

LAW ENFORCEMENT ACCREDITATION

Bedford (VA) Police Department

Agency

Bedford (VA) Police Department
215 E. Main Street
Bedford, VA 24523

Chief Executive Officer

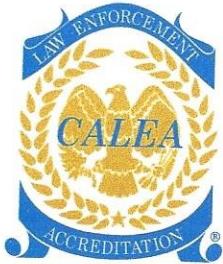
Chief of Police
F. Todd Foreman

Methodology Overview

CALEA serves as the premier credentialing association for public safety agencies and provides accreditation services for law enforcement organizations, public safety communication centers, public safety training academies, and campus security agencies. The standards are promulgated by a board of 21 commissioners, representing a full spectrum of public safety leadership. The assessment process includes extensive self-assessment, annual remote web-based assessments, and quadrennial site-based assessments. Additionally candidate agencies are presented to the Commission for final consideration and credentialing.

CALEA Accreditation is a voluntary process and participating public safety agencies, by involvement, have demonstrated a commitment to professionalism. The program is intended to enhance organization service capacities and effectiveness, serve as a tool for policy decisions and management, promote transparency and community trust, and establish a platform for continuous review.

CALEA Accreditation is the Gold Standard for Public Safety Agencies and represents a commitment to excellence.



Law Enforcement Accreditation

CALEA standards reflect the current thinking and experience of Law Enforcement practitioners and researchers. Major Law Enforcement associations, leading educational and training institutions, governmental agencies, as well as Law Enforcement executives internationally, acknowledge CALEA's Standards for Law Enforcement Agencies© and its Accreditation Programs as benchmarks for professional law enforcement agencies.

CALEA's Founding Organizations:

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

TABLE OF CONTENTS

Executive Summary

Chief Executive Officer Profile

Community Profile

Agency History

Agency Structure and Function

Agency Successes

Future Issues for Agency

First Annual Compliance Service Review

Site-Based Assessment Review

Community Feedback and Review

Standards Related Data Tables

EXECUTIVE SUMMARY

Overview:

The Bedford (VA) Police Department is currently commanded by F. Todd Foreman. The agency participated in a remote assessment(s), as well as site-based assessment activities as components of the accreditation process. The executive summary serves as a synopsis of key findings, with greater details found in the body of the report.

Compliance Service Review:

CALEA Compliance Services Member(s) Jeff Pierce remotely reviewed 85 standards for the agency on 10/7/2021 using Law Enforcement Manual 6.13. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

- 1.1.2 – Code of Ethics* (LE1) (MMMM) – ISSUE: The agency directive is titled "Sworn and Non Sworn Code of Ethics". However, the actual signed Code of Ethics form used by the agency specifically address "Law Enforcement Officer" in the Opening paragraph and does not address non-sworn department employees or other civilian personnel. The Year 1 proof used by the agency does not indicate whether the signer of the proof document is Sworn or Non Sworn? AGENCY ACTION NEEDED: It was recommended the agency adopt a Code of Ethics for Non Sworn Personnel. Provide appropriate proofs by non-sworn personnel AGENCY ACTION TAKEN: The agency included an Accreditation Manager's note to the PDMS file stating; "The Town of Bedford Police Department had no occurrences of a non-sworn personnel being hired to sign the Code of Ethics during the June 2020-June 2021 assessment cycle." In addition, the agency elected to adopt a new Code of Ethics addressed specifically to Non Sworn employees. It is recommended this standard is reviewed during the next CSM Review cycle.

Site-Based Assessment Review:

Site-Based Assessment Report was not completed.

CHIEF EXECUTIVE OFFICER PROFILE

F. Todd Foreman

Todd Foreman was appointed Chief of Police of the Bedford Police Department after working for the Police Department for 18 years. He began his career working for the Department of Corrections where he reached the rank of Sergeant. Chief Foreman was hired by the Bedford Police Department in 1996. He worked through the ranks and positions to include Patrol, Community Policing and Crime Prevention, Patrol Sergeant, Operations Lieutenant which supervised patrol and investigations. He is currently working as the Chief of Police.

Chief Foreman graduated from Liberty University in 2009 with a Bachelor of Science degree and then in 2014 with a Master in Arts in Human Services Counseling Criminal Justice. Chief Foreman is a graduate of the FBI National Academy 237 session and a graduate of the Professional Executive Leadership School Session 31. He recently graduated (2021) from the Senior Management Institute for Police session 79.

He is currently instructing leadership courses for the Virginia Association of Chiefs of Police and Virginia Chiefs of Police Foundation. He instructs for the University of Richmond in the Professional Executive Leadership School. The courses he has instructed include Team Building, Leadership Ethics, New Chief what is next, and Ethical Budgeting for Government Officials.

COMMUNITY PROFILE

In 2014 Bedford reverted from a city to a town. The town grew from 7 square miles to 9 square miles on July 1, 2014. The Town of Bedford is the County Seat. There are 4 highways coming into Town of Bedford like spokes on a wheel. The roads are Route 460, Route 43, Route 221, Route 122. The town is the home to the National D Day Memorial because the community had the highest death rate per capita on D DAY June 6, 1944. We have a population of about 6597 in 2019. Census DATA from 2020 shows an increase in population to 6657. There are 5 subsidized housing units within the Town limits and 5 trailer parks. The Town has a small historic downtown area Which is the center of the wheel. The Downtown area has restaurants and small retail stores. The outer area of Town has a plaza with Walmart and other stores.

