **and**
3. Proof of Level 2 training of appropriate officers, **and**
4. Copy of documentation from an eyewitness identification (if any).

**7.35 Missing Persons**

Type of Submission – “E” Electronic

The agency has a written directive on the handling of missing persons. The written directive includes:

- A. No requirement for a waiting period, and
- B. The initial investigation process, internal reporting and notification requirements, and external reporting to required entities including entry into ACIC/NCIC, and
- C. Special investigative considerations for unusual circumstances and at-risk missing persons (i.e. children, elderly, evidence of abduction, mentally ill, etc.), and
- D. The use of electronic alert systems if available to the agency.

Discussion: Special considerations concerning children or the elderly should include such things as notification of additional resources, assigning personnel to remain on case until resolved, public notifications, or use of tip lines.

Electronic alert systems include such programs as Amber/Silver Alerts or other available systems.

Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of Receipt of Policy (Level 1 Training) of appropriate personnel, **and**
3. Copy of missing person’s offense report showing policy followed.

**7.36 Persons with Diminished Capacity**

Type of Submission – “E” Electronic

The Agency has a written directive regarding the response to, investigation of, and detention of persons with diminished capacity in compliance with Arkansas Law. The agency must provide proof of required training requirements as prescribed by Arkansas Act 423.

Discussion: This directive may be different from other agencies from around the State because of the availability of resources available to a particular agency; however, officers from a particular agency must have a uniformed response in dealing with these types of calls. Training standards must also be met which requires that all officers have basic mental health training (usually met in the basic academy) and at least one officer in the department trained as a CIT.

Proof of Compliance

1. Copy of written directive, **and**
2. Proof of Receipt of Policy (Level 1 Training), **and**
3. Proof of at least one officer trained as a CIT.

# Chapter 8

## UNUSUAL SITUATIONS

The majority of police work is fairly routine even though it may involve a crime of violence. However, some situations are of such a critical nature or are of such a magnitude that special responses are necessary. These may include barricaded subjects, bomb threats, or even natural disasters. Prior planning and training for these events and sound policy on how they should be handled is critical to the successful conclusion of an event. Standards in this section address the most critical of these situations.

### **8.01 Barricaded Suspect and/or Hostage Incidents**

Type of Submission – “E” Electronic

The Agency has a written directive instructing personnel how to respond to a barricaded suspect or hostage incident which includes:

- A. Responding to the scene,
- B. Determining the nature of the event and securing the scene,
- C. Calling appropriate assistance and/or supervision, and
- D. Evacuating or protecting bystanders.

Discussion: This standard is designed to ensure the officers and dispatchers are aware of how they should handle a barricaded person or hostage situation.

Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of Receipt of Policy (Level 1 Training), **and**
3. Copy of after action reports, if any.

### **8.02 Bomb Threats and Responding to Bomb Incidents**

Type of Submission – “E” Electronic

The Agency has a written directive instructing personnel how to receive, document, and respond to bomb threats and actual bomb incidents.

Discussion: This directive could address how communications personnel should receive and question such callers, what information they should attempt to gain, how to dispatch officers (by radio or telephone), officer response methods, investigative steps, when and when not to search, what to do if a device is found, what type of offense to make among others.

Proof of Compliance:

1. Copy of written directive, **and**

2. Proof of Receipt of Policy (Level 1 Training), **and**
3. Copy of any offense reports or after action reports (if any).

### **8.03 Hostage Negotiations**

Type of Submission – “E” Electronic

If the Agency has full or part-time Hostage Negotiators, a written directive establishes the criteria for the selection of hostage negotiators.

Discussion: Some agencies may use a detailed selection process including interviews by contracted psychologists. Smaller agencies may simply advertise the vacancy and the chief may select the person who he/she believes would do the best job. Regardless of the process used (and using psychological expertise input is recommended) the process needs to be clearly described in policy.

Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of Receipt of Policy (Level 1 Training), **and**
3. Copy of any recent selection process, if any.

### **8.04 Emergency Response Team**

Type of Submission – “EV” Electronic and Visual

If the Agency has an Emergency Response Team, a written directive establishes:

- A. Criteria for selection of members,
- B. Situations/Circumstances to which the team will respond,
- C. Required certifications and continued training of all team members,
- D. Use of a risk assessment matrix and preapproved operations plan for SWAT and SRT teams,
- E. Agency approved specialized equipment,
- F. Documented inspection of equipment twice annually,
- G. Agency provides and each member is required to carry on all operations self-aid/buddy aid emergency medical equipment, and
- H. Requires an after-action report of Emergency Response Team Events related to SWAT / SRT.

Discussion: The biannual inspection of this specialized equipment is required regardless if it is assigned to individual officers and carried in their squad car, or stored in a department facility. All ERT equipment and specialized weapons, and equipment should be inspected.

The minimum Self Aid / Buddy Aid equipment required consists of a compress bandage, a piece of plastic for sealing a pneumothorax, a tactical tourniquet, and carrying pouch to allow carrying on the person. ERT teams may meet this standard on a team basis by having properly equipped and trained Tactical Medics or MDs, if these personnel accompany entry teams into hazardous locations.

Proof of Compliance:

1. Copy of written directive, **and**
2. Observation of equipment designated by the agency, (On-Site) **and**
3. Copy of quarterly documented inspections.

**8.05 Emergency Operations Plan**

Type of Submission – “EV” Electronic and Visual

The Agency has a written Emergency Operations Plan, or is included in a city/county Emergency Operations Plan. The plan is accessible to at least all command level and communications personnel. The department trains appropriate personnel in the plan.

The Plan or other departmental written directive includes provisions for:

- A. Civil disturbances,
- B. Mass arrests, and
- C. Response to natural and manmade disasters.

Discussion: Most County Emergency Operations Plans provide for law enforcement response to natural and manmade disasters. Few, however, have provisions for mass arrests or how to respond to civil disturbances. Agencies who wish to use the County Plan as their Emergency Response Plan should add sections on mass arrests and the procedures for handling Civil Disturbances to their Patrol Standard Operating Procedures or other departmental policies and procedures.

Mass arrests should cover how arrests are made, arrangements for temporary holding, report writing process, and how and where prisoners are transported.

Civil disturbances should cover how officers should respond to these incidents and the importance of protecting the rights of the protestors while at the same time ensuring the rights of the public are not infringed upon.

Agencies should ensure Communications personnel and at least Command level personnel have been briefed on the plan and have access to a copy.

Proof of Compliance:

1. Copy of plan for all items required, **and**
2. Proof of Level 2 training, **and**
3. Observation that plan is accessible by all command level personnel and communications personnel. (On-Site)

## **8.06 After Action Report**

Type of Submission – “E” Electronic

The Agency has a written directive that requires an after-action report for any natural or man-made disaster, any unusual occurrence as defined by the Agency, and any Emergency Response Team Deployment.

Discussion: After action reports are usually completed by the commander or other supervisor present at the incident. It will generally cover a description of the event, the plans made, the staffing level and how assignments were made, and any traffic issues.

The most important part of an After-Action Report is a description of the things that went well and the things that should be improved next time. Recommendations are also made regarding any policy changes needed, staffing and equipment, and planning issues.

Agencies should list in their policy all the types of events where the department wants an After-Action Report completed such as all natural and manmade disasters, barricaded person or hostage incidents, anytime ERT responds to an incident, any officer involved shooting, and any recurring special event.

Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of Receipt of Policy (Level 1 Training), **and**
3. Copy of After Action reports.

