

# Police Professional Standards



# Four Pillars

1. Pre-employment screening
    - Background investigation
    - Psychological examination
  2. Training
    - Basic
    - Patrol Training Officer (PTO)
    - In-Service Training
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# Four Pillars

## 3. Policies

- Lexipol
- CALEA and KLEAP
  - Proofs

## 4. Supervision

- Supervisors and Commanders in the field
  - Performance Reviews and patrol video reviews
  - Accountability
    - Use of Force review
    - Vehicle accident review
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# Department Organization

## 2023 LKPD ORGANIZATIONAL CHART



# CALEA Accreditation



"Accreditation provides objective evidence of an agency's commitment to excellence in leadership, resource management and service delivery. "

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# Policy

Policy  
1010

## Personnel Complaints

### 1010.1 SECTION TITLE

#### Agency Content

Issued: 1/3/2020	Effective: 1/3/2020	Revised: 6/7/2023	Reviewed: Annually
CALEA References: 26.1.4; 26.2.1; 26.2.2; 26.2.4; 26.3.2; 26.3.3; 26.3.5	Section: Complaint Investigation; Records, Maintenance and Security/ Complaint/Commendations Registration		
Distribution: All Personnel	Issuing Authority: Chief Rich Lockhart		

# Definitions

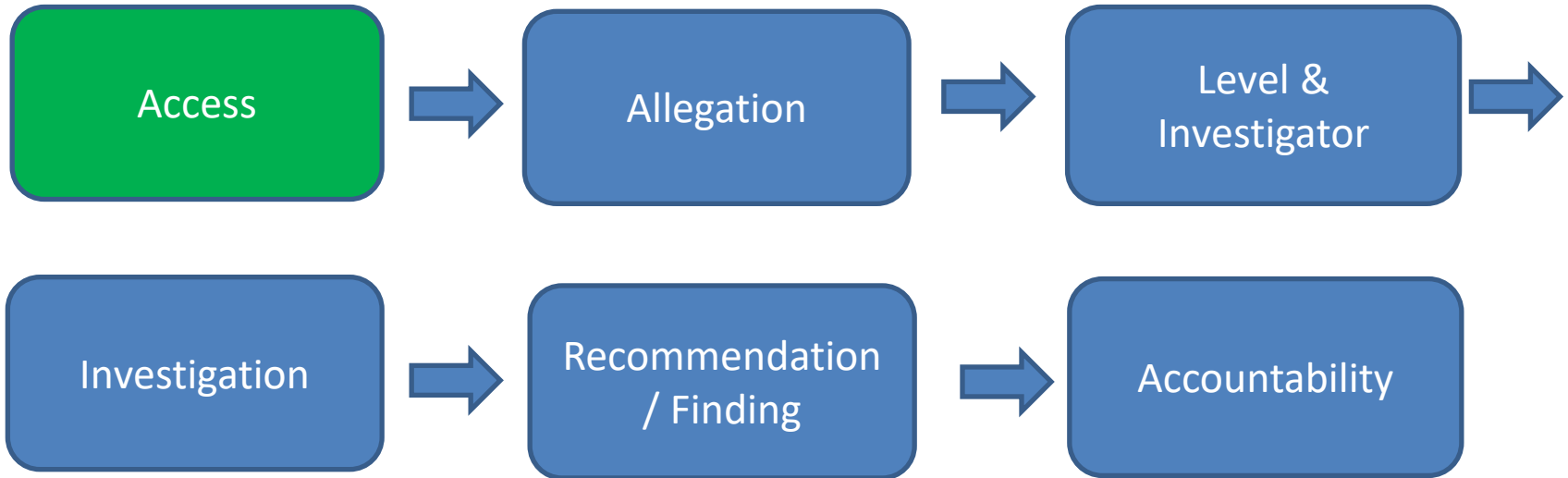
**Allegation** – An unproven accusation that an employee violated Department or City policy, procedures, rules regulations or the law

