



PENNSYLVANIA CHIEFS OF POLICE ASSOCIATION

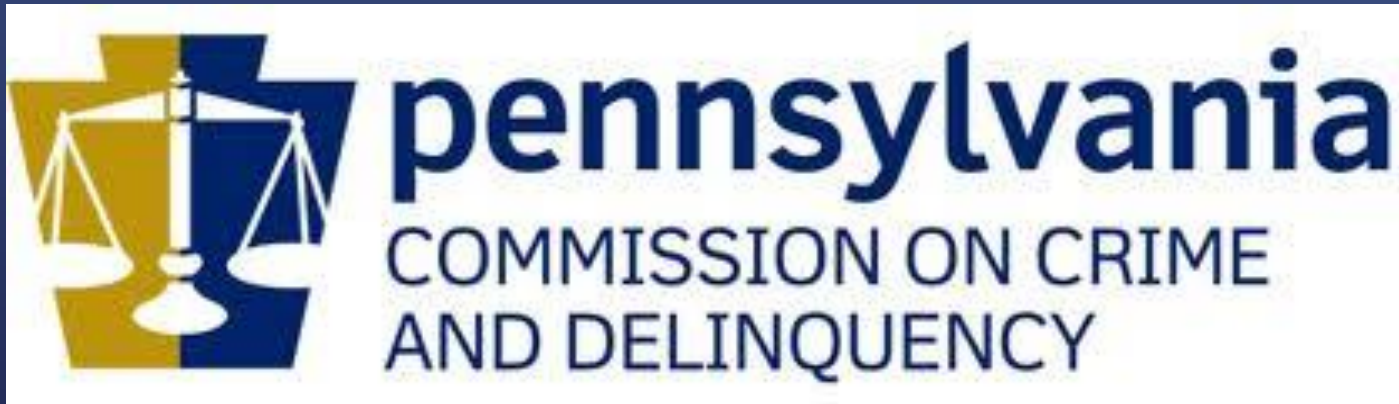
THE PENNSYLVANIA LAW ENFORCEMENT ACCREDITATION PROGRAM

Program Update Training (2024)



- The Pennsylvania Law Enforcement Accreditation Program is partially funded by the Pennsylvania Commission on Crime and Delinquency

PARTNERSHIP





➤ Individuals who are:

- Accreditation Managers
- New Assessors
- Veteran Assessors

Audience

WHY ARE

YOU HERE



WHAT WILL YOU...

LEARNING

- Accreditation Program Updates



**WHO
ARE WE?**



INSTRUCTOR

- Leon Crone
 - Lower Allen Township Police Department
 - Captain
 - ✓ Accreditation Manager
 - Pennsylvania Police Accreditation Coalition
 - Former President
 - Pennsylvania Law Enforcement Accreditation Commission
 - Assessor
 - Instructor
 - Member
 - ✓ Standards Committee
 - ❖ Chairperson



INSTRUCTOR

- David Madrak
 - Upper Dublin Township Police Department
 - Corporal
 - ✓ Accreditation Manager
 - Pennsylvania Police Accreditation Coalition
 - President
 - Pennsylvania Law Enforcement Accreditation Commission
 - Assessor
 - Instructor
 - Member
 - ✓ Standards Committee
 - ◆ Member

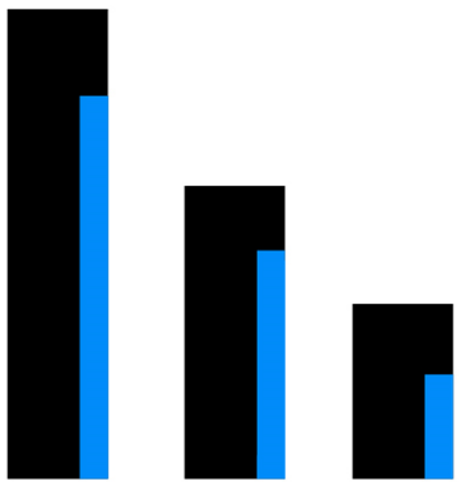
A yellow diamond-shaped sign with a black border and two mounting holes. The sign is tilted and features the text "ARE YOU READY?" in bold, black, sans-serif capital letters. The background is a dramatic, overcast sky with dark, heavy clouds.

