

# *Congratulations!*

You are entering a new era in the history of your Department that *“will move you to the center of effective performance”*



**Felts &  
Associates  
Consulting  
Group -**  
moving your  
organization  
to the center  
of effective  
performance.

# Felts & Associates Consulting Group, LLC

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- Developed in 2002
- Services offered:
  - Organizational development and change
  - CALEA Accreditation assistance
  - Training
  - Policy development
- Experience
- <http://feltsconsulting.com>



# CALEA Recognition Program

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- CALEA was created in 1979
- Organizations involved:
  - International Association of Chiefs of Police
  - National Organization of Black Law Enforcement Officers
  - National Sheriffs' Association
  - PERF



# Program Objectives

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- Require the Department to develop a comprehensive, well thought out, uniform set of written directives.
- Provide reports and analyses to allow informed management decisions.
- Require a preparedness program.
- Improve community relations



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## Objectives continued ...

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- Strengthen agency accountability through defined authority, performance, and responsibilities.
- Assist in minimizing the agency's liability.
- Facilitate the agency's pursuit of professional excellence.



# The Standards

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- What are they?
- There are 110 of 459 standards that must be met for recognition.
- How are they satisfied by the Department?
  - Directives
  - Observations
  - Interviews



# Major Categories of Standards

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- Law Enforcement Role, Responsibilities, and Relationships
- Organization, Management, and Administration
- The Personnel Structure
- The Personnel Process



# Categories continued ...

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- Law Enforcement Operations
- Operations Support
- Traffic Operations
- Detainee and Court-Related Activities
- Auxiliary and Technical Services



# The Recognition Process

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- Getting started and enrollment
- Self-Assessment
- On-Site Assessment
- Commission Review and Decision
- Maintaining Compliance



# Conclusion

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- Review
- Questions?

