

LAW ENFORCEMENT ACCREDITATION

Lee's Summit (MO) Police Department

Agency

Lee's Summit (MO) Police
Department
10 NE Tudor Road
Lees Summit, MO 64086

Chief Executive Officer

Chief
Travis Forbes

Methodology Overview

CALEA serves as the premier credentialing association for public safety agencies and provides accreditation services for law enforcement organizations, public safety communication centers, public safety training academies, and campus security agencies. The standards are promulgated by a board of 21 commissioners, representing a full spectrum of public safety leadership. The assessment process includes extensive self-assessment, annual remote web-based assessments, and quadrennial site-based assessments. Additionally candidate agencies are presented to the Commission for final consideration and credentialing.

CALEA Accreditation is a voluntary process and participating public safety agencies, by involvement, have demonstrated a commitment to professionalism. The program is intended to enhance organization service capacities and effectiveness, serve as a tool for policy decisions and management, promote transparency and community trust, and establish a platform for continuous review.

CALEA Accreditation is the Gold Standard for Public Safety Agencies and represents a commitment to excellence.



Law Enforcement Accreditation

CALEA standards reflect the current thinking and experience of Law Enforcement practitioners and researchers. Major Law Enforcement associations, leading educational and training institutions, governmental agencies, as well as Law Enforcement executives internationally, acknowledge CALEA's Standards for Law Enforcement Agencies© and its Accreditation Programs as benchmarks for professional law enforcement agencies.

CALEA's Founding Organizations:

- **International Association of Chiefs of Police (IACP)**
- **Police Executive ResearchForum (PERF)**
- **National Sheriffs Association (NSA)**
- **National Organization of Black Law Enforcement Executives (NOBLE)**

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EXECUTIVE SUMMARY

Overview:

The Lee's Summit (MO) Police Department is currently commanded by Travis Forbes. The agency participated in a remote assessment(s), as well as site-based assessment activities as components of the accreditation process. The executive summary serves as a synopsis of key findings, with greater details found in the body of the report.

Compliance Service Review:

CALEA Compliance Services Member(s) Marc Duguay remotely reviewed 79 standards for the agency on 8/10/2018 using Law Enforcement Manual 6.10. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

CALEA Compliance Services Member(s) Judi King remotely reviewed 157 standards for the agency on 9/3/2019 using Law Enforcement Manual 6.10. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

CALEA Compliance Services Member(s) Louis Moreto remotely reviewed 83 standards for the agency on 8/21/2020 using Law Enforcement Manual 6.10. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

CALEA Compliance Services Member(s) Portia Swinson remotely reviewed 104 standards for the agency on 3/5/2021 using Law Enforcement Manual 6.10. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

- 26.3.4 – Informing Complainant – ISSUE: Bullet B The agency directive did not include a schedule for status notification to the complainant, as required by the standard. AGENCY ACTION NEEDED: It is suggested that the agency provide a directive that includes a schedule for status notification to the complainant. AGENCY ACTION TAKEN: The agency revised General Order 100.05G, Complaints, and General Order 100.08K, Internal Investigations to include a schedule for status notification to the complainant. It is recommended that this standard be reviewed again in future assessments to verify continued compliance.
- 31.4.4 – Candidate Information – ISSUE: While proof for sworn candidates was provided, proof was not provided to show that civilian candidates at the time of their formal application, were informed, in writing, of all elements of the selection process; the expected duration of the selection process; or the agency's policy on reapplication, as required by the standard. AGENCY ACTION NEEDED: It is suggested that the agency supply proof that all candidates (sworn and civilian) at the time of their formal application, are informed, in writing, of all elements of the selection process; the expected duration of the selection process; and the agency's policy on reapplication, as required by the standard. AGENCY ACTION TAKEN: The agency is working to have Human Resources send an email containing all elements of the selection process; the expected duration of the selection process; and the agency's policy on reapplication to each agency candidate.

Site-Based Assessment Review:

From 4/12/2021 to 4/14/2021, William Buckbee, Steve Sanders visited the agency following a consultation with the chief executive officer regarding critical issues impacting the organization since the last assessment. These issues were identified as:

- Juvenile Operations - The agency focuses on the youth in their community with relationship building and preventative efforts in the local schools and with juvenile crime through reform minded programs. The agency develops quality relationships with partners in the schools, juvenile courts, and mental health agencies to accomplish this mission. They also develop and maintain effective programs and select and assign highly motivated officers who are devoted to their jobs and pursue off-duty roles that contribute to the mental and physical well being of the juvenile population of their jurisdiction. This is an exemplary area of focus that is a

model for any municipal police agency.

- Investigations - The agency has a robust and energetic investigations function that handles everything from complicated computer crimes to domestic violence. The assigned officers are professional and well trained and more importantly devoted to their jobs. The agency is progressive and community oriented and so the victims also receive careful attention during the course of the agency's investigations,
- Operations – Crime Reduction Team - The agency organized a Crime Reduction Team (CRT) to address specific or unique problems with crime in their community. This innovative team employs a variety of enforcement tactics and technology to assertively address crime with a friendly, hands-on approach to communicating with the community that includes helping to literally clean up neighborhoods by removing trash and trimming trees and bushes. The CRT has been effective in reducing crime in some of the more troubled parts of the community.
- Community Outreach - The agency is a model of community outreach. They have a unit specifically devoted to this function that does many of the traditional safety and security programming and participation in community events. The agency also engages in a variety of partnerships to deliver services to their community from "ordinary" homeowners to those suffering from mental health issues, or substance abuse. Beyond this, elsewhere in this report it can be observed that the agency also goes above and beyond to help their community. At Lee's Summit police department community outreach is not just programming and partnerships, it is a philosophy that is inculcated into every member and expressed in nearly every interaction between police and community.

During the Site-Based Assessment Review, the assessment team conducted 31 interviews regarding the topical areas previously defined. The interviews were with agency members and members of the community. The approach not only further confirmed standards adherence, but also considered effectiveness measures, process management and intended outcomes.

CHIEF EXECUTIVE OFFICER PROFILE

Travis Forbes

Chief Forbes began his career in law enforcement on May 14th, 1992, with the Independence Missouri Police Department. He attended the 84th Kansas City Regional Police Academy class and graduated as Valedictorian.

Travis graduated Summa Cum Laude from Park University in 1998 with a Bachelor of Science degree in Management and Human Resources. He was also selected by the university as most outstanding student for the Independence campus.

Travis went on to earn his Masters degree in Public Administration from the University of Nebraska-Omaha in 2004. He was one of three graduates selected for the national Public Administration Honors Society, Pi Alpha Alpha. Travis is also a 2007 graduate of the School of Police Staff and Command from the Northwestern University Center for Public Safety. Travis authored the criminal justice textbook “The Investigation of Crime,” published in 2008.

Travis’s career includes work in patrol, investigations, narcotics, special operations, and administration. In 1998, Travis was promoted to the rank of Sergeant and served as a supervisor in Uniform Patrol. In 2001, Sergeant Forbes was selected as a member to the Kansas City Metro Drug Task Force, Drug Enforcement Unit where he served until 2003. In 2003, Travis was promoted to the rank of Captain and placed in the position of supervisor over the Independence Police Department’s Drug Enforcement Unit. In 2004, he was transferred to the position of supervisor over the Criminal Investigations Division. In 2006, Travis was promoted to the rank of Major and served as the Commander of the Special Operations Division, the Patrol Division, and then the Administrative Division. Travis was promoted to Deputy Chief in 2013 and commanded the Operations Support Bureau.

Travis has had numerous letters of appreciation, commendations, and awards throughout his career, and was selected Officer of the Month twice for the Department. Travis was also selected as the City of Independence Employee of the Month during his tenure as a Major. The Investigations Unit received a Special Unit Citation in 2005 while under Travis’ command.

In September, 2014, Travis was hired as Chief of the Lee's Summit Police Department. Travis is the past president of the Kansas City Metro Chiefs and Sheriffs Association (2019), regional vice president of the Missouri Police Chiefs Association, and vice chair of the Jackson County Drug Task Force. Travis is also on the Board of Directors for Lee's Summit CARES, a youth-health organization.

COMMUNITY PROFILE

Lee's Summit is 16 miles southeast of downtown Kansas City, and is one of the fastest growing communities in the state of Missouri. At 65 square miles – the fifth largest in the state – the city has room to grow with recently annexed properties in strategic highway served locations. Served by two interstates (I-470 and I-70) and two federal highways (U.S. 50 and U. S.

71) Lee's Summit is accessible to regional and national markets. With a current population nearing 100,000 and a median household income of \$80,494, the city offers companies and residents a thriving local economy, award-winning schools, nimble workforce and training programs, plentiful public and private investment, diverse housing stock, and coveted community lifestyle amenities. The median age in Lee's Summit is 38.2. The City of Lee's Summit continues to grow. The calendar years from 2016-2019 saw a marked increase in planning and building of apartment complexes to meet a trend called "rent by choice". Younger generations are tending to rent more than move toward home ownership, creating a rental demand in the region. In early 2019, an announcement was made that 4,200 previously undeveloped acres were under consideration for future development; a significant section of land that could sustain growth of tens of thousands of additional residents in the coming decades.

Some statistics of note:

- In 2016, Lee's Summit made headlines when the City announced it had hit \$1 billion in public and private investment over an 18-month period.
- The City of Lee's Summit was voted safest city in the state with a population of 20,000 or more by ValuePenguin.
- Lee's Summit's population has doubled over the past 25 years.

Sources:

Lee's Summit Development Report 2017; Lee's Summit Economic Development Council

Lee's Summit Police Department Strategic Plan; Chief Travis Forbes

AGENCY HISTORY

The city of Lee's Summit was founded as the town of Strother in 1865. In 1868, the city became the City of Lee's Summit and Marshall J. J. Craft became the city's first appointed marshal. The population at the time was approximately 100 people. From that time, there have been approximately 53 additional appointments to lead the department through our current Chief, Travis Forbes.

AGENCY STRUCTURE AND FUNCTION

The Lee's Summit Police Department is under the authority of Chief Travis Forbes. The Chief is appointed by the City Manager. There are 147 sworn employees and 62 civilian employees currently authorized for a total of 209 employees. The Department is comprised of three (3) divisions: Administrative Support Services, Operations, and Criminal Investigations. The Deputy Chief of Police executes the daily operations of the department divisions, with each division under the command of a Division Commander/Police Major.

The breakdown of each division is as follows:

Administrative Support Services Division: Public Information Unit, Professional Standards and Compliance Unit, Accreditation and Information Management Unit, Detention Unit and Communications Unit

Operations Division: Patrol Unit; Special Operations Unit

Criminal Investigations Division: Criminal Investigations Unit, Special Investigations Unit and Animal Control Unit

AGENCY SUCCESSES

Support for public safety was demonstrated in recent no-tax bond issues, including one passed in 2019, for law enforcement projects. Final steps are being completed for the implementation of a new City digital radio system that will connect our police and fire departments with the regional radio network. The system will be operational in early 2020. The most recent bond issue supports the installation of new in-car video systems, integrated with body cameras for every police officer. The department-wide body camera program will also be supported by a federal grant awarded to the department. A project is also underway to renovate police headquarters to meet modern safety and workplace standards.

System build out is still in the works for a new records management system. The new fully integrated system will provide a user-friendly interface, data that is easier to evaluate and a smooth transition to new federal reporting requirements. The anticipated completion date has been delayed to Fall, 2020.

FUTURE ISSUES FOR AGENCY

- The challenge for the Lee's Summit Police Department is to meet the safety needs of this thriving community. LSPD's long history and emphasis upon community policing, combined with advanced, proven law enforcement methods will be key to maintaining low crime and maximizing safety well into the future. It is equally important to assure police effectiveness in a fiscally responsible way.

- Lee's Summit continues to see rapid growth in both residential housing and commercial sectors. The department conducted a thorough evaluation of data to anticipate staffing and resource needs in 2018.

- Implementation of our new records management system (anticipated late, 2020): While critical to allow the agency to improve its technological systems to support the efficient delivery of services, the detailed planning and coordination of the system critical to quality requirements will be essential to ensure services are not impaired during its build and implementation stages.

- The new records management system, in conjunction with updates to in-car and a new body camera video systems will all occur around the same time. Also during this time, building renovations are in planning to occur. We will be managing these new technologies, while assuring the department maintains an acceptable level of service to our citizenry.

YEAR 1 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Marc Duguay

On 8/10/2018, the Year 1 Remote Web-based Assessment of Lee's Summit (MO) Police Department was conducted. The review was conducted remotely and included 79 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.1.1 Oath of Office (LE1) (MMMM)	Compliance Verified
1.1.2 Code of Ethics* (LE1) (MMMM)	Compliance Verified
1.2.6 Alternatives to Arrest (MMMM)	Compliance Verified
1.2.7 Use of Discretion (MMMM)	Compliance Verified
1.2.9 Biased Policing* (LE1) (MMMM)	Compliance Verified
4 Use of Force	
4.1.1 Use of Reasonable Force (LE1) (MMMM)	Compliance Verified
4.2.1 Reporting Uses of Force* (LE1) (MMMM)	Compliance Verified
4.2.2 Written Use of Force Reports and Administrative Review* (LE1) (MMMM)	Compliance Verified
4.2.3 Removal from Line of Duty Assignment (LE1) (MMMM)	Compliance Verified
4.2.4 Analyze Reports* (LE1) (MMMM)	Compliance Verified
4.2.5 Assault on Sworn Officer Review* (MMMM)	Compliance Verified
4.3.2 Demonstrating Proficiency with Weapons (LE1) (MMMM)	Compliance Verified
4.3.3 Annual/Biennial Proficiency Training* (LE1) (MMMM)	Compliance Verified
11 Organization and Administration	
11.1.1 Description of Organization (LE1) (MMMM)	Compliance Verified
11.2.1 Direct Command, Component	Compliance Verified
11.3.2 Supervisory Accountability	Compliance Verified
12 Direction	
12.2.2 Dissemination and Storage (LE1)	Compliance Verified
15 Planning and Research, Goals and Objectives, and Crime Analysis	
15.2.1 Annual Updating/Goals and Objectives* (LE1)	Compliance Verified
17 Fiscal Management and Agency Property	
17.2.1 Budget Process and Responsibility Described	Compliance Verified
17.2.2 Functional Recommendations to Budget*	Compliance Verified

Standards	Findings
17.4.1 Accounting System*	Compliance Verified
17.4.2 Cash Fund/Accounts Maintenance* (LE1)	Compliance Verified
17.5.1 Inventory and Control	Compliance Verified
17.5.2 Operational Readiness (LE1)	Compliance Verified
21 Classification and Delineation of Duties and Responsibilities	
21.2.2 Job Description Maintenance and Availability* (LE1) (M M M M)	Compliance Verified
21.2.4 Workload Assessment*	Compliance Verified
22 Personnel Management System	
22.1.5 Victim Witness Services/Line of Duty Death (LE1)	Compliance Verified
22.2.1 Physical Examinations	Compliance Verified
22.2.4 Off-Duty Employment	Compliance Verified
22.4.3 Annual Analysis*	Compliance Verified
26 Disciplinary Procedures and Internal Investigations	
26.1.4 Disciplinary System (LE1)	Compliance Verified
26.2.5 Annual Statistical Summaries; Public Availability*	Compliance Verified
31 Recruitment and Selection	
31.2.2 Annual Analysis	Compliance Verified
31.4.5 Notification of Ineligibility	Compliance Verified
31.5.2 Training	Compliance Verified
31.5.4 Conducted by Certified Personnel	Compliance Verified
33 Training and Career Development	
33.1.2 Training Attendance Requirements	Compliance Verified
33.1.5 Remedial Training (LE1)	Compliance Verified
33.1.6 Employee Training Record Maintenance (LE1)	Compliance Verified
33.5.1 Annual In-Service Training Program* (LE1) (M M M M)	Compliance Verified
33.5.3 Accreditation Training (LE1)	Compliance Verified
33.6.1 Specialized Training	Compliance Verified
35 Performance Evaluation	
35.1.2 Annual Evaluation* (LE1)	Compliance Verified
35.1.9 Personnel Early Intervention System* (LE1)	Compliance Verified
40 Crime Analysis and Intelligence	
40.2.3 Criminal Intelligence Procedures* (LE1)	Compliance Verified

Standards	Findings
41 Patrol	
41.1.2 Shift Briefing	Compliance Verified
41.2.2 Pursuit of Motor Vehicles* (LE1)	Compliance Verified
41.2.3 Roadblocks and Forcible Stopping* (LE1)	Compliance Verified
41.2.7 Mental Health Issues* (LE1)	Compliance Verified
42 Criminal Investigation	
42.1.1 On-Call Schedule	Compliance Verified
43 Vice, Drugs, and Organized Crime	
43.1.3 Confidential Funds	Compliance Verified
44 Juvenile Operations	
44.1.3 Annual Program Review*	Compliance Verified
45 Crime Prevention and Community Involvement	
45.1.1 Crime Prevention Activities*	Compliance Verified
45.2.1 Community Input Process*	Compliance Verified
45.2.2 Citizens Survey*	Compliance Verified
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.1 Planning Responsibility (LE1)	Compliance Verified
46.1.3 Command Function* (LE1)	Compliance Verified
46.1.8 Equipment Inspection*	Compliance Verified
46.1.9 All Hazard Plan Training* (LE1)	Compliance Verified
46.1.10 Active Threats* (LE1)	Compliance Verified
46.2.2 Tactical Team Selection	Compliance Verified
46.2.3 Tactical Team Equipment	Compliance Verified
55 Victim/Witness Assistance	
55.1.2 Review Need/Services*	Compliance Verified
61 Traffic	
61.1.9 Impaired Driver Enforcement Program	Compliance Verified
70 Detainee Transportation	
70.1.7 Procedures, Escape* (LE1)	Compliance Verified
70.2.1 Detainee Restraint Methods (LE1)	Compliance Verified
72 Holding Facility	
72.1.1 Training User Personnel* (LE1)	Compliance Verified

Standards	Findings
72.3.1 Fire, Heat, Smoke Detection System, Inspections*	Compliance Verified
72.3.3 Sanitation Inspection*	Compliance Verified
72.4.6 Security Inspections*	Compliance Verified
72.4.11 Report, Threats to Facility*	Compliance Verified
72.6.2 First Aid Kit*	Compliance Verified
74 Legal Process	
74.3.1 Procedure, Criminal Process	Compliance Verified
81 Communications	
81.2.2 Continuous, Two-Way Capability (LE1)	Compliance Verified
81.3.2 Alternate Power Source* (LE1)	Compliance Verified
82 Central Records	
82.1.6 Computer File Backup and Storage* (LE1)	Compliance Verified
83 Collection and Preservation of Evidence	
83.2.1 Guidelines and Procedures (LE1)	Compliance Verified
84 Property and Evidence Control	
84.1.1 Evidence/Property Control System (LE1)	Compliance Verified
84.1.6 Inspections and Reports* (LE1)	Compliance Verified

Response from Agency Regarding Findings:

CEO Feedback not provided.