**ARE
YOU
READY ?**

**PENNSYLVANIA
LAW
ENFORCEMENT
ACCREDITATION
PROGRAM**



**BY
THE
NUMBERS**



Bar	Height
1	High
2	Medium
3	Low

ACCREDITATION STANDARDS

- 120 total standards
 - 29 – Organization and Management Role
 - 24 – Law Enforcement Function
 - 37 – Staff Support Responsibility
 - 20 – Pennsylvania Legal Mandate

Standards with no bullets = 58

Standards with 2-13 bullets = 62 = 312 bullets

370 Best Practices

BY THE NUMBERS

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2024

UPDATES



Implementation

Strategy

Calendar

- Implementation date of April 1, 2024
 - 6 months effective date

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

TIMELINE

The DETAILS

1.3.10 – A written directive requiring:

- e. ~~Reserved (Training and qualification shall be documented for each authorized weapon).~~

UPDATES



1.4.3 – The agency has a written directives system that, at a minimum, includes the following:

- f. All employees, during the year leading to initial accreditation, and all newly hired agency personnel, within 30 days of employment, shall be given a basic familiarization with what accreditation is and how it fits into the organization.

UPDATES

Specialized Assignment Training

1.10.6 - A written directive requiring that if the agency has a tactical team or members are assigned to and part of a multi-jurisdictional tactical team, negotiators, or animal teams, all personnel assigned to those functions:

- a. Successfully complete entry-level basic training prior to assuming those duties;
- b. tactical teams, including assigned negotiators, or mounted teams must train at a minimum, quarterly.

Narrative – Animals include dogs, horses, etc., for which the use requires additional training beyond that of other police officers or incurs additional liability. It is necessary that specialized training is held at regular intervals and that the training is always documented. Those training records must be retained by the agency due to potential liability that may occur as a result of the actions taken by the team or its members.

UPDATES

Specialized Vehicle In-Service Training

1.10.7 - A written directive requiring that if the agency has specialized vehicles, all personnel assigned to operate those vehicles:

- a. Successfully complete entry-level basic training prior to assuming those duties;
- b. in-service training, in a manner determined by the agency, is conducted at least once during the accreditation period for all other personnel assigned to specialized vehicles.
- c. If the agency operates a drone, all operators have completed the required licensure to perform those duties as a job duty in accordance with FAA guidance.

Narrative – Vehicles include, but are not limited to bicycles, motorcycles, boats, mobile command units, etc. in which the use requires additional training beyond that of other police officers or incurs additional liability.

It is necessary that specialized training is held at regular intervals and that the training is always documented. Those training records must be retained by the agency due to potential liability that may occur as a result of the actions taken while operating specialized vehicles.

UPDATES

New Standard

Canine Program Training and Records

1.10.8 – A written directive requiring agencies that employ explosive, narcotics, tracking, or patrol canines, or any combination thereof, be required to:

- a. Complete a basic training program that includes instruction in basic working dog skills, along with the applicable specialty skills, and team training with the assigned handler.
- b. Be evaluated and approved by a trainer operating with the approval of one of the organizations identified in Act 60 of 2022.
- c. Participate in not less than 16 hours of monthly maintenance training (within the parameters set by Act 60 of 2022)
- d. Maintain records of all basic and maintenance training and evaluations, successful or unsuccessful, for the duration of the canine unit's service, plus 5 years.

Narrative – This standard does not apply to agency therapy dogs who are not cross-trained in a “field” discipline such as explosives, narcotics, tracking, or patrol.

UPDATES

New Standard

Emergency Management

2.2.5 – A written directive regarding unusual occurrence planning and management that includes:

- a. A documented training exercise, the content of which is determined by the agency, once per accreditation cycle for agency-designated personnel (at least front-line supervisor or higher).
- b. Designation of an agency point-of-contact for emergency management planning.
- c. ICS training for all personnel, appropriate to their level of responsibility as determined by the agency.

