

LAW ENFORCEMENT ACCREDITATION

Franklin County (VA) Sheriff's Office

Agency

Franklin County (VA) Sheriff's
Office
70 East Court Street
Rocky Mount, VA 24151

Chief Executive Officer

Sheriff
W.Q. "Bill" Overton, Jr

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 Research Forum (PERF)**
- **National Sheriffs Association (NSA)**
- **National Organization of Black Law Enforcement Executives (NOBLE)**

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EXECUTIVE SUMMARY

Overview:

The Franklin County (VA) Sheriff's Office is currently commanded by W.Q. "Bill" Overton, Jr. The agency participates in an accreditation process with components that include remote web-based assessment(s), as well as site-based assessment activities. The executive summary serves as a synopsis of key findings, with greater details found in the body of the report.

Compliance Services Review:

CALEA Compliance Services Member(s) Danny Messimer & Tim Hazlette remotely reviewed 180 standards for the agency using Law Enforcement Manual 6.15 and completed a report of findings on 6/23/2022. 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.

- 11.1.1 – Description of Organization (LE1) (MMMM) – ISSUE: The written directive description of the organization was brief and did not address all major component of the department. - AGENCY ACTION NEEDED: Recommend the expansion of the “description” of the Organizational Structure and Functions (functions) of the major organizational components (Operations; Corrections; etc.). This will better illustrate compliance with the intent of the standard.- AGENCY ACTION TAKEN: The written directive was amended to expand the description of the organization to articulate in writing to match the content of the Organizational Chart. The revision better illustrated and verified compliance.
- 33.1.5 – Remedial Training (LE1) – ISSUE: Bullet B > The standard seeks a TIMEFRAME for completing REMEDIAL TRAINING. The intent is the establishment of a reasonable timeframe > i.e. > within _____ days / weeks; etc.- AGENCY ACTION NEEDED: -Suggest the re-examination of the General Order 400.0 (I) C. (page 12) to establish a objective, measurable timeframe that will better illustrate and verify compliance. AGENCY ACTION TAKEN: Agency revised General Order 400.0 to include a specific Timeframe for Remedial training to be completed that sufficiently illustrates and verifies compliance.
- 40.2.3 – Criminal Intelligence Procedures* (LE1) – ISSUE: The intent of the standard is to create a CRIMINAL INTELLIGENCE Operation procedure. The file appears to contain mostly procedure and policy for Criminal Investigations and Informants. - AGENCY ACTION NEEDED: Suggest the re-examination of the file to determine if a separate file (General Order) for CRIMINAL INTELLIGENCE may be advantageous. Bullet C > seeks to establish the requirements and procedures for distributing information from Intelligence files (databases).- AGENCY ACTION TAKEN: The department made revisions in the language of the writne directive to better articulate their Criminal Intelligence process and procedure. These revisions more appropriately illustrate and verify compliance of this standard.
- 41.1.5 – Police Service Canines (LE1) – ISSUE: Bullet E > the standard calls for an Annual Evaluation of (or Certification) of each K-9 Team. General Order 202.0 states the Special Operations Supervisor will complete the annual evaluation. The file does not appear to contain any evaluations conducted by the Special Operations Supervisor.- AGENCY ACTION NEEDED: Recommend the inclusion of an Canine Evaluation performed by the Special Operations Supervisor that will illustrate and verify compliance.- AGENCY ACTION TAKEN: Agency revised General Order 202.0 to update the process of K9 Evaluation to match the current practice of Evaluation and Certification by outside entities specializing in K9 operations and training. Compliance is Verified.
- 41.2.7 – Mental Health Issues* (LE1) – ISSUE: Bullet A > the standard is seeking the Guidance provided officers to RECOGNIZE PERSONS suffering with MENTAL HEALTH issues. General Order 205.9 is suggested to be more explanatory and provide more in-depth guidance for Mental health Recognition. Bullet B > the intent here is to outline how officers are to ACCESS available Community Mental health services. Bullet C > is seeking “specific guidelines” to follow when “dealing with an Emotionally Disturbed person” > basically – things (actions)

NOT TO DO – to prevent “escalation.- AGENCY ACTION NEEDED: More detailed documentation for these instructions are needed to verify compliance. - AGENCY ACTION TAKEN: The agency updated General Order 205.9 to include more detailed instruction and procedure for responding to and handling a call for service involving Mental Health Issues. The revisions made the necessary improvements that appropriately illustrate and verify compliance.

- 41.3.8 – In-Car Audio/Video/Body-Worn (LE1) – ISSUE: - The agency's written directive required the Lieutenants to conduct six reviews per month per in-car camera and body worn camera (bullet g). In the proofs provided by the agency, some of the monthly reviews were being conducted by Sergeants and not the shift Lieutenant. For bullet c, the agency's provided directive was not clear as to the requirements for the use of data from the body worn camera for criminal use. AGENCY ACTION NEEDED: - It is recommended that the agency clarify through their directives the use of the data from the body worn cameras for criminal purposes. It is recommended that the agency clarify who is to conduct the monthly reviews and adjust agency practice with policy. AGENCY ACTION TAKEN: The agency added additional highlights to their directives to clarify the use of data from the body worn cameras for criminal purposes. The agency revised their written directives to require "supervisors" to conduct the monthly reviews of both in-car and body worn cameras. It is recommended that this standard be reviewed in future assessments to ensure continued compliance.
- 44.1.1 – Juvenile Operations Policy (LE1) – ISSUE: - The agency's School Resource Officer is part of their juvenile operations policy/practice. However, the SROs, were not included within the policy and no description of their duties and how it relates to juvenile operation was included within the provided directive. AGENCY ACTION NEEDED: - It is recommended that the agency include the School Resource Officers in their juvenile operations policy. AGENCY ACTION TAKEN: The agency revised their written directives 204.0 and included the School Resource Officers in their juvenile operations policy. The agency provided proofs of compliance demonstrating involvement in juvenile operations. It is recommended that this standard be reviewed in future assessments to ensure continued compliance.
- 61.1.7 – Stopping/Approaching (LE1) – ISSUE: - The agency's directives did not include procedures for high risk traffic stops. AGENCY ACTION NEEDED: - It is recommended that the agency revised their directives to include high risk stops. AGENCY ACTION TAKEN: The agency revised policy 201.1 to include high risk traffic stops. Proofs of compliance demonstrating high risk traffic stops was previously placed in the file. It is recommended that this standard be reviewed in the next assessment to ensure continued compliance.
- 61.3.2 – Direction/Control Procedures (LE1) – ISSUE: - The agency's directives did not address the manual operation of traffic control devices (bullet c). The agency provided directives pertaining to the manual direction of traffic. The agency provided proofs of compliance demonstrating that they do manually control traffic control devices. AGENCY ACTION NEEDED: - It is recommended that the agency revise their directives to include the manual operation of traffic control devices. AGENCY ACTION TAKEN: The agency revised directive 201.1 to include guidelines for the manual operation of traffic control devices. It is recommended that this standard be reviewed in future assessments.
- 81.2.6 – Calls for Service Information Victim/Witness Calls (LE1) – ISSUE: - The agency's written directive did not provide procedures for each of the bullets in communications center personnel responding to calls for information. They only repeated the bullet statements in the directive. AGENCY ACTION NEEDED: - It is recommended that the agency provide procedures for each of the bullets in communications center personnel responding to calls for information. AGENCY ACTION TAKEN: The agency revised directive 121.0 to include procedures for each of the bullets for communications center personnel responding to calls for information. It is recommended that this standard be reviewed in future assessments to ensure continued compliance.

Site-Based Assessment Review:

Site-Based Assessment Report was not completed.

CHIEF EXECUTIVE OFFICER PROFILE

W.Q. "Bill" Overton, Jr

Sheriff Overton was born and raised in Franklin County. Seeing the example set by his father, Bill has always had the desire to be a public servant and be responsive to the needs of his community. His father was the Sheriff of Franklin County for 32 years and Bill followed in his footsteps that led to a long and distinguished career in law enforcement. Sheriff Overton has been in this career for 39 years, with 10 of those years as Sheriff of Franklin County. He has a Bachelor's degree in Criminal Justice, is a graduate of the FBI National Academy and the CSI-Virginia Forensic Science Academy. He has worked as a Patrol Deputy, a School Resource Officer, Investigator, Command Staff and many other duties of law enforcement.

Sheriff Overton is happily married to his wife, Nancy and has raised their children in Franklin County.

COMMUNITY PROFILE

Franklin County is located in the Blue Ridge foothills of the Commonwealth of Virginia. The county's population in 2020 was 54,477. The county has a total area of 712 square miles, of which 690 square miles is land and 21 square miles is water. There are two lakes within the county: Smith Mountain Lake and Philpott Lake.

As of the census of 2000, there were 47,286 people, 18,963 households, and 13,918 families residing in the county. The population density was 68 people per square mile (26/km²). There were 22,717 housing units at an average density of 33 per square mile (13/km²). The racial makeup of the county was 88.95% White, 9.35% Black or African American, 0.19% Native American, 0.36% Asian, 0.02% Pacific Islander, 0.42% from other races, and 0.71% from two or more races. 1.21% of the population were Hispanic or Latino of any race.