## **8.07 Review of Emergency Operations Plan**

Type of Submission – “V” Visual

The Agency must conduct a documented review of the Emergency Operations Plan at least every two years. The review may be a full or partial exercise, a tabletop exercise, or a command/supervisory staff discussion and review of the plan.

Discussion: None

Proof of Compliance:

1. Observation of Emergency Operations Plan review, (On-Site) **and**
2. Copy of documentation of plan reviews. (On-Site)

## **8.08 Homeland Security**

Type of Submission – “E” Electronic

The Agency designates at least one person in the Agency to be familiar with and review homeland security information that is pertinent to the agency and the jurisdiction.

Discussion: This person does not have to be a police officer but should be either a member of the law enforcement agency or located within the department facility and required to review homeland security information regularly.

Proof of Compliance:

1. Copy of documentation designating specific individual and required duties, **and**
2. Copy of any Homeland Security issues brought to the attention of the agency (if any).

**8.09 National Incident Management System**

Type of Submission – “E” Electronic

The Agency trains its personnel in the NIMS (National Incident Management System) or participates with another agency for training. Every sworn officer will complete all of the NIMS courses required for each rank. The courses are available through the FEMA Website.

Discussion: None

Proof of Compliance:

1. Copy of a training record for each rank required above.

**8.10 Hazardous Materials**

Type of Submission – “E” Electronic

The Agency has a written directive instructing employees who to contact for immediate response to large scale Hazardous Materials and Bio Hazard situations.

Discussion: This standard is intended to address only those large-scale events where some decontamination processes are required. The agency is only required to have a written directive informing employees who to contact to respond.

Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of Receipt of Policy (Level 1 Training).

# Chapter 9

## COMMUNICATIONS

Basic communications operations are necessary to provide fast, efficient and reliable service to the citizens of a community. It is also necessary to ensure the safety of the responding officers and employees. Reliability and access to state and national databases is required to provide officers with the information necessary to do their job and protect them from harm. For the purpose of this chapter, a communications center is defined as any location where the primary function is to receive and or dispatch calls for service.

### **9.01 Communication Centers (24-hour access)**

Type of Submission – “V” Visual

If the Agency has 24-hour emergency response responsibility, the Agency has a communications center, or uses a communications center, that is staffed 24 hours a day, 7 days a week for contact by the public.

Discussion: Providing a work schedule for personnel in communications can prove compliance with this standard.

Proof of Compliance:

1. Observation of Communication Center, (On-Site), **and**
2. Copy of staffing schedule, (On-Site) **and**
3. Interview with supervisor. (On-Site)

### **9.02 Facility Security**

Type of Submission – “V” Visual

If the Agency operates a communication center, the Communications area is secured from the general public and allows only those persons designated by the agency to be in the communications area.

Discussion: The agency should indicate in their written directive who is authorized entry.

Proof of Compliance:

1. Observe Communications Division security (On-Site), **and**
2. Interview staff regarding security procedures. (On-Site)

### **9.03 Playback System**

Type of Submission – “V” Visual

The communications center has a playback system for telephones and radios to allow for information to be retrieved when necessary.

Discussion: Radios and all incoming telephone lines where calls are received from citizens are required to be recorded. Immediate playback systems for radio transmissions are encouraged but not required if regular backup is accessible by on-duty dispatchers if needed.

Proof of Compliance:

1. Observe the playback system is functioning properly (On-Site), **and**
2. Interview personnel regarding training in its operation. (On-Site)

**9.04 Back Up Power Source**

Type of Submission – “V” Visual

The Agency has access to a backup power source, or other alternate means of communications, in order to maintain operation of radios and telephones during a power failure. The backup power source or alternate means of communication has security measures to prevent unauthorized access or tampering. At least quarterly documented testing of the back-up system is required.

Discussion: If the back-up power source is a generator, then the generator “has security measures to prevent unauthorized access or tampering”. This can be achieved by any number of means including fencing with locked or secured gates; locking all access panels and fuel fill caps in some manner to prevent or clearly show evidence of tampering should it occur; or having the generator inside a secured area, such as a fenced back area of a station with secure access and locked panels and fuel fill cap. Having the area monitored by video cameras would provide additional security.

If the back-up system is a battery operated portable radio or other battery back-up system, the system must also be protected from unauthorized access or tampering. Battery backup systems must provide a minimum of 2 hours of continuous use to allow the agency administration to make alternate arrangements for continuous operations.

The department needs to have documentation that shows the generator or UPS system has been tested regularly as per departmental policy. This can be some form of log or receipt from a company which tests the system at least quarterly.

Proof of Compliance:

1. Observation of back-up power system, (On-Site) **and**
2. Observation of security measures to protect back –up power, (On-Site) **and**
3. Documentation of periodic testing. (On-Site)

**9.05 Emergency Telephone Number**

Type of Submission – “V” Visual

The Agency has a single emergency telephone number for citizens to obtain emergency police services.

Discussion: The agency may have other administrative numbers which are answered by communications but the agency should advertise only one number for emergency service.

Proof of Compliance:

- a. Observe incoming lines for single emergency contact telephone number for citizens, (On-Site), or
- b. Copy of telephone book page showing single number for police service. (On-Site)

**9.06 24-hour Two Way Radio Capability**

Type of Submission – “V” Visual

The Agency has 24-hour two-way radio capability between the Communication Center and police officers on duty in the field.

Discussion: None

Proof of Compliance:

1. Observe radio communication has 24-hour capability. (On-Site)

**9.07 Access to Criminal Justice Information Systems**

Type of Submission – “V” Visual

The Agency has access to state ACIC and NCIC information systems.

Discussion: None

Proof of Compliance:

1. Observe access to systems in communication center or through another agency. (On-Site)

**9.08 Warrant Maintenance**

Type of Submission – “EV” Electronic and Visual

If the agency maintains active criminal or traffic warrants, a written directive exists that describes the warrant maintenance process. If warrants are entered into local, regional, state, or federal databases, the agency must maintain 24-hour access to the warrant file for confirmation of active warrants. The directive includes at a minimum:

- A. How and where the files are maintained,
- B. Entry of new warrants and removal of old or inactive warrants,
- C. Entry and removal into any local, regional, state or federal database (if applicable), and
- D. Periodic auditing of the file.

Discussion: None

Proof of Compliance:

1. Copy of written directive, **and**
2. Observe files, (On-Site) **and**
3. Observe entries and deletions from all systems, (On-Site) **and**
4. Observe 24-hour access, (On-Site) **and**
5. Observe periodic audit memorandum, report, etc. (On-Site)

**9.09 Warrant Confirmation**

Type of Submission – “EV” Electronic and Visual

If the agency enters warrants into local, regional, state, or federal databases, or maintains paper warrant files, or confirms warrants for other agencies, a written directive addresses the portions of the process exercised by the candidate agency to include:

- A. How and where the warrant files are maintained, and how accessed, if applicable,
- B. Addition of new warrants and removal of old or inactive warrants from the warrant file, if applicable;
- C. Entry and removal into any local, regional, state or federal database, if applicable;
- D. How warrants are confirmed; if applicable; and
- E. Periodic auditing of the original warrant file, if applicable.

If the candidate agency confirms warrants for other agencies, the agency must maintain 24-hour access to the warrant file for confirmation of active warrants.

Discussion: None

Proof of Compliance:

1. Copy of written directive, **and**
2. Observation of warrant file, (On-Site) **and**
3. Copies of audits, other documentation of proper file maintenance.