Narrative – The purpose of this standard is to ensure that agency personnel are properly trained to handle unusual occurrences and that there is a designated point of contact for emergency management planning. A training exercise can range from a tabletop to a full-scale exercise.

UPDATES

New Standard

Canine Program Operations

2.2.6 – A written directive governs all agency-owned canines employed in explosive, narcotics, tracking, or patrol functions, or any combination thereof, and includes the following provisions:

- a. Authorization, conditions, limitations, and procedures for usage.
- b. Selection process for handlers and canines.
- c. Procedures for 24-hour care and maintenance of the police canine(s).
- d. Listing of all equipment required.
- e. Provisions for collection of deployment data, including use of force.

Narrative – This standard is not meant to apply to agency therapy dogs who are not cross-trained in a “field” discipline such as explosives, narcotics, tracking, or patrol.

UPDATES

3.5.1 – A written directive that requires **designated (qualified)** personnel be available on a 24-hour basis to process crime scenes, traffic crash sites, and other investigation scenes.

UPDATES



Definition

3.6.6

Irregularity – Generally defined as an issue created by improper or dishonest conduct. (Not a clerical error that can be resolved or explained by other documentation).

UPDATES



**NATIONAL
STANDARDS FOR
INDEPENDENT
CREDENTIALING
BODIES (EXECUTIVE
ORDER #: 14074
SECTION 19)**

United States
Department of Justice

1.2.5 – A written directive governs the procedures for strip and body cavity searches, **for adults and juveniles**, which includes:

UPDATES

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New Standard

1.2.6 - A written directive that governs procedures for the execution of search warrants on any structures not open to the public that include:

- a. Requirements for officers to announce prior to entry.
- b. The agency policy outlines provisions for when officers on scene may forgo the announcement requirement when announcing the officer's presence when exigent circumstances exist.
- c. Requirements for documentation of the execution of all search warrants.

Narrative – The execution of search warrants on structures poses an increased risk to law enforcement personnel. The agency shall identify criteria where “exigency” exists as listed in 234 Pa. Code Rule 207. Manner of Entry into Premises and any approval process the Agency requires to approve the circumstances for exercising the provision of exigency in executing a search warrant. Not announcing Police presence for the execution of a search warrant may be appropriate to mitigate risk to law enforcement personnel, However, the agency must balance the safety that announcing police entry provides for all involved. The agency shall require documentation of the execution of search warrants on structures to ensure adherence to legal requirements for the execution of Search Warrants.

UPDATES

1.3.3 – A written directive regarding:

- a. The prohibition of warning shots;

UPDATES



1.5.1 – To ensure the qualification and physical, emotional, and mental health of each candidate for a sworn position, prior to appointment, the agency has a written directive that:

- b. requires a background check for each candidate that includes:
 - i. verification of qualifying credentials;
 - ii. review of any criminal and non-criminal records;
 - iii. verification of personal and professional references (minimum of three total);
 - iv. education verification;
 - v. employment history verification;
 - vi. review of relevant national or state decertification records, if available;
 - vii. consistent with the First Amendment and all applicable laws, a check of publicly available internet and information-sharing sites to identify activity that promotes or supports unlawful violence or unlawful bias against persons based on race, ethnicity, national origin, religion, gender identity, sexual orientation, or disability.

UPDATES

New Standard

1.5.2 – The agency has a written directive that details a recruitment plan for full-time, sworn officers, that recognizes the need for diversity within the profession and their agency

Narrative – It is crucial for law enforcement agencies to enter into recruiting with a well-thought-out plan. With hiring being highly competitive as agencies recruit from a limited pool of potential applicants, it is important to have a written plan to reach those applicants, particularly those demographics within the community that may be under-represented in the department make-up.