There were 18,963 households, out of which 29.10% had children under the age of 18 living with them, 60.10% were married couples living together, 9.40% had a female householder with no husband present, and 26.60% were non-families. 22.60% of all households were made up of individuals, and 8.90% had someone living alone who was 65 years of age or older. The average household size was 2.44 and the average family size was 2.84.

In the county, the population was spread out, with 22.20% under the age of 18, 8.10% from 18 to 24, 28.20% from 25 to 44, 27.20% from 45 to 64, and 14.30% who were 65 years of age or older. The median age was 40 years. For every 100 females there were 97.20 males. For every 100 females age 18 and over, there were 96.30 males.

The median income for a household in the county was \$38,056, and the median income for a family was \$45,163. Males had a median income of \$29,807 versus \$22,215 for females. The per capita income for the county was \$19,605. About 7.30% of families and 9.70% of the population were below the poverty line, including 12.70% of those under age 18 and 9.80% of those age 65 or over.

The county has 12 elementary schools, one middle school, one high school, and one college.

AGENCY HISTORY

Franklin County's first sheriff was Robert Woods who served from 1785 – 1787. Franklin County was very sparsely settled at that time. Throughout the next 140 years, deputies answered calls by horseback. As a rural county, technology came slowly to Franklin County. Even up to the 1940's and 50's, deputies had to provide their guns, cars and other items in order to work. Communication radios weren't placed in cars until the 1950's. Our current jail was built in 1938 and has undergone many upgrades, additions and modernizations that keep it in compliance with Virginia Department of Corrections regulations and standards. Changes have been dramatic over the years as our population has grown and demands have increased. In 1976, there were only a handful of correction officers, about 16-18 deputies and only one dispatcher per shift. In 1976, W. Q. "Quint" Overton was elected sheriff and it is believed he was the longest tenured sheriff in Franklin County history serving from 1976 – 2007, a total of 32 years. Overton brought a cultural change to the position of sheriff, believing in serving the residents of Franklin County with honesty and fairness.

Today, our sheriff is W. Q. "Bill" Overton, Jr. Bill is the son of Quint Overton and was elected in 2011, taking office in January 2012. He has brought the Office of the Sheriff into the modern area of crime fighting, utilizing technologies like; drones, cell phone investigations, modernizing investigation techniques, usage of body cameras and many other areas to enhance deputy's abilities to respond to and investigate crimes. He leads a department of over 120 sworn law enforcement and administration members. The county's population is nearly 57,000 residents compared to about 25,000 in 1976. With the huge expansion of new residents on Smith Mountain Lake and seeing this area quadruple in population over the last 20 years, the Franklin County Sheriff's Office now has a Sub-Station in this area that is staffed Monday-Friday each week.

The Franklin County Sheriff's Office has been accredited through the Virginia Law Enforcement Professional Standards Commission since 2014.

AGENCY STRUCTURE AND FUNCTION

The Office of the Sheriff is a full service law enforcement agency that includes divisions of patrol, corrections, court services, investigations, civil process, E911 communications, school resource officers, and administrative personnel. The agency has approximately 126 staff members, to include 78 full-time sworn, 24 part-time sworn, and 24 civilian personnel. The break down of each division is as follows: Patrol (2 Patrol Captains supervising 4 rotating shifts; 1 Lieutenant, 2 Sergeants and 5 deputies on each shift), Corrections (a Corrections Captain supervising a Lieutenant with 4 rotating shifts; 1 Sergeant and 3 deputies on each shift; a full-time medical deputy, a full-time records supervisor, a part-time records clerk, and 3 part-time trustee supervisors), Court Services (a Sergeant supervising 2 full-time and 18 part-time sworn), Investigations to include General and Narcotics (2 Lieutenants, 3 full-time Narcotics, 6 full-time General, and 1 part-time General), Civil Process (2 full-time sworn), E911 communications (2 full-time directors, 4 rotating shifts with each shift having 1 supervisor and 3 dispatchers; E911 Center has part-time members as well that typically work for another agency but may assist our agency during times of staff shortage), School Resource (3 full-time sworn; 2 for high school and 1 middle school), a full-time Domestic Violence Advocate Coordinator, a full-time training coordinator, a full-time Property and Evidence Technician, a part-time Community Outreach Coordinator and Administrative Staff (2 full-time records, 2 part-time receptionists, a full-time administrative assistant to the Sheriff, a Public Information Officer, a Quartermaster, a Professional Standards/Administrative Captain, the Major and the Sheriff.

AGENCY SUCCESSES

The Office of the Sheriff has been accredited by the Virginia Law Enforcement Professional Standards Commission since 2014. This organization holds itself as a high performing agency with high expectations to deliver the best public service possible to Franklin County. In the past 5-10 years, this agency has been able to significantly increase staffing, update equipment and increase training through grant funding, as well as providing inmate rehabilitation services to offenders in our local jail. The local jail of Franklin County is operated under the Office of the Sheriff. The inmate rehabilitation program, named Bridging the Gap, has been in place since 2017 and has been fully grant funded during that time. The program includes interaction of offenders with the local community services board, local probation and parole, and various local churches. The offenders volunteer for this faith based program, participate in extensive counseling/therapy with the local community services board, attend local church services, and interact with community stakeholders. A purpose of this program is to assist in the successful re-entry of offenders by stabilizing them as much as possible prior to their release. At this time, the program has graduated over 50 offenders, many of which are still in contact with those positive persons that they met during the program.

FUTURE ISSUES FOR AGENCY

Each law enforcement agency across the country is faced with many of the same future issues ahead of them. Hiring and recruitment in today's climate is getting more and more difficult, putting a huge strain on the current workforce. Pay for law enforcement in our region is very competitive and our county is working to address pay concerns for our members in order to both recruit and retain staff. We have a young department with much potential, but also learning how to work with generational differences amongst our staff.

INITIAL REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Danny Messimer & Tim Hazlette completed a report of findings of the Initial Remote Web-based Assessment of Franklin County (VA) Sheriff's Office. The review was conducted remotely and included 180 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
1.2.1 Legal Authority Defined (LE1) (MMMM)	Compliance Verified
1.2.3 Compliance with Constitutional Requirements (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
1.2.8 Strip/Body Cavity Search (LE1) (MMMM)	Compliance Verified
1.2.9 Biased Policing* (LE1) (MMMM)	Compliance Verified
1.2.10 Duty to Intervene (LE1) (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	
4.1.1 Use of Reasonable Force (LE1) (MMMM)	Compliance Verified
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
4.1.5 Rendering Medical Aid Following Police Actions (LE1) (MMMM)	Compliance Verified
4.1.6 Vascular Neck Restrictions (LE1) (MMMM)	Compliance Verified
4.1.7 Choke Holds (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
4.3.1 Authorization: Weapons and Ammunition (LE1) (MMMM)	Compliance Verified
4.3.2 Demonstrating Proficiency with Weapons (LE1) (MMMM)	Compliance Verified

Standards	Findings
4.3.3 Annual/Biennial Proficiency Training* (LE1) (MMMM)	Compliance Verified
4.3.4 Prerequisite to Carrying Lethal/Less Lethal Weapons (LE1) (MMMM)	Compliance Verified
11 Organization and Administration	
11.1.1 Description of Organization (LE1) (MMMM)	Compliance Verified
<p>Notes: ISSUE: The written directive description of the organization was brief and did not address all major component of the department. - AGENCY ACTION NEEDED: Recommend the expansion of the “description” of the Organizational Structure and Functions (functions) of the major organizational components (Operations; Corrections; etc.). This will better illustrate compliance with the intent of the standard.- AGENCY ACTION TAKEN: The written directive was amended to expand the description of the organization to articulate in writing to match the content of the Organizational Chart. The revision better illustrated and verified compliance.</p>	
11.3.1 Responsibility/Authority (LE1)	Compliance Verified
11.3.3 Notify CEO of Incident with Liability (LE1)	Compliance Verified
12 Direction	
12.1.1 CEO Authority and Responsibility (LE1)	Compliance Verified
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
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	
17.4.2 Cash Fund/Accounts Maintenance* (LE1)	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
22 Personnel Management System	
22.1.3 Benefits Program (LE1)	Compliance Verified
22.1.5 Victim Witness Services/Line of Duty Death (LE1)	Compliance Verified
22.1.8 Employee Identification (LE1)	Compliance Verified
22.1.9 Military Deployment and Reintegration (LE1)	Compliance Verified
22.2.2 General Health and Physical Fitness (LE1)	Compliance Verified
22.2.5 Extra-Duty Employment (LE1)	Compliance Verified
22.4.1 Grievance Procedures (LE1)	Compliance Verified
26 Disciplinary Procedures and Internal Investigations	