AGENCY HISTORY

1700s - 1910s: The Town of Bedford was established in 1782 as the village of Liberty and covered an area of approximately 100 acres. It was the county seat for Bedford County. At that time laws were enforced by a town constable. Liberty was incorporated into a town by Act of the General Assembly on March 28, 1839. The name was changed from Liberty to "Bedford City" in 1890. In 1912 the "City" part of Bedford was dropped.

1940s - 1960s: In the 1940s the Bedford Police Department started its first traffic unit, with the purchase of a Harley Davidson police motorcycle. Traffic enforcement and traffic safety became increasingly important. Through the 1950s the department grew to 7 sworn officers. In 1968 the Town of Bedford was granted a city charter and became the City of Bedford.

2000s: The Bedford Police Department grew to greatest numbers during 2006 with 28 sworn personnel, 4 civilian personnel and 2 part-time civilian personnel. Currently we have a strength of 24 sworn officers, 3 civilian personnel and 1 part-time position. The Bedford Police Department is led by Chief of Police, F. Todd Foreman; a Lieutenant who oversees administrative duties and a Lieutenant responsible for daily operations.

Location: Currently the Town of Bedford covers approximately 9 square miles. The population has more than 7,000 citizens with a daily workforce influx of approximately 3,000. The town has experienced many changes throughout the years. Our local tax base has changed from industry/manufacturing based to service/retail based, focusing on tourism. The Town of Bedford is home to the National D-Day Memorial with an annual visitation of more than 100,000. The Town of Bedford is situated in Central Virginia between the 2 larger metropolitan areas of Roanoke and Lynchburg, along U.S. Route 460. The average daily traffic count for Route 460 through Bedford is 20,000 vehicles. The Bedford Police Department is committed to highway safety, especially where teens are involved.

Bike Program: In 2007, a bike patrol program was introduced. Nine officers were certified through IPMBA as Police cyclists. Bike Patrol and Bicycle Safety are integral in the day to day operations of the Police Department. Since its inception, the bicycle safety program has influenced over 800 children. Bike Patrol officers have also been able to work with neighborhood children about the importance of wearing helmets while riding their bikes; as well as "Rules of the Road" for bicycle riders to follow. The Bedford Police Department has provided over 80 bike helmets free of charge to local kids. Forty additional helmets were distributed in conjunction with the Bedford Social Services Christmas Store.

Targeted Programs

In 2008 the Bedford Police Department initiated a program targeting Teen drivers for DUI/Distracted driving. The program was funded through a grant from State Farm Insurance Co. This project utilizes a golf cart to use as a low speed simulator for both DUI/Impaired and Distracted driving. The program encompasses one on one interaction between the teen driver and a Police Officer. This interaction also provides a venue for communication, behavior modification and a positive role model. This program reached over 6,000 participants in the first year.

A program addressing occupant protection continued throughout 2009 with Child Safety Seat checks and Air Bag demonstrations. During 2009, over 121 child seats were checked or installed. Air bag demonstrations were conducted to promote seat belt awareness as an effort to save lives and raise seat belt utilization.

AGENCY STRUCTURE AND FUNCTION

We are authorized 24 sworn full-time personnel, 3 non-sworn full-time personnel, and 1 non-sworn part-time personnel.

Chief of Police is the head of the Police Department. Administrative Lieutenant is over the Administrative and Investigation Division. Operations Lieutenant is over the Patrol Division.

The breakdown of a full department is:

4 Patrol Sworn Sergeant/ 1 Investigation Sworn Sergeant

12 Sworn Patrol Officers

4 Sworn Investigators

3 Non-Sworn full time personnel (Administrative Assistant, Records Technician and Accreditation Manager/Evidence Custodian)

1 Non-Sworn Part-Time personnel (Parking Enforcement)

The department currently has

A Chief of Police, Administrative Lieutenant, Operations Lieutenant, 4 patrol sergeants, 1 investigation sergeants. 11 officers, 3 investigators. 3 non-sworn full time personnel, and 1 non-sworn part-time personnel. There are 2 officers assigned to patrol who are currently attending the academy. We are currently 2 positions below staffing.

AGENCY SUCCESSES

The Bedford Police Department has continued through 2020 in improving the community image. Our officers are building relationships within the community. They are instructed to exit the vehicle in their discretionary time and interact with citizens in the community. We have decreased our complaints to 1 for this year. We are treating people with respect and building trust through our relationships and programs.

We have also been working on improving the training the officers are receiving in all of these areas. Our Strategic plan was made and updates so we continue to strive to meet the goals of 21st Century Policing.

We have stabilized our staffing levels and held steady for the past twelve months. The first line supervisors are reporting they are observing officers who are discussing being at the department long term.

We have successfully implemented the career progression program and had our first PO1 and PO2 officers.

We have had the needs assessment for a new building completed and we have a current work group working on the design size and cost of a new police facility.

We were able to raise the starting salary and equally raise all of the officers and staff of the police department . This is increasing the salary of all officers to help increase retention.

FUTURE ISSUES FOR AGENCY

The Bedford Police Department is facing three major challenges in currently and in the future. The first challenge we face immediately is recruitment and retention. Although we have appear to have had short term success in retention and recruitment we still are cautious in the future as contracts expire and officers have the opportunity to go to departments who are increasing their pay.