**Violation** – An act or omission by an employee that is a breach of policy, rule, regulation or law, which could result in disciplinary action

**Personnel Complaint** – An allegation, received from the public, that a member violated department or city policy or federal, state or local law or a dissatisfaction related to conduct or performance

**Internal Investigation** – An internally generated investigation into a member's conduct or alleged violation of department/city policy, or law

# The Process





# Access To Process

Citizens can file a complaint or compliment with the Department using several methods. (CALEA 26.2.4)

- Contact with the Office of Professional Accountability (OPA):
    - Via email at OPA@lkpd.org
    - Via telephone at 785-832-7551
    - In person at 4820 Bob Billings Pkwy
  - Contact with the Department's Executive Officer for Diversity:
    - Via email at diversityofficer@lkpd.org
    - Via telephone at 785-830-7404
    - In person at 5100 Overland Drive
  - By filling out a form:
    - On-line at <https://lawrenceks.org/police/feedback/> and following the process identified on the webpage.
    - Paper complaint forms will be maintained in a clearly visible location in the public area of the police facility located at 5100 Overland Drive.
  - By calling the Douglas County Emergency Communications Center (Dispatch) non-emergency line (785) 832-7509 and ask to speak with an on-duty supervisor. ( make contact.
  - Through private message on the Department's social media pages:
    - Facebook page (<https://www.facebook.com/LawrencePolice/>)
    - Twitter ([https://twitter.com/LawrenceKS\\_PD](https://twitter.com/LawrenceKS_PD))
  - Through any member of the Police Department
  - Contacting the Lawrence City Manager's Office
  - Contacting a Lawrence City Commissioner
  - Contacting the City of Lawrence Community Police Review Board
  - Contacting the Kansas Attorney General's Office
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# Access To Process

## COMMUNITY POLICE REVIEW BOARD



The Community Police Review Board was established in 2018 for the purpose of advising the Governing Body of the City of Lawrence, Kansas, regarding issues affecting the Lawrence Police Department, its policies, education, community outreach and communications related to racial or other bias-based policing. The Board provides an independent, accessible, and efficient means for which the public may submit a complaint of alleged police misconduct in a confidential manner. The Board also assists in reviewing completed racial or other bias-based policing investigations, in accordance with Chapter 1, Article 25 of the City Code, that are conducted by the police department, when appropriately appealed by a complainant.

[Chapter 1, Article 25](#) of the City Code establishes qualifications for Board members and requires members to participate in training related to the Kansas Open Records Act and Kansas Open Meetings Act, as well as racial or other bias-based policing training soon after appointment to the Board. The City Manager may recommend additional training topics.

The Community Police Review Board meets the second Thursday of each month at 7:00 p.m.

### **Key Documents**

- [Ordinance No. 9668](#) (PDF) - Adopted 05/14/19
- [Ordinance No. 9324](#) (PDF) - Adopted 06/19/18
- [Bylaws - Revised/Adopted 03/26/19](#) (PDF)
- [Ethics Policy](#) (PDF)
- [Advisory Board Policy](#) (PDF)

### **Annual Reports**

[2018-2019 Annual Report](#) (PDF)