YEAR 2 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Judi King

On 9/3/2019, the Year 2 Remote Web-based Assessment of Lee's Summit (MO) Police Department was conducted. The review was conducted remotely and included 157 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.1.2 Code of Ethics* (LE1) (MMMM)	Compliance Verified
1.1.3 Agency's Role in Criminal Justice Diversion Programs (OOOO)	Compliance Verified
1.2.1 Legal Authority Defined (LE1) (MMMM)	Compliance Verified
1.2.4 Search and Seizure (LE1) (MMMM)	Compliance Verified
1.2.5 Arrest with/without Warrant (LE1) (MMMM)	Compliance Verified
2 Agency Jurisdiction and Mutual Aid	
2.1.1 Geographical Boundaries (MMMM)	Compliance Verified
3 Contractual Agreements for Law Enforcement Services	
3.1.1 Written Agreement for Services Provided (LE1) (MMMM)	Compliance Verified
4 Use of Force	
4.1.2 Use of Deadly Force (LE1) (MMMM)	Compliance Verified
4.1.3 Warning Shots (LE1) (MMMM)	Compliance Verified
4.1.4 Use of Authorized Less Lethal Weapons (LE1) (MMMM)	Compliance Verified
11 Organization and Administration	
11.4.1 Administrative Reporting Program	Compliance Verified
11.4.2 Accountability for Agency Forms	Compliance Verified
11.5.1 Temporary/Rotating Assignments	Compliance Verified
12 Direction	
12.1.4 Functional Communication/Cooperation	Compliance Verified
15 Planning and Research, Goals and Objectives, and Crime Analysis	
15.1.3 Multiyear Plan	Compliance Verified
15.2.2 System for Evaluation/Goals and Objectives	Compliance Verified
21 Classification and Delineation of Duties and Responsibilities	
21.2.3 Position Management System	Compliance Verified
22 Personnel Management System	

Standards	Findings
22.1.7 Employee Assistance Program	Compliance Verified
22.1.8 Employee Identification (LE1)	Compliance Verified
22.3.1 Agency Role	Compliance Verified
22.4.1 Grievance Procedures (LE1)	Compliance Verified
26 Disciplinary Procedures and Internal Investigations	
26.1.1 Code of Conduct (LE1)	Compliance Verified
26.1.2 Employee Awards	Compliance Verified
26.1.3 Harassment (LE1)	Compliance Verified
26.2.1 Complaint Investigation (LE1)	Compliance Verified
26.2.4 Complaint/Commendation Registering Procedures (LE1)	Compliance Verified
26.3.3 Investigation Time Limits (LE1)	Compliance Verified
31 Recruitment and Selection	
31.2.1 Recruitment Plan (LE1)	Compliance Verified
31.4.1 Selection Process Described (LE1)	Compliance Verified
31.5.1 Background Investigations (LE1)	Compliance Verified
31.5.3 Truth Verification	Compliance Verified
31.5.6 Medical Examinations	Compliance Verified
33 Training and Career Development	
33.1.1 Training Committee	Agency Elected 20%
33.1.3 Outside Training Reimbursement	Compliance Verified
33.2.1 Academy Administration and Operation	Not Applicable by Function
33.2.2 Academy Facilities	Not Applicable by Function
33.3.1 Instructor Training	Not Applicable by Function
33.5.2 Shift Briefing Training	Compliance Verified
33.7.1 Non-sworn Orientation	Compliance Verified
33.8.1 Training for Career Development Personnel Training	Agency Elected 20%
33.8.3 Career Development Program	Agency Elected 20%
33.8.4 Educational Incentives	Compliance Verified
34 Promotion	
34.1.2 Promotional Process Described	Compliance Verified
34.1.5 Eligibility Lists	Compliance Verified
35 Performance Evaluation	

Standards	Findings
35.1.1 Performance Evaluation System	Compliance Verified
35.1.6 Unsatisfactory Performance	Compliance Verified
40 Crime Analysis and Intelligence	
40.1.1 Crime Analysis Procedures	Compliance Verified
41 Patrol	
41.1.4 Agency Service Animals	Not Applicable by Function
41.2.4 Notification Procedures (LE1)	Compliance Verified
41.2.5 Missing Persons (LE1)	Compliance Verified
41.3.5 Protective Vests (LE1)	Compliance Verified
41.3.6 Protective Vests/Pre-Planned, High Risk Situations (LE1)	Compliance Verified
42 Criminal Investigation	
42.1.2 Case-Screening System	Compliance Verified
42.2.1 Preliminary Investigations Steps (LE1)	Compliance Verified
42.2.7 Cold Cases	Agency Elected 20%
42.2.8 Interview Rooms (LE1)	Compliance Verified
43 Vice, Drugs, and Organized Crime	
43.1.5 Covert Operations (LE1)	Compliance Verified
44 Juvenile Operations	
44.1.1 Juvenile Operations Policy (LE1)	Compliance Verified
44.2.2 Procedures for Custody (LE1)	Compliance Verified
45 Crime Prevention and Community Involvement	
45.2.2 Citizens Survey*	Compliance Verified
45.3.1 Program Description	Compliance Verified
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.2 All Hazard Plan (LE1)	Compliance Verified
46.1.4 Operations Function (LE1)	Compliance Verified
46.2.4 Crisis Negotiator Selection	Compliance Verified
46.2.5 Search and Rescue	Not Applicable by Function
46.2.6 VIP Security Plan	Compliance Verified
46.2.7 Special Events Plan (LE1)	Compliance Verified
46.3.2 Hazmat Awareness (LE1)	Compliance Verified
53 Inspectional Services	

Standards	Findings
53.1.1 Line Inspections	Compliance Verified
53.2.1 Staff Inspections*	Agency Elected 20%
54 Public Information	
54.1.1 Activities	Compliance Verified
54.1.2 Policy Input	Agency Elected 20%
55 Victim/Witness Assistance	
55.1.2 Review Need/Services*	Compliance Verified
55.2.2 Assistance, Threats	Compliance Verified
55.2.6 Next-of-Kin Notification	Compliance Verified
61 Traffic	
61.1.4 Informing The Violator (LE1)	Compliance Verified
61.1.8 Speed-Measuring Devices	Compliance Verified
61.1.12 Parking Enforcement	Compliance Verified
61.3.3 Escorts (LE1)	Compliance Verified
61.3.4 School Crossing Guards*	Not Applicable by Function
61.4.3 Towing (LE1)	Compliance Verified
70 Detainee Transportation	
70.1.1 Pre-Transport Prisoner Searches (LE1)	Compliance Verified
70.1.2 Searching Transport Vehicles (LE1)	Compliance Verified
71 Processing and Temporary Detention	
71.1.1 Designate Rooms or Areas (LE1)	Not Applicable by Function
71.2.1 Training of Personnel* (LE1)	Not Applicable by Function
71.3.1 Procedures (LE1)	Not Applicable by Function
71.3.2 Immovable Objects	Not Applicable by Function
71.3.3 Security in Designated Temporary Detention Processing and Testing Rooms/Areas (LE1)	Not Applicable by Function
71.4.1 Physical Conditions (LE1)	Not Applicable by Function
71.4.2 Fire Prevention/Suppression (LE1)	Not Applicable by Function
71.4.3 Inspections* (LE1)	Not Applicable by Function
72 Holding Facility	
72.2.1 Minimum Conditions	Compliance Verified
72.3.2 Posted Evacuation Plan	Compliance Verified
72.4.3 Key Control	Compliance Verified

Standards	Findings
72.4.9 Panic Alarms* (M M M M)	Compliance Verified
72.5.1 Detainee Searches	Compliance Verified
73 Court Security	
73.1.1 Role, Authority, Policies* (LE1)	Not Applicable by Function
73.2.1 Facilities, Equipment, Security Survey*	Not Applicable by Function
73.3.1 Weapon Lockboxes (LE1)	Not Applicable by Function
73.3.2 Use of Restraints	Not Applicable by Function
73.4.1 Identification, Availability, Operational Readiness	Not Applicable by Function
73.4.2 External Communications (LE1)	Not Applicable by Function
73.4.3 Duress Alarms*	Not Applicable by Function
73.5.1 Training*	Not Applicable by Function
73.5.2 Detainee Searches	Not Applicable by Function
73.5.3 Detainee Property Security	Not Applicable by Function
73.5.4 Segregation	Not Applicable by Function
73.5.5 Procedure for Medical Assistance	Not Applicable by Function
73.5.6 First Aid Kit*	Not Applicable by Function
73.5.7 Access of Nonessential Persons	Not Applicable by Function
73.5.8 Minimum Conditions*	Not Applicable by Function
73.5.9 Fire Alarm System*	Not Applicable by Function
73.5.10 Evacuation Plan	Not Applicable by Function
73.5.11 Pest Control Inspection*	Not Applicable by Function
73.5.12 Securing Weapons (LE1)	Not Applicable by Function
73.5.13 Entering Occupied Cells	Not Applicable by Function
73.5.14 Key Control	Not Applicable by Function
73.5.15 Facility Door Security	Not Applicable by Function
73.5.16 Cell Security Checks	Not Applicable by Function
73.5.17 Facility Security Inspections*	Not Applicable by Function
73.5.18 Designated Control Point (LE1)	Not Applicable by Function
73.5.19 Panic Alarms*	Not Applicable by Function
73.5.20 Escape Procedures	Not Applicable by Function
73.5.22 Posted Access to Medical Service	Not Applicable by Function
73.5.23 Audio/Visual Surveillance	Not Applicable by Function

Standards	Findings
73.5.24 Supervision of Opposite Gender	Not Applicable by Function
74 Legal Process	
74.1.1 Information, Recording (LE1)	Compliance Verified
74.3.2 Arrest Warrants Require Sworn Service	Compliance Verified
81 Communications	
81.1.1 Agreements, Shared/Regional Facility	Not Applicable by Function
81.1.2 Operations Meet FCC Requirements	Compliance Verified
81.2.3 Recording Information (LE1)	Compliance Verified
81.2.9 Alternative Methods of Communication	Not Applicable by Function
81.2.10 Emergency Messages (LE1)	Compliance Verified
81.2.11 Misdirected Emergency Calls (LE1)	Compliance Verified
81.2.13 First Aid Over Phone (LE1)	Not Applicable by Function
82 Central Records	
82.1.2 Juvenile Records (LE1)	Compliance Verified
82.2.5 Reports by Phone, Mail or Internet	Compliance Verified
82.3.4 Traffic Citation Maintenance (LE1)	Compliance Verified
83 Collection and Preservation of Evidence	
83.1.1 24-Hour Availability (LE1)	Compliance Verified
83.3.2 Evidence, Laboratory Submission (LE1)	Compliance Verified
84 Property and Evidence Control	
84.1.2 Storage and Security (LE1)	Compliance Verified
84.1.5 Records, Status of Property (LE1)	Compliance Verified
84.1.6 Inspections and Reports* (LE1)	Compliance Verified
91 Campus Law Enforcement	
91.1.1 Risk Assessment and Analysis* (LE1)	Not Applicable by Function
91.1.2 Out of Agency Budget Coordination	Not Applicable by Function
91.1.3 Campus Background Investigation (LE1)	Not Applicable by Function
91.1.4 Campus Security Escort Service (LE1)	Not Applicable by Function
91.1.5 Emergency Notification System (LE1)	Not Applicable by Function
91.1.6 Behavioral Threat Assessment (LE1)	Not Applicable by Function
91.1.7 Security Camera Responsibilities* (LE1)	Not Applicable by Function
91.1.8 Emergency Only Phones and Devices* (LE1)	Not Applicable by Function

Standards	Findings
91.1.9 Administrative Investigation Procedures (LE1)	Not Applicable by Function
91.2.1 Agency Role and Responsibilities (LE1)	Not Applicable by Function
91.2.2 Personnel Assigned to Medical Centers	Not Applicable by Function
91.2.3 First Responses Responsibilities	Not Applicable by Function
91.3.1 Agency Role and Responsibilities* (LE1)	Not Applicable by Function
91.4.1 Position Responsible for Clery Act* (LE1)	Not Applicable by Function

Response from Agency Regarding Findings:

CEO Feedback not provided.

YEAR 3 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Louis Moreto

On 8/21/2020, the Year 3 Remote Web-based Assessment of Lee's Summit (MO) Police Department was conducted. The review was conducted remotely and included 83 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.1.4 Consular Notification (MMMM)	Compliance Verified
1.2.2 Legal Authority to Carry/Use Weapons (MMMM)	Compliance Verified
1.2.8 Strip/Body Cavity Search (LE1) (MMMM)	Compliance Verified
2 Agency Jurisdiction and Mutual Aid	
2.1.2 Concurrent Jurisdiction (OOOO)	Compliance Verified
2.1.3 Written Agreements for Mutual Aid (OOOO)	Compliance Verified
2.1.4 Requesting Assistance: Federal LE/National Guard (MMMM)	Compliance Verified
3 Contractual Agreements for Law Enforcement Services	
3.1.2 Employee Rights (MMMM)	Compliance Verified
4 Use of Force	
4.1.5 Rendering Medical Aid Following Police Actions (LE1) (MMMM)	Compliance Verified
11 Organization and Administration	
11.3.3 Notify CEO of Incident with Liability (LE1)	Compliance Verified
11.4.3 Accreditation Maintenance	Compliance Verified
12 Direction	
12.1.1 CEO Authority and Responsibility (LE1)	Compliance Verified
15 Planning and Research, Goals and Objectives, and Crime Analysis	
15.1.1 Activities of Planning and Research	Compliance Verified
15.1.2 Organizational Placement/Planning and Research	Compliance Verified
17 Fiscal Management and Agency Property	
17.1.1 CEO Authority and Responsibility	Compliance Verified
17.3.1 Requisition and Purchasing Procedures	Compliance Verified
17.4.3 Independent Audit	Compliance Verified
22 Personnel Management System	
22.1.6 Clothing and Equipment	Compliance Verified

Standards	Findings
22.1.9 Military Deployment and Reintegration (LE1)	Compliance Verified
22.2.5 Extra-Duty Employment (LE1)	Compliance Verified
22.3.2 Ratification Responsibilities	Compliance Verified
22.4.2 Coordination/Control of Records	Compliance Verified
26 Disciplinary Procedures and Internal Investigations	
26.1.7 Termination Procedures	Compliance Verified
26.1.8 Records	Compliance Verified
26.2.3 CEO Direct Accessibility	Compliance Verified
26.3.2 CEO, Notification (LE1)	Compliance Verified
26.3.7 Relieved from Duty	Compliance Verified
31 Recruitment and Selection	
31.1.1 Agency Participation	Compliance Verified
31.5.5 Use of Results	Compliance Verified
31.5.7 Emotional Stability/Psychological Fitness Examinations (LE1)	Compliance Verified
33 Training and Career Development	
33.4.3 Field Training Program (LE1) (M M M M)	Compliance Verified
33.5.4 Accreditation Manager Training	Compliance Verified
33.8.2 Skill Development Training Upon Promotion (LE1)	Compliance Verified
34 Promotion	
34.1.1 Agency Role, Authority and Responsibility (LE1)	Compliance Verified
35 Performance Evaluation	
35.1.8 Rater Evaluation	Compliance Verified
41 Patrol	
41.1.1 Shift/Beat Assignment	Compliance Verified
41.1.3 Special-Purpose Vehicles	Compliance Verified
41.1.5 Police Service Canines (LE1)	Compliance Verified
41.3.2 Equipment Specification/Replenishment (LE1)	Compliance Verified
41.3.4 Authorized Personal Equipment	Compliance Verified
42 Criminal Investigation	
42.2.3 Communication with Patrol Personnel	Compliance Verified
42.2.4 Investigative Task Forces	Compliance Verified
42.2.5 Deception Detection Examinations	Compliance Verified

Standards	Findings
42.2.6 Informants (LE1)	Compliance Verified
43 Vice, Drugs, and Organized Crime	
43.1.1 Complaint Management (LE1)	Compliance Verified
43.1.2 Records, Storage and Security	Compliance Verified
44 Juvenile Operations	
44.1.2 Policy Input, Others	Compliance Verified
44.2.4 School Services Program	Compliance Verified
44.2.5 Community Youth Programs	Compliance Verified
45 Crime Prevention and Community Involvement	
45.3.2 Training	Compliance Verified
45.3.3 Uniforms	Compliance Verified
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.12 Crowd Control Response Training	Compliance Verified
54 Public Information	
54.1.3 Media Access (LE1)	Compliance Verified
54.1.4 Public Information Officer Training	Compliance Verified
61 Traffic	
61.1.10 DUI Procedures (LE1)	Compliance Verified
61.1.11 License Reexamination Referrals	Compliance Verified
61.4.1 Motorist Assistance (LE1)	Compliance Verified
61.4.2 Hazardous Roadway Conditions (LE1)	Compliance Verified
70 Detainee Transportation	
70.1.4 Interruption of Transport	Compliance Verified
70.1.5 Prisoner Communication	Compliance Verified
70.1.8 Notify Court of Security Risk (LE1)	Compliance Verified
70.4.2 Rear Compartment Modifications (LE1)	Compliance Verified
72 Holding Facility	
72.1.2 Access, Nonessential Persons	Compliance Verified
72.4.1 Securing Weapons (LE1)	Compliance Verified
72.4.2 Entering Occupied Cells	Compliance Verified
72.4.10 Procedures, Escape	Compliance Verified
74 Legal Process	

Standards	Findings
74.1.2 Execution/Attempt Service, Recording	Compliance Verified
74.1.3 Warrant/Wanted Person Procedures	Compliance Verified
74.2.1 Procedure, Civil Process	Compliance Verified
81 Communications	
81.2.5 Access to Resources (LE1)	Compliance Verified
81.2.7 Recording and Playback (LE1)	Compliance Verified
81.3.1 Communications Center Security (LE1)	Compliance Verified
82 Central Records	
82.1.1 Privacy and Security (LE1)	Compliance Verified
82.1.3 Records Retention Schedule	Compliance Verified
82.3.1 Master Name Index	Compliance Verified
82.3.6 ID Number and Criminal History	Compliance Verified
83 Collection and Preservation of Evidence	
83.2.2 Photography, Video and Audio Evidence	Compliance Verified
83.2.3 Fingerprinting	Compliance Verified
83.2.4 Equipment and Supplies (LE1)	Compliance Verified
83.2.6 Report Preparation (LE1)	Compliance Verified
84 Property and Evidence Control	
84.1.3 Temporary Security (LE1)	Compliance Verified
84.1.4 Security of Controlled Substances, Weapons for Training (LE1)	Compliance Verified
84.1.7 Final Disposition	Compliance Verified
84.1.8 Property Acquired through the Civil Process	Compliance Verified

Response from Agency Regarding Findings:

CEO Feedback not provided.

YEAR 4 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Portia Swinson

On 3/5/2021, the Year 4 Remote Web-based Assessment of Lee's Summit (MO) Police Department was conducted. The review was conducted remotely and included 104 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.2.3 Compliance with Constitutional Requirements (LE1) (MMMM)	Compliance Verified
1.2.10 Duty to Intervene (LE1) (M M M M)	Compliance Verified
4 Use of Force	
4.1.6 Vascular Neck Restrictions (LE1) (MMMM)	Compliance Verified
4.1.7 Choke Holds (LE1) (MMMM)	Compliance Verified
4.3.1 Authorization: Weapons and Ammunition (LE1) (MMMM)	Compliance Verified
4.3.4 Prerequisite to Carrying Lethal/Less Lethal Weapons (LE1) (MMMM)	Compliance Verified
4.3.5 Firearms Range (MMMM)	Compliance Verified
11 Organization and Administration	
11.3.1 Responsibility/Authority (LE1)	Compliance Verified
11.3.4 Police Action Death Investigations	Compliance Verified
11.4.4 Computer Software Policy	Compliance Verified
11.4.5 Electronic Data Storage	Compliance Verified
12 Direction	
12.1.2 Command Protocol (LE1)	Compliance Verified
12.1.3 Obey Lawful Orders (LE1)	Compliance Verified
12.2.1 The Written Directive System (LE1)	Compliance Verified
15 Planning and Research, Goals and Objectives, and Crime Analysis	
15.1.4 Succession Planning	Compliance Verified
21 Classification and Delineation of Duties and Responsibilities	
21.1.1 Job Analysis	Agency Elected 20%
21.2.1 Classification Plan (N/A O O O)	Compliance Verified
22 Personnel Management System	
22.1.1 Salary Program	Compliance Verified
22.1.2 Leave Program	Compliance Verified

Standards	Findings
22.1.3 Benefits Program (LE1)	Compliance Verified
22.1.4 Personnel Support Services Program	Compliance Verified
22.1.10 Bonding/Liability Protection (M M M M)	Not Applicable by Function
22.2.2 General Health and Physical Fitness (LE1)	Compliance Verified
22.2.3 Fitness and Wellness Program	Compliance Verified
26 Disciplinary Procedures and Internal Investigations	
26.1.5 Role and Authority of Supervisors	Compliance Verified
26.1.6 Appeal Procedures	Compliance Verified
26.2.2 Records, Maintenance and Security (LE1)	Compliance Verified
26.3.1 Complaint Types	Compliance Verified
26.3.4 Informing Complainant Notes: ISSUE: Bullet B The agency directive did not include a schedule for status notification to the complainant, as required by the standard. AGENCY ACTION NEEDED: It is suggested that the agency provide a directive that includes a schedule for status notification to the complainant. AGENCY ACTION TAKEN: The agency revised General Order 100.05G, Complaints, and General Order 100.08K, Internal Investigations to include a schedule for status notification to the complainant. It is recommended that this standard be reviewed again in future assessments to verify continued compliance.	Compliance Verified
26.3.5 Statement of Allegations/Rights (LE1)	Compliance Verified
26.3.6 Submission to Tests, Procedures	Compliance Verified
26.3.8 Conclusion of Fact	Compliance Verified
31 Recruitment and Selection	
31.1.2 Assignment/Recruitment	Compliance Verified
31.2.3 Equal Employment Opportunity Plan	Compliance Verified
31.3.1 Job Announcements	Compliance Verified
31.3.2 Notification Expectations	Compliance Verified
31.3.3 Maintaining Applicant Contact	Compliance Verified
31.4.2 Job Relatedness	Compliance Verified
31.4.3 Uniform Administration	Compliance Verified

Standards	Findings
31.4.4 Candidate Information Notes: ISSUE: While proof for sworn candidates was provided, proof was not provided to show that civilian candidates at the time of their formal application, were informed, in writing, of all elements of the selection process; the expected duration of the selection process; or the agency's policy on reapplication, as required by the standard. AGENCY ACTION NEEDED: It is suggested that the agency supply proof that all candidates (sworn and civilian) at the time of their formal application, are informed, in writing, of all elements of the selection process; the expected duration of the selection process; and the agency's policy on reapplication, as required by the standard. AGENCY ACTION TAKEN: The agency is working to have Human Resources send an email containing all elements of the selection process; the expected duration of the selection process; and the agency's policy on reapplication to each agency candidate.	Standard Issue
31.4.6 Records	Compliance Verified
31.4.7 Selection Criteria (LE1) (MMMM)	Not Applicable by Function
31.4.8 Sworn Appointment Requirements (M M M M)	Not Applicable by Function
33 Training and Career Development	
33.1.4 Lesson Plan Requirements	Compliance Verified
33.1.7 Training Class Records Maintenance	Compliance Verified
33.2.3 Outside Academy, Role	Compliance Verified
33.2.4 Outside Academy, Agency Specific Training	Compliance Verified
33.4.1 Recruit Training Required (LE1)	Compliance Verified
33.4.2 Recruit Training Program (LE1)	Compliance Verified
33.4.4 Entry Level Training (LE1) (M M M M)	Not Applicable by Function
33.6.2 Tactical Team Training Program (LE1)	Compliance Verified
33.7.2 Non-Sworn Pre-Service and In-Service Training	Compliance Verified
34 Promotion	
34.1.3 Job Relatedness	Compliance Verified
34.1.4 Promotional Announcement	Compliance Verified
34.1.6 Promotional Probation	Compliance Verified
35 Performance Evaluation	
35.1.4 Evaluation Criteria	Compliance Verified
35.1.5 Evaluation Components	Compliance Verified
35.1.7 Employee Consultation	Compliance Verified
40 Crime Analysis and Intelligence	
40.2.1 Criminal Intelligence Data Collection	Compliance Verified
40.2.2 Intelligence Analysis Procedures	Compliance Verified
41 Patrol	