The Second challenge we are facing is in 2023 the Town of Bedford will increase from 9 square miles to approximately 14 square miles. The Chief of Police has already been informed that the Town Council does not want to increase the number of officers to handle the number of new residents being incorporated into the town. We are facing the challenge of how we will police the extra space and officers and not lower the level of service. We are concerned about quality of life calls in these areas. The concern is slower response times as we increase the call levels in the Town whether crime related or quality of life related.

The third and new challenge is related to animal control calls. The town eliminated the animal control position. The Bedford County Sheriff's Department will only respond on a request for assistance. They will not provide an animal control officers for the town as the code of Virginia requires. The police department has taken on the task of continuing animal control services to the members of the town so the citizens do not see a drop in the service levels. We are having to assign a patrol officers to animal control. The officer will need to be duel trained and we are working on a plan so it does not lower one of the patrol shifts numbers.

YEAR 1 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Jeff Pierce

On 10/7/2021, the Year 1 Remote Web-based Assessment of Bedford (VA) Police Department was conducted. The review was conducted remotely and included 85 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.1.1 Oath of Office (LE1) (MMMM)	Compliance Verified
1.1.2 Code of Ethics* (LE1) (MMMM)	Standard Issue
Notes: ISSUE: The agency directive is titled "Sworn and Non Sworn Code of Ethics". However, the actual signed Code of Ethics form used by the agency specifically address "Law Enforcement Officer" in the Opening paragraph and does not address non-sworn department employees or other civilian personnel. The Year 1 proof used by the agency does not indicate whether the signer of the proof document is Sworn or Non Sworn? AGENCY ACTION NEEDED: It was recommended the agency adopt a Code of Ethics for Non Sworn Personnel. Provide appropriate proofs by non-sworn personnel AGENCY ACTION TAKEN: The agency included an Accreditation Manager's note to the PDMS file stating; "The Town of Bedford Police Department had no occurrences of a non-sworn personnel being hired to sign the Code of Ethics during the June 2020-June 2021 assessment cycle." In addition, the agency elected to adopt a new Code of Ethics addressed specifically to Non Sworn employees. It is recommended this standard is reviewed during the next CSM Review cycle.	
1.2.4 Search and Seizure (LE1) (MMMM)	Compliance Verified
1.2.5 Arrest with/without Warrant (LE1) (MMMM)	Compliance Verified
1.2.9 Biased Policing* (LE1) (MMMM)	Compliance Verified
1.2.10 Duty to Intervene (LE1) (MMMM)	Compliance Verified
3 Contractual Agreements for Law Enforcement Services	
3.1.1 Written Agreement for Services Provided (LE1) (MMMM)	Not Applicable by Function
4 Use of Force	
4.1.3 Warning Shots (LE1) (MMMM)	Compliance Verified
4.1.4 Use of Authorized Less Lethal Weapons (LE1) (MMMM)	Compliance Verified
4.2.4 Analyze Reports* (LE1) (MMMM)	Compliance Verified
11 Organization and Administration	
11.1.1 Description of Organization (LE1) (MMMM)	Compliance Verified
11.3.1 Responsibility/Authority (LE1)	Compliance Verified
11.3.3 Notify CEO of Incident with Liability (LE1)	Compliance Verified
12 Direction	
12.1.1 CEO Authority and Responsibility (LE1)	Compliance Verified

Standards	Findings
12.1.2 Command Protocol (LE1)	Compliance Verified
12.1.3 Obey Lawful Orders (LE1)	Compliance Verified
15 Planning and Research, Goals and Objectives, and Crime Analysis	
15.2.1 Annual Updating/Goals and Objectives* (LE1)	Compliance Verified
17 Fiscal Management and Agency Property	
17.4.2 Cash Fund/Accounts Maintenance* (LE1)	Compliance Verified
17.5.2 Operational Readiness (LE1)	Compliance Verified
21 Classification and Delineation of Duties and Responsibilities	
21.2.2 Job Description Maintenance and Availability* (LE1) (M M M M)	Compliance Verified
22 Personnel Management System	
22.1.8 Employee Identification (LE1)	Compliance Verified
22.1.9 Military Deployment and Reintegration (LE1)	Compliance Verified
22.2.2 General Health and Physical Fitness (LE1)	Compliance Verified
22.2.5 Extra-Duty Employment (LE1)	Compliance Verified
22.4.1 Grievance Procedures (LE1)	Compliance Verified
26 Disciplinary Procedures and Internal Investigations	
26.1.1 Code of Conduct (LE1)	Compliance Verified
26.1.3 Harassment (LE1)	Compliance Verified
26.1.4 Disciplinary System (LE1)	Compliance Verified
26.2.1 Complaint Investigation (LE1)	Compliance Verified
26.2.2 Records, Maintenance and Security (LE1)	Compliance Verified
26.2.4 Complaint/Commendation Registering Procedures (LE1)	Compliance Verified
26.3.2 CEO, Notification (LE1)	Compliance Verified
26.3.3 Investigation Time Limits (LE1)	Compliance Verified
26.3.5 Statement of Allegations/Rights (LE1)	Compliance Verified
31 Recruitment and Selection	
31.2.1 Recruitment Plan (LE1)	Compliance Verified
31.4.1 Selection Process Described (LE1)	Compliance Verified
31.4.7 Selection Criteria (LE1) (MMMM)	Not Applicable by Function
31.5.1 Background Investigations (LE1)	Compliance Verified
33 Training and Career Development	
33.1.5 Remedial Training (LE1)	Compliance Verified