Standards	Findings
26.1.1 Code of Conduct (LE1)	Compliance Verified
26.1.3 Harassment (LE1)	Compliance Verified
26.1.4 Disciplinary System (LE1)	Compliance Verified
26.2.1 Complaint Investigation (LE1)	Compliance Verified
26.2.2 Records, Maintenance and Security (LE1)	Compliance Verified
26.2.4 Complaint/Commendation Registering Procedures (LE1)	Compliance Verified
26.3.2 CEO, Notification (LE1)	Compliance Verified
26.3.3 Investigation Time Limits (LE1)	Compliance Verified
26.3.5 Notification of Allegations and Rights (LE1)	Compliance Verified
31 Recruitment and Selection	
31.2.1 Recruitment Plan (LE1)	Compliance Verified
31.4.1 Selection Process Described (LE1)	Compliance Verified
31.4.7 Selection Criteria (LE1) (MMMM)	Compliance Verified
31.5.1 Background Investigations (LE1)	Compliance Verified
31.5.7 Emotional Stability/Psychological Fitness Examinations (LE1)	Compliance Verified
33 Training and Career Development	
33.1.5 Remedial Training (LE1)	Compliance Verified
<p>Notes: ISSUE: Bullet B > The standard seeks a TIMEFRAME for completing REMEDIAL TRAINING. The intent is the establishment of a reasonable timeframe > i.e. > within _____ days / weeks; etc.- AGENCY ACTION NEEDED: -Suggest the re-examination of the General Order 400.0 (I) C. (page 12) to establish a objective, measurable timeframe that will better illustrate and verify compliance. AGENCY ACTION TAKEN: Agency revised General Order 400.0 to include a specific Timeframe for Remedial training to be completed that sufficiently illustrates and verifies compliance.</p>	
33.1.6 Employee Training Record Maintenance (LE1)	Compliance Verified
33.4.1 Recruit Training Required (LE1)	Compliance Verified
33.4.2 Recruit Training Program (LE1)	Compliance Verified
33.4.3 Field Training Program (LE1) (M M M M)	Compliance Verified
33.4.4 Limited Function Alternate Training Requirements (LE1) (M M M M)	Not Applicable by Function
33.5.1 Annual In-Service Training Program* (LE1) (M M M M)	Compliance Verified
33.5.3 Accreditation Process Orientation (LE1)	Compliance Verified
33.6.2 Tactical Team Training Program (LE1)	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

Standards	Findings
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
<p>Notes: ISSUE: The intent of the standard is to create a CRIMINAL INTELLIGENCE Operation procedure. The file appears to contain mostly procedure and policy for Criminal Investigations and Informants. - AGENCY ACTION NEEDED: Suggest the re-examination of the file to determine if a separate file (General Order) for CRIMINAL INTELLIGENCE may be advantageous. Bullet C > seeks to establish the requirements and procedures for distributing information from Intelligence files (databases).- AGENCY ACTION TAKEN: The department made revisions in the language of the writne directive to better articulate their Criminal Intelligence process and procedure. These revisions more appropriately illustrate and verify compliance of this standard.</p>	
41 Patrol	
41.1.5 Police Service Canines (LE1)	Compliance Verified
<p>Notes: ISSUE: Bullet E > the standard calls for an Annual Evaluation of (or Certification) of each K-9 Team. General Order 202.0 states the Special Operations Supervisor will complete the annual evaluation. The file does not appear to contain any evaluations conducted by the Special Operations Supervisor.- AGENCY ACTION NEEDED: Recommend the inclusion of an Canine Evaluation performed by the Special Operations Supervisor that will illustrate and verify compliance.- AGENCY ACTION TAKEN: Agency revised General Order 202.0 to update the process of K9 Evaluation to match the current practice of Evaluation and Certification by outside entities specializing in K9 operations and training. Compliance is Verified.</p>	
41.2.1 Responding Procedures (LE1)	Compliance Verified
41.2.2 Pursuit of Motor Vehicles* (LE1)	Compliance Verified
41.2.3 Roadblocks and Forcible Stopping* (LE1)	Compliance Verified
41.2.4 Notification Procedures (LE1)	Compliance Verified
41.2.5 Missing Persons (LE1)	Compliance Verified
41.2.6 Missing Children (LE1)	Compliance Verified
41.2.7 Mental Health Issues* (LE1)	Compliance Verified
<p>Notes: ISSUE: Bullet A > the standard is seeking the Guidance provided officers to RECOGNIZE PERSONS suffering with MENTAL HEALTH issues. General Order 205.9 is suggested to be more explanatory and provide more in-depth guidance for Mental health Recognition. Bullet B > the intent here is to outline how officers are to ACCESS available Community Mental health services. Bullet C > is seeking “specific guidelines” to follow when “dealing with an Emotionally Disturbed person” > basically – things (actions) NOT TO DO – to prevent “escalation.- AGENCY ACTION NEEDED: More detailed documentation for these instructions are needed to verify compliance. - AGENCY ACTION TAKEN: The agency updated General Order 205.9 to include more detailed instruction and procedure for responding to and handling a call for service involving Mental Health Issues. The revisions made the necessary improvements that appropriately illustrate and verify compliance.</p>	
41.3.2 Equipment Specification/Replenishment (LE1)	Compliance Verified
41.3.5 Protective Vests (LE1)	Compliance Verified
41.3.6 Protective Vests/Pre-Planned, High Risk Situations (LE1)	Compliance Verified

Standards	Findings
<p>41.3.8 In-Car Audio/Video/Body-Worn (LE1)</p> <p>Notes: ISSUE: - The agency's written directive required the Lieutenants to conduct six reviews per month per in-car camera and body worn camera (bullet g). In the proofs provided by the agency, some of the monthly reviews were being conducted by Sergeants and not the shift Lieutenant. For bullet c, the agency's provided directive was not clear as to the requirements for the use of data from the body worn camera for criminal use. AGENCY ACTION NEEDED: - It is recommended that the agency clarify through their directives the use of the data from the body worn cameras for criminal purposes. It is recommended that the agency clarify who is to conduct the monthly reviews and adjust agency practice with policy. AGENCY ACTION TAKEN: The agency added additional highlights to their directives to clarify the use of data from the body worn cameras for criminal purposes. The agency revised their written directives to require "supervisors" to conduct the monthly reviews of both in-car and body worn cameras. It is recommended that this standard be reviewed in future assessments to ensure continued compliance.</p>	<p>Compliance Verified</p>
42 Criminal Investigation	
42.1.3 Case File Management (LE1)	Compliance Verified
42.2.1 Preliminary Investigations Steps (LE1)	Compliance Verified
42.2.6 Informants (LE1)	Compliance Verified
42.2.8 Interview Rooms (LE1)	Compliance Verified
43 Vice, Drugs, and Organized Crime	
43.1.1 Complaint Management (LE1)	Compliance Verified
43.1.5 Covert Operations (LE1)	Compliance Verified
44 Juvenile Operations	
<p>44.1.1 Juvenile Operations Policy (LE1)</p> <p>Notes: ISSUE: - The agency's School Resource Officer is part of their juvenile operations policy/practice. However, the SROs, were not included within the policy and no description of their duties and how it relates to juvenile operation was included within the provided directive. AGENCY ACTION NEEDED: - It is recommended that the agency include the School Resource Officers in their juvenile operations policy. AGENCY ACTION TAKEN: The agency revised their written directives 204.0 and included the School Resource Officers in their juvenile operations policy. The agency provided proofs of compliance demonstrating involvement in juvenile operations. It is recommended that this standard be reviewed in future assessments to ensure continued compliance.</p>	<p>Compliance Verified</p>
44.2.1 Handling Offenders (LE1)	Compliance Verified
44.2.2 Procedures for Custody (LE1)	Compliance Verified
44.2.3 Custodial Interrogation and Interviews (LE1)	Compliance Verified
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.1 Planning Responsibility (LE1)	Compliance Verified
46.1.2 All Hazard Plan (LE1)	Compliance Verified
46.1.3 Command Function* (LE1)	Compliance Verified
46.1.4 Operations Function (LE1)	Compliance Verified
46.1.5 Planning Function (LE1)	Compliance Verified
46.1.6 Logistics Function (LE1)	Compliance Verified