Standards	Findings
41.2.1 Responding Procedures (LE1)	Compliance Verified
41.2.6 Missing Children (LE1)	Compliance Verified
41.3.1 Patrol Vehicles Lights, Sirens	Compliance Verified
41.3.3 Occupant Safety Restraints	Compliance Verified
41.3.7 Mobile Data Access	Compliance Verified
41.3.8 In-Car Audio/Video/Body-Worn (LE1)	Compliance Verified
41.3.9 License Plate Recognition Systems	Compliance Verified
42 Criminal Investigation	
42.1.3 Case File Management (LE1)	Compliance Verified
42.1.4 Accountability, Preliminary/Follow-Up Investigations	Compliance Verified
42.1.5 Habitual/Serious Offenders	Compliance Verified
42.2.2 Follow-Up Investigations Steps	Compliance Verified
42.2.9 Line-ups	Compliance Verified
42.2.10 Show-ups	Compliance Verified
43 Vice, Drugs, and Organized Crime	
43.1.4 Equipment, Authorization and Control	Compliance Verified
44 Juvenile Operations	
44.2.1 Handling Offenders (LE1)	Compliance Verified
44.2.3 Custodial Interrogation and Interviews (LE1)	Compliance Verified
45 Crime Prevention and Community Involvement	
45.1.2 Community Involvement and Organizing Community Groups	Compliance Verified
45.1.3 Prevention Input	Compliance Verified
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.5 Planning Function (LE1)	Compliance Verified
46.1.6 Logistics Function (LE1)	Compliance Verified
46.1.7 Finance/Administration Function (LE1)	Compliance Verified
46.1.11 Personnel Identification	Compliance Verified
46.2.1 Special Operations Activities	Compliance Verified
46.2.8 Event Deconfliction Process	Compliance Verified
46.3.1 Providing Awareness Information	Compliance Verified
55 Victim/Witness Assistance	
55.1.1 Victim/Witness Assistance	Compliance Verified

Standards	Findings
55.2.1 Initial Assistance	Compliance Verified
55.2.3 Assistance, Preliminary Investigation	Compliance Verified
55.2.4 Assistance, Follow-Up Investigation	Compliance Verified
55.2.5 Assistance, Suspect Arrest	Compliance Verified
61 Traffic	
61.1.2 Uniform Enforcement Procedures (LE1)	Compliance Verified
61.1.3 Violator Procedures (LE1)	Compliance Verified
61.1.7 Stopping/Approaching (LE1)	Compliance Verified
70 Detainee Transportation	
70.1.3 Procedures, Transporting by Vehicle	Compliance Verified
70.1.6 Procedures, Transport Destination (LE1)	Compliance Verified
70.4.1 Vehicle Safety Barriers	Compliance Verified
72 Holding Facility	
72.5.7 Identification, Released Detainees	Compliance Verified
72.6.1 Procedure, Medical Assistance	Compliance Verified
81 Communications	
81.2.1 24 Hour, Toll-Free Service (LE1)	Compliance Verified
81.2.8 Local/State/Federal CJI Systems	Compliance Verified
81.2.12 Private Security Alarms	Compliance Verified
82 Central Records	
82.1.4 Crime Reporting	Compliance Verified
82.2.3 Case Numbering System (LE1)	Compliance Verified
84 Property and Evidence Control	
84.1.6 Inspections and Reports* (LE1)	Compliance Verified

Response from Agency Regarding Findings:

CEO Feedback not provided.

SITE-BASED ASSESSMENT

5/24/2021

Planning and Methodology:

The remote on-site was managed exceptionally well by Tanisha Artis who serves as the Manager of Accreditation and Information Management for the Lee's Summit Police Department. Communications was good and the schedule and information provided to the assessor's was well organized and useful. The assessors determined that Lee's Summit Police Department is a remarkably well led agency, with progressive and innovative programs, and a laudable community outreach that has resulted in commensurate community support.

Chief of Police Travis Forbes said that the agency has faced the challenges of other law enforcement agencies with the COVID 19 crisis and social unrest associated with the police reform movement. There were protests in the city, not directed specifically at the agency, but the were peaceful and orderly. The agency worked with the protestors to have peaceful demonstrations. To the agency's credit when outsiders arrived to provoke disturbances, citizens intervened, stressed their good relations with the police, and discouraged bad behavior.

Chief Forbes said the agency is well staffed, but it will have to grow to meet future challenges. Lee's Summit is a city of approximately 100,000 but has about 65 square miles of land, much of it undeveloped and it is growing at a rapid pace in terms of infrastructure and population. As a further sign of community support the voters passed a recent non-tax bond issue which is benefiting the agency with facility renovations and other support services needs.

Juvenile Operations

Dr. Rexanne Hill is the Executive Director Student Support for the Lee's Summit School District. The school district has approximately 17,805 students. It serves Lee's Summit and several neighboring municipalities and unincorporated areas. Dr Hill said that there exists a longstanding relationship and partnership between the school district and agency. Dr. Hill said she has worked at several other school districts and is impressed with the strong relationship that the agency has with the community. With national unrest related to police reform and questions about the role of law enforcement in schools she says that the community and schools are at ease and comfortable with the presence of police on their campuses. She has a role in interviewing and selecting School Resource Officers (SRO) and believes they have great job satisfaction and are impactful to the growth of the students. She sees the SROs building relationships with students, "high-fiving" them in the hallways, and eating with them in the cafeteria.

Dr. Hill said that it is "really cool" to see how the agency and local schools learn from each other and respect each other's duties and responsibilities.

There are seven SROs assigned to contracted private and School District High Schools and Middle Schools within the City. Four DARE officers provide service to twenty-one elementary schools and three middle schools. The School Resource Officer program was explained to the assessment team by SRO Bobby Conard. He has been with Lee's Summit for 23 years and has been an SRO for 17 years at the same High School. The Lee's Summit High School West, where SRO Conard is assigned, has approximately 2,300 students. The assignment is five days a week during the school year. When school is out of session, the SROs are assigned to areas within the agency that need assistance.

SRO's responsibilities include teaching in the classrooms; the classes vary at each location and include Introduction to Human Services, Math, General Law, and career fields. Daily, the SROs interact with District personnel and students. During fall, he coaches school age softball and soccer. This interaction has helped establish a trusting relationship with students and parents. The SROs interacts with youth at the schools as a mentor, counselor, or when investigating a crime. The SROs will complete follow-up on cases involving minors at the schools.

All SROs receive initial specialized training from the National Association of School Resource Officers; they are all also Crisis Intervention Training certified (CIT), and have received additional training on Youth CIT from Kansas City PD, and the Mental Health Coalition, and additional training when available.

On an annual basis, the SROs train School District personnel on active shooter training, responses to the threat, lockdown procedures, threat assessments, and verify protocols and directives are in place. The school building and automated door locking systems are certified every two years.

The agency's Drug Abuse Resistance Education Program, DARE, was discussed with DARE Officer Amanda Geno. She has been a DARE officer for seven years and was an SRO before this assignment. She is also CIT certified, is the liaison with the Missouri Special Olympics Torch Run, the Explorer Program coordinator, and is the first female SWAT team member. DARE is at every elementary and middle school in the district, along with three other private schools. DARE is partially funded by the community-based tax, anti-violence/drug program, COMBAT.

She is at one of eight schools four days a week; at school, her focus is on 6th and 7th graders; with an introductory class with the 2nd and 4th graders. Her fifth workday is at the agency, where she prepares the upcoming week's lesson plans. Additionally, she is the coordinator for the Explorer Program and the Junior Police Academy. The Explorers have a maximum of 25 members, and they meet twice a month. All units of the Department provide training.

Captain Cary Colyne explained the Youth Court to assessors. The assessment team found this to be a unique and educational program involving the youth in the community. The Youth Court program was founded in 1988 by members of the community. It is a diversion program sponsored by the Jackson County Bar Assoc., Jackson County Circuit family Court, Lee's Summit Police, and is funded by the City. To be involved in this diversion program, the youth must be between 13 and 19 years of age, a resident or attending school in the district, and must not have a juvenile record. Most offenders are status offenders, such as shoplifting, truancy, curfew, tobacco violations, etc. This diversion program aims to reduce incidents of juvenile incidents occurring in the community and diverting offending juveniles from the criminal justice system. The court officials are juveniles who have successfully completed eight two-hour training sessions conducted by a Judge, Resource Attorneys, and Steering Committee members. The training is held at a High School or the Police Department. Members from this unit meet quarterly.

Juvenile Court is held Monthly; the Juvenile Detective Sergeant refers possible cases. Sentences include attending educational courses, writing essays, writing an apology letter or community service. The agency has seen success in this program; one of its participants has completed Law School and is a practicing attorney in the community.

Lee's Summit CARES Interim Executive Director Monica Meeks explained the partnership they have with the agency. She told assessors their group concentrates on Youth Health and Safety and engages community partners to meet the goal. The organization started as a hotline and has grown to include school and police department members. CARES partially fund DARE, Youth Court, and partially funded a K-9. It also funds and supports Alcoholic Beverage training for retail clerks and servers and compliance checks made by the Police Department. These checks are made at Bars and liquor stores, ensuring minors are not served.

Standards Issues:

There were no standard issues.

Suggestions

There are no suggestions for this focus area.

Investigations

Major Nicole Walters is the Criminal Investigations Division Commander. She was hired in 2002 and has risen through the ranks before being promoted to major in 2020. The Criminal Investigations Division is comprised of the Criminal

Investigations Unit, Juvenile Investigations Unit, and the Special Investigations Unit.

Assessors spoke with Detective Chad Albin who has been with the agency for twenty-one years. He has held assignments as an FTO and as a Bomb Squad Technician. For the past fourteen years, he has worked in Investigations; he is currently assigned to investigate computer crimes and sex offenses. His experience includes investigating burglaries, harassments, financial crimes, and part-time assignments with the homicide unit. Ancillary duties include FTO for new investigators, part-time assignment with the United States Secret Service electronic crime taskforce, digital forensics incident response (DFIR), and open source intelligence (OSINT).

Detective Albin's primary focus is on Sex Crimes and incidents that arise from social media outlets. In this capacity, he estimates that he averages 20 to 25 active cases monthly; he also has approximately 30 to 40 digital examinations pending. Forensic equipment to digitally examine cell phones or other electronic equipment is located at the agency. The agency does obtain a search warrant for the seizing of such devices, and he ensures that a search warrant for accessing these items has been received. If assistance is needed on these devices, members of the Secret Service task force will provide assistance.

The agency allows cases to remain open if they are still actively involved in the case, they also require the investigator to stay in contact with the victim of the crime and provide periodic updates to them. This information is maintained in the case notes section, that is currently a portion of the RMS. There is no set time to drop a case from active status.

The agency does ensure specialized training for these units are conducted, there are no POST requirements for this in the state. Crime Scene Investigation, Interviewing and Interrogation Techniques, Recovery of Digital Evidence, and Reacting to Internet Crimes are some of the specialized trainings he has received for this position.

The agency has noticed an increased reporting of crimes coming from the internet. The cyber-crimes task force is a proactive group that focuses on crimes occurring in the area. Assistance from this group enhances the agency's ability to solve these crimes. The agency has also noted that almost every major investigation involves retrieving evidence from cell phones, whether it is photographs, texts, call logs, or emails. The agency is taking steps to ensure its personnel are qualified to conduct these examinations.

Detective Phillip Stewart, was interviewed. He has been with the agency for eleven years and has five prior years' experience as a Sergeant and Detective experience with another agency. He is also a veteran of eight years, where he served as a Security Police Officer. Specialized undercover courses and seminars involving specialized training for detectives assigned to this unit are required.

The special investigations unit's primary focus is on vice and drug related crime, human trafficking, surveillance, and conducting covert operations. Once cases are reported, they are assigned for follow-up by the Sergeant. Monthly, the supervisor reviews the progress made on the assigned cases. Cases from this unit are password-protected, protecting them from being opened or copied from persons not authorized to view them. The unit is authorized to have four positions; they currently have three assigned to the unit.

The agency participates with the Jackson County Drug Task Force and has TFO's at the FBI and DEA. This unit is changing its focus because drug laws are changing, and many are not criminal anymore. They have been noticing an increase in Human Trafficking and are shifting its focus into these areas. Techniques they have found success with include prostitution stings. When interviewing prostitutes, a determination is made if they are alleging to be a victim, and the Attorney General's Office renders assistance. Other stings involving escorts online, where they meet at local hotels. The suspects are debriefed, and a determination as to whether there is a crime or not is established. If a victim is located, supportive resources are offered.

Another area where they have recently had two incidents of human trafficking involves massage parlors. These massage parlors are advertising online. A search warrant from the Attorney General's office was conducted on one of

the businesses. As a result of the agency's enforcement activities that establishment is no longer in business, and has moved back to California.

The unit does have covert surveillance equipment and maintains it in operating conditions; their unit is used when surveillances are required. The agency also uses confidential informants; the Units Sergeant administers the program. Provisions for the use of minors are allowed; however, he does not recall when a minor was used in this capacity. The Investigations Unit and Agency's philosophy on ensuring the community is safe is that they take care of the small problems. When this is done, the more significant issues will not come into their community, and they work with Task Forces to make the surrounding areas safe.

Illene Shehan is the Chief Operating Officer of Hope House, a nonprofit organization for domestic violence advocacy. She said the agency works closely with her organization and she praised their compassion and devotion to helping victims. She said they handle 500-600 cases a year and the police handle the calls appropriately. She singled out Detective Erica Alben in particular and called her "Detective Above and Beyond (The Call of Duty)." She said Alben specializes in hard to serve temporary protection orders (TPO). If a TPO is not served after 5 attempts it is dismissed. Once Alben posed as a customer for a by-appointment-only hairdresser who was eluding a TPO service, just so she could get access and serve the TPO. Detective Albens said that in return Hope House is a good partner and they work well with their advocates to support victims. She has been investigating domestic violence cases for 15 years and gets satisfaction from helping victims. She said she recently had a case where she not only helped a victim of domestic violence but got her abusive husband help as he was suffering from PTSD. The wife wanted to salvage the marriage and help her husband. She said she will do whatever she can in her investigations to end the violence.

Standards Issues:

There were no issues

Suggestions

There are no suggestions for this area.

Operations – Crime Reduction Team

Captain Patterson was selected as supervisor for the newly formed Crime Reduction Team (CRT) that was established in 2012 to address a specific high crime neighborhood. Captain Patterson said that the goal was to create an innovative team that countered crime and disorder through a combination of assertive enforcement and purposeful community engagement. Focusing on multi-block neighborhoods with theft, drugs, and violent crimes the CRT will enter and knock on every door introducing themselves, meeting people face-to-face, and explaining that they are there to help, and explaining what they intended to do to address problems. The conduct a survey of the effected residents asking for information on and generally get an excellent 35% return.

The agency target hardened the neighborhood through traditional enforcement, undercover, and surveillance operations. Additionally, the officers cleaned up the neighborhood by removing trash, clearing weeds and debris, and trimming trees and bushes. Officer Casca Hunter, assigned to the CRT said that their mission is essentially to let the community know, "we are around, we care, the police are helpful, and you are not forgotten."

The CRT analyzes data and identifies crime trends. They decide on the appropriate strategy and tactics which includes covert surveillance, pole cameras, and coordinating activities with marked units. Recently the CRT has been focused on an upsurge in the theft of catalytic converters. They are working with a Jackson County task force trying to counter the problem. A thief has been identified and the task force is concentrating on identifying those that buy the catalytic converters in order to truly disrupt the cycle of this crime.

The CRT is a dynamic, flexible, and adaptable unit staffed with well-trained and motivated officers who use a variety of enforcement tactics and techniques and neighborly community policing practices to address concerns of crime and quality of life in their community. As a testimony to the effectiveness of this unit, the CRT is often required to redeploy

when the crime they are have been targeting is eliminated and the neighborhood where they have been working becomes safe and they are needed elsewhere. The officers assigned to this unit are in high demand by other agency units because of the experience they obtain and the leadership they exhibit, and three CRT assigned officers have earned promotions.

Standards Issues:

There were no standard issues

Suggestions

There are no suggestions regarding this area of focus.

Community Outreach

Officer Ronald Doumitt took the assignment in the Community Outreach Unit in 2020 after 14 years of undercover operations in the Narcotics Unit. He said he felt it was time to go from “covert to overt.” He works with various civic groups and neighborhood watch groups to provide information, training, and guidance, and to receive feedback that is useful for the agency’s crime prevention efforts. Among the groups with which he meets are homeowner's associations, and low-income rental managers. With the rental managers he keeps them informed about crime in and around their property, how to make the facilities safer, and helps with getting chronic lawbreakers evicted.

The agency sets up a tent and table at various city events and functions, such as the annual “Downtown Days”, a community event with a carnival atmosphere that is used as a fundraiser used to support programming in the Summit Main Street area. These events help the agency interact with the public and promote community relationships. The team also visits senior centers to provide safety and security information and addresses Rotary Club meetings and similar organizations. The team also drives around the city assessing potential issues and deploys on foot in the business district to liaison with merchants and community members. Among other duties the unit helps to manage and operate the Citizen’s Academy, the last session which was forced to close midway due to the COVID crisis. Scott Riggs is a local citizen who attended the Citizen's Academy. He said he first became acquainted with the agency through a homeowner's association when the police came to talk to them about being proactive in ensuring safety in their community. He said the academy was well run, his experience with the police was very "super" positive, and he enjoyed "looking behind the curtain" on how police do their job.

Officer Doumitt also sits on the Lee’s Summit CARES committee, a non-profit organization that helps promote health and wellness for youth and families. Chief Travis Forbes sits on the Board of Director’s for this organization.

The agency also has a close relationship with Lee’s Summit ReDiscover, a nonprofit community mental health center, providing services for people affected by mental illness or substance use disorders. The assessor’s talked to Ed Cullumber, Vice President, Mental Health Services for reDiscover. He said the agency is great to work with, they are community-oriented and forward thinking, willing to try news things and be innovative. He touted the co-responder program they manage with the police department. Chief Forbes reached out to ReDiscover about establishing a program where a clinical specialist from ReDiscover goes out on mental health calls with officers to assist. The officer determines that the scene is safe and transition the call to the specialist. He says they continue to refine the process as they progress. The program was funded in part by a grant from Lee’s Summit CARES and the Mid-America Regional Council (a nonprofit association of city and county governments and the metropolitan planning organization for the bi-state Kansas City region). He says the program is a success and a model for inter-agency between the police and other service organizations. They intend to continue the program beyond the life of the current grants.

Cullumber also praised a program called Safe Passages that encourages drug abusers to go to the police for help when faced with a drug-related traumatic situation with the assurance that the police will take no law enforcement action and get them to recovery resources. He said the agency is always willing to try new things to help their community.

Standards Issues:

There were no standard issues

Suggestions

There were no suggestions for this area.

Summary:

Number of Interviews Conducted: 31

Assessors' Names: William Buckbee, Steve Sanders

Site-Based Assessment Start Date: 04/12/2021

Site-Based Assessment End Date: 04/14/2021

Mandatory (M) Compliance	337
Other-Than-Mandatory (O) Compliance	50
Standards Issues	0
Waiver	0
(O) Elect 20%	7
Not Applicable	65
Total:	459

Percentage of applicable other-than-mandatory standards: 88 %

COMMUNITY FEEDBACK AND REVIEW

Public Information Session

The session was publicized and held for in-person appearance (with social distancing) at the Municipal courtroom in the Lee's Summit Police Department on April 13th at 5:00 PM. The assessors were connected via the ZOOM application to receive comments. No one attended the public hearing and it was closed without comment.

Telephone Contacts

The public call-in was advertised for April 13th from 3:00 - 4:30pm. The agency would receive the calls and forward them to the assessors. No calls were received.

Correspondence

There was no correspondence received during the on-site process.

Media Interest

No media interest was received.

Public Information Material

The Public Notice was posted by Community Interaction Officer(s) Ronald Doumitt and Carmen Spaeth at a variety of public locations such as recreation centers, libraries, and hospitals. Social media sites such as facebook were used to publicize the on-site. A media release was provided to local newspapers and television stations. These activities were accomplished before April 1, 2021.

Community Outreach Contacts

Local Law Enforcement Partners:

Chief Bob Muenz, Blue Springs (MO) Police Department

Chief Charlie Iseman, Grandview (MO) Police Department

Asst. Prosecuting Attorney Michael Hunt, Jackson County (MO) Prosecutors Office

All these partners praised the good working relationships, and the support they received from the agency. Lee's Summit police has provided SWAT assistance, and they work together on various crime task forces. Hunt said that the officers investigations are thorough and they come well prepared for court.

Other Community Contacts:

Christal Weber, City of Lee's Summit Assistant City Manager.

Weber said that the city is proud of the police department, and she sees that there is trust and open communications between the agency and community, and there is the police are seen as people you can go to for help. The business community is very complimentary of the agency. She said that crime is low and there is a general sense of safety, she lives in the city and has little concern about walking around her neighborhood after dark. The city has a 12-15 person management team of which Chief Forbes is a member. The police are an active member of a forward thinking team that works on strategic planning. She said the police receive positive press and it is a testimony to the reputation of the agency that the bond supporting the agency was passed.