Standards	Findings
33.4.4 Limited Function Alternate Training Requirements (LE1) (M M M M)	Not Applicable by Function
33.5.3 Accreditation Process Orientation (LE1)	Compliance Verified
35 Performance Evaluation	
35.1.9 Personnel Early Intervention System* (LE1)	Compliance Verified
41 Patrol	
41.2.3 Roadblocks and Forcible Stopping* (LE1)	Compliance Verified
41.2.7 Mental Health Issues* (LE1)	Compliance Verified
41.3.5 Protective Vests (LE1)	Compliance Verified
44 Juvenile Operations	
44.1.1 Juvenile Operations Policy (LE1)	Compliance Verified
44.2.3 Custodial Interrogation and Interviews (LE1)	Compliance Verified
54 Public Information	
54.1.3 Media Access (LE1)	Compliance Verified
61 Traffic	
61.1.4 Informing The Violator (LE1)	Compliance Verified
70 Detainee Transportation	
70.1.1 Pre-Transport Prisoner Searches (LE1)	Compliance Verified
71 Processing and Temporary Detention	
71.1.1 Designate Rooms or Areas (LE1)	Not Applicable by Function
71.2.1 Training of Personnel* (LE1)	Not Applicable by Function
71.3.1 Procedures (LE1)	Compliance Verified
71.3.3 Security in Designated Temporary Detention Processing and Testing Rooms/Areas (LE1)	Not Applicable by Function
71.4.1 Physical Conditions (LE1)	Not Applicable by Function
71.4.2 Fire Prevention/Suppression (LE1)	Not Applicable by Function
71.4.3 Inspections* (LE1)	Not Applicable by Function
72 Holding Facility	
72.1.1 Training User Personnel* (LE1)	Not Applicable by Function
72.5.3 Sight and Sound Separation (LE1)	Not Applicable by Function
73 Court Security	
73.1.1 Role, Authority, Policies* (LE1)	Not Applicable by Function
73.3.1 Weapon Lockboxes (LE1)	Not Applicable by Function
73.4.2 External Communications (LE1)	Not Applicable by Function

Standards	Findings
73.5.18 Designated Control Point (LE1)	Not Applicable by Function
74 Legal Process	
81 Communications	
81.3.1 Communications Center Security (LE1)	Not Applicable by Function
82 Central Records	
82.1.1 Privacy and Security (LE1)	Compliance Verified
82.2.2 Reporting Requirements (LE1)	Compliance Verified
82.2.3 Case Numbering System (LE1)	Compliance Verified
83 Collection and Preservation of Evidence	
83.1.1 24-Hour Availability (LE1)	Compliance Verified
84 Property and Evidence Control	
84.1.1 Evidence/Property Control System (LE1)	Compliance Verified
84.1.4 Security of Controlled Substances, Weapons for Training (LE1)	Not Applicable by Function
84.1.5 Records, Status of Property (LE1)	Not Applicable by Function
91 Campus Law Enforcement	
91.1.1 Risk Assessment and Analysis* (LE1)	Not Applicable by Function
91.1.3 Campus Background Investigation (LE1)	Not Applicable by Function
91.1.4 Campus Security Escort Service (LE1)	Not Applicable by Function
91.1.5 Emergency Notification System (LE1)	Not Applicable by Function
91.1.6 Behavioral Threat Assessment (LE1)	Not Applicable by Function
91.1.7 Security Camera Responsibilities* (LE1)	Not Applicable by Function
91.1.8 Emergency Only Phones and Devices* (LE1)	Not Applicable by Function
91.1.9 Administrative Investigation Procedures (LE1)	Not Applicable by Function
91.2.1 Agency Role and Responsibilities (LE1)	Not Applicable by Function
91.3.1 Agency Role and Responsibilities* (LE1)	Not Applicable by Function
91.4.1 Position Responsible for Clery Act* (LE1)	Not Applicable by Function

Response from Agency Regarding Findings:

CEO Feedback not provided.

SITE-BASED ASSESSMENT

12/8/2021

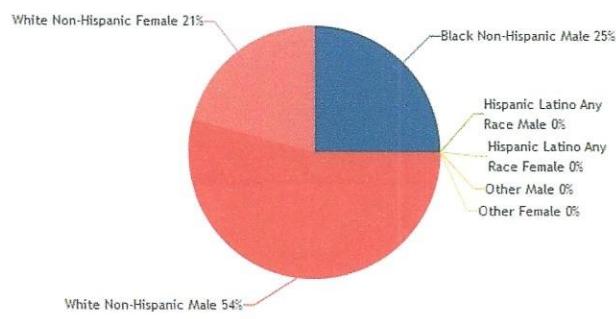
Planning and Methodology:

Use Of Force - Reaccreditation Year 1

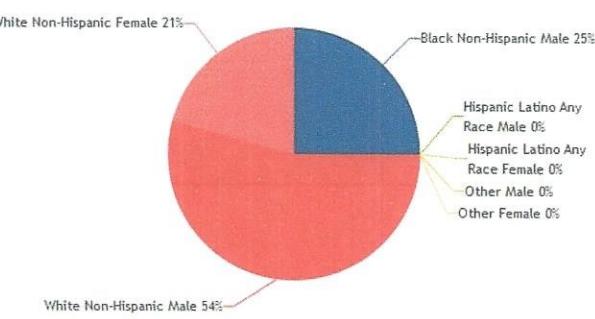
Data Collection Period: 1/1/2020 - 12/31/2020

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									24
Discharge	0	0	0	0	0	0	0	0	0
Display Only	13	5	6	0	0	0	0	0	24
ECW									0
Discharge Only	0	0	0	0	0	0	0	0	0
Display Only									
Baton	0	0	0	0	0	0	0	0	0
Chemical/OC	0	0	0	0	0	0	0	0	0
Weaponless	4	0	4	0	0	0	0	0	8
Canine									0
Release Only	0	0	0	0	0	0	0	0	0
Release and Bite	0	0	0	0	0	0	0	0	0
Total Uses of Force	17	5	10	0	0	0	0	0	32
Total Number of Incidents Resulting In Officer Injury or Death	0	0	0	0	0	0	0	0	0
Total Use of Force Arrests	17	5	10	0	0	0	0	0	32
Total Number of Suspects Receiving Non-Fatal Injuries									
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	0	0	0	0	0	0	0	0	0
Total Use of Force Complaints	0	0	0	0	0	0	0	0	0

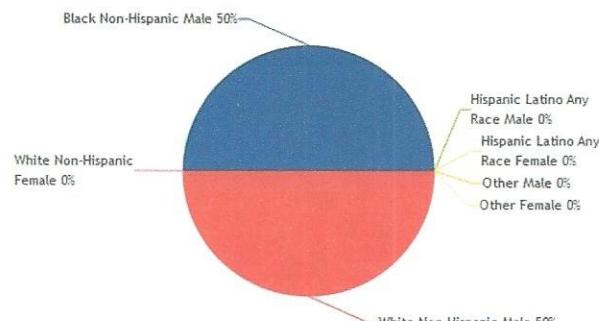
Total Firearm



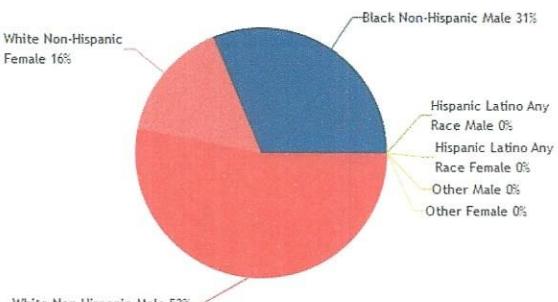
Firearm Display



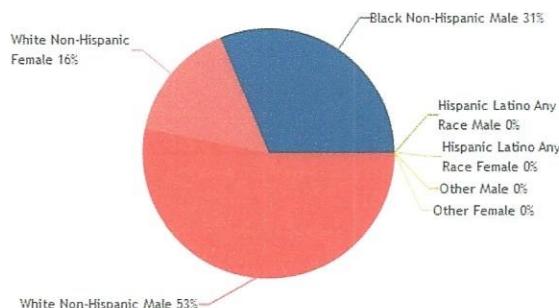
Weaponless



Total Uses of Force



Total Use of Force Arrests



Legend

White Non-Hispanic Male

White Non-Hispanic Female

Black Non-Hispanic Male

Black Non-Hispanic Female

Hispanic Latino Any Race Male

Hispanic Latino Any Race Female

Other Male

Other Female



Motor Vehicle Pursuit

Year 1 Data Collection Period: 1/1/2020-12/31/2020

	Year 1
Pursuits	
Total Pursuits	6
Forcible stopping techniques used	3
Terminated by Agency	1
Policy Compliant	6
Policy Non-Compliant	0
Collisions	
Injuries	
Total Collisions	3
Officer	0
Suspect	0
ThirdParty	0
Reason Initiated	
Traffic	2
Felony	4
Misdemeanor	

Grievances

Year 1 Data Collection Period: 1/1/2020-12/31/2020

Grievances	Year 1
Number	0

Personnel Actions

Year 1 Data Collection Period: 1/1/2020-12/31/2020

	Year 1
Suspension	0
Demotion	0
Resign In Lieu of Termination	0
Termination	0
Other	0
Total	0
Commendations	0

Complaints and Internal Affairs - Reaccreditation Year 1

Data Collection Period: -

Year 1

External/Citizen Complaint

Citizen Complaint	1
Sustained	0
Not Sustained	1
Unfounded	1
Exonerated	0

Internal/Directed Complaint

Directed Complaint	0
Sustained	0
Not Sustained	0
Unfounded	0
Exonerated	0

Biased Based Profiling

Year 1 Data Collection Period: 1/1/2020-12/1/2020

Complaints from:	Year 1
Traffic Contacts	0
Field Contacts	0
Asset Forfeiture	0

Complaints

Legend

Traffic Contacts	
Field Contacts	
Asset Forfeiture	

Calls For Service - Reaccreditation Year 1

Data Collection Period: -

	Year 1
Calls for Service	7851

UCR/NIBRS Part 1 Crimes

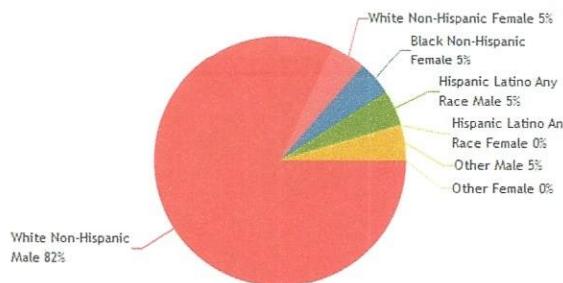
Murder	1
Forcible Rape	1
Robbery	1
Aggravated Assault	6
Burglary	8
Larceny-Theft	47
Motor Vehicle Theft	5
Arson	1