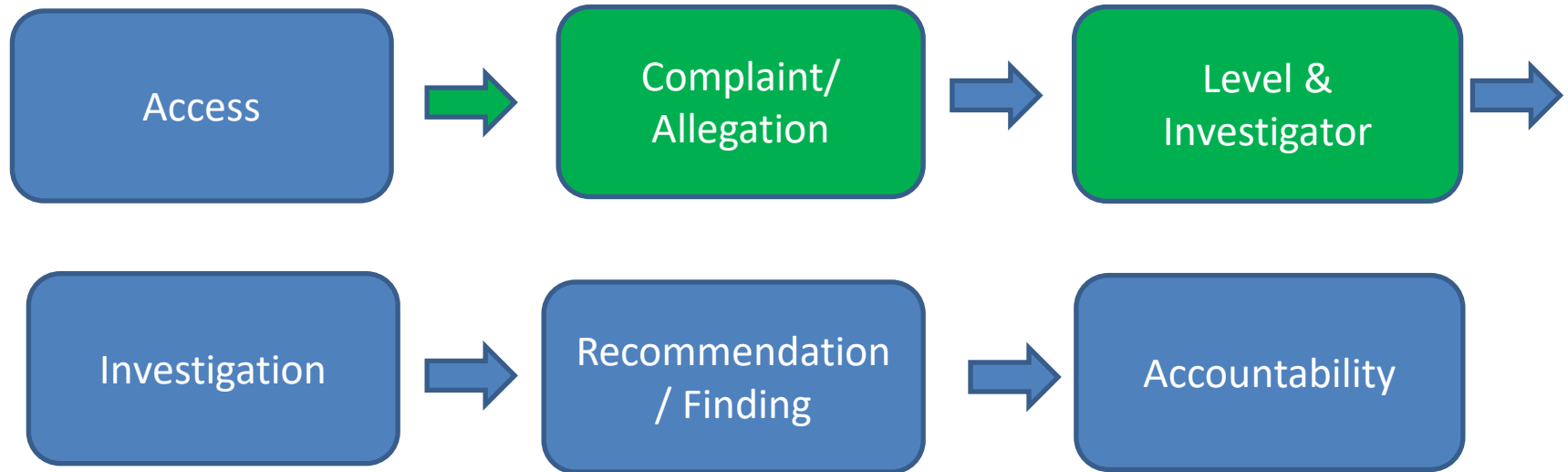
# Access To Process

Third Party/Uninvolved and Anonymous Complaints are accepted

The complainant is not required to sign the complaint form

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# The Process



# Level 1 Complaint

**Level 1 Complaint:**

Allegations that have the potential to damage the reputation of the City, the Department and its personnel that generally include, but are not limited to serious misconduct, criminal conduct, or serious violations of general orders, policies or procedures that challenge the integrity and good order of the Department.

Investigated by Office of Professional  
Accountability or in certain situations  
and assigned commander

# Level 1 Complaint

## POTENTIAL CRITERIA

- Criminal Conduct
- Excessive Force
- Corruption
- Dishonesty/Untruthfulness
- Bias-Based Policing
- Sexual Harassment
- Workplace Violence
- Unlawful Search & Seizure
- False Arrest
- Violation of Civil Rights
- Gross Insubordination
- Repeat sustained Level 2 violations

# Level 2 Complaint

**Level 2 Complaint:**

Allegations that are of a less serious nature that generally include, but are not limited to alleged violations of policies and procedures, other than those which constitute a Level 1 complaint.

Generally investigated by the member's Chain of Command or OPA

# Level 2 Examples

- Violations of polices and/or procedures, other than those which constitute a Level 1 Complaint
  - Inappropriate conduct and/or behavior of a less-serious nature
  - Failure to take a mandatory report or make a mandatory arrest
  - Repeated violations of Level 3 Complaints
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# Level 3 Complaint

***Level 3 Complaint:***

Complaint against an employee, generally involving their conduct and/or behavior, or for minor violations of department policies that do not constitute a Level 1 or Level 2 Complaint

Investigated by the members Chain of Command

# Level 3 Complaint

- Rudeness
  - Inadequate police service
  - Minor traffic violations
  - Belittling and excessive profane language
  - Tardiness
  - Other minor violations
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# Inquiry

***Inquiry:***

Complaint or question regarding Department policy, procedure, or tactic used by the Department or an employee, or an allegation that does not rise to the level of a general order violations or at the direction of the Chief of Police.