Standards	Findings
46.1.7 Finance/Administration Function (LE1)	Compliance Verified
46.1.9 All Hazard Plan Training* (LE1)	Compliance Verified
46.1.10 Active Threats* (LE1)	Compliance Verified
46.2.7 Special Events Plan (LE1)	Compliance Verified
46.3.2 Hazmat Awareness (LE1)	Compliance Verified
54 Public Information	
54.1.3 Media Access (LE1)	Compliance Verified
61 Traffic	
61.1.2 Uniform Enforcement Procedures (LE1)	Compliance Verified
61.1.4 Informing The Violator (LE1)	Compliance Verified
61.1.5 Uniform Enforcement Policies (LE1)	Compliance Verified
61.1.7 Stopping/Approaching (LE1) Notes: ISSUE: - The agency's directives did not include procedures for high risk traffic stops. AGENCY ACTION NEEDED: - It is recommended that the agency revised their directives to include high risk stops. AGENCY ACTION TAKEN: The agency revised policy 201.1 to include high risk traffic stops. Proofs of compliance demonstrating high risk traffic stops was previously placed in the file. It is recommended that this standard be reviewed in the next assessment to ensure continued compliance.	Compliance Verified
61.1.10 DUI Procedures (LE1)	Compliance Verified
61.3.2 Direction/Control Procedures (LE1) Notes: ISSUE: - The agency's directives did not address the manual operation of traffic control devices (bullet c). The agency provided directives pertaining to the manual direction of traffic. The agency provided proofs of compliance demonstrating that they do manually control traffic control devices. AGENCY ACTION NEEDED: - It is recommended that the agency revise their directives to include the manual operation of traffic control devices. AGENCY ACTION TAKEN: The agency revised directive 201.1 to include guidelines for the manual operation of traffic control devices. It is recommended that this standard be reviewed in future assessments.	Compliance Verified
61.3.3 Escorts (LE1)	Compliance Verified
61.4.1 Motorist Assistance (LE1)	Compliance Verified
61.4.2 Hazardous Roadway Conditions (LE1)	Compliance Verified
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
70.1.6 Procedures, Transport Destination (LE1)	Compliance Verified
70.1.7 Procedures, Escape* (LE1)	Compliance Verified
70.1.8 Notify Court of Security Risk (LE1)	Compliance Verified
70.2.1 Detainee Restraint Methods (LE1)	Compliance Verified

Standards	Findings
70.4.2 Rear Compartment Modifications (LE1)	Compliance Verified
71 Processing and Temporary Detention	
71.1.1 Role and Authority (LE1)	Not Applicable by Function
71.1.2 Safety and Security (LE1)	Not Applicable by Function
71.2.1 Training (LE1)	Not Applicable by Function
71.3.1 Training (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	
72.1.1 Training User Personnel* (LE1)	Not Applicable by Function
72.4.1 Securing Weapons (LE1)	Not Applicable by Function
72.5.3 Sight and Sound Separation (LE1)	Not Applicable by Function
73 Court Security	
73.1.1 Role, Authority, Policies* (LE1)	Compliance Verified
73.3.1 Weapon Lockboxes (LE1)	Compliance Verified
73.4.2 External Communications (LE1)	Compliance Verified
73.5.12 Securing Weapons (LE1)	Compliance Verified
73.5.18 Designated Control Point (LE1)	Compliance Verified
74 Legal Process	
74.1.1 Information, Recording (LE1)	Compliance Verified
81 Communications	
81.2.1 24 Hour, Toll-Free Service (LE1)	Compliance Verified
81.2.2 Continuous, Two-Way Capability (LE1)	Compliance Verified
81.2.3 Recording Information (LE1)	Compliance Verified
81.2.4 Radio Communications Procedures (LE1)	Compliance Verified
81.2.5 Access to Resources (LE1)	Compliance Verified
81.2.6 Calls for Service Information Victim/Witness Calls (LE1)	Compliance Verified
<p>Notes: ISSUE: - The agency's written directive did not provide procedures for each of the bullets in communications center personnel responding to calls for information. They only repeated the bullet statements in the directive.</p> <p>AGENCY ACTION NEEDED: - It is recommended that the agency provide procedures for each of the bullets in communications center personnel responding to calls for information. AGENCY ACTION TAKEN: The agency revised directive 121.0 to include procedures for each of the bullets for communications center personnel responding to calls for information. It is recommended that this standard be reviewed in future assessments to ensure continued compliance.</p>	

Standards	Findings
81.2.7 Recording and Playback (LE1)	Compliance Verified
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)	Compliance Verified
81.3.1 Communications Center Security (LE1)	Compliance Verified
81.3.2 Alternate Power Source* (LE1)	Compliance Verified
82 Central Records	
82.1.1 Privacy and Security (LE1)	Compliance Verified
82.1.2 Juvenile Records (LE1)	Compliance Verified
82.1.6 Computer File Backup and Storage* (LE1)	Compliance Verified
82.2.1 Field Reporting System (LE1)	Compliance Verified
82.2.2 Reporting Requirements (LE1)	Compliance Verified
82.2.3 Case Numbering System (LE1)	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
83.2.1 Guidelines and Procedures (LE1)	Compliance Verified
83.2.4 Equipment and Supplies (LE1)	Compliance Verified
83.2.6 Report Preparation (LE1)	Compliance Verified
83.3.2 Evidence, Laboratory Submission (LE1)	Compliance Verified
84 Property and Evidence Control	
84.1.1 Evidence/Property Control System (LE1)	Compliance Verified
84.1.2 Storage and Security (LE1)	Compliance Verified
84.1.3 Temporary Security (LE1)	Compliance Verified
84.1.4 Security of Controlled Substances, Weapons for Training (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
91.1.3 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

Standards	Findings
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
91.1.9 Administrative Investigation Procedures (LE1)	Not Applicable by Function
91.2.1 Agency Role and Responsibilities (LE1)	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

Comments:

No report comments provided.

Area of Interest: Bridging the Gap Inmate Rehabilitation & Trustee Program

For Sheriff William Quinton “Bill” Overton, Jr, the Bridging the Gap Inmate Rehabilitation & Trustee Program is deeply personal. The initiative was born from his personal experiences with a child addicted to drugs and his family’s quest to break that cycle of his addiction. Franklin County is not immune from the ravages of drug addiction visited on counties across the country, and the Franklin County Sheriff’s Office’s jail is a continuing, revolving door of inmates who committed crimes related to the opioid epidemic.

At the time addiction struck the Overton family, the current sheriff was a law enforcement officer in the community and his father was the sheriff of Franklin County. The current Sheriff Overton felt helpless as he watched his son struggle and knew that the outcome would be tragic if he couldn’t find a solution. He was frustrated. It came to a head when his son told him that he was afraid for his life if he couldn’t regain control of what had become uncontrollable.

Sheriff Overton found a program in Nashville that turned out to be the success he and his family sought for his son’s addiction. His son was initially concerned that the faith-based program would change his persona but instead found that it saved his life with a singularly important message that all of us are uniquely created by God who loves us as we are. It is the world that is trying to change us into something we are not. This message resonated with the Sheriff and his son, and when his son returned from the program he found himself on a pathway to recovery that both he and the Sheriff came to understand was in reach of all substance abusers.

In 2016, 70 - 80 men completed a faith-based drug rehabilitation program implemented by the Franklin County Sheriff’s Office. The Sheriff partnered with a local church and the county’s mental health provider (Piedmont Mental Health Services) and created a volunteer group of mentors. The professional mental health providers deliver the professional aspects of the program (e.g., addiction, anger, etc.) and the mentors support the participants. The \$80k/year program is funded through grants and gifts, not taxpayer monies, and much of it goes to Piedmont for the cost of their staff (~\$35k/year). The initial structure and criteria was borrowed from a program at Texas Christian University (TCU) and includes daily devotionals, work release, and then home monitoring. Most of the funds come through donations.

There are three phases to the initiative. The first phase explores with the participants questions like, “What is my purpose? Why am I here?” The second phase explores the ways in which participants connect to their communities in service to others. The third, and final phase, is how participants complete rehabilitation and find their ways back into society with financial independence and family support. This third and final aspect of the program is what the Virginia Attorney General’s Office is most interested in... recidivism rates. Many of the program’s graduates are now living productive lives and still in treatment, and future goals include the development of a program for women.

Sheriff Overton believes that he has witnessed the cycle of addiction through his son's struggles and that we can't find happiness with the love and support of others. This concept is at the heart of Bridging the Gap, as is a commitment to a higher power. The Sheriff believes that his son's life was spared from the ravages of drug addiction because his son's faith was placed in something other than the drugs. Therefore, the program's focus is to align the participant with their faith in a higher power so that the "I" doesn't get in the way of a path to recovery. The program is based in the belief that God has a plan for each of us, and the plan is not to be in prison with an unbroken cycle of addiction. Bridging the Gap helps its participants come to love themselves and the people around them.

While not every story ends in success, many more do than don't. The loss of a participant just a couple of weeks ago to an overdose at the age of 27 reminded the Sheriff and his team just how fragile recovery can be. Sheriff Overton believes that good will come from the loss of this life as it reminds us of the evils of drug abuse and the importance of why the program exists.

Area of Interest: E911 Center and Emergency Medical Dispatch

Ms. Peggy Foley has been with the Franklin County Sheriff's Office for four and a half years and has a strong background in information technology that has assisted the agency's seamless move towards the next generation 911 system/center. The original integration scheduled for earlier this year was pushed back to September 2022 to allow for the software company to work out bugs in the process with northern counties. The next generation 911 will assist with compliance, improve service compatibility, and reduce the physical size of the remote administrator control (RAC) space servers for cloud storage. The agencies originally used old analog lines that are being replaced with digital technology. The communication center will continue to utilize the Southern Software CAD/RMS system (computer aided dispatch/records management system).

The Center is staffed by 16 dispatchers and four supervisors within four shifts. They have a minimum staffing requirement of three, which allows them to handle their call volume and ensure all calls are answered in a timely manner. The Center dispatches for Rocky Mount, Boone's Mill, Ferrum College, and 14 Fire/EMS Public Safety Stations.