**9.10 Training**

Type of Submission – “E” Electronic

The agency or communications center used by the agency trains dispatchers in Basic Telecommunications operations and procedures as may be required by CLEST within 12 months of employment. If no such requirement exists, Agencies will ensure that basic training is conducted through other available sources such as APCO, Powerphone, etc., or other in service training within 12 months of employment. The agency will have a written directive related to the operations of the telecommunications center and will ensure its personnel are trained in the directive, operations of utilized equipment, and other relevant department policy and procedure related to the telecommunications center. Department policy must be reviewed annually.

Discussion: A.C.A. § 12-10-325 directs the Arkansas Law Enforcement Training Academy to develop training standards for dispatchers and instructors in Arkansas and to submit the training standards to the Arkansas Commission on Law Enforcement Standards and Training for approval. The training is not mandatory by the statute.

Proof of Compliance:

1. Copy of written directive, and
2. Proof of Receipt of Policy (Level 1 Training), **and**
3. Copy of training records and or certificates, **and**
4. Proof of Level 2 training annually.

# Chapter 10

## ARRESTEE PROCESSING AND TRANSPORTATION

Individuals taken into custody must be safely transported to a detention facility and held in a manner that meets constitutional standards. Proper transportation procedures also ensure the safety of officers and detentions personnel. Applicability of these standards depends on the type holding facility an agency employs.

If an agency operates a holding facility where individuals are booked in, locked in a cell or holding room, and leaves the prisoner alone for any period of time; the agency must comply with all standards of the CDFS. A CDFS audit letter must then be submitted during the accreditation process Note: an interrogation room where an officer is always present would not be considered a holding facility unless the officer leaves the building.

### 10.01 Searching and Transport

Type of Submission – “EV” Electronic and Visual

The Agency has a written directive addressing searching and transporting adult prisoners. The written directive includes at a minimum:

- A. That all adult arrested persons be searched before any transport,
- B. The approved methods of how to safely transport arrested persons,
- C. Methods or actions for transporting sick, injured, or disabled arrested persons, and instructing personnel on how to obtain aid for each,
- D. Search of the transporting vehicle before and after the transport,
- E. The proper use of any restraining devices,
- F. The removal of and securing of the arrested person property (Prisoner’s property should be secured from access by unauthorized individuals who might be present in the jail, such as other prisoners, cleaning personnel, and visitor),
- G. Monitoring of the prisoner to avoid medical difficulties.

Training of agency personnel in searching and transportation of prisoners is also required.

Discussion: Policy must require search of transport vehicle before and after transport even if vehicle is searched at the beginning of shift or after last prisoner. Policy must require constant monitoring of prisoner for medical difficulties.

Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of Receipt of Policy (Level 1 Training), **and**
3. Proof of Level 2 training of officers in policy, **and**

4. Observe security procedures for prisoner's property, (On-Site) **and**
5. Interview staff regarding how to summon aid. (On-Site)

### **10.02 Juveniles – Arrest, Detention, and Transportation**

Type of Submission – “E” Electronic

The Agency has a written directive regarding the arrest, detention and transportation of juveniles. The written directive includes:

- A. Custody and Intake decisions for juveniles arrested,
- B. Timely notification of the Juvenile Intake Officer of all juvenile arrests,
- C. Categories of Juvenile Offenders,
- D. The rights of arrested juveniles,
- E. The searching of juveniles,
- F. The methods of transporting juveniles to detention,
- G. The use of restraints and monitoring of the prisoner, and
- H. Approved methods and locations of detention.

Discussion: All Juvenile records should be kept confidential in compliance with ACA § 9-28-217.

Agency directives should cover rights of juveniles, when authorized to arrest, detention, searching, and transporting juveniles as well.

Proof of Compliance:

1. Copy of written directive(s) addressing all requirements, **and**
2. Proof of Receipt of Policy (Level 1 Training).

### **10.03 Arrestee Detention Areas**

Type of Submission – “EV” Electronic and Visual

If the Agency has a holding area or a detention facility mandated by the State of Arkansas' Criminal Detention Facility Standards (CDFS), it has a written directive including approved by the CDFS.

Discussion: Currently the State of Arkansas' Criminal Detention Facility Standards (CDFS) state there are four levels of detention facilities; Book-In Facility Only, Twenty-Four Hour or Overnight Facility, Short-term Facility, and Intermediate/Long-term Facility. These facilities are governed by the CDFS commission and audited yearly. Therefore, if the agency has any other type of room/area where a person is temporally locked within and their freedom of movement is removed, this is considered a holding room.

Proof of Compliance:

1. Copy of written directive, **and**
2. Copy of current CDFS audit (in good standing).

#### **10.04 Strip Searches**

Type of Submission – “EV” Electronic and Visual

The Agency has a written directive regarding the strip searches of arrested persons that requires supervisory approval of each search. Personnel of the same sex as the arrested person will conduct these searches.

Discussion: If the agency does not have a jail, the agency should have a written directive either prohibiting agency personnel from conducting a strip search or provides direction on process of conducting search prior to delivery of subject to the holding facility. Strip searches should never be conducted in the field but only in a controlled environment, with supervisory approval of each search, and conducted by persons of the same sex.

Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of Receipt of Policy (Level 1 Training), **and**
3. Copy of any supervisory approved searches, **and**
4. Interview personnel on Strip Search procedures and location, (On-Site)

#### **10.05 Body Cavity Searches**

Type of Submission – “EV” Electronic and Visual

The Agency has a written directive regarding body cavity searches of arrested persons that complies with Arkansas Rules of Criminal Procedures and requires supervisory approval for the request, a search warrant, judicial approval for each search, and that searches be conducted under sanitary conditions by medically trained personnel.

Discussion: If the agency does not have a jail, the agency should have a written directive either prohibiting agency personnel from conducting a body cavity search or provides direction on process of conducting search prior to delivery of subject to the holding facility.

Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of Receipt of Policy (Level 1 Training), **and**
3. Copy of any supervisory approved searches, **and**
4. Interview personnel on Body Cavity Search procedures and location. (On-Site)

#### **10.06 Consular Notifications**

Type of Submission – “E” Electronic

The Agency has a written directive which requires appropriate consular notification of the arrest of any foreign national from a mandatory reporting country and consular notification of the arrest of any foreign national from a voluntary reporting country if requested by the arrestee. The agency must have a formal book in process that inquires as to the citizenship of the arrested person.

Discussion: Required by United States Treaty. If another agency is responsible for this notification, the Agency may not be responsible and may show this standard as N/A. The Agency should show proof other receiving agency has policy or practice to comply.

Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of Receipt of Policy (Level 1 Training), **and**
3. Copy of arrest document showing individual advised of right or actual consular contact.

# Chapter 11

## COURT SECURITY

Those agencies that provide security for the courts within our judicial system must ensure they are safe to protect the integrity of the criminal justice system. Security systems should be designed to protect not only the physical facilities but all participants in the court proceedings.

### **11.01 Courthouse/Courtroom Security**

Type of Submission – “EV” Electronic and Visual

If the Agency provides security for a Courthouse/courtroom, the Agency has a written directive and trains appropriate personnel on security measures, including the carrying of weapons in the courthouse/courtroom, and the use of restraints. The personnel must meet the training requirements set forth in the Arkansas Court Security Act (Act 576 of 2007).

Discussion: Must be a certified law enforcement officer by the Arkansas Commission on Law Enforcement Standards and Training and complete the Court Security Officers Training program approved by the Arkansas Commission on Law Enforcement Standards and Training.

Proof of Compliance:

1. Copy of written directive, **and**
2. Copy of personnel’s certifications, **and**
3. Observations of security measures in courtroom/courthouse, (On-Site) **and**
4. Observe secured weapon storage area (if required), (On-Site) **and**
5. Observe any special equipment available (magnetometer, special restraints). (On-Site)

### **11.02 External Communications**

Type of Submission – “V” Visual

If the Agency provides security for a Courthouse/courtroom, at least one means of external communication is available to a member of the court staff for emergency situations.

