



**CITY OF EAST PALO ALTO**  
**POLICE DEPARTMENT**  
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## **POLICE DEPARTMENT TO INITIATE NATIONAL ACCREDITATION PROCESS COMMISSION ON ACCREDITATION FOR LAW ENFORCEMENT AGENCIES (CALEA)**

The East Palo Alto Police Department has taken another major step in its ongoing efforts to enhance its professionalism and accountability to the community. The Department has initiated the process to obtain national accreditation from the Commission on Accreditation for Law Enforcement Agencies (CALEA).

### **What is CALEA?**

CALEA was created in 1979 through the joint efforts of the nation's major Law Enforcement Police Associations:

- International Association of Chiefs of Police (IACP);
- National Organization of Black Law Enforcement Executives (NOBLE);
- National Sheriffs' Association (NSA); and the
- Police Executive Research Forum (PERF).

The goals of CALEA are to:

- Increase community and staff confidence in the agency;
- Strengthen crime prevention and control capabilities;
- Formalize essential management procedures;
- Establish fair and nondiscriminatory personnel practices;
- Improve service delivery; and
- Solidify interagency cooperation and coordination.

The CALEA process provides law enforcement agencies an opportunity to voluntarily demonstrate that they meet an established set of professional standards which:

- Develop and improve the Department's relationship with the community.
- Strengthen a Department's accountability, both within the agency and the community, through a continuum of standards.
- Develop a comprehensive uniform set of written directives achieve administrative and operational goals while providing clear direction to personnel.
- Implement an emergency preparedness program to effectively address natural or man-made disaster and/or critical incidents.
- Provide the police chief the necessary reports and analyses to make fact-based, informed management decisions.
- Dramatically reduce liability and risk.
- Facilitate an agency's pursuit of professional excellence.

The accreditation process is extremely arduous and is expected to take anywhere between 1 to 2 years during which time the Department will demonstrate its compliance with approximately 400 best-practices standards in areas such as operational and administrative policies; training; hiring standards; facilities and equipment; property and evidence storage and processing, and all major aspects of police operations.

CALEA will use a team of national experts to evaluate the Department's compliance with these standards and award accreditation. Follow-up evaluations are conducted every 3 years following the initial accreditation.

The CALEA process is being funded through a risk-management grant from the Association of Bay Area Governments (ABAG). ABAG recognizes the accreditation process results in a more professional, accountable and effective Department, which dramatically reduces liability and overall risk.

The effort to achieve national accreditation is in keeping with the Department's 3 year strategic plan and it's "Vision" as developed by our officers and employees. Below is our vision statement:

The East Palo Alto Police Department will be nationally accredited and recognized as an industry leader that is committed and responsive to the needs of our community".

Achieving national accreditation will represent a significant milestone in the Department's history. According to CALEA's 2007 annual report, only 10 police departments in California are CALEA accredited. There are approximately 400 police agencies in the state.

I am extremely confident that the talented, dedicated and committed men and women of the Police Department will achieve this goal, especially with your support.

Respectfully,

Ronald L. Davis  
Chief of Police



## **OUR MISSION:**

IT IS THE MISSION OF THE EAST PALO ALTO POLICE DEPARTMENT TO WORK IN PARTNERSHIP WITH THE COMMUNITY TO REDUCE CRIME AND VIOLENCE AND PROVIDE QUALITY LAW ENFORCEMENT SERVICES.

## **OUR VISION:**

THE EAST PALO ALTO POLICE DEPARTMENT WILL BE NATIONALLY ACCREDITED AND RECOGNIZED AS AN INDUSTRY LEADER THAT IS COMMITTED AND RESPONSIVE TO THE NEEDS OF OUR COMMUNITY.

## **OUR VALUES:**

- **SERVICE**
- **TEAMWORK**
- **RESPECT**
- **INTEGRITY**
- **VISION**
- **EXCELLENCE**

## **OUR MOTTO:**

***“STRIVE FOR PERFECTION IN ORDER TO ACHIEVE EXCELLENCE”***