In 2018, all dispatchers became certified in Emergency Medical Dispatch (EMD) and trained to provide emergency medical assistance over the phone. The process requires the dispatcher to ask a series of questions that are preset according to the situation. These questions are automatically displayed on their computer aided dispatch (CAD) monitors; however, in case of an issue with the system, Ms. Foley stated that she has redundancy by way of manual guide cards available to all dispatchers. As the prompts and cards are updated periodically by the Emergency Medical Director (EMD), the system is automatically updated and then the manual guide cards are updated. Seven percent to 10% of all calls for service are reviewed through a quality assurance process by the E911 supervisors. Then the Emergency Medical Director reviews and audits their calls for service monthly to verify compliance and maintain their certification. Each dispatcher is required to complete 24 hours of continuing education to maintain their EMD certification. The Center employs two dispatchers designated as trainers and work opposite shifts to ensure the trainee receives consistent training throughout their initial training.

Each new hire candidate is interviewed and sent for psychological examination to ensure their ability to handle the kinds of stressful situations that a dispatcher will encounter. Upon selection, the new hire is placed with a trainer for a period of six months and closely monitored up to one year to verify they are prepared to the best of their abilities. In addition to the initial training, the dispatchers have 24 hours of Emergency Medical Dispatch (EMD) continuing education training and are incorporated into active shooter/critical incident/crisis intervention training with the Sheriff's Deputies to make certain the communication center has hands-on or scenario training. The dispatchers are included in all briefings and debriefings for incidents to obtain and capture their feedback and suggestions for improvements.

Ms. Foley looks for ways to improve their processes and plans for contingency in case of issues. As a result, she builds redundancy both through processes and physical locations including generator weekly full load tests, emergency

operation centers on the other side of the county, backup dispatch locations and partners, to manual copy of current rosters/schedules/CAD Reports located in a binder and electronic copies on a share point site for convenience. The Communication Center can operate remotely from the dispatcher's homes or other designated location during inclement weather or another type of incident, if needed. Ms. Foley seeks feedback from the dispatchers to ensure their well-being and mental health is on the forefront of her thinking. She is working on a regional dispatcher job title reclassification project to designate and classify them as certified first responders.

Area of Interest: General Investigations & Digital Forensics

Lieutenant J.P. Nolen has been with the agency for 18 years and continued the legacy of his father who also served the Sheriff of Franklin County. Lt. Nolen explained the general investigations unit is a one stop shop and consists of one supervisor, six investigators (five working/one computer specialist), and one crime analyst. When he was assigned to the investigations unit in 2012, the cases were stored in banker's boxes. The agency has moved to a more efficient, effective, and streamlined method of digitizing the case files and any physical paper files are stored and maintained in the property and evidence room as evidence. He has seen leaps in their solvability rate due to the advancement and acquisition of technology. The agency has the following applications available at their disposal:

- Cell Hawk - With a search warrant or for exigent circumstances investigators are able to obtain cell phone data to assist in location of fugitives, runaways, or missing persons.
- FERIO - 3D Imaging Software for digital diagram crime scenes and measures evidence
- Forenscope - Photographs latent fingerprints allow for a separate DNA swab to be conducted
- Cellebrite / XRY / Axim: All three focus on cell phone analysis with proper search warrant.
- JTap / Tipoff: Both of these give the investigators the ability to break passcodes on cell phones
- Two Portable Camera Poles for live video feed where needed
- High-end Trailer Cameras
- 12 Grant Funded Intersection Cameras
- Ring Access - Neighbors/Neighborhood grant access to camera for investigation purposes
- Drones - Two FFA Licensed Operators with 32X Zoom/Night Vision/Infrared Audio/Video Recording/Live Feed Camera
- Convert Tracking through Flexy - with authorized search warrant
- Leadsonline - Pawnshop database

All investigators are able to investigate all types of incidents; however, some have received specialized training or previous experience in a specialized area:

- Lt. Nolen - Major Crimes/Forensic Interviewer (assisted Franklin County DSS when needed)
- Wallaby - SVU/Major Crimes/Forensic Interviewer
- Mormon - Sexual
- LaPure - Fraud
- McFarlane and Wickline - Property Crimes

As for Forensics, Investigators Mormon and McFarlane are graduates of the nine-week VA Department of Forensic Science. They conducted the training as certified forensic science instructors to the remaining unit. This was a two-week training that involved forensic photographing, control, collections, packaging, and storage. All investigators have a standup toolbox in their patrol vehicle; however, in case there is a major crime the agency has a crime scene trailer that is equipped with everything they need to process a crime scene. The agency pays specific attention to detail and it is apparent in their high solvability rate on most major crimes.

Area of Interest: Citizens on Patrol Program

According to Mr. Bryon Hicks, the Citizens on Patrol (COPS) Program is made up of unarmed volunteers that supplement the Sheriff's Deputies on routine courtesy activities. The COPS program is managed by Captain Ken

Holland. Mr. Hicks is the program coordinator and the liaison for the volunteers; he maintains and submits activity logs monthly to the Sheriff, schedules, and facilitates their meetings. Mr. Bill O'Brien is the secretary, who records meeting rosters and meeting minutes and Mr. Lou Jones manages the equipment inventory and maintenance. COPS currently has Three vehicles (two Chevy Impalas and one 4WD Jeep Liberty) with decals identifying them as volunteers and no emergency lights. These vehicles are equipped with white and amber lights so that they are not confused with a patrol car. The COPS' civilian attire consists of white polo shirts that identify them as Sheriff's COPS Volunteers, and slacks.

COPS duties are:

- Vacation, Business, and House Checks
- Car Unlock Service
- Funeral Escort and Traffic Control
- Patrol Residential Neighborhoods
- Assist in Transporting Patrol Cars to the Garages/Radio Shop for Maintenance
- Radar Trailer Transport and Placement
- Board of Supervisors Packet Delivery and Deed Delivery
- Traffic Control and Security Checkpoints During Special Events for the county and Ferrum College Police Department
- Patrol School Parking Lots and Will Assist New SROs
- Run Errands
- Project Lifesaver - huge commitment to citizens that rely on medical devices that need full batteries to be charged. They check on, monitor, deliver, and/or replace batteries that are needed.

The prerequisite to becoming a COPS Volunteer is you must complete the 10-week Citizen Police Academy. These education programs' attendance maximum is 18 per session and are held twice a year, one in the spring and one in the fall. The participants are oriented to most facets of law enforcement including but limited to court room, jail, firearms range, criminal investigations, forensics, and patrol. If a graduate of the course is interested in volunteering for the Sheriff, the individual applies for the volunteer position and is vetted thoroughly. Upon selection, the new volunteer is provided orientation, basic training, and hands on experience with a field training officer. They are provided stringent rules that if they are the first responder or come upon a situation that a deputy should handle, they immediately notify the Sheriff's Office and wait for law enforcement to arrive. Their safety is of utmost priority for the Sheriff. The volunteers are provided reflective vests and are to utilize them whenever they assist with traffic control. The volunteers are also trained in first aid in case they are needed.

The COPS Volunteers are utilized to relieve patrol deputy courtesy duties and for public relations such as:

- Providing courtesy notices for inspection and registration expired tags
- Handout special Junior Deputy stickers and customizable dog tags throughout the community while they are on patrol or at special events
- Assist in an Annual Operations Christmas Joy Campaign where they help a selected family in need during the holidays
- Ferrum College Special Events - Traffic Control and Security Checkpoint (Ferrum donates \$2500 per years that helps fund this program)
- Assists with National Night Out Activities
- Festivals - Antique, Boone's Mill Apple Festival

The deputies have come to greatly appreciate this program and benefit the COPS have to the agencies. The Sheriff includes them in the Annual Awards Dinner this is held at the end of each year.

Summary:

Number of Interviews Conducted: 20

Compliance Services Member(s): Gary Margolis & Megan Styron

Web-Based Assessment Start Date: 08/01/2022

Web-Based Assessment End Date: 08/02/2022

Standards Issues	0
Waiver	0
Applicable Mandatory (M)	158
Applicable Other-Than-Mandatory (O)	0
Not Applicable	22
Total:	180
Elect 20% (O)	0

Percentage of applicable other-than-mandatory standards:

%

[Response from Agency Regarding Findings:](#)

CEO Feedback not provided.

SITE-BASED ASSESSMENT

Planning and Methodology:

This is an initial accreditation assessment; therefore, there are no issues from the last accreditation cycle to address.

