

# WORKING GROUP ON LAW ENFORCEMENT PROFESSIONALISM



North Carolina Sheriffs' Association  
September 28, 2020

**North Carolina Sheriffs' Association**

*Proudly Serving the Sheriffs and Citizens of North Carolina since 1922*



# Speakers

- Sheriff David Mahoney, President  
North Carolina Sheriffs' Association
  
- Eddie Caldwell  
Executive Vice President and General Counsel  
North Carolina Sheriffs' Association



# Working Group Membership

- Co-Chair: Sheriff John Ingram (Brunswick County)
- Co-Chair: Sheriff James Clemmons (Richmond County)
- President: Sheriff David Mahoney (Transylvania County)
- District 1: Sheriff Dexter Hayes (Hertford County)
- District 2: Sheriff Johnny Williams (Warren County)
- District 3: Sheriff Chip Hughes (Craven County)
- District 4: Sheriff Clarence Birkhead (Durham County)
- District 5: Sheriff Phil Howell (Ashe County)
- District 6: Sheriff Sam Page (Rockingham County)
- District 7: Sheriff Jim McVicker (Bladen County)
- District 8: Sheriff Hubert Peterkin (Hoke County)
- District 9: Sheriff Steve Whisenant (Burke County)
- District 10: Sheriff Quentin Miller (Buncombe County)



# Goals of the Working Group

- Identify what we are doing well in North Carolina, and need to continue doing
- Identify what we are not doing as well as we could, that needs improvement
- Identify what we are not doing at all, and need to start doing



# Presentations to the Working Group

- NC Sheriffs' Standards Division
  - Director, Diane Konopka
  
- NC Criminal Justice Standards Division
  - Director, Steven Combs
  
- NC Justice Academy
  - Director, Trevor Allen



# Presentations to the Working Group

- NC State Bureau of Investigation
  - Director, Robert Schurmeier
  - Deputy Director, Gerald Thomas
  - Assistant Director of Professional Standards, Audria Bridges
  
- NC Sheriffs' Association staff



# Subject Areas Studied & Discussed

- Law Enforcement Training
- Law Enforcement Certification and Decertification
- Law Enforcement Agency Accreditation
- Use of Force Investigations, Policy & Data Collection
- Recruitment and Retention
- Personnel Records and Public Records



# Law Enforcement Training

- Basic Law Enforcement Training (BLET)
  - Task Analysis
  - Topic Areas
- Mandatory In-Service Training (MIST)
  - Statutory and Rule Mandated Topics
  - Process for Selecting Topics
- General & Specialized Instructor Training





# Law Enforcement Training

- Other training
  - NC Justice Academy
  - Agency & Community College Training
- Detention Officer Certification Course (DOCC) & Telecommunicator Certification Course (TCC)
  - Task Analyses



# Law Enforcement Officer Certification & Decertification

- NC Sheriffs' Education and Training Standards Commission
  - Minimum standards
  - Investigations (by Division Staff)
- NC Criminal Justice Education and Training Standards Commission
  - Minimum standards
  - Investigations (by Division Staff)



# Law Enforcement Officer Certification & Decertification

- North Carolina Decertification Index
- International Association of Directors of Law Enforcement Standards and Training (IADLEST) National Decertification Index



# Law Enforcement Agency Accreditation

- North Carolina Law Enforcement Accreditation Program
  - Affordable for all agencies
  - Provides uniformity and structure
  - To be managed by a program manager within the NC Criminal Justice Standards Division
  - Budgetary needs moving forward



# Law Enforcement Agency Accreditation

- Draft Program Guide currently includes requirements to have policies on:
  - Use of Force
  - Early Warning Systems
  - Background Investigations in Hiring
  - Ethics
  - Internal Investigations
  - Field Training Programs



# Use of Force Investigations, Policy & Data Collection

- Role of the NC SBI in Officer Involved Use of Force (including shooting) Investigations
- Role of District Attorneys in Officer Involved Use of Force (inc. shooting) Investigations
- Role of the Center for the Reduction of Law Enforcement Use of Deadly Force



# Use of Force Investigations, Policy & Data Collection

- Use of Force
  - Policy
  - Uniformity of and Additional Needs for Data Collection
- Chokehold Policy
- Duty to Intervene & Duty to Report Policy
- Qualified Immunity



# Law Enforcement Recruitment & Retention

- Increasing Professionalism in Law Enforcement
- NC Criminal Justice Fellows Program
- Gypsy officers – Multiple Agency Officers
- Mental Health of Law Enforcement Officers
- Best Practices in Recruitment





# Personnel & Public Records

- Personnel & Public Records
  - Agency files
  - Items held outside the agency (i.e., 911 recordings)
- Law Enforcement Agency Recordings
  - Dashboard and Body-Worn Cameras
  - Disclosure vs. Release



# Additional Topics of Importance to the Working Group

- Adequate Law Enforcement Funding
- Role and Importance of School Resource Officers (SROs)
- Sentinel Event Reviews
- Citizen Review Boards



# What to expect from NCSA?

- Mid-October Report from the NCSA Working Group
  - What NC is already doing well
  - What NC needs to improve upon
  - Specific recommendations for change and how to improve



# QUESTIONS?



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**North Carolina Sheriffs' Association**

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