Jennifer Nussbeck, member of the Public Safety Advisory Board (PSA)

Nussbeck is the Chief Operating Officer for Hope House. She was appointed to PSA about one year ago. She said the PSA

has about a 1 1/2 hour meeting monthly with police and fire staff. They discuss many aspects of public safety and their has been no controversies. She said in her role with Hope House she rates the agency as the best of thirteen jurisdictions she works with in terms of support, professionalism, and experience.

Community contacts whose comments are recorded elsewhere in this report:

Ed Cullumber, Vice-President of Mental Health Services for ReDiscover (a nonprofit community mental health center).

Ilene Shehan, Chief Operating Officer, Hope House (Domestic Violence Shelter & Services).

Rexanne Hill, Executive Director Student Support for the Lee's Summit School District

Scott Riggs, community member, attended the Citizen's Police Academy

STATISTICS AND DATA TABLES

Overview

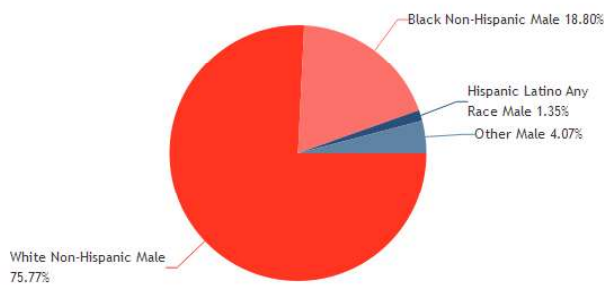
The following information reflects empirical data submitted by the candidate agency specifically related to CALEA Standards. Although the data does not confirm compliance with the respective standards, they are indicators of the impact of the agency’s use of standards to address the standards’ intent

Traffic Warnings & Citations - Reaccreditation Year 1

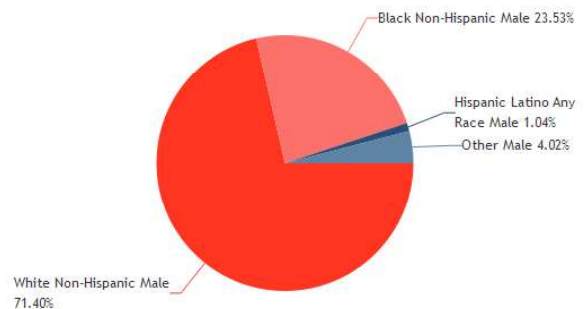
Data Collection Period: 1/1/2017 - 12/31/2017

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	4767	2467	7234
Black Non-Hispanic Male	1183	813	1996
Hispanic Latino Any Race Male	85	36	121
Other Male	256	139	395
White Non-Hispanic Female	3745	1938	5683
Black Non-Hispanic Female	857	588	1445
Hispanic Latino Any Race Female	30	13	43
Other Female	144	78	222
TOTAL	11067	6072	17139

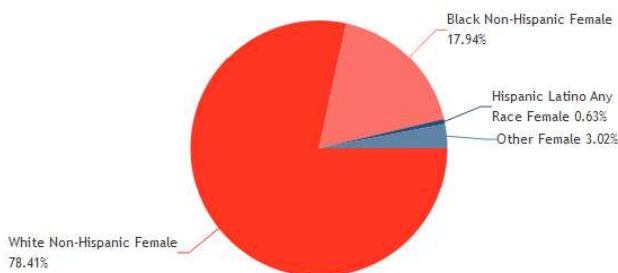
Male Warnings



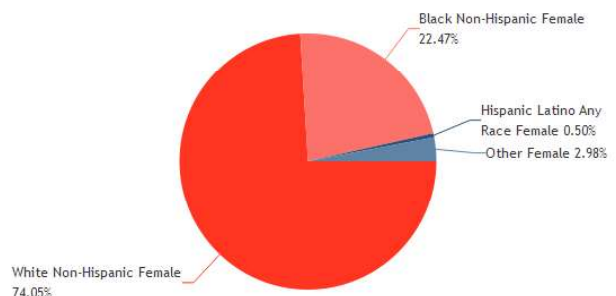
Male Citations



Female Warnings



Female Citations



Legend

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

Traffic Warnings & Citations - Reaccreditation Year 2

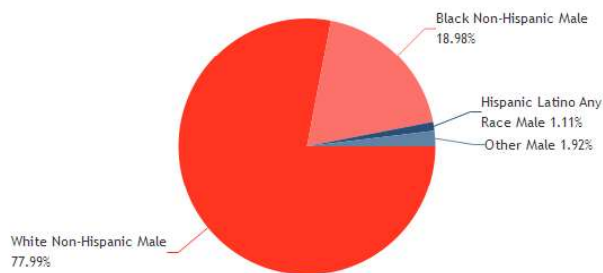
Data Collection Period: 1/1/2018 - 12/31/2018

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	4917	2595	7512
Black Non-Hispanic Male	1197	800	1997
Hispanic Latino Any Race Male	70	32	102
Other Male	121	214	335
White Non-Hispanic Female	4016	2119	6135
Black Non-Hispanic Female	978	653	1631
Hispanic Latino Any Race Female	57	27	84
Other Female	98	175	273
TOTAL	11454	6615	18069

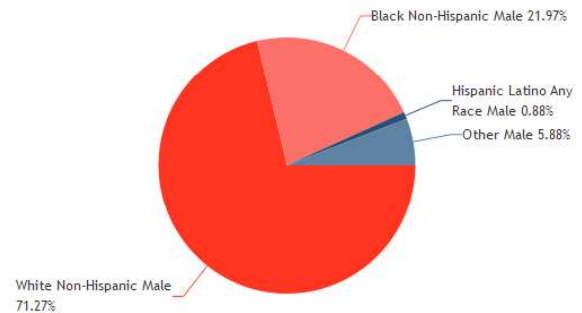
Reaccreditation Year 2 Notes:

None to note

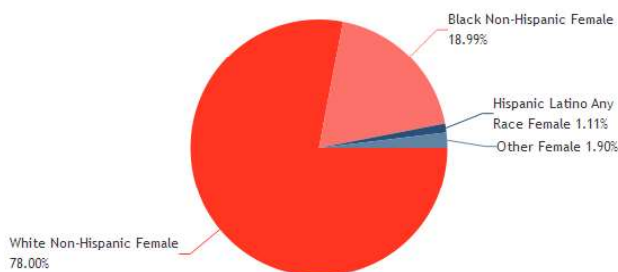
Male Warnings



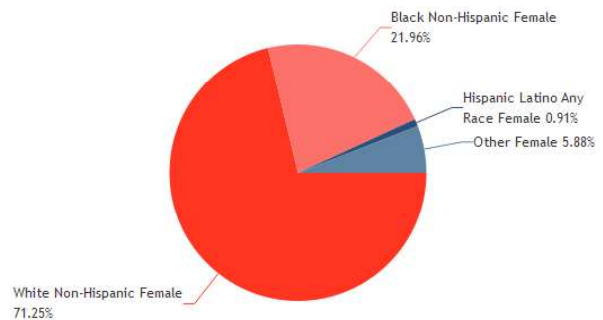
Male Citations



Female Warnings



Female Citations



Legend

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

Traffic Warnings & Citations - Reaccreditation Year 3

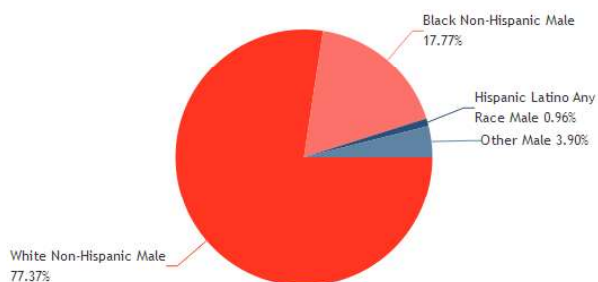
Data Collection Period: 1/1/2019 - 12/31/2019

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	4685	2306	6991
Black Non-Hispanic Male	1076	692	1768
Hispanic Latino Any Race Male	58	28	86
Other Male	236	167	403
White Non-Hispanic Female	4202	2068	6270
Black Non-Hispanic Female	966	620	1586
Hispanic Latino Any Race Female	52	26	78
Other Female	211	150	361
TOTAL	11486	6057	17543

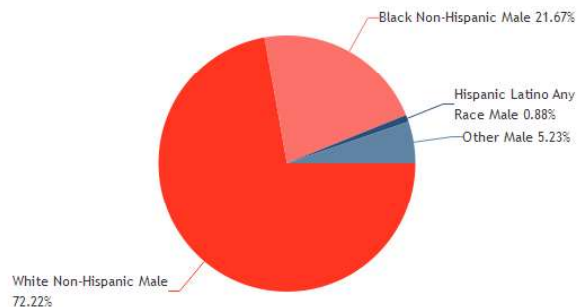
Reaccreditation Year 3 Notes:

Please also include any other notes relevant to this summary.

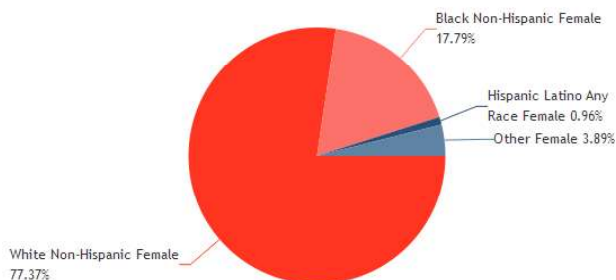
Male Warnings



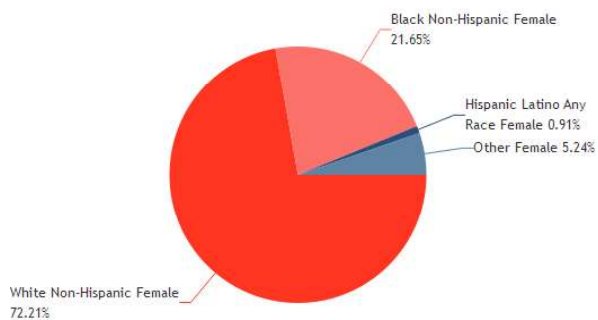
Male Citations



Female Warnings



Female Citations



Legend

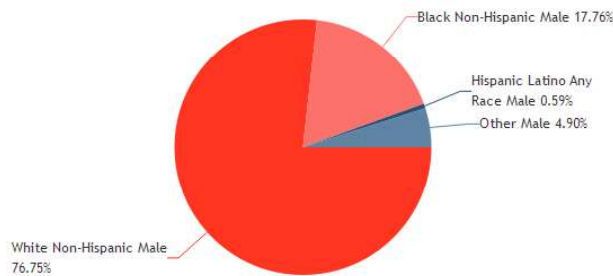
White Non-Hispanic Male	■
Black Non-Hispanic Male	■
Hispanic Latino Any Race Male	■
Other Male	■

Traffic Warnings & Citations - Reaccreditation Year 4

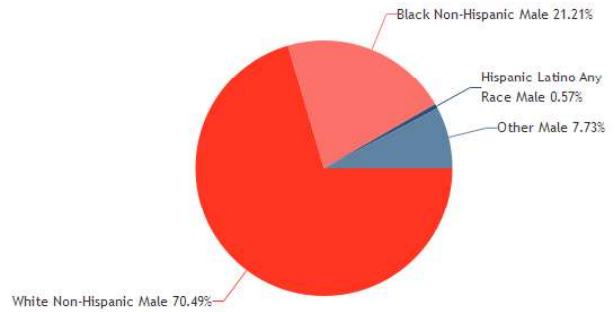
Data Collection Period: 1/1/2020 - 12/31/2020

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	2083	2233	4316
Black Non-Hispanic Male	482	672	1154
Hispanic Latino Any Race Male	16	18	34
Other Male	133	245	378
White Non-Hispanic Female	1928	1591	3519
Black Non-Hispanic Female	426	490	916
Hispanic Latino Any Race Female	8	10	18
Other Female	89	113	202
TOTAL	5165	5372	10537

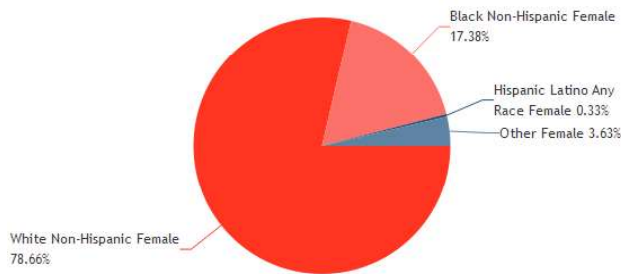
Male Warnings



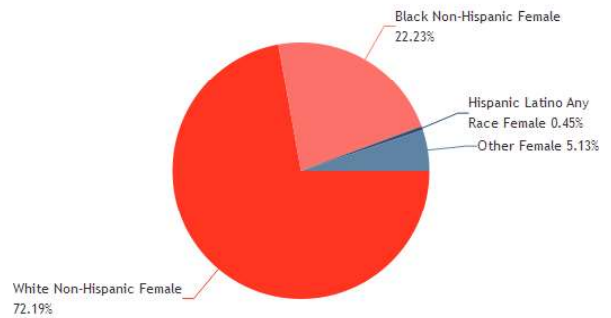
Male Citations



Female Warnings



Female Citations



Legend

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

Biased Based Profiling

Year 1 Data Collection Period: 1/1/2017-12/31/2017

Year 2 Data Collection Period: 1/1/2018-12/31/2018

Year 3 Data Collection Period: 1/1/2019-12/31/2019

Year 4 Data Collection Period: 1/1/2020-12/31/2020

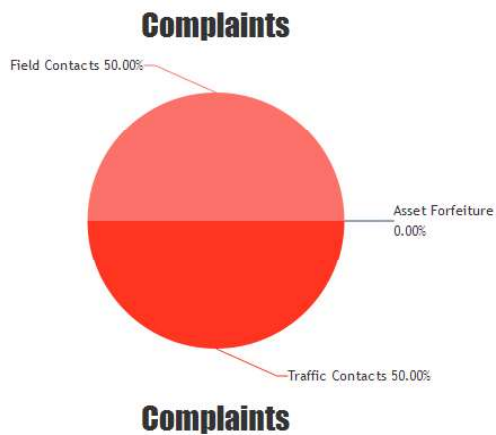
Complaints from:	Year 1	Year 2	Year 3	Year 4
Traffic Contacts	1	2	0	1
Field Contacts	1	0	0	0
Asset Forfeiture	0	0	0	0

Reaccreditation Year 2 Notes:




None to note

Reaccreditation Year 3 Notes:

No bias policing complaints received in 2019.



Legend

Traffic Contacts	
Field Contacts	
Asset Forfeiture	

Use Of Force - Recreditation Year 1

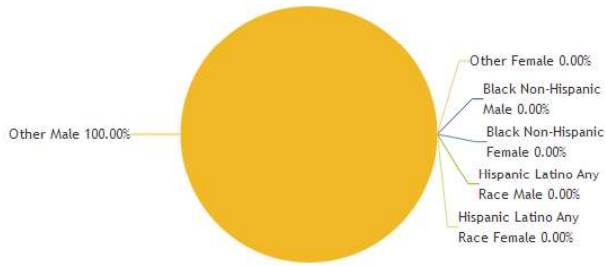
Data Collection Period: 1/1/2017 - 12/31/2017

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									2
Discharge	0	0	0	0	0	0	2	0	2
Display Only	0	0	0	0	0	0	0	0	0
ECW									8
Discharge Only	0	0	0	0	0	0	8	0	8
Display Only	0	0	0	0	0	0	0	0	0
Baton	0	0	0	0	0	0	0	0	0
Chemical/OC	0	0	0	0	0	0	0	0	0
Weaponless	0	0	0	0	0	0	75	0	75
Canine									4
Release Only	0	0	0	0	0	0	0	0	0
Release and Bite	0	0	0	0	0	0	4	0	4
Total Uses of Force	0	0	0	0	0	0	89	0	89
Total Number of Incidents Resulting In Officer Injury or Death	0	0	0	0	0	0	0	0	0
Total Use of Force Arrests	0	0	0	0	0	0	46	0	46
Total Number of Suspects Receiving Non-Fatal Injuries	0	0	0	0	0	0	89	0	89
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	0	0	0	0	0	0	2830	0	2830
Total Use of Force Complaints	0	0	0	0	0	0	1	0	1

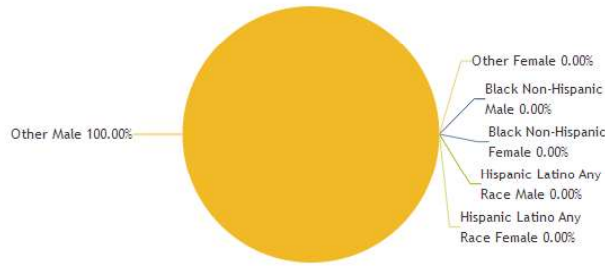
Recreditation Year 1 Notes:

Use of Force stats were not broken out by race/gender, therefore all numbers are entered under 'Other/Male'. We will make sure we break out for future reports. LSPD does not track display of weapons.

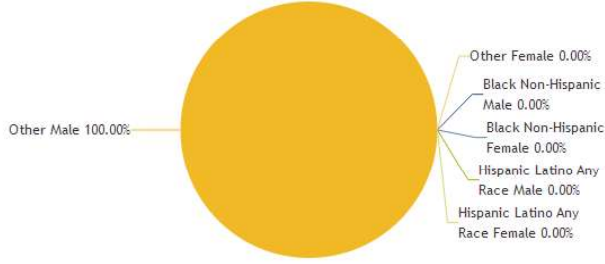
Total Firearm



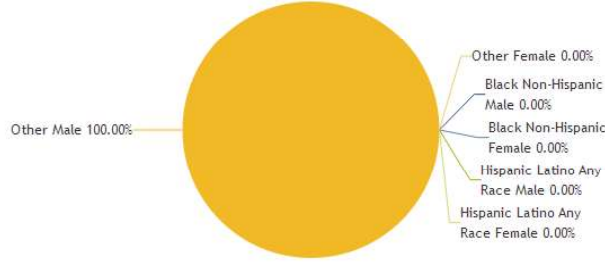
Firearm Discharge



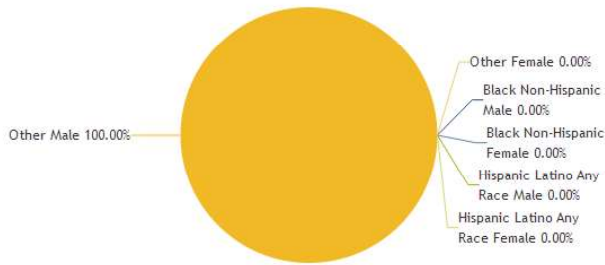
ECW Discharge



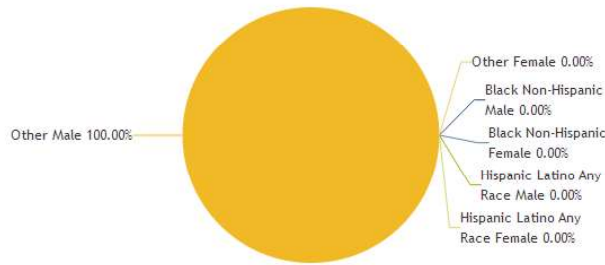
Weaponless



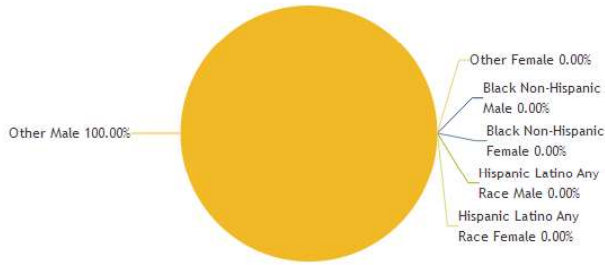
Total Canine



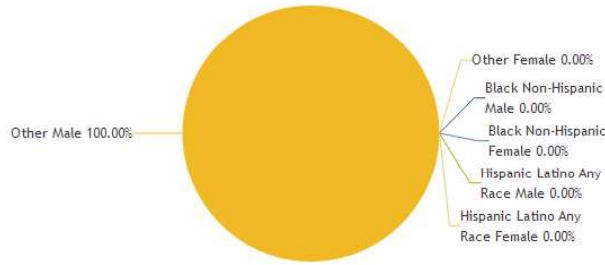
Canine: Release and Bite



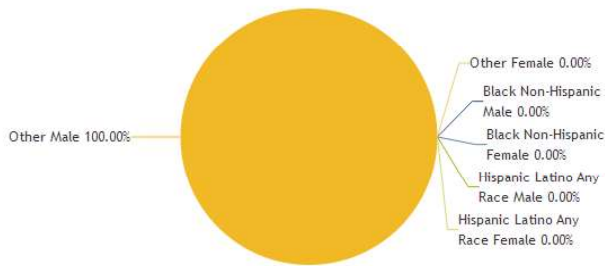
Total Uses of Force



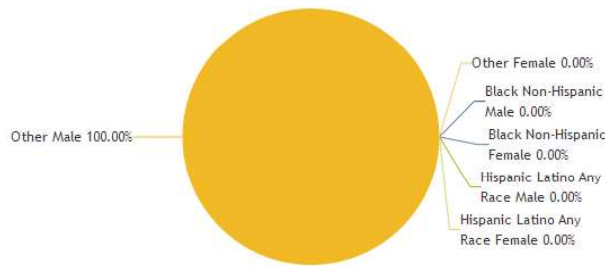
Total Use of Force Arrests



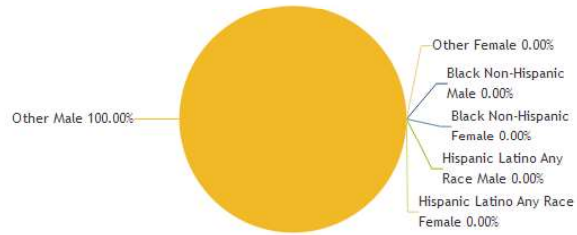
Total Agency Custodial Arrests



Total Use of Force Complaints



Total Number of Suspects Receiving Non-Fatal Injuries



Legend

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

Use Of Force - Recreditation Year 2

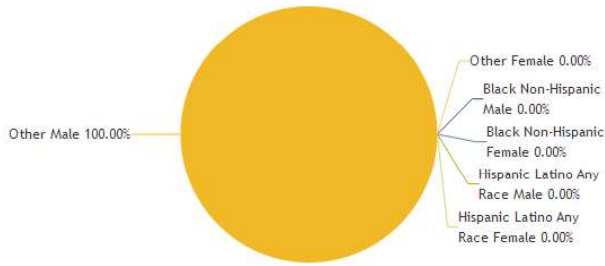
Data Collection Period: 1/1/2018 - 12/31/2018

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									0
Discharge	0	0	0	0	0	0	0	0	0
Display Only	0	0	0	0	0	0	0	0	0
ECW									9
Discharge Only	0	0	0	0	0	0	9	0	9
Display Only	0	0	0	0	0	0	0	0	0
Baton	0	0	0	0	0	0	1	0	1
Chemical/OC	0	0	0	0	0	0	0	0	0
Weaponless	0	0	0	0	0	0	136	0	136
Canine									2
Release Only	0	0	0	0	0	0	0	0	0
Release and Bite	0	0	0	0	0	0	2	0	2
Total Uses of Force	0	0	0	0	0	0	148	0	148
Total Number of Incidents Resulting In Officer Injury or Death	0	0	0	0	0	0	45	0	45
Total Use of Force Arrests	0	0	0	0	0	0	66	0	66
Total Number of Suspects Receiving Non-Fatal Injuries	0	0	0	0	0	0	66	0	66
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	0	0	0	0	0	0	3363	0	3363
Total Use of Force Complaints	0	0	0	0	0	0	1	0	1

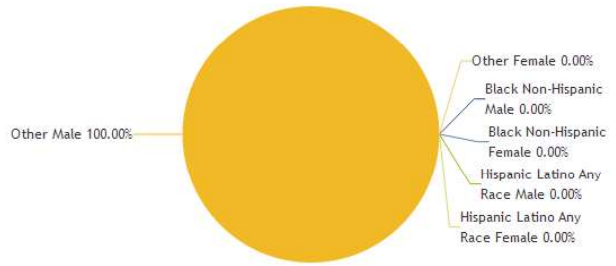
Recreditation Year 2 Notes:

Use of Force stats were not broken out by race/gender, therefore all numbers are entered under 'Other/Male'. LSPD does not track display of weapons.