Summary:

Number of Interviews Conducted: 0

Assessors' Names:

Site-Based Assessment Start Date:

Site-Based Assessment End Date:

STATISTICS AND DATA TABLES

Overview

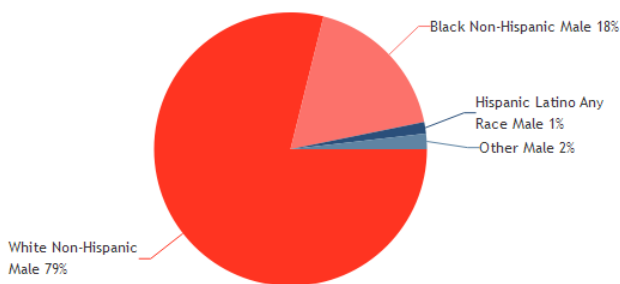
The following information reflects empirical data submitted by the candidate agency specifically related to CALEA Standards. Although the data does not confirm compliance with the respective standards, they are indicators of the impact of the agency's use of standards to address the standards' intent

Traffic Warnings & Citations - Initial Accreditation

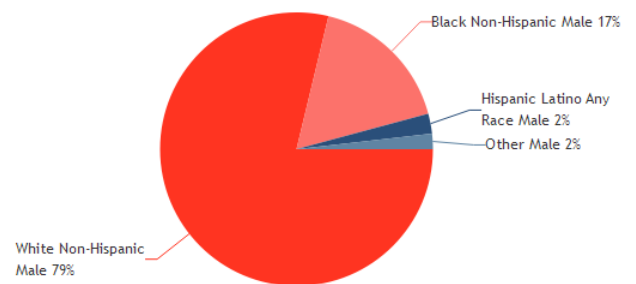
Data Collection Period: 1/1/2021 - 12/31/2021

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	695	434	1129
Black Non-Hispanic Male	158	94	252
Hispanic Latino Any Race Male	12	13	25
Other Male	16	10	26
White Non-Hispanic Female	310	201	511
Black Non-Hispanic Female	60	42	102
Hispanic Latino Any Race Female	5	3	8
Other Female	2	6	8
TOTAL	1258	803	2061

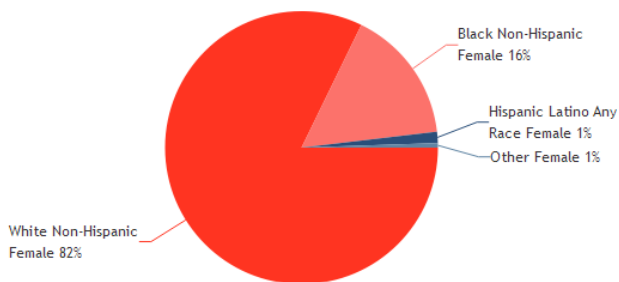
Male Warnings



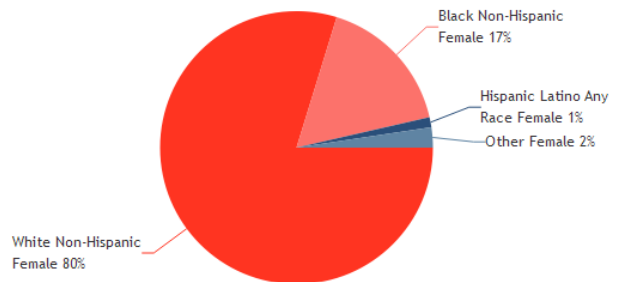
Male Citations



Female Warnings



Female Citations



Legend

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


Biased Based Profiling

Initial Data Collection Period: 1/1/2021-12/31/2021

Complaints from:	Initial
Traffic Contacts	0
Field Contacts	0
Asset Forfeiture	0

Complaints

Legend

Traffic Contacts	
Field Contacts	
Asset Forfeiture	

Use Of Force - Initial Accreditation

Data Collection Period: 1/1/2021 - 12/31/2021

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									3
Discharge	0	0	0	0	0	0	0	0	0
Display Only	3	0	0	0	0	0	0	0	3
ECW									2
Discharge Only	2	0	0	0	0	0	0	0	2
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	6	0	0	0	1	0	0	0	7
Canine									6
Release Only	6	0	0	0	0	0	0	0	6
Release and Bite	0	0	0	0	0	0	0	0	0
Total Uses of Force	17	0	0	0	1	0	0	0	18
Total Number of Incidents Resulting In Officer Injury or Death	0	0	0	0	0	0	0	0	0
Total Use of Force Arrests	8	0	1	0	1	0	0	0	10
Total Number of Suspects Receiving Non-Fatal Injuries	1	0	0	0	0	0	0	0	1
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	1579	739	352	70	0	0	14	5	2759
Total Use of Force Complaints	0	0	0	1	0	0	0	0	1

Initial Accreditation Notes:

18 incidents where Use of Force was reported for calendar year 2021.

Three (3) out of the 18 incidents were discharge of a firearm for an animal, leaving fifteen (15) incidents involving persons.

Six (6) out of the fifteen (15) involving persons was a release only of canine.

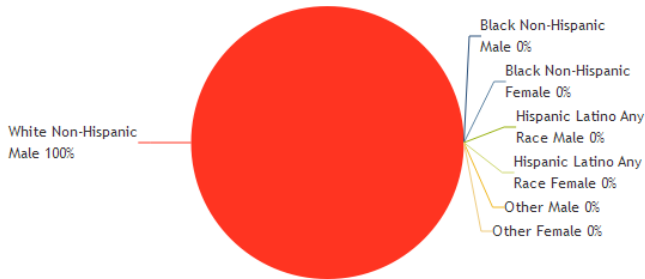
Two (2) of the fifteen (15) involving persons was Tire Deflation Device utilized during vehicle pursuits.

Four (4) of the fifteen (15) involving persons was directly related to a mental health call for service requiring transportation for evaluation by a mental health professional.

One (1) of the fifteen (15) involving persons resulted in minor injuries to the suspect, which was cleared by EMS.

Ages range from the 20s to 70s.