UPDATES

1.8.3 – A written directive governing bias-based policing that includes, at minimum, the following:

- b. initial and in-house refresher training **annually** on agency policy and bias-based issues in a format determined by the agency;

Narrative – *Bias-Based Policing: Also known as "racial profiling or bias-based profiling," is any traffic stop, field contact, vehicle search, asset seizure/forfeiture, or enforcement action based solely on a common trait of a group. Common traits include but are not limited to the actual or perceived race, ethnicity, national origin, limited English proficiency, religion, gender, gender identity, sexual orientation, or disability of individuals. It must be made clear that under no circumstances will bias-based policing be condoned.*

When conducting training on bias-based policing, the training should include avoiding improper profiling based on the actual or perceived race, ethnicity, national origin, limited English proficiency, religion, gender, gender identity, sexual orientation, or disability of individuals.

UPDATES

New Standard

1.9.1 – The agency has a written directive that requires the performance evaluation of all officers and supervisors to be conducted and documented at least annually, including (among other factors):

- a. For officers, an assessment of adherence to agency policies.
- b. For supervisors, an assessment of their effectiveness, in ensuring compliance with agency policy, legal requirements, and accreditation standards.

Narrative – Effective supervision and career development is enhanced by a consistently executed evaluation program. Personnel at each level of the agency have different responsibilities. The evaluation programs should address these responsibilities.

**** If applicable, remember to redact employee names****

UPDATES

New Standard

1.9.2 – The agency has a written directive that encourages mentorship, promotes retention, and provides leadership development opportunities.

Narrative – With consideration to the investment of time and financial capital that goes into hiring personnel, the importance of providing career development guidance and ensuring retention cannot be understated. An agency should have a robust system of guidance that encourages mentorship, imparts the positive aspects of an agency's culture, and assists in career development and retention.

UPDATES

1.9.2 Sample Assessment – Simple Note

Proofs of Compliance can include such things as documentation of goals from evaluations, career development training, or more formal mentoring program documentation.

**** If applicable, remember to redact employee names****

UPDATES

New Standard

1.9.3 – The agency has a written directive that, at a minimum, enables supervisors to identify patterns of problematic conduct and to exercise appropriate interventions.

Narrative – Agencies need to be aware of problems lying in wait. It is important to resolve issues in early phases before they spiral into larger issues. A system should be in place to assist supervisors and agency administration in this endeavor.

UPDATES

1.9.3 Sample Assessment – Simple Note

Proofs of Compliance can include such things as documentation from evaluations, Supervision Notations (documented counseling), or any system specific to the agency that documents problematic conduct.

**** If applicable, remember to redact employee names****

UPDATES

2.3.1 – A written directive requiring all complaints against the agency or its employees to be investigated and specifying:

- e. when feasible, the complainant shall be provided with a meaningful response.

UPDATES

3.7.1 – A written directive explaining and outlining the importance of a total wellness and physical fitness program for law enforcement agency personnel, which encourages their participation in both types of programs.

Narrative – A well-designed physical program and total wellness program for agency personnel should improve their overall level of physical and mental well-being. **This includes support for officers experiencing substance abuse disorders, mental health issues, or trauma from their duties, as well as suicide prevention.** The program should facilitate positive changes from negative behaviors for an improved healthy lifestyle for agency personnel and law enforcement officers. However, any program within a law enforcement agency must be designed to be in conformance to the law, court decisions, and labor contracts.

UPDATES



INTERPRETATION

1.2.1 –
Limits of
Authority

Bullet B – Sample
Assessment notation
which advises that the
legislation serves as proof
of compliance

NOTES

1.10.1 – Administration of Training

Sample Assessment notation which advises that proofs of compliance should include examples of complete training records for employees for training occurring during the assessment period. The proofs of compliance can be in the form of spreadsheets, PowerDMS screenshots, or other means of proving compliance. A preferred proof is an officer's complete training record from the hire date to the present date.

