



CALEA ACCREDITATION

WHAT IS CALEA?



- Commission on Accreditation for Law Enforcement Agencies
- Nationwide independent accreditation agency
- CALEA is staffed by law enforcement professionals
- Not for profit
- Nationwide best practices



WHY ACCREDITATION?

Community advocacy and support

City of Anaheim support

- Certified by a nationally recognized independent organization
- Protection from legal action and reduced liability exposure

Internal Accountability

- Evaluate our practices against a set of established criteria
- Establish standards and continually evaluate to those standards



CALEA AGENCIES

24 CALEA accredited agencies in California

4 more in self-assessment

California Highway Patrol

CalPAC-networking organization

- Buena Park Police
- Garden Grove Police
- Tustin Police



WHY ACCREDITATION?

National POST Certification

Tied to grant funding

DOJ inquiries

California POST and BSCC certified

California DOJ compliant

Lexipol agency-continually improving our policy

CALEA and Lexipol

- Amending policy to comply with California POST and CALEA
- Some of policies and practices are already compliant with CALEA
- Some will need to be modified or added



CALEA PROCESS

Measure our current policy and procedure against CALEA recommended policy and make changes

Provide proof we are in compliance



TIMELINE

Preliminary stages

- Initial education and roll out

Self-Assessment-36 months

- Change phase
- Moving through policies and making changes as needed
- Training components

Assessment by auditors



EXAMPLES

CALEA Standards vs current policy



CALEA STANDARD 1.1.1

A written directive requires all personnel, prior to assuming sworn status, to take and subsequently abide by an oath of office to enforce the law and uphold the nation's Constitution or basic law of the land and, where applicable, those of governmental subdivisions.



ANAHEIM POLICY

103.1.1

OATH OF OFFICE

Upon employment, all sworn employees shall be required to affirm the oath of office expressing commitment and intent to respect constitutional rights in discharging the duties of a law enforcement officer (Cal. Const. Art. 20, § 3; Government Code § 3102).



PROOF-CALEA STANDARD 1.1.1

Examples of signed Oath of Office

Photos of swearing-in ceremony



SECOND EXAMPLE



CALEA STANDARD 1.1.2

A written directive requires all personnel to abide by a code or canon of ethics adopted by the agency and mandates that ethics training be conducted for all personnel, at a minimum, biennially.



ANAHEIM POLICY

100.2

Law Enforcement Code of Ethics

The Law Enforcement Code of Ethics shall be administered to all peace officer trainees during the Basic Academy course and to all other persons at the time of appointment (11 CCR 1013).



CALEA STANDARD 1.1.2

Modify policy 100.2:

Add:

Ethics training will be conducted, at a minimum, biennially



PROOF 1.1.2

Step 1-Change Policy

- Policy complies with the standard

Step 2-Incorporate into our training

- Briefing training
- POST training
- Daily Training Bulletins



NEXT STEPS

Coordinating with different details

- Policy changes to bring us into compliance

Train to new policies as policies change

This will be APD wide



CALEA

Organizational improvement

Organizational accountability

Anticipating coming changes

High performing organization