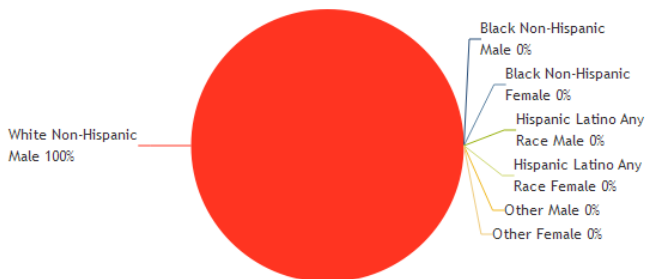
Total Firearm



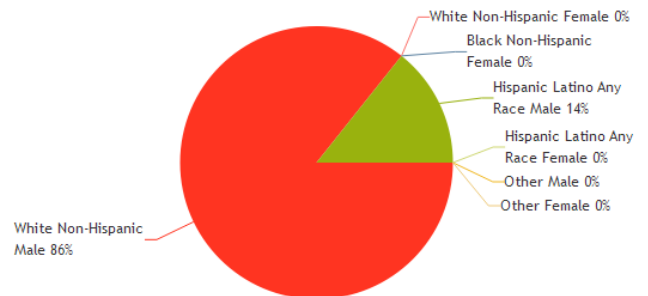
Firearm Display



ECW Discharge



Weaponless



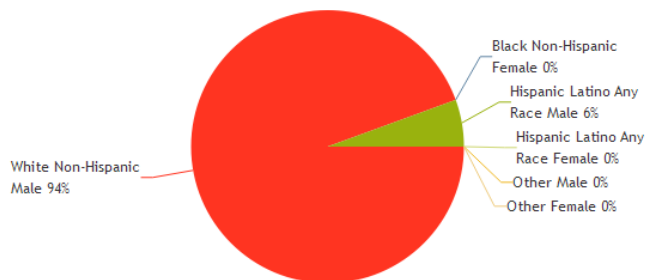
Total Canine



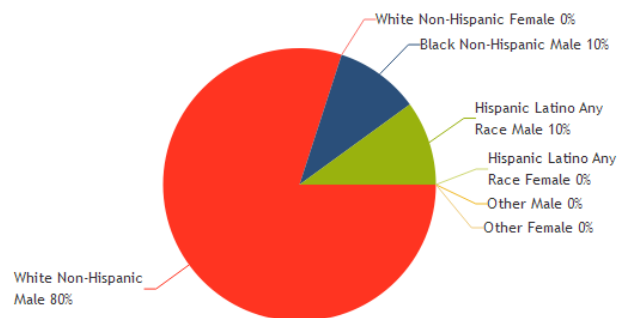
Canine: Release Only



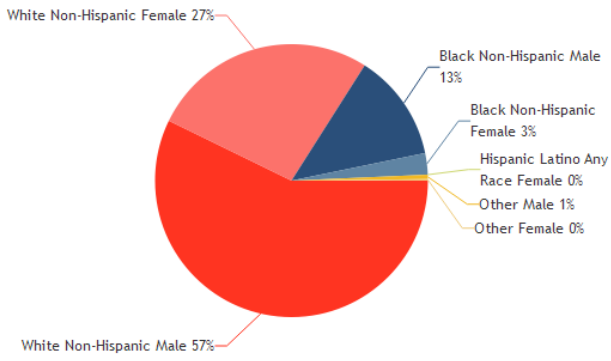
Total Uses of Force



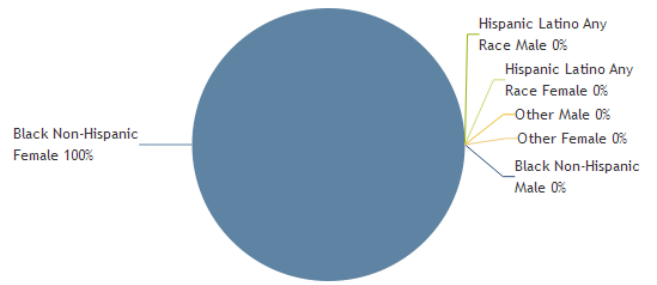
Total Use of Force Arrests



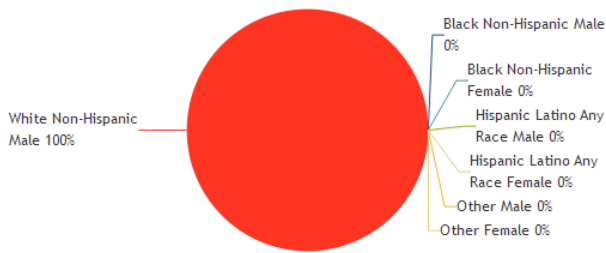
Total Agency Custodial Arrests



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	

Grievances

Initial Data Collection Period: 1/1/2021-12/31/2021

Grievances	Initial
Number	0

Personnel Actions

Initial Data Collection Period: 1/1/2021-12/31/2021

	Initial
Suspension	1
Demotion	1
Resign In Lieu of Termination	0
Termination	0
Other	5
Total	7
Commendations	12

Initial Accreditation Notes:

Shining Star awards are presented as commendation awards throughout the year for various situations and "job-well-done".

Complaints and Internal Affairs - Initial Accreditation

Data Collection Period: 1/1/2021 - 12/31/2021

	Initial
External/Citizen Complaint	
Citizen Complaint	0
Sustained	0
Not Sustained	0
Unfounded	0
Exonerated	0
Internal/Directed Complaint	
Directed Complaint	3
Sustained	1
Not Sustained	1
Unfounded	1
Exonerated	0

Calls For Service / Crime Data - Initial Accreditation

Data Collection Period: 1/1/2021 - 12/31/2021

	Initial
Calls for Service	
Calls for Service	34411
Crime Data	
Murder	6
Forcible Rape	9
Robbery	1
Aggravated Assault	33
Burglary	50
Larceny-Theft	346
Motor Vehicle Theft	66
Arson	0

Motor Vehicle Pursuit

Initial Data Collection Period: 1/1/2021-12/31/2021

	Initial
Pursuits	
Total Pursuits	9
Forcible stopping techniques used	1
Terminated by Agency	4
Policy Compliant	9
Policy Non-Compliant	0
Collisions	
Injuries	
Total Collisions	3
Officer	0
Suspect	1
ThirdParty	0
Reason Initiated	
Traffic	4
Felony	3
Misdemeanor	2

Agency Breakdown Report - Initial Accreditation

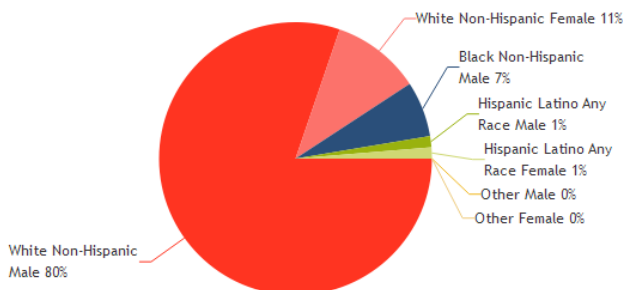
Data Collection Period: 3/15/2022 - 3/15/2022

	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	5	1	0	0	0	0	0	0	6
Supervisory Positions	22	2	0	0	0	0	0	0	24
Non-Supervisory Positions	33	5	5	0	1	1	0	0	45
Sub Total									76
Non Sworn Personnel									
Executive	0	0	0	0	0	0	0	0	0
Managerial	0	2	0	0	0	0	0	0	2
Supervisory Positions	0	3	0	0	0	0	0	0	3
Non-Supervisory Positions	3	11	0	1	0	0	0	0	15
Sub Total									20
Total									96

Initial Accreditation Notes:

As of March 15th, 2022, the Office of the Sheriff employs 96 full-time members. Of that number, 76 are sworn full-time and 20 are non-sworn full-time. The Office of the Sheriff divisions cover Patrol, Corrections, Courts, Investigations, Civil Process, Administration, Records, and a county-wide E911 Communications Center.

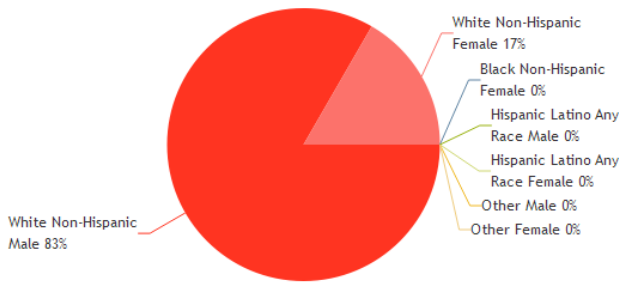
Total Sworn Personnel



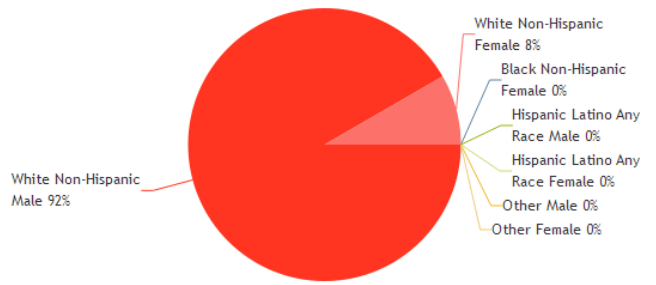
Sworn Personnel: Executive



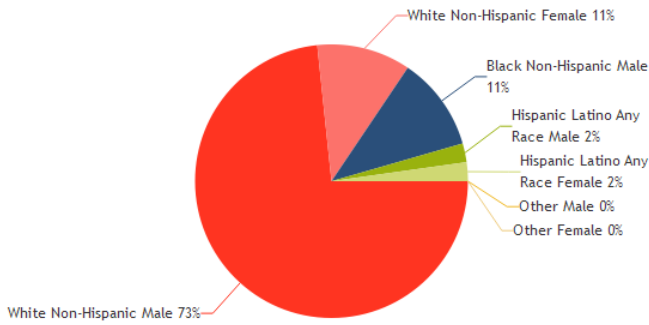
Sworn Personnel: Command



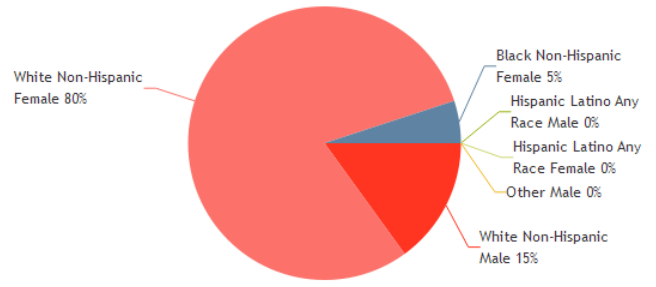
Sworn Personnel: Supervisory Positions



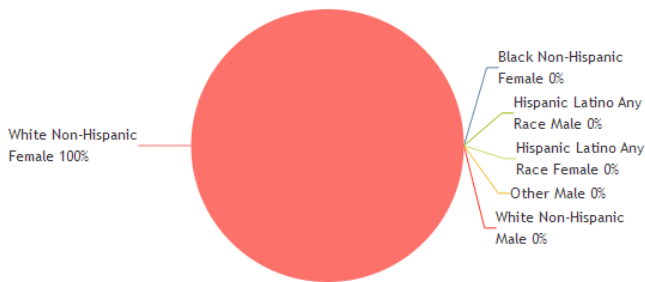
Sworn Personnel: Non-Supervisory Positions



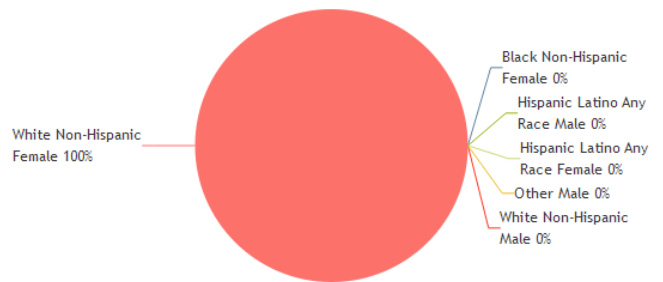
Total Non-Sworn Personnel



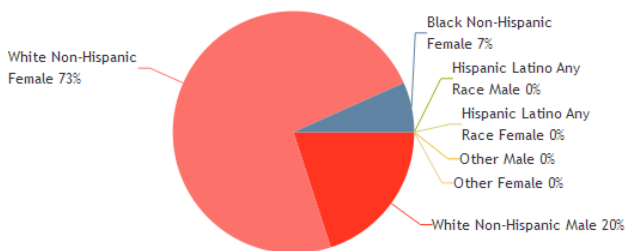
Non-Sworn Personnel: Managerial



Non-Sworn Personnel: Supervisory Positions



Non-Sworn Personnel: Non-Supervisory Positions



Legend

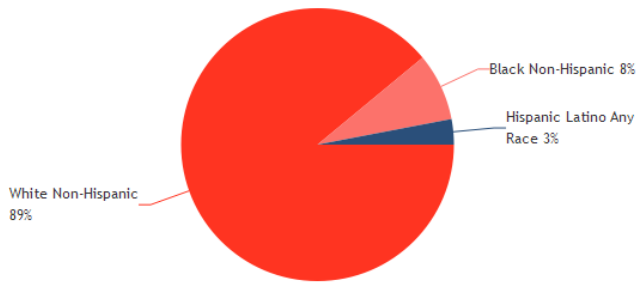
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Agency Demographics Report - Initial Accreditation