Discussion: None

Proof of Compliance:

1. Observation and testing of at least one means of external communications. (On-Site)

### **11.03 Emergency Response and Evacuation Plans**

Type of Submission – “V” Visual

If the Agency provides security for a Courthouse/courtroom, the Agency shall have emergency response protocols and evacuation plans for the Courthouse/Courtroom that is reviewed with Court employees at least annually.

Discussion: Proof of compliance with this standard is shown by providing a sign-off sheet where court employees have reviewed the emergency response and evacuation plan for the courtroom.

Proof of Compliance:

1. Observe copy of plans, (On-Site) **and**
  - a. Observe that plan is reviewed at least annually with Court staff, (On-Site) **or**
  - b. Copy of sign-off sheet for Court employee review of plan. (On-Site)

# Chapter 12

## PROPERTY AND EVIDENCE MANAGEMENT

The proper collection and preservation of evidence is crucial to the accomplishment of any law enforcement mission. Presentation of reliable evidence in court is required for successful prosecution of criminal defendants. The property control function of a department must be beyond reproach and frequent audits, inspections, and inventories are necessary to ensure these high standards are met.

### **12.01 Property and Evidence – Chain of Custody**

#### Type of Submission – “EV” Electronic and Visual

The Agency has a written directive for taking property/evidence into custody, including assets seized for forfeiture, to insure proper inventory, storage, and chain of custody.

Discussion: This written directive should cover the entire Property and Evidence process. It needs to include clear definitions of the types of property and evidence and how it is taken into custody. The directive should also cover security of the actual property room, marking property for identification, the submission process, chain of custody process, intake process by the custodian, packaging and storage procedures, property sign-out procedures for court or laboratory exams, disposal guidelines as well as required inspections and inventories.

If asset forfeiture property or evidence is handled differently in the property room than other items, the procedures for that process should be detailed in the directive.

#### Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of Receipt of Policy (Level 1 Training), **and**
3. Observation of property and evidence is properly stored, (On-Site) **and**
4. Observation of proper chain of custody for evidence. (On-Site)

### **12.02 Access to Crime Scene Personnel**

#### Type of Submission – “EV” Electronic and Visual

The Agency has on staff, or has access to, trained crime scene personnel to assist with major crime investigations when necessary.

Discussion: None

#### Proof of Compliance:

1. Copy of training records of investigators, **and**
2. Copy of on-call list from dispatch for crime scene staff or agencies to call, (On-Site)  
**and**
3. Copy of offense report where technicians were called out.

### **12.03 Property/Evidence Submission**

#### Type of Submission – “E” Electronic

The Agency has a written directive that requires all property/evidence seized by agency personnel to be submitted to the property/evidence technician or placed in the property/evidence area by the end of their tour of duty. Employees shall not personally retain property or evidence, except as part of an authorized chain of custody.

Discussion: None

#### Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of Receipt of Policy (Level 1 Training).

### **12.04 Property/Evidence Storage Area Security**

#### Type of Submission – “EV” Electronic and Visual

The Agency authorizes by written directive, personnel who can enter the Property/Evidence storage area. The Property and Evidence storage area will be secure and access will be restricted for any unauthorized personnel unless they are escorted, and sign in and out on an access log or other type of tracking system.

Discussion: The Property Room must be secure. While we would encourage solid walls and alarm systems, these are sometimes not possible and therefore are not “required” under most circumstances. Property rooms should have a minimum level of security including at least sheetrock walls. Walls must extend up above false ceilings. Drop ceilings can be a problem. Walls should extend above false ceilings to the top of the building or next floor preventing easy crawl over entry. If walls extend only up to a false ceiling, agencies may extend the wall to the next floor or roof with sheetrock, plywood, masonry, or in some cases chain link fence material installed so it cannot be removed easily. Solid walls are preferable (wood or masonry) but sheetrock and chain link will show immediate evidence of unauthorized entry.

Doors should be solid core if possible. Hinges should be on the inside of the room so that the door could not easily be removed. Locks should be good quality (not punch the button bathroom door locks that can be opened with a small screwdriver.) Deadbolts are also encouraged. Keys will only be controlled by designated property custodian(s). If the property room is in a separate building that is not staffed 24 hours, it should be alarmed with the alarm reporting to dispatch. Access to the property room should be restricted to Property personnel only. All other personnel should sign in and out on a log or other tracking system.

Although not required, other things to improve property room security include alarm systems, video monitoring, and separate locked storage areas for Guns, Drugs, and Money inside the Property Room.

The directive should include that the area is restricted for unauthorized personnel unless escorted by authorized personnel and must sign in and out on an access log or other tracking system.

Proof of Compliance:

1. Copy of written directive showing who is authorized entry, **and**
2. Proof of Receipt of Policy (Level 1 Training) for appropriate personnel, **and**
3. Observation of access logs or tracking system, (On-Site) **and**
4. Observation of security of the storage area. (On-Site)

**12.05 Disposal of Property/Evidence**

Type of Submission – “EV” Electronic and Visual

The Agency has a written directive for the documentation of the disposal of property/evidence stored in the Agency property/evidence storage area.

Discussion: No specific disposal schedule is required. However, documentation of the process used for all disposals, and records of disposed items is required if done.

Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of Receipt of Policy (Level 1 Training) for appropriate personnel, **and**
3. Interview staff on disposal process, (On-Site) **and**
4. Review documentation of disposals. (On-Site)

**12.06 Field Release of Property**

Type of Submission – “E” Electronic

The Agency has a written directive for the release of property or evidence in the field. The policy should detail when and how items may be released to the complainant or owner when practical without compromising a case. All releases will be documented and signed for on a property/evidence release form.

Discussion: The Property Release Form is a document that is retained as proof that the officer released the property. The form can be a multi-purpose form, combining a property release form, a property intake form, and chain of custody form.

Proof of Compliance:

1. Copy of written directive, **and**
2. Proof of Receipt of Policy (Level 1 Training), **and**
3. Copies of Releases documented on an appropriate form.

**12.07 Inspection of Property/Evidence**

Type of Submission – “EV” Electronic and Visual

The agency has a system in place for a documented inspection of the Property/Evidence function and procedures at least annually. An inspection should concentrate on how the policies, procedures, and practices are followed and have minimal individual inspections of items to verify procedures.

Discussion: The Property and Evidence Custodian should not “inspect” their own operation. Inspections should be done by supervisors or other personnel not involved in the operation of the Property Room.

The inspection must include review of the actual department policies and procedures relating to Property and Evidence and whether these procedures are being followed – such as is the Property and Evidence room secure, is the sign-in log being utilized, is property being submitted properly, is the property being logged in and stored properly, is the property being processed for disposal properly as well as whether the property room is clean and orderly. A small sample of items (3 to 5 items) should be identified and tracked to determine if they were properly entered and stored. This inspection report should be forwarded to the CEO for review.

The CEO should sign and date the report to show proof of receipt and review.

Proof of Compliance:

1. Copy of written directive, **and**
2. Copy of documentation of inspections. (On-Site)

**12.08 Inventory of Property/Evidence**

Type of Submission – “EV” Electronic and Visual

The Agency has a written directive requiring a sampling of individual items stored in the property and evidence area at least annually, and when a new person is assigned who is in direct control of the property/evidence function. The sample must meet the requirements for sampling in Appendix A.