1.10.6 – Specialized Assignment Training

Bullet A - Sample Assessment notation which advises that this bullet pertains to Therapy Dogs

Summary: A Therapy Dog allowed to interact with the public in any manner either by policy or practice needs to be a certified therapy dog and have initial training / certification. If the dog is purely an inhouse "station" dog for staff only, no certification / training is required

NOTES

2.1.2 – Audio
& Video
Recordings

Bullet C & H – Sample Assessment notation which advises each of these bullets (storage of equipment and recordings) is now **Observable (O)**

2.2.3 –
Unusual
Occurrences

Sample Assessment notation which advises that this applies to **mass arrest only** and not individual arrest during the normal course of police activities

NOTES

2.7.1 –
Recording
of Legal
Process

Sample Assessment notation which advises that both Premier Agencies and Non-Premier Agencies must show one (1) proof of compliance demonstrating the legal process in a civil matter and one (1) proof of compliance demonstrating the legal process in a criminal matter

2.7.2 –
Recording
of Legal
Process

Premier Agencies must show one (1) proof of compliance for each bullet and Non-Premier agencies must show two (2) proofs of compliance for each bullet

NOTES

3.1.21 –
Supervision
of
Detainees

Sample Assessment notation which advises that although not specifically stated, the spirit of this bullet and all related Detainee Standards would require a staff member to be within the same building to provide for "an immediate response"

NOTES

3.3.2 and 3.3.3 –
Communications

Sample Assessment notation which advises that these standards are now **Not Applicable (N/A) unless an agency operates its own communications center**

3.5.1 – Collection
and Preservation
of Evidence

Sample Assessment notation which advises that a **schedule (i.e., “On-Call”)** may serve as proof of compliance; **proof of response is not necessary**

NOTES

4.3.1 – Missing Children

Bullets G & H – Sample Assessment notation which advises that each bullet has been suspended until further notice

4.14.1 – Sexual Assault Testing and Evidence Collection

Bullet C – Sample Assessment notation which advises the possession of the **Sexual Assault Kit** serves as proof of compliance; **SAKs stored during the accreditation cycle within the requirements of the law** are also sufficient to serve as proof of compliance, **regardless of when they came into the possession of the agency**

NOTES

Use of Force

- The “pointing of a gun” is not considered a “use of force” by PLEAC standards; however, an agency may decide that it is a use of force by their own internal standards

NOTES

Cells

What if an agency utilizes another agency's cells?

- 1.) If the other agency is already accredited – **No action is necessary**
 - 2.) If the other agency is not accredited – **a Memorandum of Understanding (MOU) must be in place to address standards compliance; the agency must then prove compliance for their accreditation assessment as if they were the “owners” of the cells**
-

NOTES

Policy

- Only the most recent policy is required to be presented in the accreditation assessment; the previous version must be available upon request.

NOTES

➤ Standard

- Policy

- ✓ Proofs of Compliance

- ▶ Must demonstrate compliance with the standard, unless agency policy is more restrictive, in which case the policy requirement must be proved

WHAT DOES MY AGENCY HAVE TO PROVE?



COMMON SENSE

In 2024 the Standards Committee will be reviewing and evaluating the following:

- Review of Sample Assessment Simple Notes
- Mental Health standard (2.7.8), specifically for the use/embedding of agency-employed social workers in police responses
- Cells and Temporary Holding Area standards (3.1.1 – 3.2.6)

WHAT'S TO COME IN 2025?



SUCCES

**LAW ENFORCEMENT
ACCREDITATION PROGRAM**



SAMPLE ASSESSMENT

PowerDMS™

Redefining Document Management



Created by
PLEAC

Questions
Recommendations



Purpose

Assist
• Accreditation
Managers
• Assessors



“Living”
documents

Continuously
Updated

SAMPLE ASSESSMENT



Proofs of Compliance



Notes

How proofs are to be shown
Address specific issues

**WHAT DOES THE SAMPLE ASSESSMENT
TYPICALLY CONSIST OF?**



**Contact Sara Feaser at the Pennsylvania
Chiefs of Police Association**

Must be enrolled in the accreditation program or an
accredited agency



www.powerdms.com

Site Key
Username
Password

ACCESS TO THE SAMPLE ASSESSMENT

SUCCESS

ACTION

GOAL

VISION

FINAL THOUGHT





- James Adams
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 - jadams@pachiefs.org
- Sara Feaser
 - Accreditation Administrative Assistant
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WHO TO CONTACT

QUALIFIED



ANY
QUESTIONS?