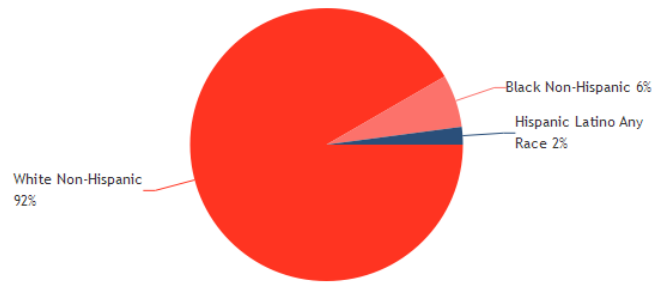
Data Collection Period: 3/15/2022 - 3/15/2022

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	89	89%	88	92 %	69	91%	8	11%	0	0%	0	0%
Black Non-Hispanic	8	8%	6	6 %	5	7%	0	0%	0	0%	0	0%
Hispanic Latino Any Race	3	3%	2	2 %	2	3%	1	1%	0	0%	0	0%
Other	0	0%	0	0 %	0	0%	0	0%	0	0%	0	0%
Total	100		96		76		9		0		0	

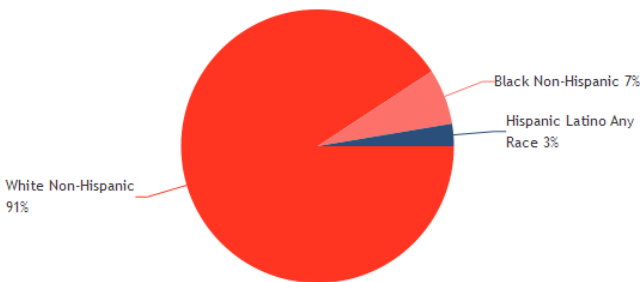
Service Population



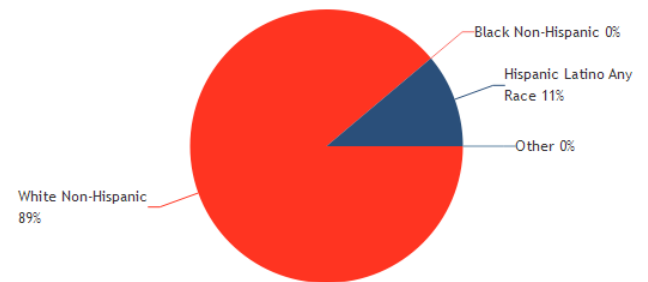
Available Workforce



Current Sworn Officers



Current Sworn Female Officers

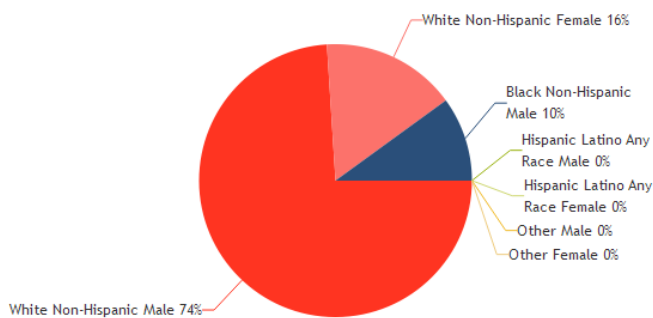


Sworn Officer Selection - Initial Accreditation

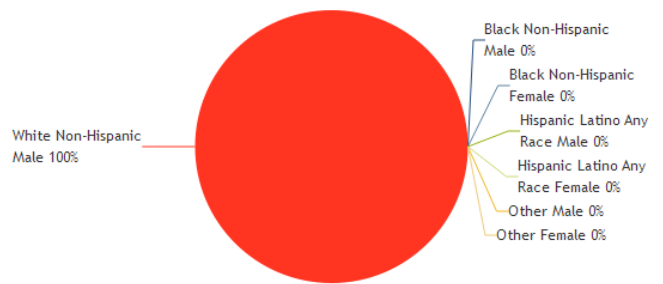
Data Collection Period: 1/1/2021 - 12/31/2021

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	37	8	5	0	0	0	0	0	50
Applicants Hired	7	0	0	0	0	0	0	0	7
Percent Hired	19%	0%	0%	0%	0%	0%	0%	0%	N/A
Percent of Workforce Population	9%		0%		0%		0%		N/A

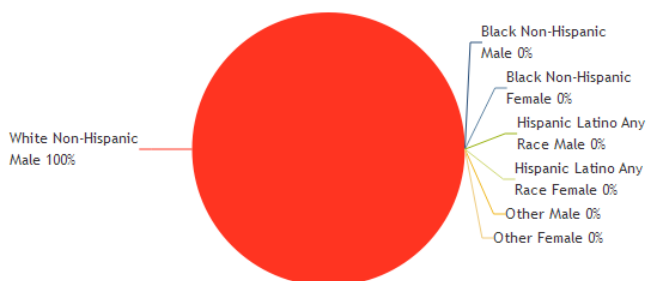
Applications Received



Applicants Hired



Percent Hired



Percent of Workforce Population



Legend

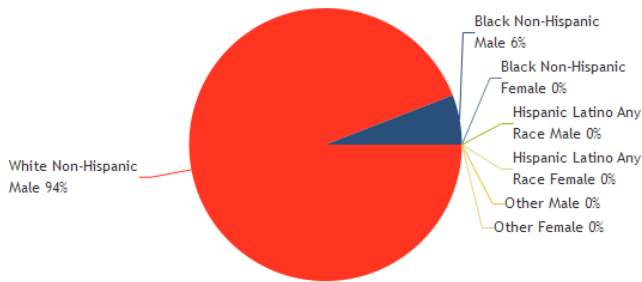
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Promotions - Initial Accreditation

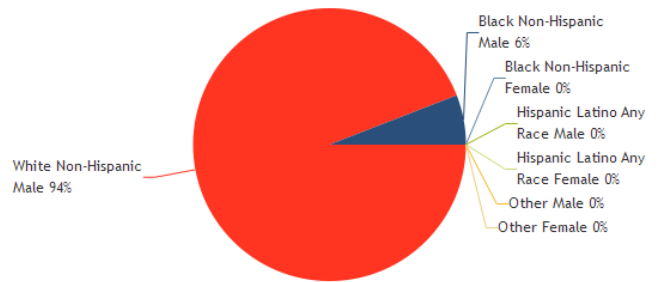
Data Collection Period: 1/1/2021 - 12/31/2021

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	16	0	1	0	0	0	0	0	17
Eligible After Testing	16	0	1	0	0	0	0	0	17
Promoted	6	0	0	0	0	0	0	0	6
Percent Promoted	38 %	%	0 %	%	%	%	%	%	N/A

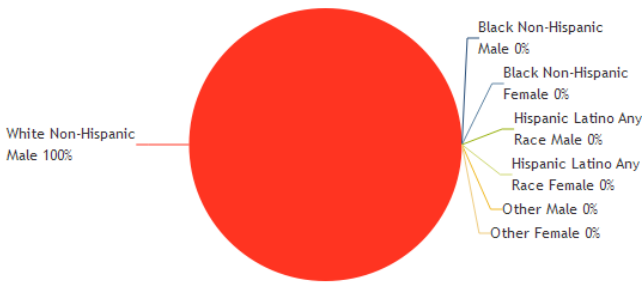
Tested



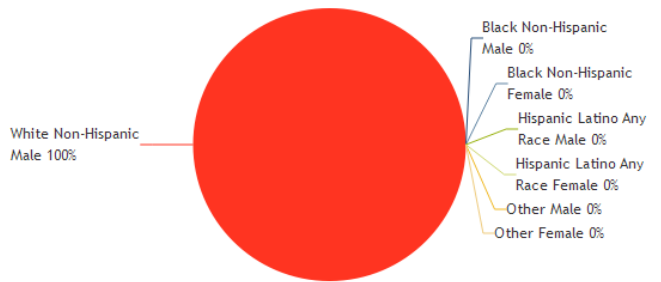
Eligible After Testing



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	