Agency Breakdown Report - Reaccreditation Year 1

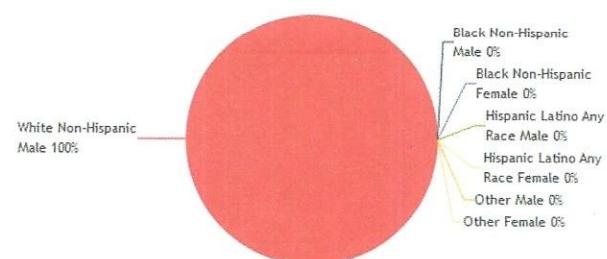
Data Collection Period: 1/1/2020 - 12/31/2020

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	1	0	0	0	0	0	0	0	1
Command	1	0	0	0	0	0	1	0	2
Supervisory Positions	4	1	0	0	0	0	0	0	5
Non-Supervisory Positions	12	0	0	1	1	0	0	0	14
Sub Total									22
Non Sworn Personnel									
Executive	0	0	0	0	0	0	0	0	0
Managerial	0	0	0	0	0	0	0	0	0
Supervisory Positions	0	0	0	0	0	0	0	0	0
Non-Supervisory Positions	1	2	0	1	0	0	0	0	4
Sub Total									4
Total									26

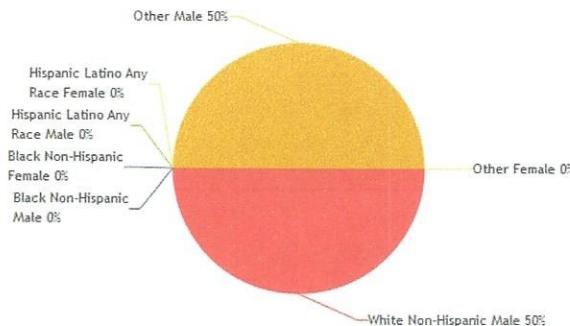
Total Sworn Personnel



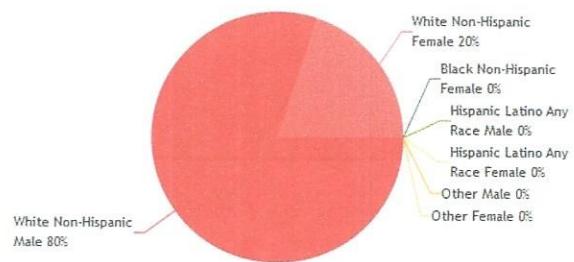
Sworn Personnel: Executive



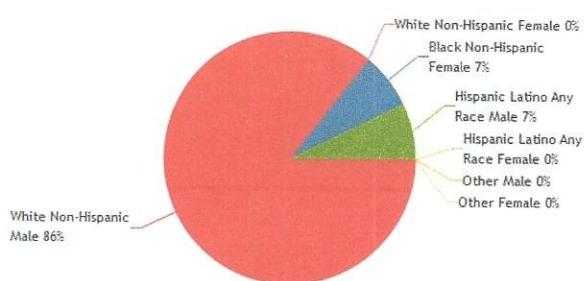
Sworn Personnel: Command



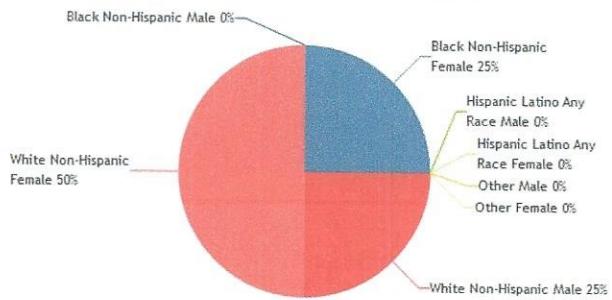
Sworn Personnel: Supervisory Positions



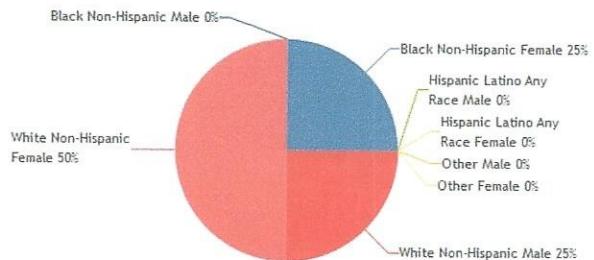
Sworn Personnel: Non-Supervisory Positions



Total Non-Sworn Personnel



Non-Sworn Personnel: Non-Supervisory Positions



Legend

- White Non-Hispanic Male
- White Non-Hispanic Female
- Black Non-Hispanic Male
- Black Non-Hispanic Female
- Hispanic Latino Any Race Male
- Hispanic Latino Any Race Female
- Other Male
- Other Female



