I. Information

In July 1990, the Columbus Division of Police began revising policies and procedures in order to become accredited by the Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA). In July 1999 the Division received initial accreditation and has maintained accreditation continuously since this date. Reaccreditation takes place every three years.

II. CALEA Accreditation Process

A. Application

The Columbus Division of Police applied to CALEA in 1996 to become accredited. Once the application was approved, CALEA and the Columbus Division of Police entered into a contract. The Division was given three years from the date of the agreement to meet all applicable standards.

B. Self-Assessment

A thorough examination is conducted by the Division to determine whether it complies with all applicable standards. The Division then prepares forms and develops proofs of compliance for a mock review by certified CALEA assessors. The Division selects mock assessors from outside law enforcement agencies to review proofs of compliance. When the Division is satisfied that it has completed all compliance, preparation, and planning tasks, the Commission is notified that the Division is ready to become a candidate for accreditation.

C. On-Site Assessment

A team of CALEA assessors visits the Division and verifies compliance of each applicable standard. The assessors are chosen by the Commission from outside the state of Ohio and have a background in public safety while meeting specific criteria established by the Commission. The on-site assessment usually takes four days to complete. At the conclusion of the assessment, a formal report is submitted to the Commission. The on-site assessment occurs every three years after an agency receives initial accreditation.

D. Commission Review

Once the final report has been received, the Commission schedules a hearing for the Division. At the hearing, the Commission reviews the final report and receives testimony from Division personnel and the assessors.
If the Commission feels the Division has met all of the applicable standards, accreditation is awarded. Accreditation/reaccreditation lasts for a three year period.

E. Maintaining Compliance and Reaccreditation

To maintain accreditation, the Division must remain in compliance with all applicable standards. The Division must submit annual reports attesting to continued compliance and report changes or difficulties experienced. The Commission reserves the right to schedule interim hearings if non-compliance becomes an issue.

III. Accreditation Standards

The CALEA accreditation standards are divided into major law enforcement areas with numerous chapters. The major sections and their corresponding chapters are:

Section I  Law Enforcement Role, Responsibilities, and Relationships
- Chapter 1  Law Enforcement Role and Authority
- Chapter 2  Agency Jurisdiction and Mutual Aid
- Chapter 3  Contractual Agreements for Law Enforcement Services

Section II  Organization, Management, and Administration
- Chapter 11  Organization and Administration
- Chapter 12  Direction
- Chapter 15  Planning and Research, Goals and Objectives, and Crime Analysis
- Chapter 16  Allocation and Distribution of Personnel and Personnel Alternatives
- Chapter 17  Fiscal Management and Agency Property

Section III  The Personnel Structure
- Chapter 21  Classification and Delineation of Duties and Responsibilities
- Chapter 22  Compensation, Benefits, and Conditions of Work
- Chapter 24  Collective Bargaining
- Chapter 25  Grievance Procedures
- Chapter 26  Disciplinary Procedures

Section IV  The Personnel Process
- Chapter 31  Recruitment
- Chapter 32  Selection
- Chapter 33  Training and Career Development
- Chapter 34  Promotion
- Chapter 35  Performance Evaluation
Section V  Law Enforcement Operations

Chapter 41  Patrol
Chapter 42  Criminal Investigation
Chapter 43  Vice, Drugs, and Organized Crime
Chapter 44  Juvenile Operations
Chapter 45  Crime Prevention and Community Involvement
Chapter 46  Critical Incidents, Special Operations, and Homeland Security

Section VI  Operations Support

Chapter 52  Internal Affairs
Chapter 53  Inspectional Services
Chapter 54  Public Information
Chapter 55  Victim/Witness Assistance

Section VII  Traffic Operations

Chapter 61  Traffic

Section VIII  Detainee and Court-Related Activities

Chapter 70  Detainee Transportation
Chapter 71  Processing and Temporary Detention
Chapter 72  Holding Facility
Chapter 73  Court Security
Chapter 74  Legal Process

Section IX  Auxiliary and Technical Services

Chapter 81  Communications
Chapter 82  Central Records
Chapter 83  Collection and Preservation of Evidence
Chapter 84  Property and Evidence Control

Chapter 91  Campus Law Enforcement

IV. Benefits of CALEA Accreditation

A. Greater Accountability within the Division of Police

Accreditation provides the Division with a proven management system of written directives, sound training, clearly defined lines of authority, and routine reports that support decision making and resource allocation.

B. Enhanced Liability Protection

The Division is better able to defend members against lawsuits and citizen complaints by showing our policies and procedures conform to an internationally recognized set of standards.
C. International Recognition and Professional Approval

There are hundreds of CALEA accredited law enforcement agencies internationally. The Division ranks among the ten largest accredited municipal law enforcement agencies. The primary reason for the Division to become an accredited agency was to enhance its ability to remain one of the best police agencies. CALEA standards are constantly being refined and updated and are based upon “Best Practices in Professional Law Enforcement.” Adhering to these high standards ensures continual operation in the most professional manner possible and to remain a leading law enforcement agency.

D. Improved Personnel System

Division employees are assured that all aspects of the personnel system are fair and equitable as the system is based upon and operated by objective standards.

E. Improved Employee Morale

Accreditation symbolizes professionalism and excellence. It requires improved written directives and training to inform employees about policies and practices; facilities and equipment to ensure employee’s safety; and processes to safeguard employee’s rights.