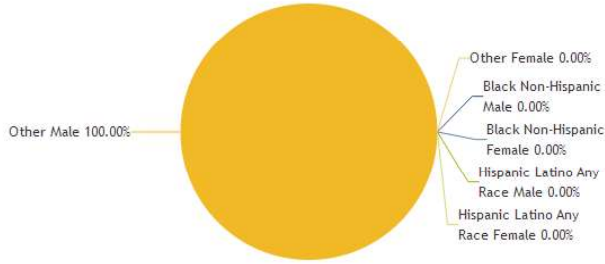
ECW Discharge



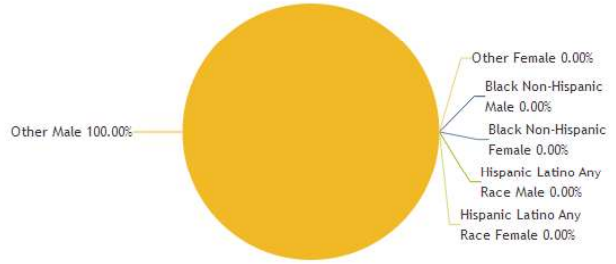
Baton



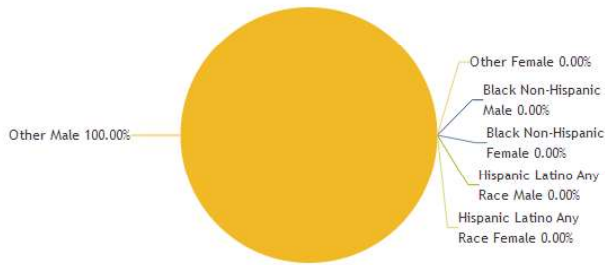
Weaponless



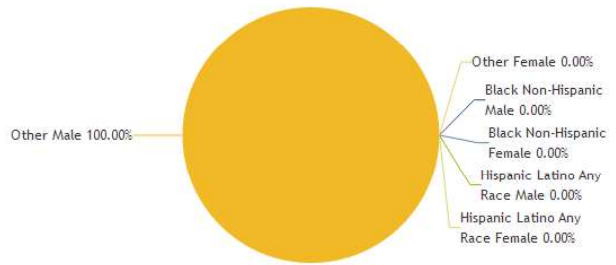
Total Canine



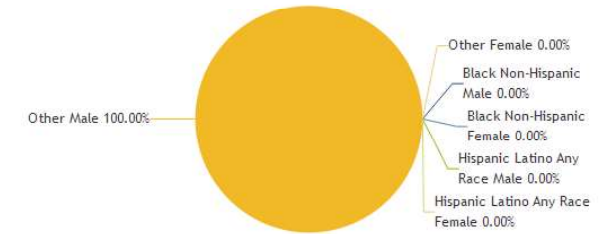
Canine: Release and Bite



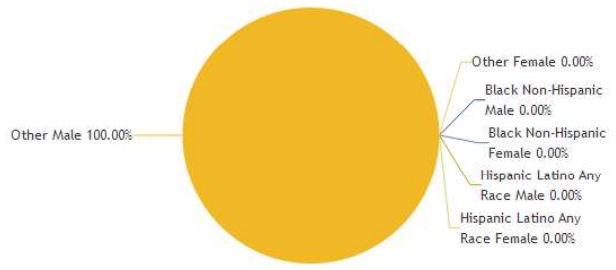
Total Uses of Force



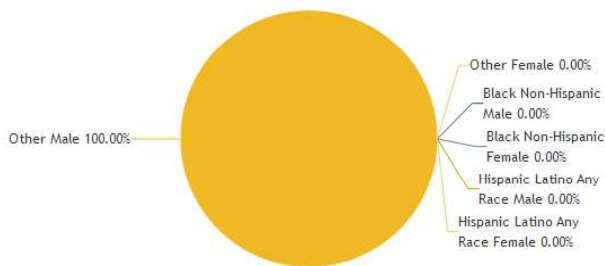
Total Number of Incidents Resulting in Officer Injury or Death



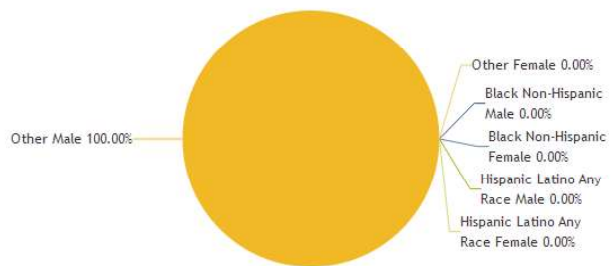
Total Use of Force Arrests



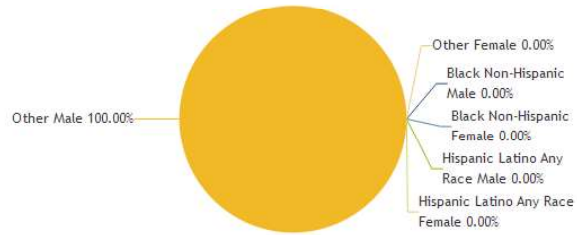
Total Agency Custodial Arrests



Total Use of Force Complaints



Total Number of Suspects Receiving Non-Fatal Injuries



Legend

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

Use Of Force - Reaccreditation Year 3

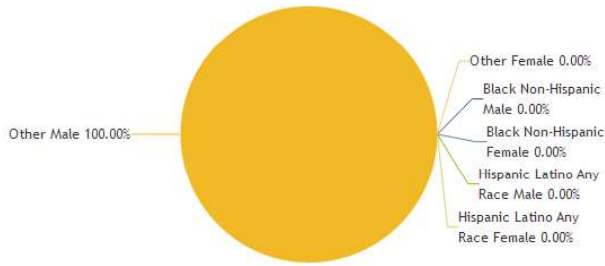
Data Collection Period: 1/1/2019 - 12/31/2019

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									0
Discharge							0		0
Display Only							0		0
ECW									5
Discharge Only							5		5
Display Only							0		0
Baton							0		0
Chemical/OC							2		2
Weaponless							105		105
Canine									2
Release Only							0		0
Release and Bite							2		2
Total Uses of Force	0	0	0	0	0	0	114	0	114
Total Number of Incidents Resulting In Officer Injury or Death							0		0
Total Use of Force Arrests							59		59
Total Number of Suspects Receiving Non-Fatal Injuries									
Total Number of Suspects Receiving Fatal Injuries							0		0
Total Agency Custodial Arrests							3511		3511
Total Use of Force Complaints							3		3

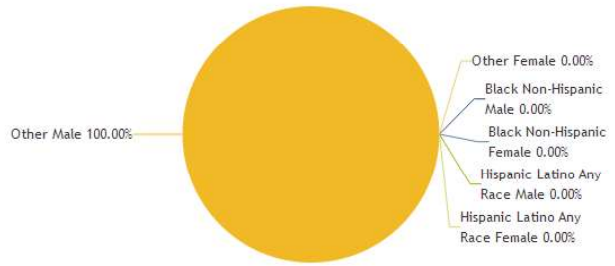
Reaccreditation Year 3 Notes:

Use of Force stats were not broken out by race/gender, therefore all numbers are entered under 'Other/Male'. LSPD does not track display of weapons. The numbers above document each type of force used, where officers may have used multiple types of force during one encounter - each is documented separately. There were 59 use of force encounters in 2019.

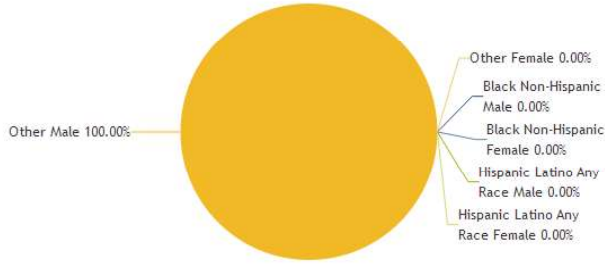
ECW Discharge



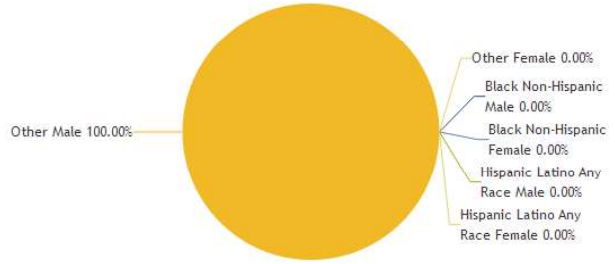
Chemical/OC



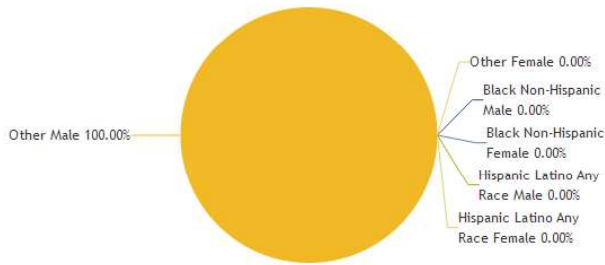
Weaponless



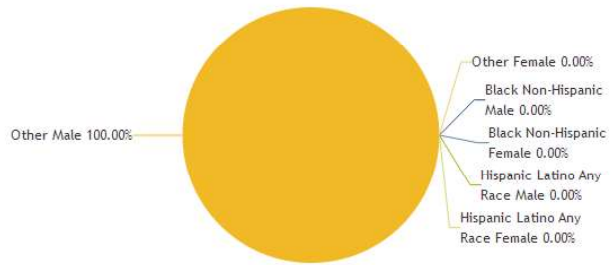
Total Canine



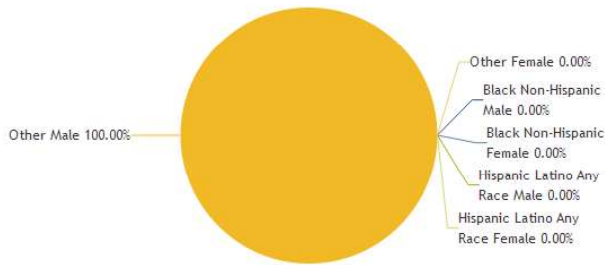
Canine: Release and Bite



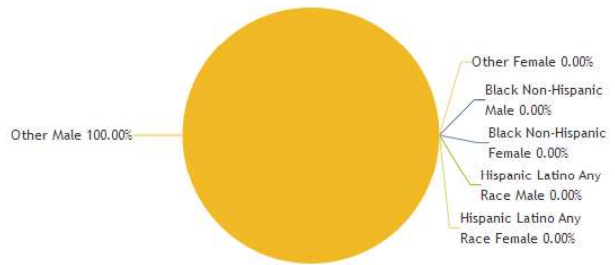
Total Uses of Force



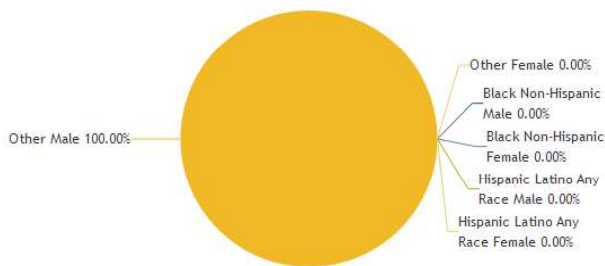
Total Use of Force Arrests



Total Agency Custodial Arrests



Total Use of Force Complaints



Legend

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

Use Of Force - Recreditation Year 4

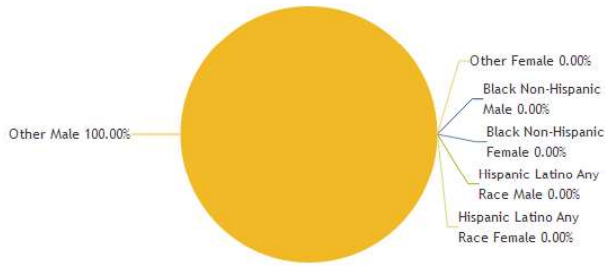
Data Collection Period: 1/1/2020 - 12/31/2020

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									0
Discharge	0	0	0	0	0	0	0	0	0
Display Only	0	0	0	0	0	0	0	0	0
ECW									4
Discharge Only	0	0	0	0	0	0	4	0	4
Display Only	0	0	0	0	0	0	0	0	0
Baton	0	0	0	0	0	0	1	0	1
Chemical/OC	0	0	0	0	0	0	1	0	1
Weaponless	0	0	0	0	0	0	68	0	68
Canine									54
Release Only	0	0	0	0	0	0	52	0	52
Release and Bite	0	0	0	0	0	0	2	0	2
Total Uses of Force	0	0	0	0	0	0	128	0	128
Total Number of Incidents Resulting In Officer Injury or Death	0	0	0	0	0	0	8	0	8
Total Use of Force Arrests	0	0	0	0	0	0	29	0	29
Total Number of Suspects Receiving Non-Fatal Injuries	0	0	0	0	0	0	18	0	18
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	0	0	0	0	0	0	1756	0	1756
Total Use of Force Complaints	0	0	0	0	0	0	0	0	0

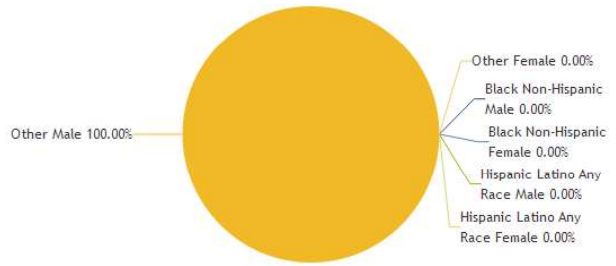
Recreditation Year 4 Notes:

Use of Force stats were not broken out by race/gender, therefore all numbers are entered under 'Other/Male'. LSPD does not track display of weapons. The numbers above document each type of force used, where officers may have used multiple types of force during one encounter - each is documented separately. There were 47 use of force encounters in 2020. Canine "release only" includes canine use of force for both "track" and "release only".

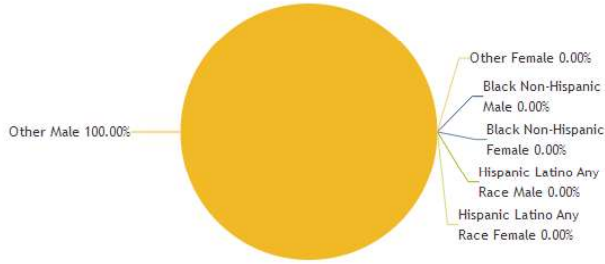
ECW Discharge



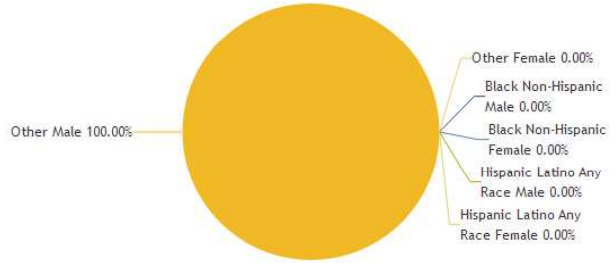
Baton



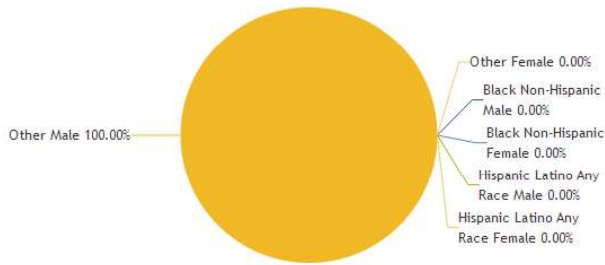
Chemical/OC



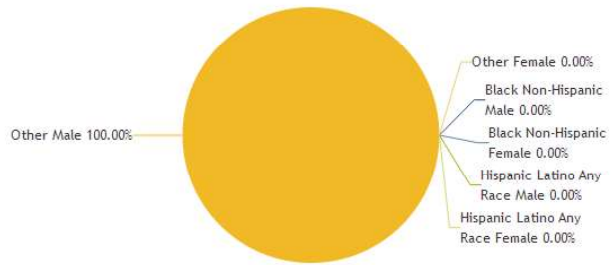
Weaponless



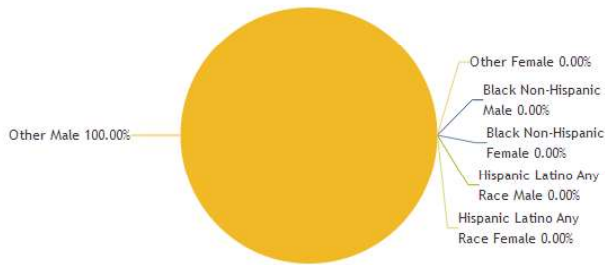
Total Canine



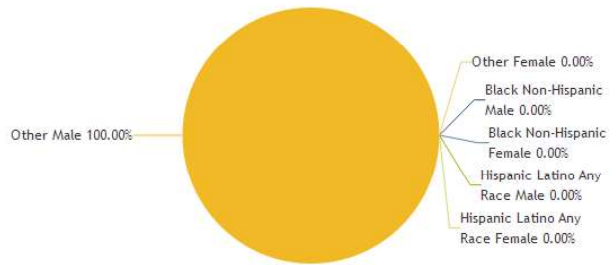
Canine: Release Only



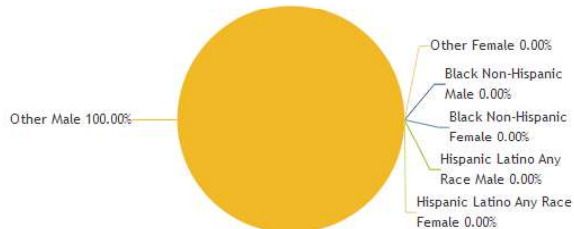
Canine: Release and Bite



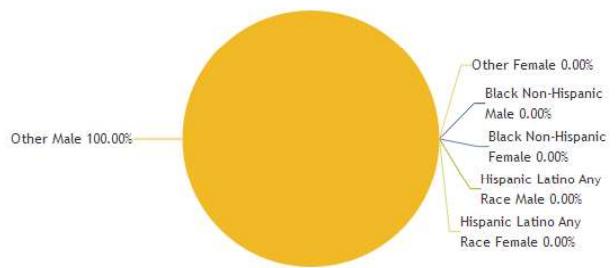
Total Uses of Force



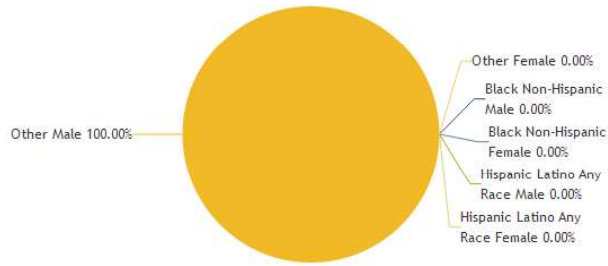
Total Number of Incidents Resulting in Officer Injury or Death



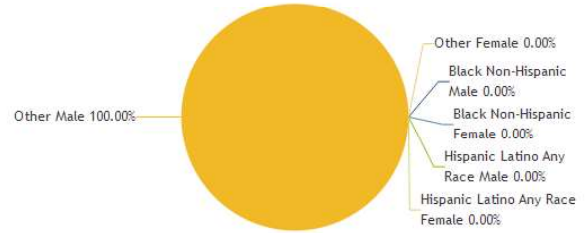
Total Use of Force Arrests



Total Agency Custodial Arrests



Total Number of Suspects Receiving Non-Fatal Injuries



Legend

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

Grievances

Year 1 Data Collection Period: 1/1/2017-12/31/2017

Year 2 Data Collection Period: 1/1/2018-12/31/2018

Year 3 Data Collection Period: 1/1/2019-12/31/2019

Year 4 Data Collection Period: 1/1/2020-12/31/2020

Grievances	Year 1	Year 2	Year 3	Year 4
Number	1	1	0	2

Reaccreditation Year 2 Notes:

Grievance is in arbitration and has not been resolved. Not related to any CALEA standards.