Agency Demographics Report - Reaccreditation Year 1

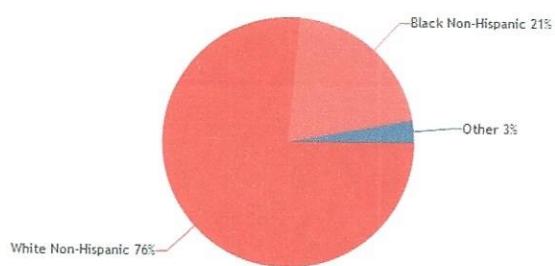
Data Collection Period: 1/1/2020 - 12/31/2020

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	5079	76%	0	0 %	18	82%	1	5%	16	84%	2	11%
Black Non-Hispanic	1384	21%	0	0 %	2	9%	1	5%	1	5%	1	5%
Hispanic Latino Any Race	0	0%	0	0 %	1	5%	0	0%	1	5%	0	0%
Other	189	3%	0	0 %	1	5%	0	0%	1	5%	0	0%
Total	6652		0		22		2		19		3	

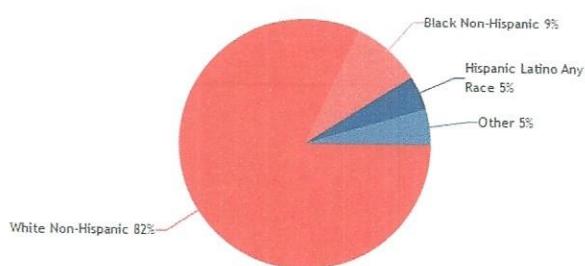
Reaccreditation Year 1 Notes:

The available workforce of white non-Hispanic, black non-Hispanic, Hispanic Latino any race, or other is unknown for the year of 2020.

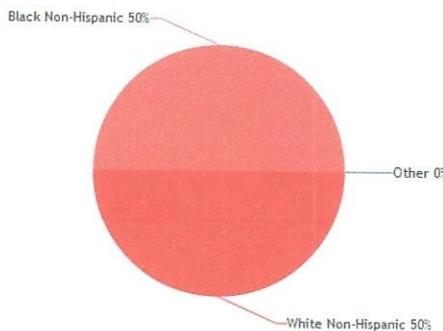
Service Population



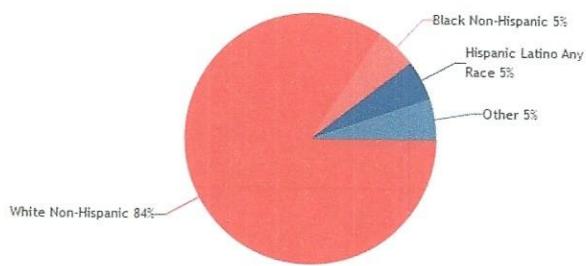
Current Sworn Officers



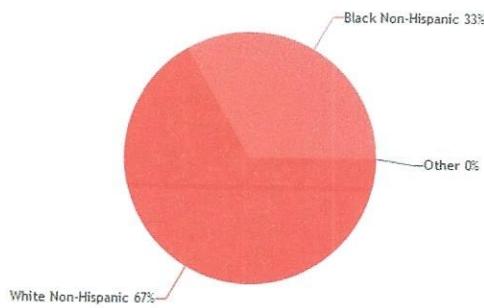
Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers

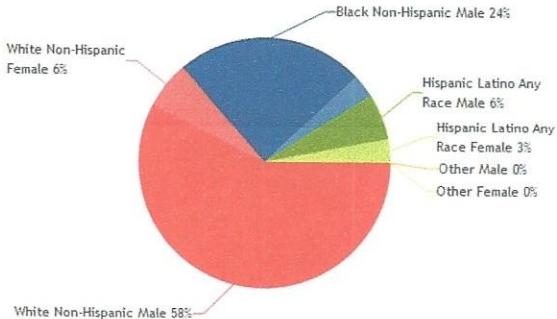


Sworn Officer Selection - Reaccreditation Year 1

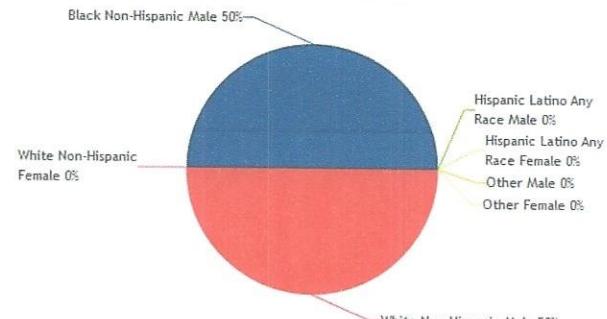
Data Collection Period: 1/1/2020 - 12/31/2020

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	19	2	8	1	2	1	0	0	33
Applicants Hired	1	0	1	0	0	0	0	0	2
Percent Hired	5%	0%	13%	0%	0%	0%	%	%	N/A
Percent of Workforce Population	5%		5%			0%		0%	N/A