Investigated by the members Chain of Command, OPA or supervisor accepting the complaint

# Criminal Complaint

Level 1 Complaint

Victim is an Individual or  
Business

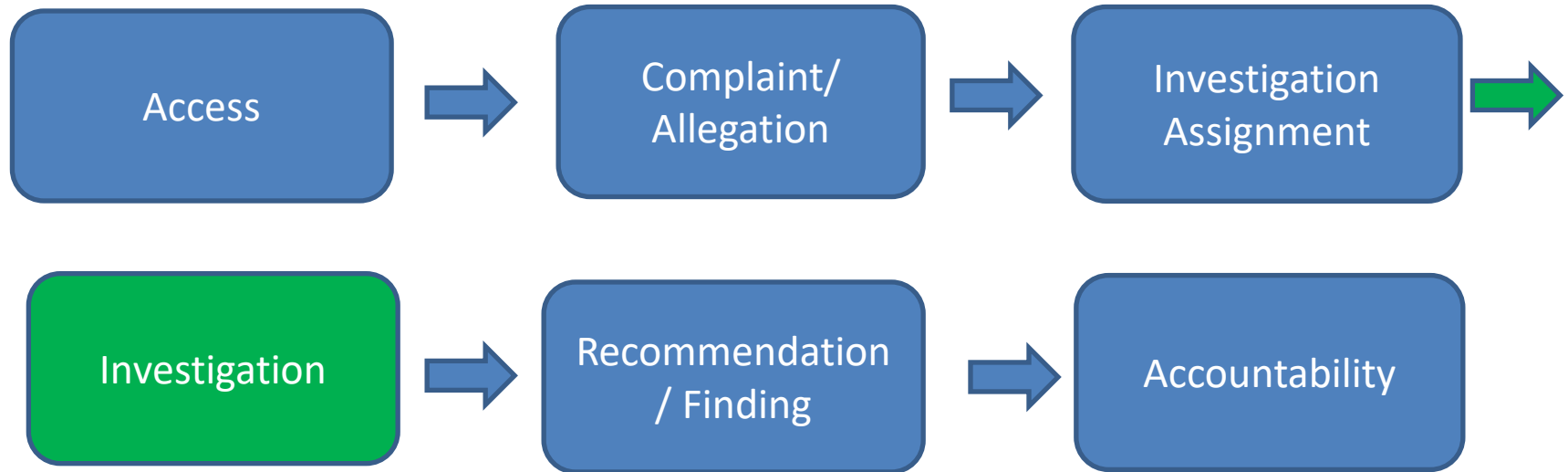
Victim is the State or the  
City

Investigated by an outside  
agency

Investigated by LPD

Internal Investigation may be simultaneous or after the  
completed criminal investigation