Discussion: While a complete inventory of all the items stored in the property room is always preferable, the standard allows for sampling to accomplish this standard. Many agencies have a great deal of property in their property room and do not have the resources to conduct a “complete” inventory annually.

Two sampling methods are provided and either may be used by an agency depending on the method determined best for that agency. The inventory should be conducted by personnel, accompanied by the evidence custodian, not routinely assigned in the unit but familiar with its operation. A formal report of the findings should be forwarded to the CEO. An investigation should be conducted to resolve any discrepancies. Should significant discrepancies be discovered, the CEO may require a complete inventory.

Obviously, when conducting an inventory, in addition to the item being present, the agency should examine the item for tampering or missing items, and any discrepancy reported.

The CEO should sign and date the Inventory to show proof of receipt and review.

Proof of Compliance:

1. Copy of written directive, **and**
2. Copy of inventories or sampling within past year, **and**
3. Conduct a review of a small sample of items to determine items are stored properly and paperwork for those items has been properly filed. (On-Site)



# Chapter 13

## STATE REQUIREMENTS

### **13.01 Background Investigation**

Type of Submission – “V” Visual

Departments will conduct and maintain a background investigation for each applicant employed as a law enforcement officer. The purpose of the background investigation is to find character traits which might prevent the applicant from becoming a successful law enforcement officer. The background investigation will be documented and maintained by the agency.

Discussion: See CLEST Specification-3 (S3)

Proof of Compliance:

1. Observe CLEST Specification 3 (S3) (On-Site)

### **13.02 Citizenship and Age Verification**

Type of Submission – “E” Electronic

Departments will verify and ensure that every officer employed by the law enforcement agency is a citizen of the United States of America and at least twenty-one (21) years of age.

Discussion: See CLEST Specification 1 (S1)

Proof of Compliance:

1. Proof of age and citizenship CLEST Specification-1 (S-1)

### **13.03 Fingerprint Card Return**

Type of Submission – “E” Electronic

Departments will conduct a fingerprint record check of state and national criminal files for all applicants employed by the law enforcement agency. Any applicant who has pled guilty or been convicted of a crime punishable by imprisonment in a federal or state prison is ineligible for service. Departments will maintain a copy of the fingerprint card as well as fingerprint card returns from the Arkansas State Police and FBI in the employees file.

Discussion: See CLEST Specification-2 (S2)

Proof of Compliance:

1. Proof of fingerprint card return CLEST Specification-2 (S-2)

### **13.04 ACIC/NCIC Return Printouts**

Type of Submission – “V” Visual

Departments will maintain copies of ACIC/NCIC printouts for each applicant employed as a law enforcement officer.

Discussion: None

Proof of Compliance:

1. Observe Proof of return printout. (On-Site)

### **13.05 Educational Requirements**

Type of Submission – “E” Electronic

Applicants for the position of a law enforcement officer must be high school graduates or have passed the General Education Development Test (GED).

Discussion: CLEST Specification-4 (S4)

Proof of Compliance:

1. Proof of diploma or GED.

### **13.06 Physical Examination**

Type of Submission – “E” Electronic

Prior to employment, all applicants selected for employment by the Law Enforcement Agency must have a medical examination administered by a licensed physician (CLEST form F-2a or an equivalent Form, will be utilized to document the examination). The Applicant must meet the minimum CLEST requirements as established in specification S-5.

Discussion: See CLEST Specification-5 (S-5)

Proof of Compliance:

1. Proof of medical examination.

### **13.07 Required Interview**

Type of Submission – “E” Electronic

An applicant will be personally interviewed prior to employment by the Department head or his representative.

Discussion: See CLEST Specification-6 (S-6)

Proof of Compliance:

1. Proof of CLEST F1.

### **13.08 Psychological Examination**

Type of Submission – “E” Electronic

Prior to employment, all applicants selected for employment by the law enforcement agency will be examined for emotional stability by an individual licensed to practice Psychiatry or Psychology and qualified to perform such evaluations in the State of Arkansas.

Discussion: See CLEST Specification-7(S-7)

Proof of Compliance:

1. Proof of F-2b.

### **13.09 Traffic Radar Operators**

Type of Submission – “E” Electronic

Officers authorized to use traffic radar devices must complete a CLEST approved certification course for Police Traffic Radar prior to use of such devices.

Discussion: See CLEST Regulation 1015

Proof of Compliance:

1. Proof of Radar certificate.

### **13.10 Law Enforcement Code of Ethics**

Type of Submission – “E” Electronic

Departments will ensure that each Law Enforcement Officer signs and abides by the Law Enforcement code of ethics.

Discussion: See CLEST Regulation 1020

Proof of Compliance:

1. Proof of signed code of ethics.

### **13.11 Proof of Valid Driver’s License**

Type of Submission – “V” Visual

Departments will ensure that each employee possesses a valid driver’s license at time of hire and maintains such license during the term of his/her employment. Departments will maintain proof of validity in the employee’s personnel file.

Discussion: None

Proof of Compliance:

1. Observe Proof of copy of Driver’s License within Personnel file. (On-Site)

### **13.12 NIMS/ICS**

Type of Submission – “E” Electronic

Departments will ensure that all sworn employees are trained in NIMS as required by rank.

Discussion: None

Proof of Compliance:

1. Proof of NIMS certificate.

### **13.13 Annual Firearms Training**

Type of Submission – “E” Electronic

Departments will ensure that all sworn employees meet CLEST requirements pertaining to annual firearms training for all weapons utilized by the Officer under the terms of his employment.

Discussion: See CLEST Training requirements.

Proof of Compliance:

1. Proof of annual firearms training.

### **13.14 Annual Racial Profiling Training (ACA 12-12-1404)**

Type of Submission – “E” Electronic

Departments will ensure that all sworn employees of the agency meet the annual training requirements pertaining to Racial Profiling.

Discussion: None

Proof of Compliance:

1. Proof training course.

### **13.15 Racial Profiling and In-Car A/V Equipment Policies (ACA 12-12-1403)**

Type of Submission – “E” Electronic

Each Agency must adopt a written directive establishing the following:

- A. Prohibiting racial profiling,
- B. Requiring Law Enforcement Agencies to have at a minimum reasonable suspicion to stop, arrest or detain,
- C. Define reasonable suspicion and ensure individuals are stopped for valid reasons and that race, ethnicity, national origin or religion is not the basis for stops for violations for which non-group members would not be stopped,

- D. Requires Officer to identify themselves by full name and jurisdiction, state the reason for the stop, and if possible present written identification,
- E. Provide a systematic review process by supervising personnel for investigating allegations of racial profiling to determine if the review reveals patterns or trends of racial profiling,
- F. When a pattern or trend of racial profiling is identified, the supervisor must provide timely assistance, remediation, or discipline,
- G. Ensure no retaliation occurs against employees who report allegations of racial profiling by co-workers, and
- H. Provide standards for the use of in-car audio and visual equipment including the duration for which recordings are preserved.

Discussion: None

Proof of Compliance:

1. Copy of written directive.

### **13.16 Annual Certification of Racial Profiling and MVR Policy to AG's Office**

Type of Submission – “E” Electronic

Departments will ensure that they have certified their policy prohibiting Racial Profiling and guidelines regarding Mobile Video Recordings with the Attorney General annually.

Discussion: None

Proof of Compliance:

1. Proof of copy of most recent letter submitted to Attorney General's office.

### **13.17 ACIC User Certification**

Type of Submission – “E” Electronic

Departments will ensure that operators of ACIC/NCIC databases are properly certified in keeping with ACIC requirements.