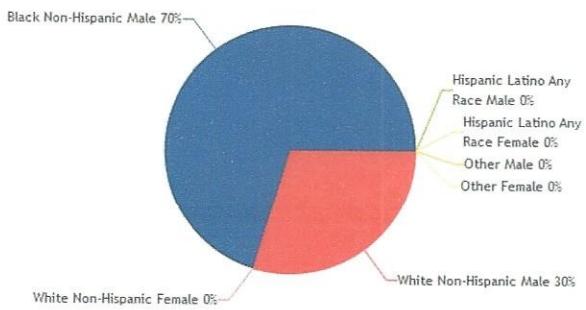
Applications Received



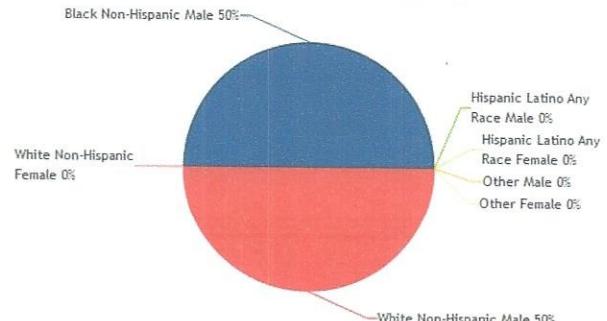
Applicants Hired



Percent Hired



Percent of Workforce Population



Legend

- White Non-Hispanic Male
- White Non-Hispanic Female
- Black Non-Hispanic Male
- Black Non-Hispanic Female
- Hispanic Latino Any Race Male
- Hispanic Latino Any Race Female
- Other Male
- Other Female

STATISTICS AND DATA TABLES

Overview

The following information reflects empirical data submitted by the candidate agency specifically related to CALEA Standards. Although the data does not confirm compliance with the respective standards, they are indicators of the impact of the agency's use of standards to address the standards' intent

Traffic Warnings & Citations - Reaccreditation Year 1

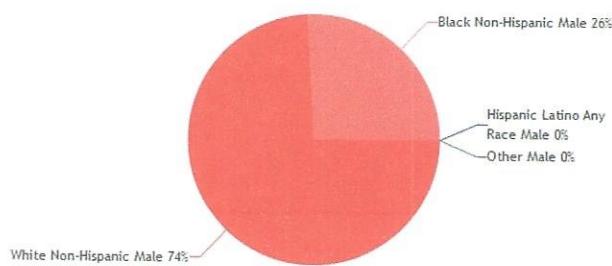
Data Collection Period: 1/1/2020 - 12/31/2020

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	103	332	435
Black Non-Hispanic Male	36	70	106
Hispanic Latino Any Race Male			
Other Male		3	3
White Non-Hispanic Female	88	251	339
Black Non-Hispanic Female	22	61	83
Hispanic Latino Any Race Female			
Other Female			
TOTAL	249	717	966

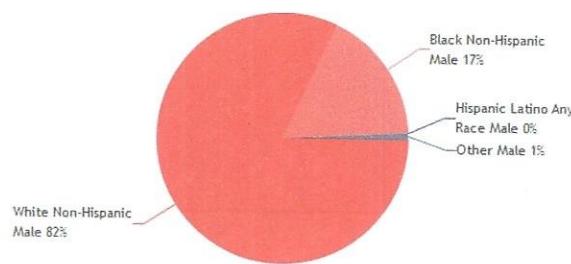
Reaccreditation Year 1 Notes:

The Bedford Police Department did not start issuing warnings until July 2020. So warnings are from July 2020-December 2020.

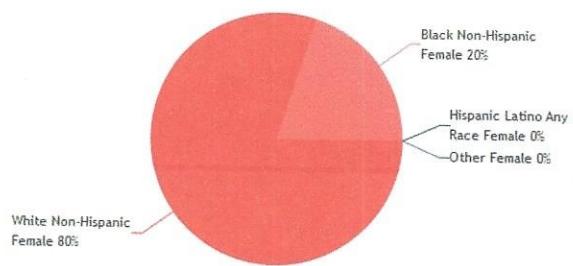
Male Warnings



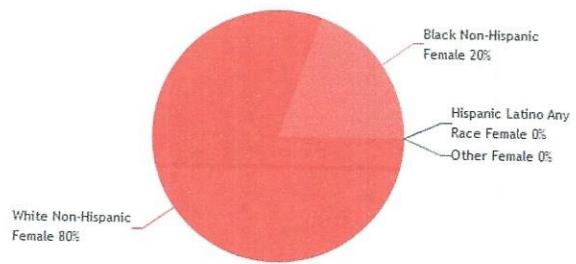
Male Citations



Female Warnings



Female Citations



Legend

- White Non-Hispanic Male
- Black Non-Hispanic Male
- Hispanic Latino Any Race Male
- Other Male



Sworn Officer Promotions - Reaccreditation Year 1

Data Collection Period: 1/1/2020 - 12/31/2020

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	0	0	0	0	0	0	0	0	0
Eligible After Testing	0	0	0	0	0	0	0	0	0
Promoted	0	0	0	0	0	0	0	0	0
Percent Promoted	%	%	%	%	%	%	%	%	N/A

Reaccreditation Year 1 Notes:

During the year of 2020 there were no promotions.

Tested

Eligible After Testing

Promoted

Percent Promoted

Legend

White Non-Hispanic Male

White Non-Hispanic Female

Black Non-Hispanic Male

Black Non-Hispanic Female

Hispanic Latino Any Race Male

Hispanic Latino Any Race Female

Other Male

Other Female