Reaccreditation Year 3 Notes:

No grievances in 2019

Personnel Actions

Year 1 Data Collection Period: 1/1/2017-12/31/2017

Year 2 Data Collection Period: 1/1/2018-12/31/2018

Year 3 Data Collection Period: 1/1/2019-12/31/2019

Year 4 Data Collection Period: 1/1/2020-12/31/2020

	Year 1	Year 2	Year 3	Year 4
Suspension	4	1	7	2
Demotion	0	0	0	0
Resign In Lieu of Termination	1	1	0	0
Termination	0	1	0	3
Other	35	47	53	23
Total	40	50	60	28
Commendations	39	43	34	34

Reaccreditation Year 2 Notes:

Other includes: Reprimands (9); Training (23); Warning (15)

Reaccreditation Year 3 Notes:

Please also include any other notes relevant to this summary.

Complaints and Internal Affairs - Reaccreditation Year 4

Data Collection Period: -

	Year 1	Year 2	Year 3	Year 4
External/Citizen Complaint				
Citizen Complaint	13	13	32	21
Sustained	2	4	9	7
Not Sustained	1	2	5	4
Unfounded	0	0	1	3
Exonerated	10	7	17	6
Internal/Directed Complaint				
Directed Complaint	4	5	4	6
Sustained	1	1	4	4
Not Sustained	1	1	0	0
Unfounded	0	2	0	0
Exonerated	1	1	0	0

Reaccreditation Year 4 Notes:

Two (2) directed complaints are pending.

Calls For Service - Reaccreditation Year 4

Data Collection Period: -

	Year 1	Year 2	Year 3	Year 4
Calls for Service	67956	71702	74500	63550
UCR/NIBRS Part 1 Crimes				
Murder	1	2	1	1
Forcible Rape	31	27	36	29
Robbery	38	27	29	36
Aggravated Assault	21	47	38	853
Burglary	176	210	215	207
Larceny-Theft	1223	508	1032	1451
Motor Vehicle Theft	167	279	244	229
Arson	2	0	3	6

Reaccreditation Year 4 Notes:

LSPD transitioned from UCR to NIBRS in 2020, therefore the stats reflect NIBRS, where previous years were UCR.

Motor Vehicle Pursuit

Year 1 Data Collection Period: 1/1/2017-12/31/2017

Year 2 Data Collection Period: 1/1/2018-12/31/2018

Year 3 Data Collection Period: 1/1/2019-12/31/2019

Year 4 Data Collection Period: 1/1/2020-12/31/2020

	Year 1	Year 2	Year 3	Year 4
Pursuits				
Total Pursuits	3	37	50	1
Forcible stopping techniques used	3	21	11	6
Terminated by Agency	14	32	48	51
Policy Compliant	2	4	1	1
Policy Non-Compliant	1	1	1	0
Collisions				
Injuries				
Total Collisions	0	0	0	1
Officer	0	0	0	0
Suspect	0	0	0	0
ThirdParty	0	0	0	0
Reason Initiated				
Traffic	0	0	0	0
Felony	3	5	1	1
Misdemeanor	0	0	1	0

Reaccreditation Year 2

None to note.

Reaccreditation Year 3

Total pursuits in years 2 and 3 include those terminated by agency. Year 1 does not and I couldn't update those numbers. For reference Year 1 total is 17 with 14 terminated.

Reaccreditation Year 4

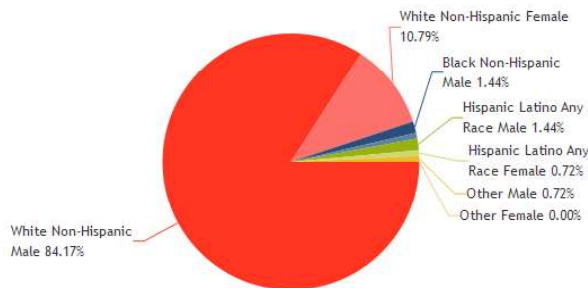
Please also include any other notes relevant to this summary.

Agency Breakdown Report - Reaccreditation Year 1

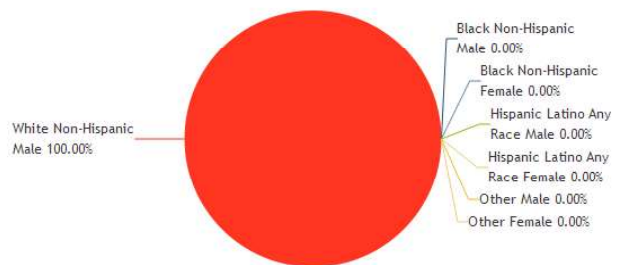
Data Collection Period: 1/1/2017 - 12/31/2017

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	1	0	0	0	0	0	0	0	1
Command	10	0	0	0	0	0	0	0	10
Supervisory Positions	15	1	0	1	0	0	0	0	17
Non-Supervisory Positions	91	14	2	0	2	1	1	0	111
Sub Total									139
Non Sworn Personnel									
Executive	0	0	0	0	0	0	0	0	0
Managerial	1	0	0	1	0	0	0	0	2
Supervisory Positions	1	0	0	0	0	0	0	0	1
Non-Supervisory Positions	17	36	1	0	0	1	2	1	58
Sub Total									61
Total									200

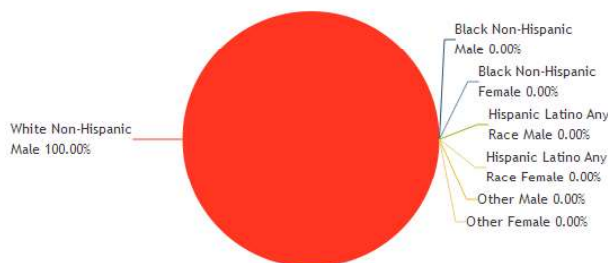
Total Sworn Personnel



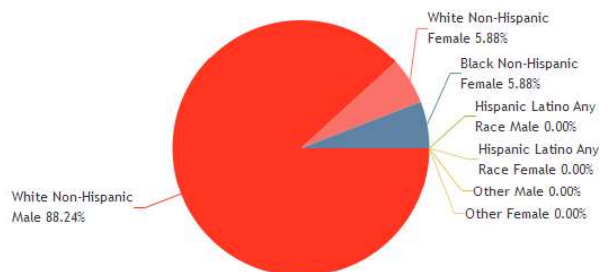
Sworn Personnel: Executive



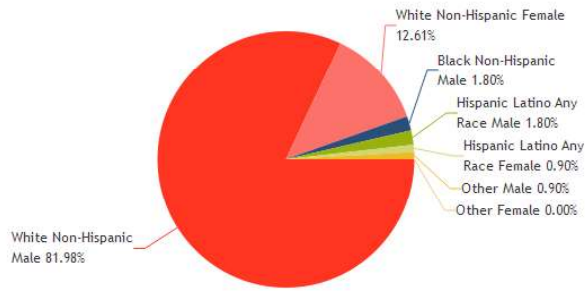
Sworn Personnel: Command



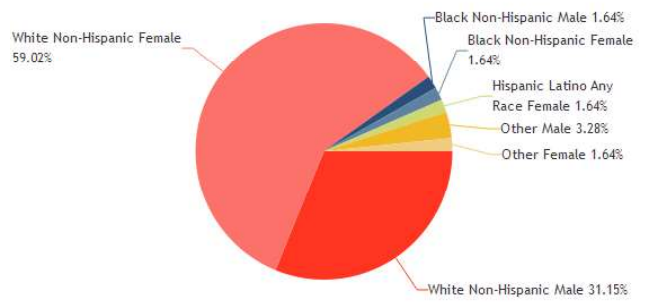
Sworn Personnel: Supervisory Positions



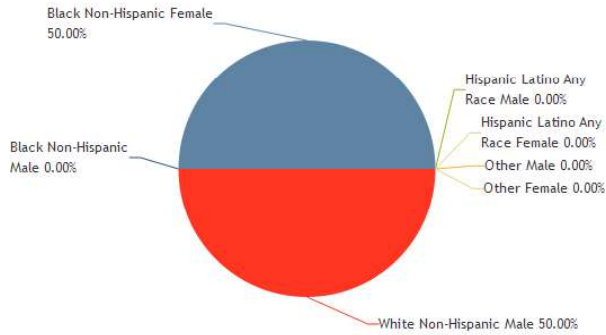
Sworn Personnel: Non-Supervisory Positions



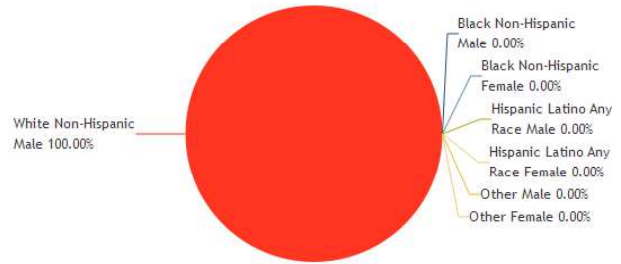
Total Non-Sworn Personnel



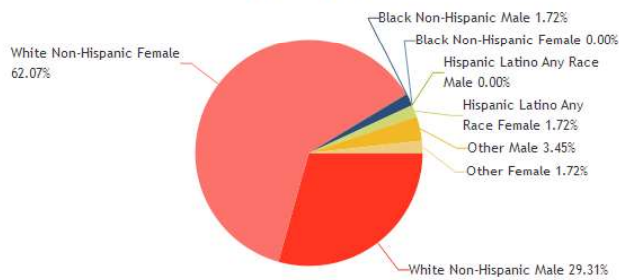
Non-Sworn Personnel: Managerial



Non-Sworn Personnel: Supervisory Positions



Non-Sworn Personnel: Non-Supervisory Positions



Legend

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

Agency Breakdown Report - Reaccreditation Year 2

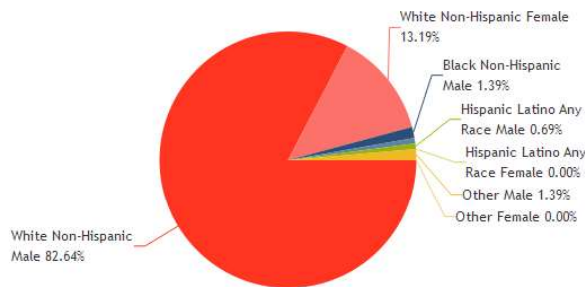
Data Collection Period: 1/1/2018 - 12/31/2018

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	1	0	0	0	0	0	0	0	1
Command	10	0	0	0	0	0	0	0	10
Supervisory Positions	15	1	0	1	0	0	0	0	17
Non-Supervisory Positions	93	18	2	0	1	0	2	0	116
Sub Total									144
Non Sworn Personnel									
Executive	0	0	0	0	0	0	0	0	0
Managerial	1	0	0	1	0	0	0	0	2
Supervisory Positions	1	0	0	0	0	0	0	0	1
Non-Supervisory Positions	17	34	1	0	0	1	0	0	53
Sub Total									56
Total									200

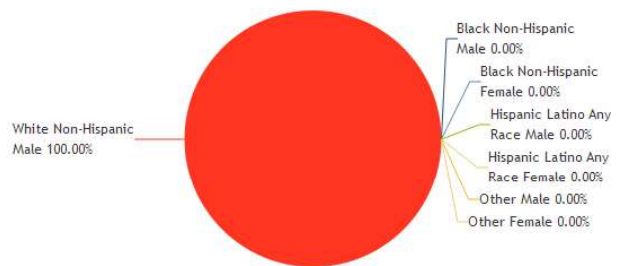
Reaccreditation Year 2 Notes:

None to note

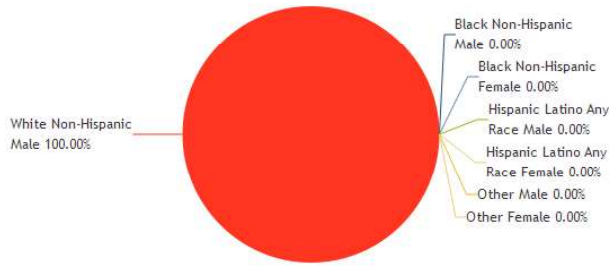
Total Sworn Personnel



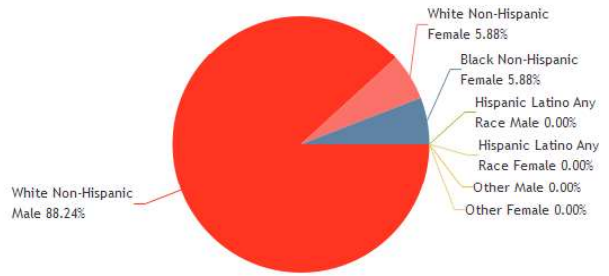
Sworn Personnel: Executive



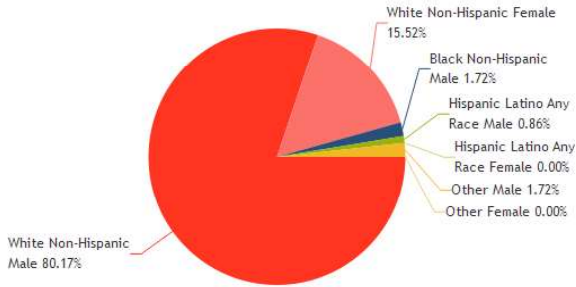
Sworn Personnel: Command



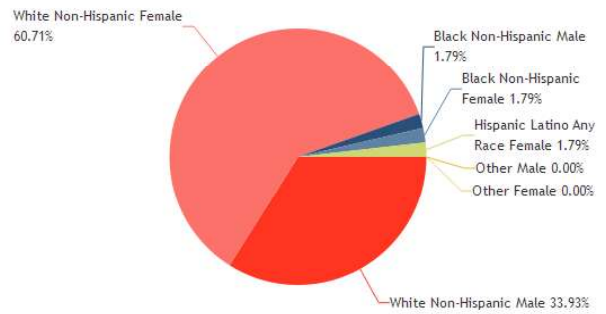
Sworn Personnel: Supervisory Positions



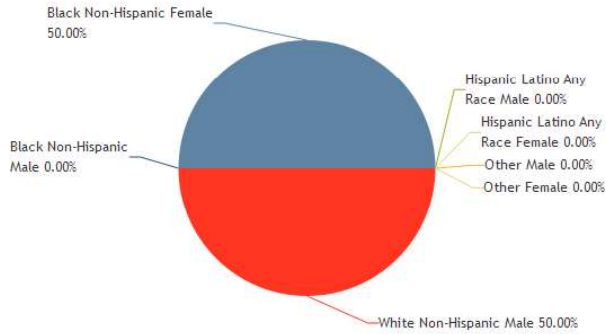
Sworn Personnel: Non-Supervisory Positions



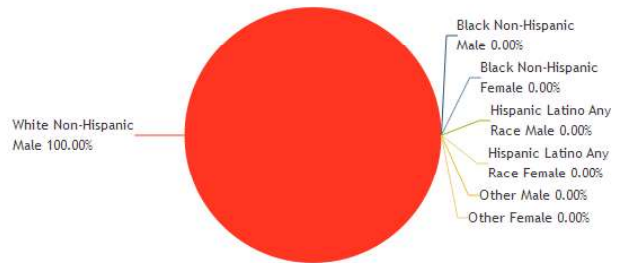
Total Non-Sworn Personnel



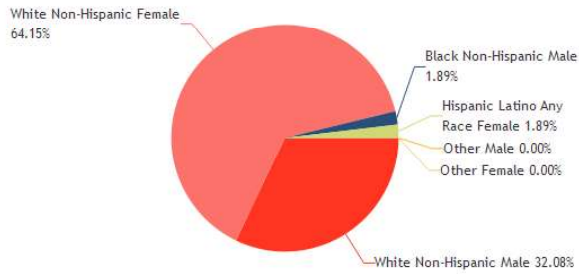
Non-Sworn Personnel: Managerial



Non-Sworn Personnel: Supervisory Positions



Non-Sworn Personnel: Non-Supervisory Positions



Legend

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

Agency Breakdown Report - Reaccreditation Year 3

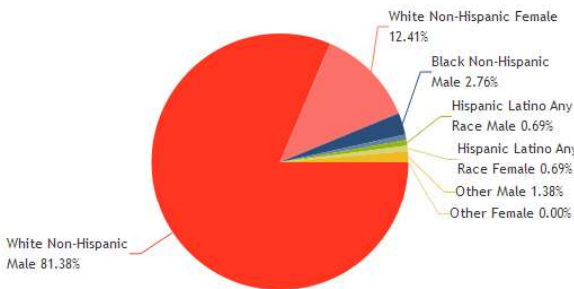
Data Collection Period: 1/1/2019 - 12/31/2019

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	2	0	0	0	0	0	0	0	2
Command	9	0	0	1	0	0	0	0	10
Supervisory Positions	16	1	0	0	0	0	0	0	17
Non-Supervisory Positions	91	17	4	0	1	1	2	0	116
Sub Total									145
Non Sworn Personnel									
Executive	0	0	0	0	0	0	0	0	0
Managerial	1	0	0	1	0	0	0	0	2
Supervisory Positions	5	2	0	0	0	0	0	0	7
Non-Supervisory Positions	14	31	1	2	0	1	0	0	49
Sub Total									58
Total									203

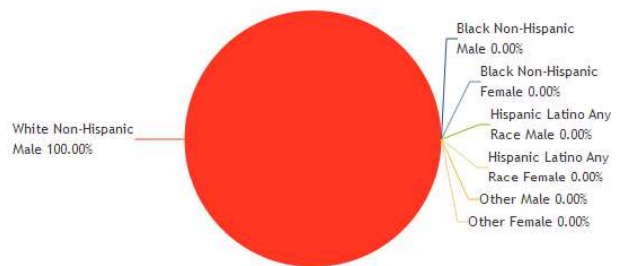
Reaccreditation Year 3 Notes:

Please also include any other notes relevant to this summary.