Discussion: None

Proof of Compliance:

1. Proof of user certification.

### **13.18 Authorization Required to Patrol Limited Access Highways (ACA 12-8-106)**

Type of Submission – “E” Electronic

IF a department patrolling limited access highways must receive written authority from the Director of the Arkansas State Police. This does not prohibit the response to an accident or other emergency on such highways.

Discussion: None

Proof of Compliance:

1. Proof of copy of letter.

### **13.19 Ballistics Testing Required (ACA 12-12-324)**

Type of Submission – “E” Electronic

All firearms used in crimes which come into the custody of any law enforcement agency in this state shall be delivered to the Arkansas State Crime Lab within 30 calendar days for ballistics testing unless the firearm is being used as evidence; in such cases, delivery will take place within 30 calendar days from final adjudication of the criminal proceeding.

Discussion: None

Proof of Compliance:

1. Proof of Evidence submission sheet.

### **13.20 Mandatory Reporting of Child Maltreatment (ACA 12-12-507)**

Type of Submission – “E” Electronic

In addition to agency investigative procedures and arrest/seizure/protective custody powers, Departments are required to immediately notify the Child Abuse Hotline when there is reasonable cause to suspect that a child is the subject of maltreatment.

Discussion: None

Proof of Compliance:

- a. Proof of written directive, **or**
- b. Proof of reporting to Child Abuse Hotline.

### **13.21 Missing Child Notification (ACA 12-12-801)**

Type of Submission – “E” Electronic

When Law Enforcement agencies are notified of a missing child, the agency will notify the Division of Vital Records of the Department of Health and the superintendent of the school where the child was attending within 5 business days.

Discussion: None

Proof of Compliance:

1. Copy of written directive.

### **13.22 Fingerprinting and Photographing (ACA 12-12-1006)**

Type of Submission – “E” Electronic

A Law Enforcement Official at a criminal detention facility will ensure the fingerprinting and photographing of arrested persons when the offense charged is a felony or Class A misdemeanor immediately following an arrest or at the time of the first appearance if the first appearance was caused by summons or citation in lieu of a custodial arrest.

Discussion: None

Proof of Compliance:

1. Copy of booking report.

# APPENDIX A

## INVENTORY SAMPLING METHODS

Agencies should strive for 100% accountability in the maintenance of all property and evidence in their custody. Agencies without bar-coding or other technological assistance find it difficult to conduct a 100% inventory. Either of the two sampling methods below will meet the requirements of 12.08.

### **Sampling Method 1:**

A complete inventory of all critical items (Guns, Drugs, and Money) in the Property Room **and** a random sample of 5% of the total number of items or 50 items, whichever is less, of the remaining items in the property room.

The inventory should be conducted by locating the intake paperwork for all the Guns, Drugs, and Money, then locating the items in the property room. The audit of the other items should be done in two parts. The first part is done by randomly selecting the paperwork for 25 items and locating them in the property room. The second part would consist of randomly selecting 25 items from the property room and locating the item's paperwork to test the record keeping system.

This system of sampling will benefit smaller agencies that have smaller numbers of critical items in their property and evidence rooms.

### **Sampling Method 2:**

Sampling method 2 relies on a mathematical sampling formula which produces a 95 percent confidence level with a confidence interval of +/- 3 percent. This inventory is conducted on all items. Obviously, the agency will want to resolve any discrepancies discovered by an inventory, but an error rate of greater than 4 percent would indicate that a complete inventory of critical items is needed.

This sampling methodology requires a random sample to be accurate and the agency must be able to describe or show how the random sample was determined. In order to determine the sample size, the agency must also know the approximate number of total items in the property room, and then consult the table below to determine the number of items required to be located and examined. Once a random sampling method is determined, no deviation is permitted. The agency must show that it adhered to the sampling methodology selected.

Creating a random sample can be as easy as locating a random number table in a mathematics text book or on-line and using the last digits of the number that matches your agencies property numbers and use that table in order until the total number of samples has been reached. It can also be done by dividing the number to be sampled into the total number of items, i.e. (Total items 15,000, sample required 996,  $15000/996=15.06$ ) and selecting every 15<sup>th</sup> item on a list of all Money, Guns, and Drugs which would produce the proper number of sample items. Agencies that choose to use this method regularly might consider having their computer staff write a specific program for the development of a random audit list.

This sampling method would benefit larger agencies with a large number of critical items.

<b>Total Number of Critical Items (Money, Guns, and Drugs)</b>	<b>Minimum Required Sample Size</b>
100	92
200	169
300	234
400	291
500	341
750	441
1000	516
1250	576
1500	624
1750	663
2000	696
2250	724
2500	748
2750	769
3000	787
3500	818
4000	843
4500	863
5000	880
6000	906
7000	926
8000	942
9000	959
10000	964
12500	983
15000	996
20000	1013
25000	1023
50000	1045
100000	1056

# APPENDIX B

## REQUIRED TRAINING MATRIX

The below is a description of the types of training in each Minimum Training Level. This matrix was developed to assist agencies in determining what level of training is required for each standard. Each standard that requires training as part of the standard has the minimum level of training stated in the Discussion section.

The matrix is provided only for reference and to allow agencies to understand what types of training is in each level.

Level	Description of Minimum Level of Training	Type of Proof Needed
1	Proof of Receipt of Policy.	A sign off sheet or electronic document showing officers have received a copy of the policy.
2	Roll-call Training, Training Bulletin Distribution, Video, copy of Policy with discussion by/with Supervisor, or copy of Policy with testing.	Sign-off sheet showing where officers received Roll-call Training by an Officer or Supervisor, or received a Training Bulletin addressing the Policy, or receiving training by Video. May also be shown by showing receipt of Copy of Policy with further discussion with/by a Supervisor or by follow-up testing on the Policy. A memo from the supervisor stating it was discussed or a signoff sheet where Discussion is also clearly noted will be accepted.
3	Specific Topic Training by an instructor or online course with topic clearly indicated in a class schedule, course syllabus, lesson plan, or power point, (Can be classroom, seminar, or on-line)	Proof of some form of formal training by an instructor, or specific topic training at a school, seminar, or class; clearly showing the topic of training, such as a class schedule, syllabus, lesson plan, power point, completion certificate, or other documentation. Computer based learning programs may also be used. Proofs will be sign-in sheets, completion certificates, etc.
4	Proof of Specific Physical Skills training	Sign-in sheets or records showing attendance and completion of proficiency testing, such as firearms qualification records, proficiency testing for less-lethal weapons and physical arrest or self-defense classes.
<b>FTO Training</b>	Proof of FTO training (specific topic clearly identified)	FTO Training cannot be used alone to prove compliance with training during Initial Accreditation as it does not prove training of all existing personnel. FTO Training can be used in Re-Accreditation Compliance Files to show continuing training of new staff members if the details of what needs to be mastered is contained in field training documents.

# Program Glossary

## **ADMINISTRATIVE REVIEW:**

A documented review of an incident or occurrence prepared by, or for the CEO or designee. The review should indicate whether policy, training, equipment, or disciplinary issues should be addressed. The review could also involve more than one incident.

## **ANNUAL:**

An event that occurs at least once every 12 months.

## **APPEAL:**

An application (as to a recognized authority) for corroboration, vindication, or decision in a disciplinary action or other applicable action as defined by the agency.

## **ARREST:**

The act of depriving a person of his/her liberty by legal authority, with or without a warrant including the authority to physically remove a person from their location and taking the person to a place of confinement or judicial authority.

## **BARRICADED PERSON:**

An individual who resists being taken into custody by using, or threatening to use, firearms, other weapons, explosives, etc. A barricaded person is normally behind some form of cover and may or may not have taken a hostage or made threats to his/her own life.

