


## COUNCIL COMMUNICATION

 CITY OF DES MOINES OFFICE OF THE CITY MANAGER	Number:	<b>22-510</b>	Meeting:	<b>November 7, 2022</b>
	Agenda Item:	<b>28</b>	Roll Call:	<b>22-1735</b>
	Submitted by:	<b>Dana Wingert, Chief of Police</b>		

### AGENDA HEADING:

Approval to accept the 2022 Supporting Law Enforcement Agencies in Seeking Accreditation grant award through the Community Oriented Policing Services (COPS) Office in the amount of \$239,677.25. The grant has a performance period of September 1, 2022, through August 30, 2024. No matching funds are required.

### SYNOPSIS:

The Des Moines Police Department recommends the acceptance of the 2022 Supporting Law Enforcement Agencies in Seeking Accreditation grant award through the COPS Office in the amount of \$239,677.25. The funding will support the accreditation process of the Police Department, emergency dispatch center and police training academy by the Commission on Accreditation Law Enforcement Agencies (CALEA.) The goal of the accreditation is to develop a comprehensive, uniform set of written policies and directives that models pre-established best practices and embodies the precepts of community-oriented policing, while strengthening accountability of police department personnel through clearly defined directives.

### FISCAL IMPACT:

Amount: \$239,677.25

Funding Source: FY2022 Adopted Operating Budget Page 199 – Special Revenues.

### ADDITIONAL INFORMATION:

- The CALEA program has been identified to assist the Police Department in developing a comprehensive, uniform set of written policies and directives that promotes the efficient use of resources and improves public service delivery. CALEA standards are based on law enforcement best practices and strengthen accountability of police department personnel through clearly established directives, sound training, and defined lines of authority, performance, and responsibilities. CALEA promotes transparency of department policy and institutes expectations of both the public and agency personnel. CALEA is highly respected in public safety and their elite accreditation has only been achieved by 11 law enforcement agencies in the State of Iowa. Obtaining this accreditation will advance public trust and create a forum in which citizens and law enforcement can work together to provide clear direction about community expectations.

- The Police Department has added and updated several policies and procedures in recent years. However, to meet best practices, it is necessary to review how policies and procedures relate to each other to offer clear and cohesive directives to address daily duties. The CALEA program involves five (5) phases: enrollment, self-assessment, on-site assessment by CALEA, commission review, and maintaining compliance for reaccreditation. This multi-year accreditation process will include department policy review and revisions based on CALEA standards and best practices. CALEA will then provide guidance and oversight through policy assessment and proof of policy adherence. Site- based interviews will be conducted throughout the Police Department to assess operational knowledge. The CALEA commission will conduct final reviews to determine status of accreditation.
- Achieving and maintaining accreditation will require dedicated staff within the Police Department. A major, sergeant, and an analyst will be dedicated to the project. The major will provide oversight, offer department operational insight for the policies, and maintain open communications with the chief of police, government officials, and civic leaders to keep them apprised of the status of the project. The sergeant will review policies and procedures to ensure each has a clear directive with stated conditions that meets CALEA standard and will coordinate CALEA oversight and assessment. The cohesiveness between different policies and procedures will be examined to ensure contradictions are eliminated. Modifications to policies and protocols will require the review and approval of the major and chief before the directives are sent electronically to personnel for review and signature of acceptance. If an employee requests clarification related to the directive, they may contact the sergeant and/or the major. The analyst position will aid in the collection of documentation to support compliance to CALEA standards and will be tasked with ensuring full and accurate data is kept for annual reporting requirement. This position will analyze data trends to determine departmental training needs and policy modifications while providing support with research, reporting, mapping, document requests, and data analytics.
- Staffing and duties may be amended in the progression towards accreditation with CALEA. Ensuring department policies and procedures are clear, cohesive and include directives is essential to supporting greater transparency and accountability. Enlisting the assistance of CALEA will help guide the development of directives that comply with professional standards. This process will support the Police Department in its commitment to providing high-quality services to the residents of Des Moines.

**PREVIOUS COUNCIL ACTION(S): NONE**

**BOARD/COMMISSION ACTION(S): NONE**

**ANTICIPATED ACTIONS AND FUTURE COMMITMENTS: NONE**

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