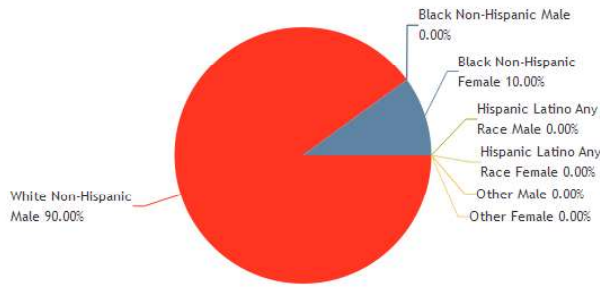
Total Sworn Personnel



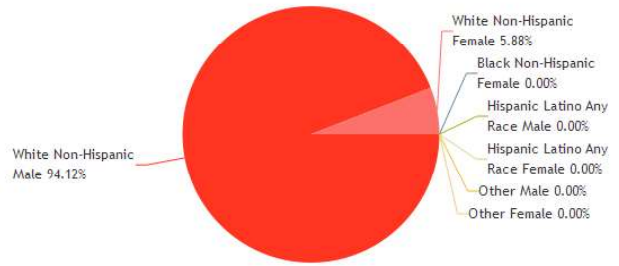
Sworn Personnel: Executive



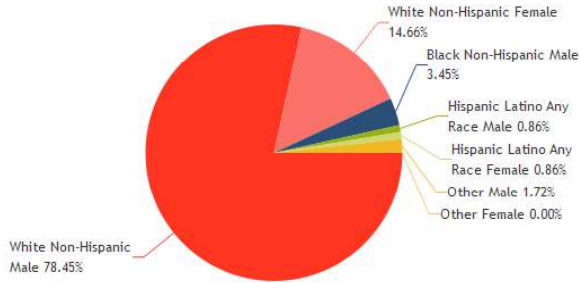
Sworn Personnel: Command



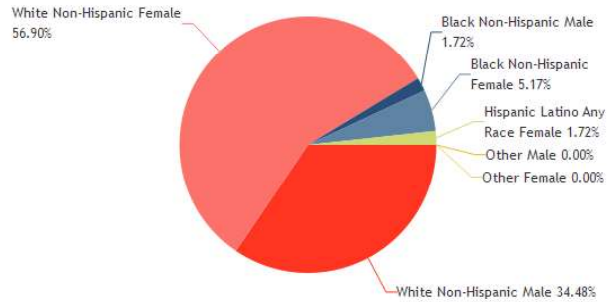
Sworn Personnel: Supervisory Positions



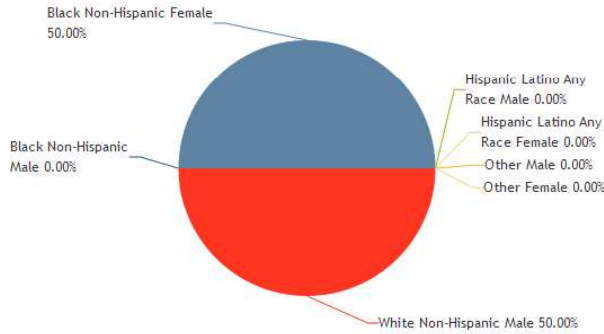
Sworn Personnel: Non-Supervisory Positions



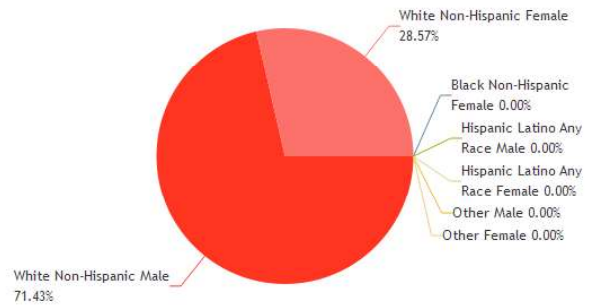
Total Non-Sworn Personnel



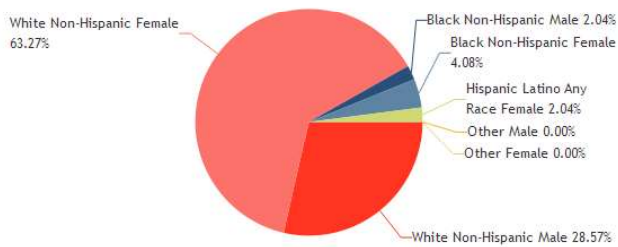
Non-Sworn Personnel: Managerial



Non-Sworn Personnel: Supervisory Positions



Non-Sworn Personnel: Non-Supervisory Positions



Legend

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

Agency Breakdown Report - Reaccreditation Year 4

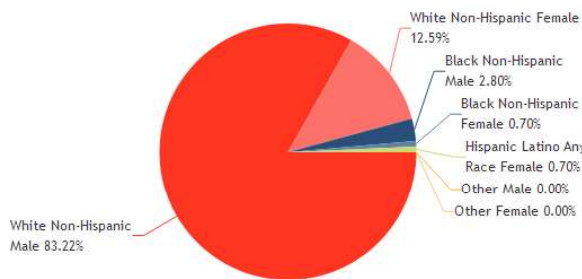
Data Collection Period: 1/1/2020 - 12/31/2020

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	2	0	0	0	0	0	0	0	2
Command	9	0	0	1	0	0	0	0	10
Supervisory Positions	16	0	0	0	0	1	0	0	17
Non-Supervisory Positions	92	18	4	0	0	0	0	0	114
Sub Total									143
Non Sworn Personnel									
Executive	0	0	0	0	0	0	0	0	0
Managerial	1	0	0	1	0	0	0	0	2
Supervisory Positions	6	2	0	0	0	0	0	0	8
Non-Supervisory Positions	13	28	1	1	0	2	0	0	45
Sub Total									55
Total									198

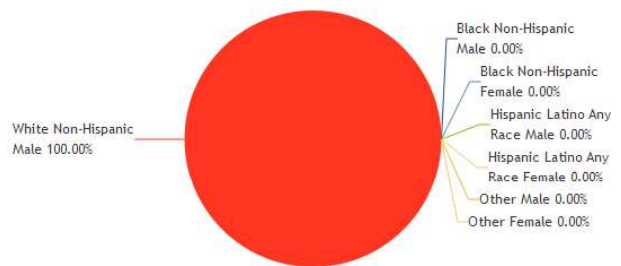
Reaccreditation Year 4 Notes:

Please also include any other notes relevant to this summary.

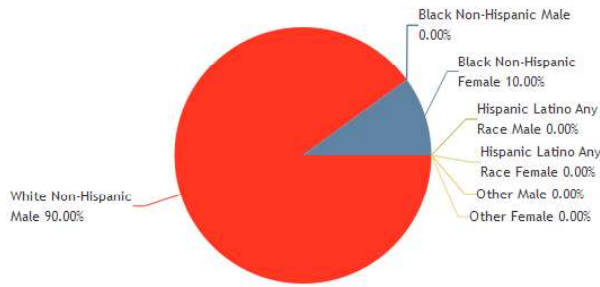
Total Sworn Personnel



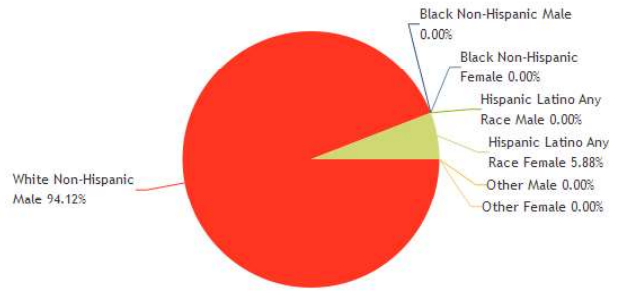
Sworn Personnel: Executive



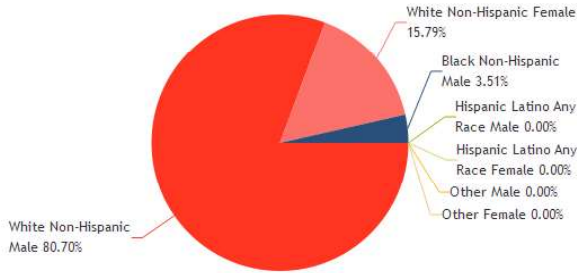
Sworn Personnel: Command



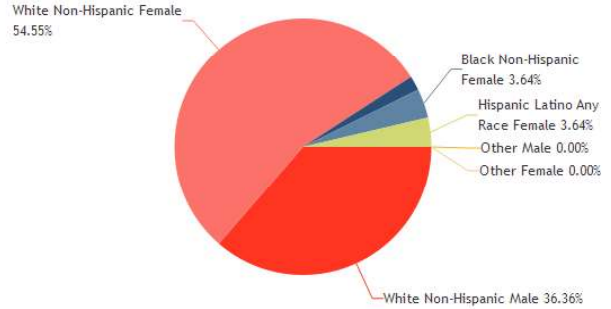
Sworn Personnel: Supervisory Positions



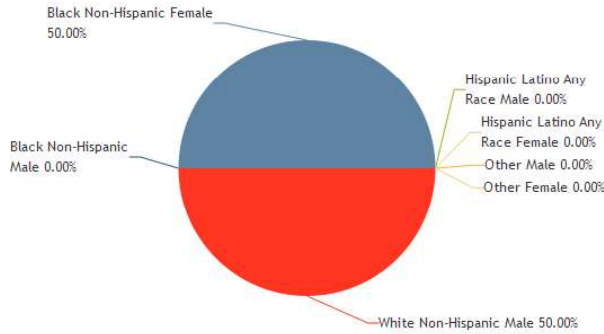
Sworn Personnel: Non-Supervisory Positions



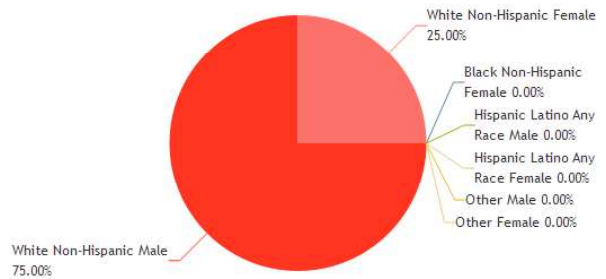
Total Non-Sworn Personnel



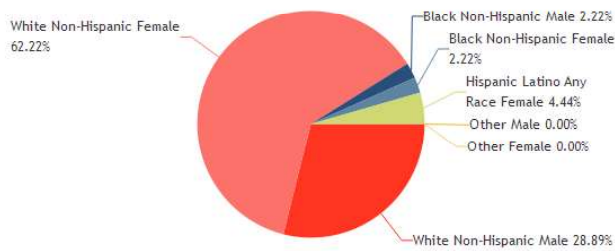
Non-Sworn Personnel: Managerial



Non-Sworn Personnel: Supervisory Positions



Non-Sworn Personnel: Non-Supervisory Positions



Legend

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

Agency Demographics Report - Reaccreditation Year 1

Data Collection Period: 1/1/2017 - 12/31/2017

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	79851	84%	775937	73 %	132	94%	15	10%	126	95%	13	9%
Black Non-Hispanic	7913	8%	146604	13 %	3	2%	1	0%	5	3%	2	1%
Hispanic Latino Any Race	1496	1%	92928	8 %	3	2%	1	0%	1	0%	0	0%
Other	4997	5%	40023	3 %	1	0%	0	0%	0	0%	0	0%
Total	94257		1055492		139		17		132		15	

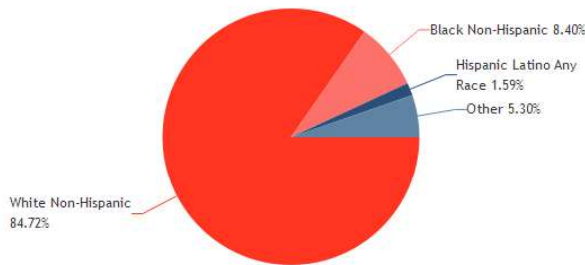
Reaccreditation Year 1 Notes:

Available workforce numbers were taken from the following surrounding counties:

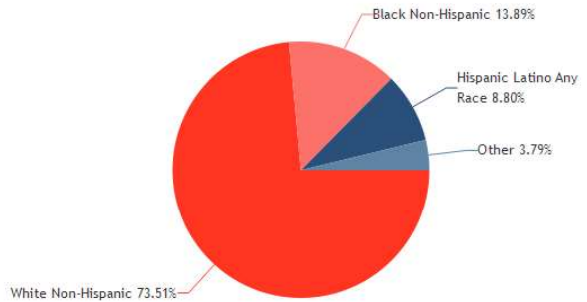
Cass, Clay, Jackson, Johnson, Platte and Ray counties in Missouri.

Johnson and Wyandotte Counties in Kansas.

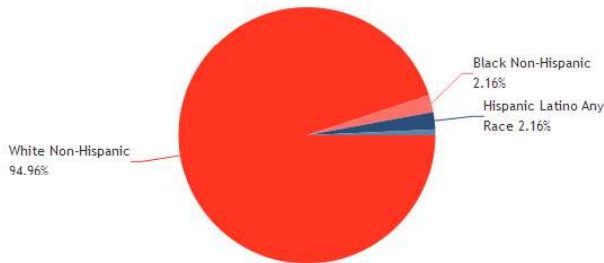
Service Population



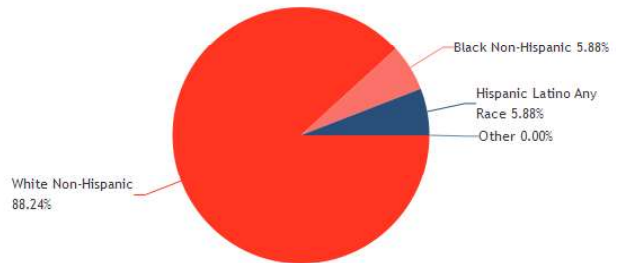
Available Workforce



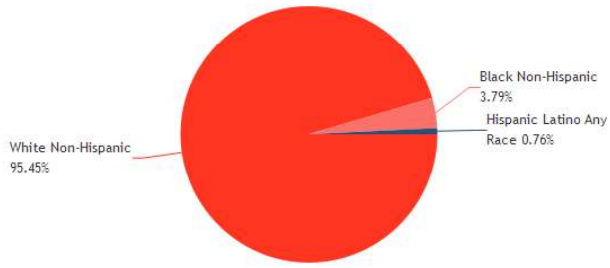
Current Sworn Officers



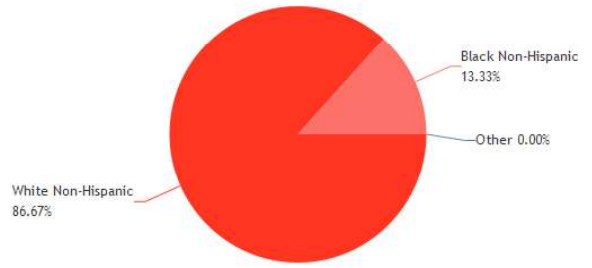
Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers



Agency Demographics Report - Reaccreditation Year 2

Data Collection Period: 1/1/2018 - 12/31/2018

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	79851	84%	775937	73 %	138	95%	19	13%	132	94%	15	10%
Black Non-Hispanic	7913	8%	146604	13 %	3	2%	1	0%	3	2%	1	0%
Hispanic Latino Any Race	1496	1%	92928	8 %	1	0%	0	0%	3	2%	1	0%
Other	4997	5%	40023	3 %	2	1%	0	0%	1	0%	0	0%
Total	94257		1055492		144		20		139		17	

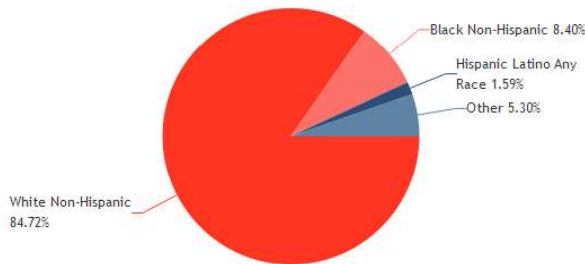
Reaccreditation Year 2 Notes:

Available workforce numbers were taken from the following surrounding counties:

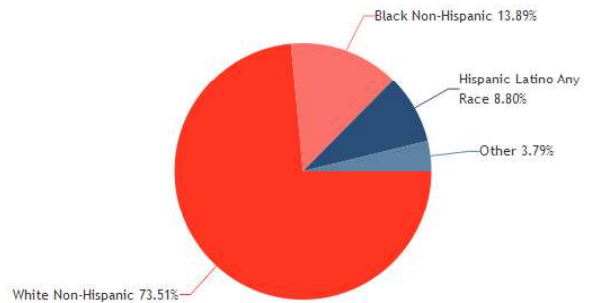
Cass, Clay, Jackson, Johnson, Platte and Ray counties in Missouri.

Johnson and Wyandotte Counties in Kansas.

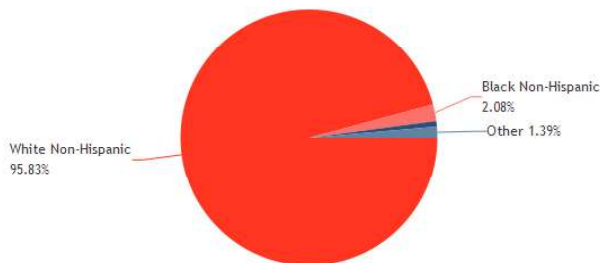
Service Population



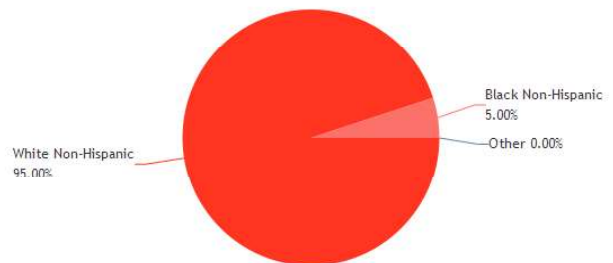
Available Workforce



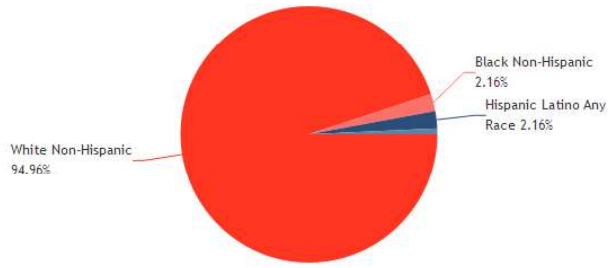
Current Sworn Officers



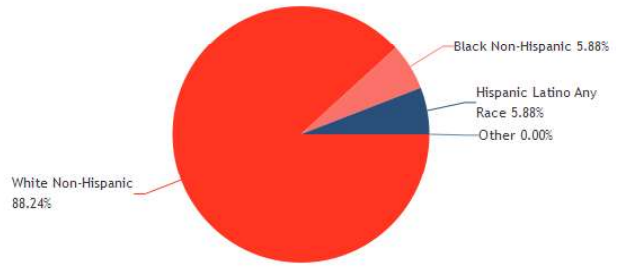
Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers



Agency Demographics Report - Reaccreditation Year 3

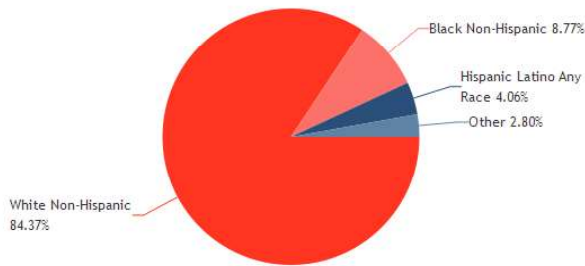
Data Collection Period: 1/1/2019 - 12/31/2019

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	80231	84%	775937	73 %	136	93%	18	12%	126	95%	13	9%
Black Non-Hispanic	8340	8%	146604	13 %	5	3%	1	0%	5	3%	2	1%
Hispanic Latino Any Race	3861	4%	92928	8 %	2	1%	1	0%	1	0%	0	0%
Other	2663	2%	40023	3 %	2	1%	0	0%	0	0%	0	0%
Total	95095		1055492		145		20		132		15	

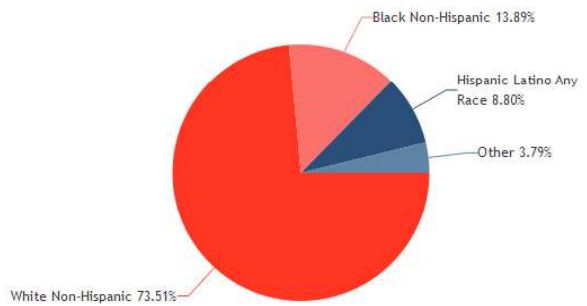
Reaccreditation Year 3 Notes:

Available workforce numbers were taken from the following surrounding counties: Cass, Clay, Jackson, Johnson, Platte and Ray counties in Missouri. Johnson and Wyandotte Counties in Kansas.

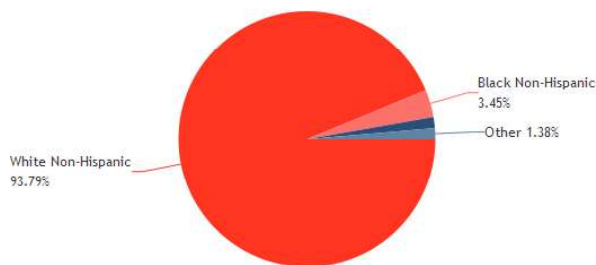
Service Population



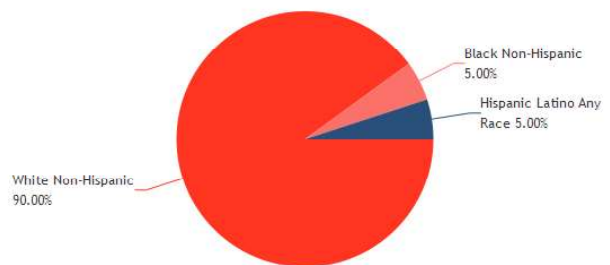
Available Workforce



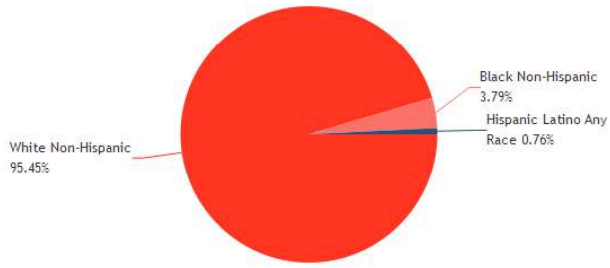
Current Sworn Officers



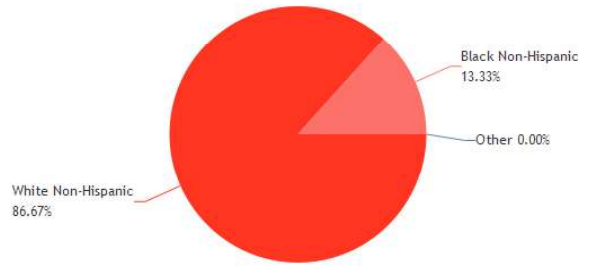
Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers



Agency Demographics Report - Reaccreditation Year 4

Data Collection Period: 1/1/2020 - 12/31/2020

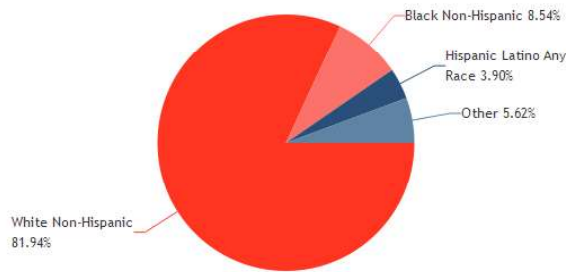
	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	79709	81%	1069081	71 %	137	95%	18	12%	136	93%	18	12%
Black Non-Hispanic	8305	8%	195124	12 %	5	3%	1	0%	5	3%	1	0%
Hispanic Latino Any Race	3796	3%	142504	9 %	1	0%	1	0%	2	1%	1	0%
Other	5465	5%	98025	6 %	0	0%	0	0%	2	1%	0	0%
Total	97275		1504734		143		20		145		20	

Reaccreditation Year 4 Notes:

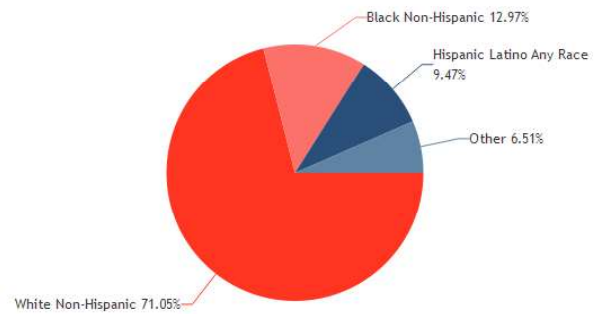
Available workforce numbers were taken from the following surrounding counties:

Cass, Clay, Jackson, Platte and Ray counties in Missouri. Johnson and Wyandotte Counties in Kansas.