## **ACCREDITING STANDARD / BEST BUSINESS PRACTICE:**

A recognized and necessary professional requirement setting criteria for a specific process, function, service or procedure for law enforcement agency compliance.

## **BIANNUAL:**

Occurring twice a year.

## **BIAS BASED PROFILING:**

The selection of an individual based solely on a trait common to a group for enforcement action. This includes, but is not limited to: race, ethnic background, gender, sexual orientation, religion, economic status, age, cultural group, or any other identifiable group.

## **BIENNIAL:**

Occurring every two years.

## **BODY CAVITY:**

Consists of the anus, female vagina, and any part of the esophageal cavity or stomach other than the portions of the mouth normally visible by opening the mouth.

**CANDIDATE AGENCY:**

An Agency that has made application to the AACP Accreditation/Recognition Program.

**CIVILIAN MEMBER:**

A full or part-time person who is not a sworn law enforcement officer and does not possess arrest powers.

**CHAIN OF COMMAND:**

Formal upward or downward progression through the command structure based on rank and direct authority within the organization.

**CHAIN OF EVIDENCE:**

Continuity of custody serving to ensure that material items introduced into the court are the same material or items originally collected as physical evidence.

**CHIEF EXECUTIVE OFFICER (CEO):**

The duly authorized top administrator of the law enforcement agency and is the highest-ranking executive for the law enforcement agency who possesses ultimate command authority for the operation of the agency.

**CITATION:**

Written notice to appear issued to an accused person, in connection with a traffic enforcement action or other charges, to appear before a court of law.

**CODE OF CONDUCT:**

Specific guidelines for behavior and dress, including prohibitions.

**CODE OF ETHICS:**

Principals of conduct or moral values that govern individual or group behavior; the Agency's guiding philosophy.

**COMMAND PROTOCOL:**

Plan/policy established to ensure a continuation of supervision at all levels of the chain of command when vacancies or absence from duty exists.

**COMMISSION ON LAW ENFORCEMENT STANDARDS AND TRAINING (CLEST):**

The State governing body for all law enforcement standards and required training and instruction of state, county, municipal and other law enforcement officers.

**COMPLAINT:**

An allegation of misconduct, malfeasance, violation of law or Agency directives, against any member of the Agency, or against the Agency. This does not include a complainant's disagreement with the application of law that is properly decided in a court of law.

**CONCLUSIONS OF FACT:**

Final determination about allegations based on investigative activities. Classifications of investigative findings may include exonerated, sustained, not sustained, unfounded, and policy failure.

**CRIMINAL HISTORIES:**

A transcript of arrests for an individual usually identified by name, date of birth, or identification number.

**CRISIS INTERVENTION:**

Assistance and support services offered to victims, survivors, and/or first responders of violent crimes or other serious incidents

**CURRICULUM:**

A series of courses related to a specific kind of training program.

**DEADLY FORCE:**

Force that is substantially likely to cause death or serious bodily harm and includes, but is not limited to: the firing of a firearm in the direction of the person to be arrested, even though no intent exists to kill or inflict great bodily harm; and the firing of a firearm at a vehicle in which the person to be arrested is riding. The terms deadly force and lethal force are considered synonymous.

**DIRECTIVE:**

A written document used to guide or control the actions of members and establish Agency policy and practices. Examples of written directives include, but are not limited to: policy statements, standard operating procedures, general orders, memoranda, laws, or written orders.

**ENSURE:**

Follow-up on certain tasks and procedures that should have occurred or shall occur of which the agency has spelled out through a directive.

**EMERGENCY SITUATION:**

An actual or potential condition that poses an immediate threat to life or property.

**EMOTIONAL STABILITY/PSYCHOLOGICAL FITNESS EXAMINATION:**

Professional screening designed to identify behavior patterns and/or personality traits that may prove either detrimental or advantageous to successful job performance.

**EQUAL EMPLOYMENT OPPORTUNITY:**

The providing of equal opportunities for employment and conditions of employment to all members regardless of race, creed, color, age, sex, religion, national origin, marital status, or physical impairment.

**EVIDENCE:**

Materials or items discovered or retrieved from a crime scene or other law enforcement incident.

**FIELD INTERVIEW:**

The stopping and questioning of a person by a law enforcement officer because there is reasonable suspicion that the subject may have committed, may be committing, or may be about to commit a felony or misdemeanor involving danger of forcible injury to persons or of appropriation of or damage to property if such action is reasonably necessary to obtain or verify the identification of the person or determine the lawfulness of their conduct.

**FIELD TRAINING PROGRAM:**

A structured and closely supervised program provided for recruit members to facilitate the application of skills and knowledge obtained in the academy/classroom to actual performance in on-the-job situations.

**FIELD TRAINING OFFICER:**

A commissioned officer selected by the Agency leadership to train recruit officers in Agency policy, procedures, rules, regulations, practices, and other subjects or duties as determined by the Agency.

**FUNCTION:**

A general term for the required or expected activity of a person or an organizational component, e.g., patrol function, communication function.

**GRIEVANCE:**

Formal request in writing to resolve differences in identified matters due to an actual or supposed circumstance regarded as just cause for protest.

**GUIDELINES:**

Statements, past practices, or other indications of policy or procedure, used to determine a course of action.

**HOLDING AREA:**

Any locked area, space, or enclosure where a prisoner/detainee is placed to prohibit freedom of movement.

**INCIDENT COMMAND SYSTEM:**

Command, control, and coordination of a response to organize the efforts of members and agencies as they work toward stabilizing an incident while protecting life, property, and the environment. There are five major components: command, planning, operations, logistics, and finance/administration.

**IN-SERVICE TRAINING:**

Training received by Agency members to enhance knowledge, skills, or abilities. This includes formal retraining, specialized, promotional, or advanced training. In-service training may also include less formal types of instruction, such as roll-call training.

**INSPECT:**

A close examination into the condition of a certain procedure or directive to expose any shortcomings.

**INSPECTION:**

A comparison of an individual or an organizational component against established standards, such as policies, procedures, practices or expected behaviors.

Organizational component inspections are commonly referred to as staff inspections and encompass a full-scale review of the current operations of a unit or section of the Agency. It can also include all aspects of administration, personnel policies, directives, equipment, and facilities.

**INTERNAL AFFAIRS INVESTIGATION:**

A formal, detailed investigation of alleged misconduct, violation of law or Agency directives.

**INVENTORY:**

A survey of items designed to create a detailed list of articles or property. This includes (1) processes such as those utilized within the Agency and can be part of an audit or inspection; and (2) processes utilized by the Agency after the Agency assumes control over a person's property where such processes are designed to protect the citizen's property and the Agency from allegation of misconduct.

**JOB DESCRIPTION:**

An official written statement setting forth the duties and responsibilities of a job, and the skills, knowledge, and abilities necessary to perform it.

**JOB-RELATED:**

Pertaining to tasks performed or functions required of a specific job classification.

**LESS-LETHAL FORCE:**

Force which is not likely to cause death or great bodily harm. The terms non-deadly force, less-than-lethal force and less-lethal force, may be considered synonymous.

**LESSON PLAN:**

A detailed format an instructor uses to conduct the course. A lesson plan may include: goals, specific subject matter, performance objectives, references, resources, and method of evaluating or testing students.

**LETHAL FORCE:**

See Deadly Force.