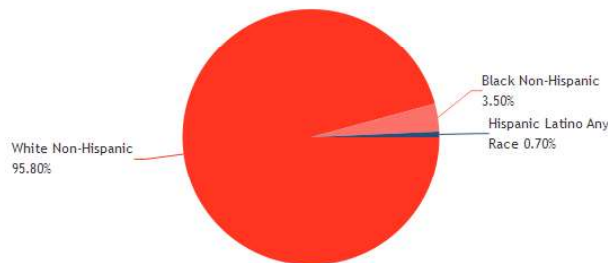
Service Population



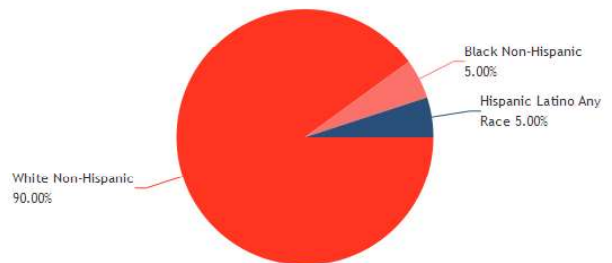
Available Workforce



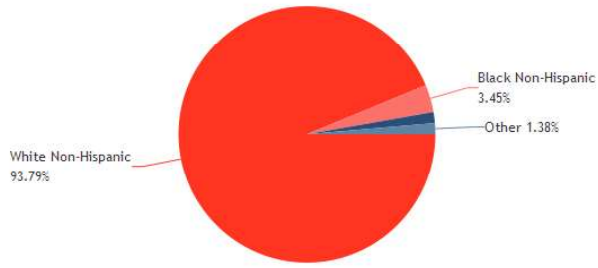
Current Sworn Officers



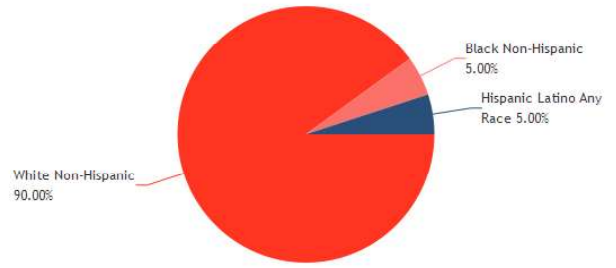
Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers



Sworn Officer Selection - Reaccreditation Year 1

Data Collection Period: 1/1/2017 - 12/31/2017

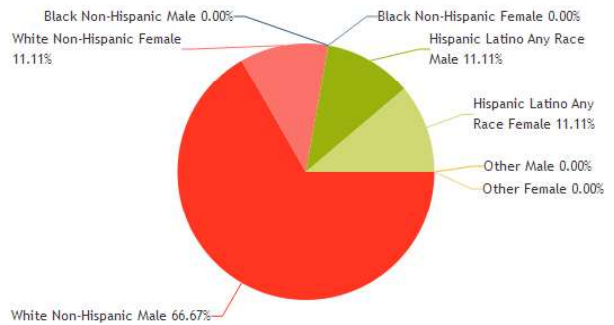
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received									
Applicants Hired	6	1	0	0	1	1	0	0	9
Percent Hired	%	%	%	%	%	%	%	%	N/A
Percent of Workforce Population	5%		0%		1%		0%		N/A

Reaccreditation Year 1 Notes:

LSPD does not ask for race or sex on our applications. 178 total applications were received.

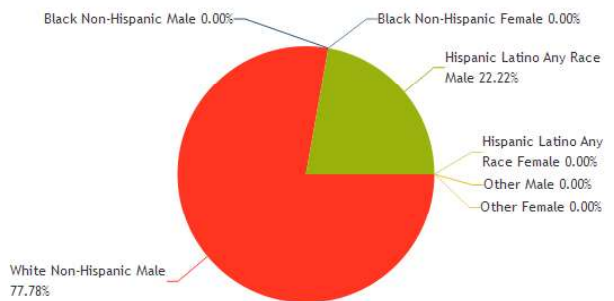
Applications Received

Applicants Hired



Percent Hired

Percent of Workforce Population



Legend

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

Sworn Officer Selection - Reaccreditation Year 2

Data Collection Period: 1/1/2018 - 12/31/2018

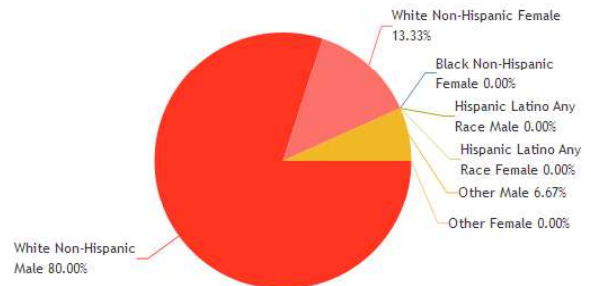
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received									
Applicants Hired	12	2	0	0	0	0	1	0	15
Percent Hired	%	%	%	%	%	%	%	%	N/A
Percent of Workforce Population	10%		0%		0%		1%		N/A

Reaccreditation Year 2 Notes:

LSPD does not ask for race or sex on our applications. 63 total applications were received.

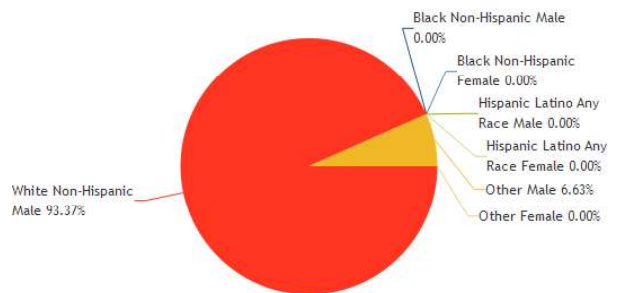
Applications Received

Applicants Hired



Percent Hired

Percent of Workforce Population



Legend

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

Sworn Officer Selection - Reaccreditation Year 3

Data Collection Period: 1/1/2019 - 12/31/2019

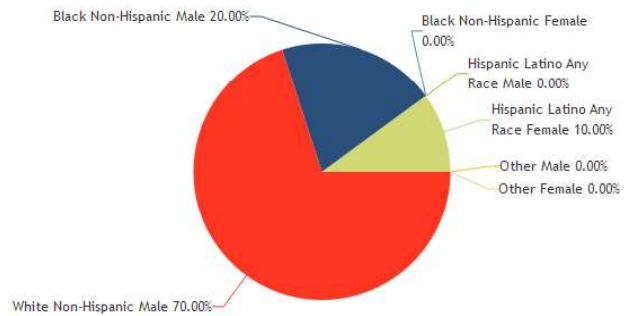
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received									
Applicants Hired	7	0	2	0	0	1	0	0	10
Percent Hired	%	%	%	%	%	%	%	%	N/A
Percent of Workforce Population	5%		1%		1%		0%		N/A

Reaccreditation Year 3 Notes:

LSPD does not ask for race or sex on our applications. 139 total applications were received for sworn positions.

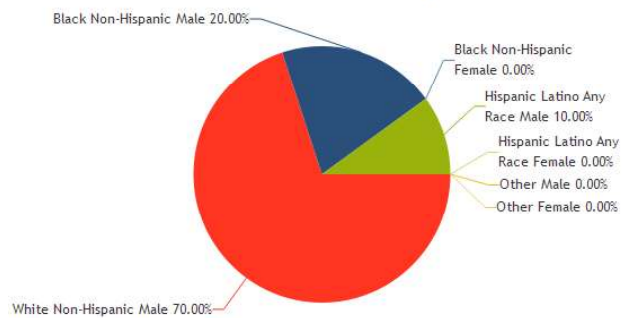
Applications Received

Applicants Hired



Percent Hired

Percent of Workforce Population



Legend

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

Sworn Officer Selection - Reaccreditation Year 4

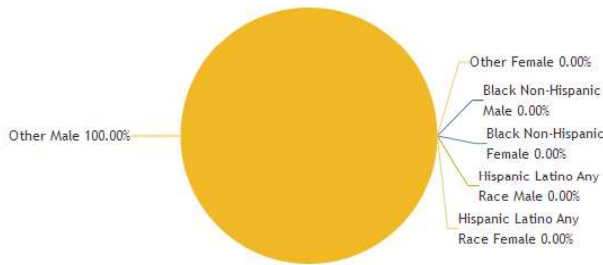
Data Collection Period: 1/1/2020 - 12/31/2020

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	0	0	0	0	0	0	118	0	118
Applicants Hired	4	2	0	0	0	0	0	0	6
Percent Hired	%	%	%	%	%	%	0%	%	N/A
Percent of Workforce Population	4%		0%		0%		0%		N/A

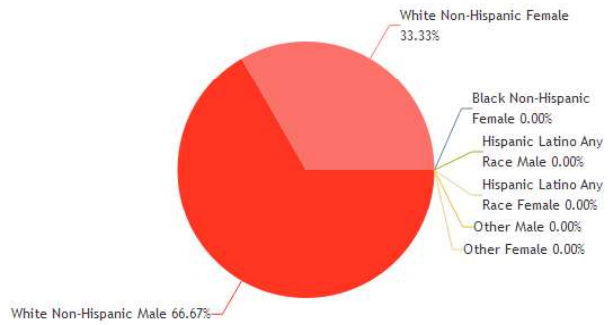
Reaccreditation Year 4 Notes:

LSPD does not ask for race or sex on our applications. 118 total applications were received for sworn positions.

Applications Received

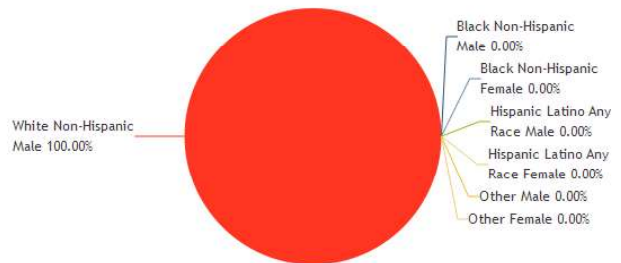


Applicants Hired



Percent Hired

Percent of Workforce Population



Legend

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

Sworn Officer Promotions - Reaccreditation Year 1

Data Collection Period: 1/1/2017 - 12/31/2017

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	0	0	0	0	0	0	0	0	0
Eligible After Testing	0	0	0	0	0	0	0	0	0
Promoted	0	0	0	0	0	0	0	0	0
Percent Promoted	%	%	%	%	%	%	%	%	N/A

Tested

Eligible After Testing

Promoted

Percent Promoted

Legend

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

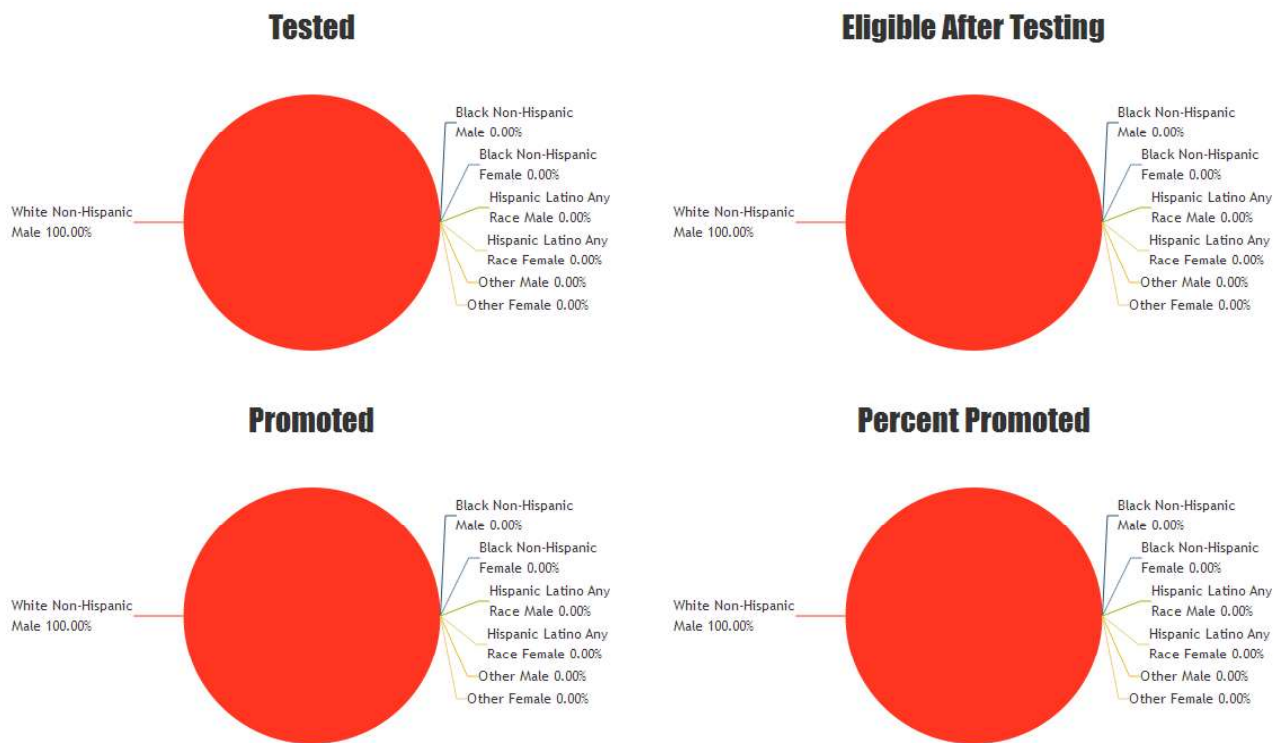
Sworn Officer Promotions - Reaccreditation Year 2

Data Collection Period: 1/1/2018 - 12/31/2018

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

Reaccreditation Year 2 Notes:

None to note.



Legend

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

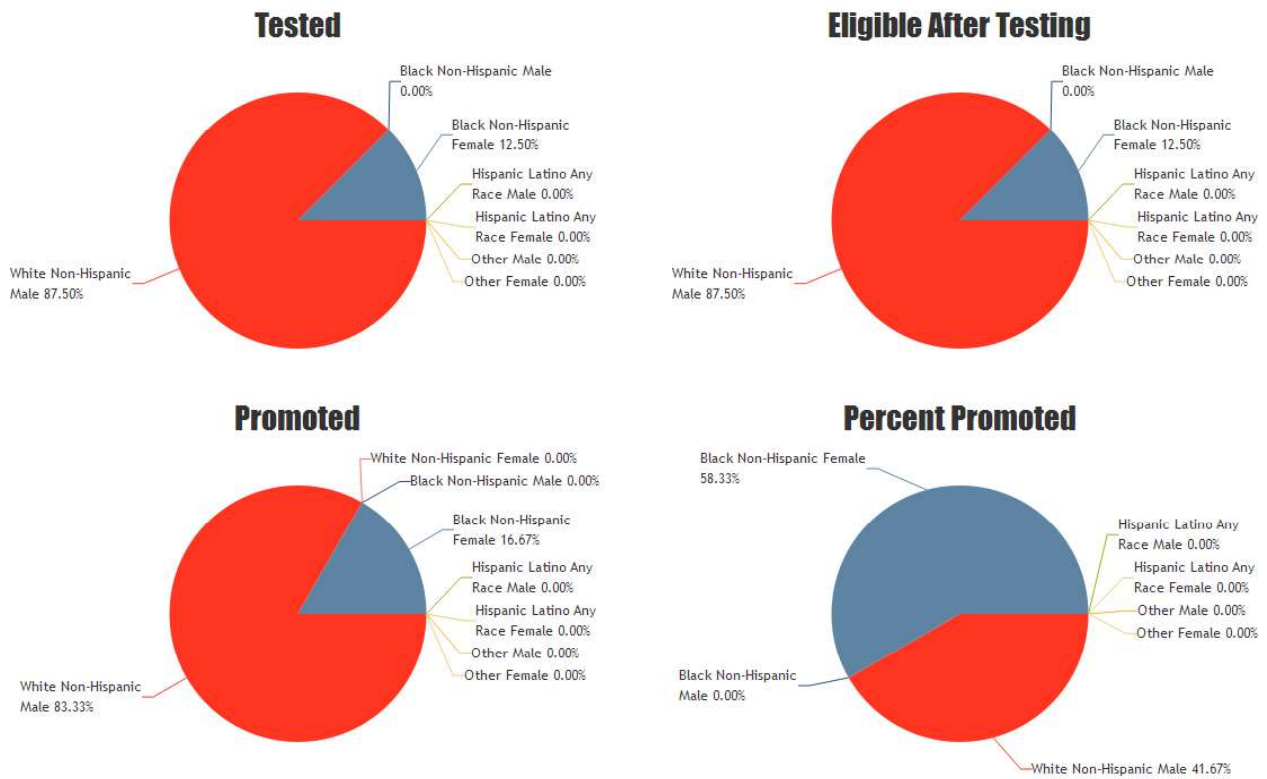
Sworn Officer Promotions - Reaccreditation Year 3

Data Collection Period: 1/1/2019 - 12/31/2019

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	7	0	0	1	0	0	0	0	8
Eligible After Testing	7	0	0	1	0	0	0	0	8
Promoted	5	0	0	1	0	0	0	0	6
Percent Promoted	71 %	%	%	100 %	%	%	%	%	N/A

Reaccreditation Year 3 Notes:

Please also include any other notes relevant to this summary.



Legend

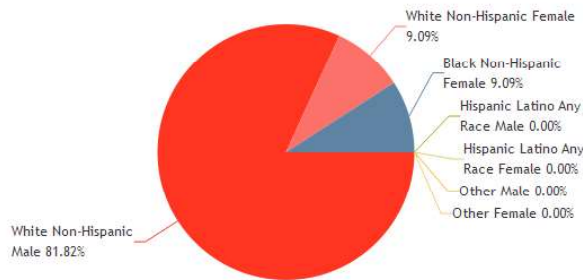
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Promotions - Reaccreditation Year 4

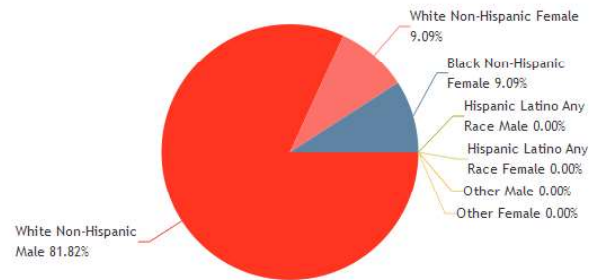
Data Collection Period: 1/1/2020 - 12/31/2020

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	9	1	0	1	0	0	0	0	11
Eligible After Testing	9	1	0	1	0	0	0	0	11
Promoted	5	0	0	1	0	0	0	0	6
Percent Promoted	56 %	0 %	%	100 %	%	%	%	%	N/A

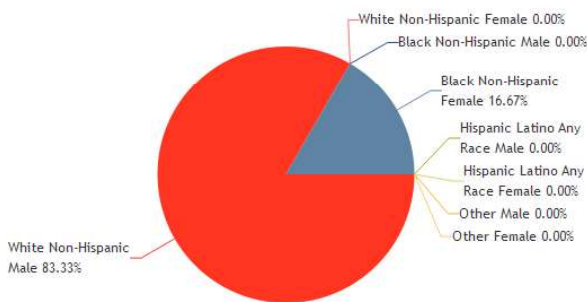
Tested



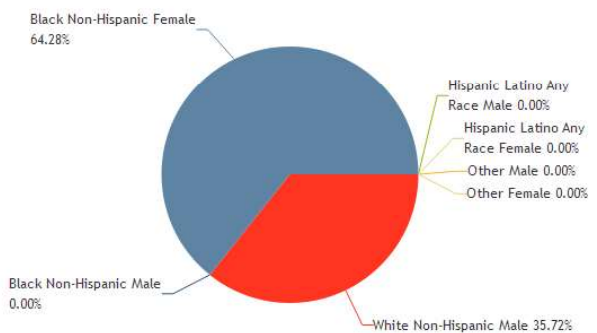
Eligible After Testing



Promoted



Percent Promoted



Legend

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