**LIFE CYCLE MANAGEMENT:**

The documented management process of the life of a document created in the ordinary operation of a police department, to include the storage, length of retention and destruction process. Normally contained in the Records Retention Schedule of a City Government but parts not covered in the City Records Retention Plan are developed and maintained in Departmental Directives.

**MEDICAL CARE FACILITY:**

Any hospital, office, mobile unit or other facility designed or utilized to provide immediate or ongoing medical treatment.

**MEMBER:**

A generic term utilized in this manual to describe all Agency personnel, including volunteers, auxiliary officers, and part-time personnel.

**MEMORANDUM:**

An informal, written document that may or may not convey an order; it is generally used to clarify, inform, or inquire. Memoranda may be used for proofs of compliance.

**MUTUAL AID:**

A formal agreement or legal authority among emergency responders to lend assistance across jurisdictional boundaries when required either by an emergency or disaster that exceeds local resources. This assistance includes, but is not limited to, such resources as facilities, equipment, services, supplies, and personnel.

**NON-DEADLY FORCE:**

Force which is not likely to cause death or serious bodily harm. The terms non-deadly force, less-than-lethal force and less-lethal force are synonymous and may be used interchangeably to meet the standards in this manual.

**OFF-DUTY EMPLOYMENT:**

Secondary employment, outside the agency, which may or may require the actual or potential use of law enforcement powers by an off-duty member.

**ORGANIZATIONAL COMPONENT:**

A subdivision of the Agency, such as a bureau, division, section, unit, or position that is established and staffed on a full-time basis to provide a specific function.

**PART-TIME SWORN MEMBER:**

Any sworn person employed or appointed less than full time, as defined by an employing Agency, with or without compensation, who is vested with authority to bear arms and make arrests and whose primary responsibility is the prevention and detection of crime or the enforcement of the penal, criminal, traffic, or highway laws of the state.

**PERSONNEL ORDERS:**

Official announcements of certain administrative actions involving members of an Agency that normally form a permanent file record of each member's Agency assignments, promotions, awards, etc.

**PLAN:**

A detailed scheme, program, or method worked out beforehand for the accomplishment of an objective, proposed or tentative project, or goal. A plan may be a systematic arrangement of details, an outline, drawing or diagram.

**POLICY STATEMENT:**

A broad statement of Agency principles that provides a framework or philosophical basis for Agency procedures.

**PRISONER:**

Any person arrested and/or in custody of a law enforcement officer or Agency.

**PROCEDURE:**

A manner of proceeding, a way of performing or affecting something, an act composed of steps, a course of action, a set of established forms or methods for conducting the affairs of the Agency.

**PROCESS:**

A series of actions, changes, or functions bringing about a result.

**PURSUIT:**

An active attempt by a law enforcement officer, operating in a law enforcement vehicle(s), to apprehend one or more occupants of another moving motor vehicle, where the driver of the fleeing vehicle is aware of the attempt and is resisting apprehension.

**RECRUITMENT ACTIVITIES:**

Any activity or event utilized in seeking potentially qualified applicants for a particular position.

**REMEDIAL TRAINING:**

Training conducted, in addition to regularly scheduled training, to correct an identified deficiency.

**RESTRAINING DEVICES:**

Equipment used to restrict the movement of a prisoner/detainee.

**REPORT:**

A detailed account of past reviews, inspections, and over-status of a task or procedure of which an agency has set by directive.

**REVIEW:**

A critical examination of a process or procedure to verify the agency is performing the tasks it has set by directive.

**ROADBLOCKS:**

Use of barricades or other devices to stop vehicle or foot traffic from proceeding on a public road or other secured site.

**ROLL CALL TRAINING:**

Short training or informational sessions held just prior to, or after, a member's tour of duty.

**RULES AND REGULATIONS:**

Specific guidelines describing allowed and prohibited behavior, actions, or conduct.

**SELECTION CRITERIA:**

The rules, standards, or requirements used to make a judgment concerning filling a specific position.

**SELECTION PROCESS:**

The combination of elements and procedures utilized to make the final decision in filling a position.

**SELECTIVE TRAFFIC ENFORCEMENT:**

Law enforcement function designed to address a specific or recurring issue or problem at a specific location and time. Also, may be referred to as Directed Patrol

**SERVICE COMMUNITY:**

Persons within the Agency's jurisdictional responsibility.

**SEXUAL HARRASSMENT:**

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature, constitute sexual harassment when (1) submission to such conduct is made

either explicitly or implicitly a term or condition of an individual's employment, (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

**SPECIAL EVENT:**

An activity that results in the need for control of traffic, crowds, or crime. Special events are normally time specific, short duration events, but may be extended over a longer period of time.

**SPECIALIZED OPERATIONAL UNIT:**

A unit, designated within the agency's organizational structure, characterized by increased levels of responsibility requiring specialized training, but operating within a given employment classification; i.e., bike patrol, traffic safety, K-9, etc.

**SPECIAL ORDERS:**

A statement of policy, procedure, or other instruction issued by the CEO regarding a special circumstance or event and is of a temporary nature.

**SPECIALIZED TRAINING:**

Training to enhance skills, knowledge, and abilities taught in either recruit or other in-service programs. Specialized training may address supervisory, management, and/or executive development training, or it may include technical and job specific subjects, e.g., homicide investigation, fingerprint examination, juvenile investigation, motorcycles, bicycles, SWAT, etc.

**STANDARD:**

A common term referring to a Best Business Practice.

**SWORN LAW ENFORCEMENT OFFICER:**

An employee of the agency who has the power and authority of the State of Arkansas, the political subdivision, and/or any other specified statutory entity to carry a weapon and exercise the powers of arrest or other law enforcement duties as specified by law or ordinance.

**STANDARD OPERATING PROCEDURE:**

A written directive which specifies how Agency activities are carried out.

**SWORN MEMBER:**

A member, as defined by statute, who meets CLEST requirements to possess full law enforcement and arrest powers, and is employed either full- or part-time by a law enforcement Agency. This member may or may not be compensated.

**TACTICAL TEAMS:**

A select group of officers who are specially trained and equipped to handle high-risk incidents, e.g., snipers, barricaded persons, hostage takers, high risk warrant service.

**TRAINING PLAN:**

A plan to train Agency personnel that could include formal classroom training or a requirement of written acknowledgement of receipt of a General Order, training bulletin or other document on a specified subject or procedure.

**TEMPORARY HOLDING AREA:**

A location within the law enforcement agency, which is used for a brief period of time to process, question, arraign, or test individuals who are in the custody or care of the law enforcement agency. These areas would only be used for a brief time until the processing is completed prior to the release of the person or until the person appears before a member of the judiciary.

**UNLAWFUL HARRASSMENT:**

Conduct that has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

**VERIFICATION:**

The number of directives, materials, or other items to be reviewed should be of sufficient number for the facilitator to make a reasonable judgment that the Best Practice has been met. Verification does not require that 100% of the items be reviewed.

**VICTIM:**

A person who suffers physical, financial, or emotional harm as the direct result a specified crime committed upon his or her person or property. The children, parents, or legal guardian of a homicide victim are also regarded as victims.

**VOLUNTEERS:**

Unpaid members who perform tasks which do not require law enforcement certification.

**WARNINGS:**

Notice given of impending action or danger if corrective measures are not taken.

**WITNESS:**

A person having information or evidence relevant to a crime.

**WORK ENVIRONMENT:**

Department facilities and equipment where daily activities are conducted, to include office space, patrol vehicle, interview rooms, holding areas, etc.

**WRITTEN DIRECTIVES:**

Any written document used to guide or affect the performance or conduct of Agency personnel. The term may include policies, procedures, general orders, special orders, memorandums, and instructional material.