# The Process

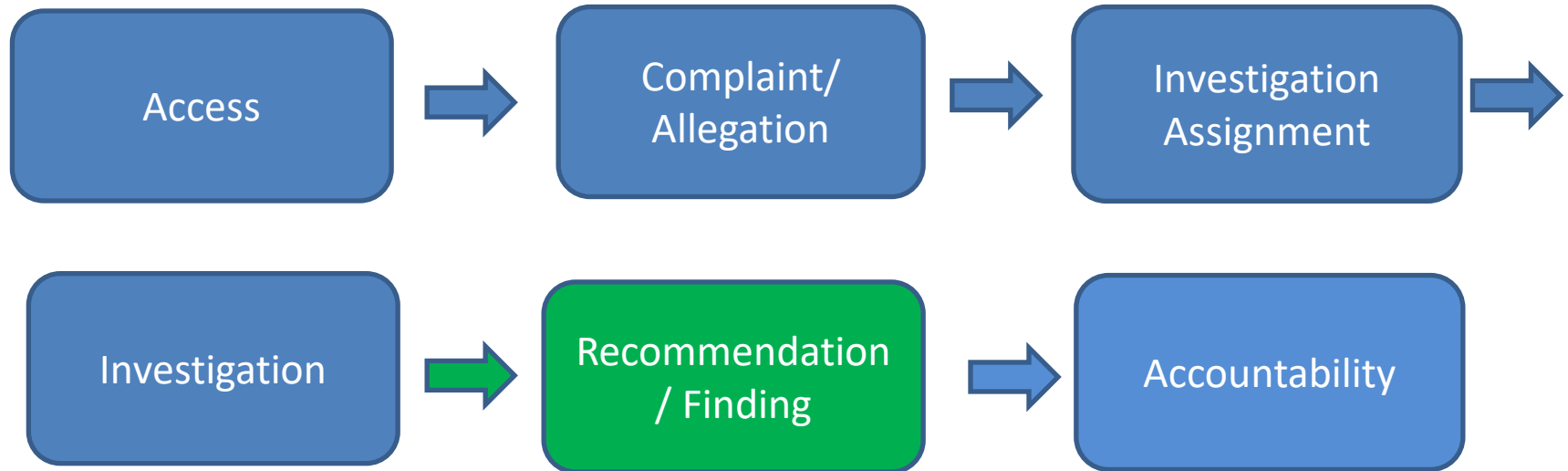


# Investigation

## Investigation Information May Include

Statement from complainant, employee, witnesses, body camera, in-car camera, phone calls, other sources of department information  
(Reports, dispatch calls, GPS data)

# The Process



# Recommendations/Findings

## 1010.7.7 INVESTIGATIVE DISPOSITION

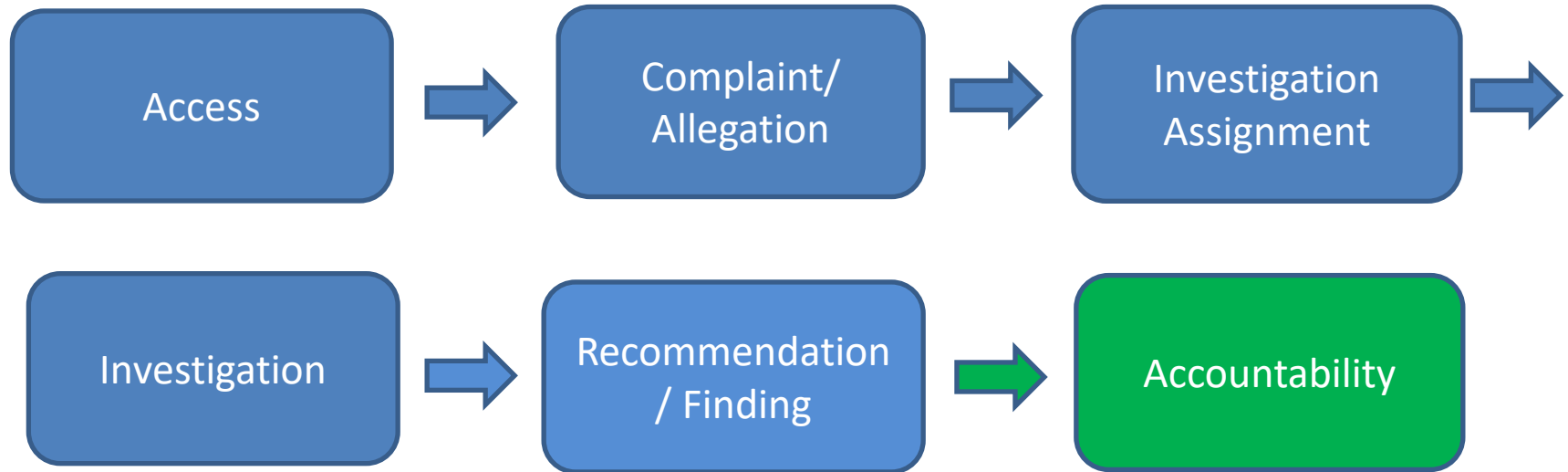
### Agency Content

All Level 1 and Level 2 complaint investigations should be completed within 90 days of the receipt of the complaint or allegation of misconduct unless the nature and complexity of the investigation requires the Chief of Police or authorized designee to issue an extension. (CALEA 26.3.3) At the conclusion of an investigation, each complaint, as described in section 910.4 of this policy, shall be classified with one of the following dispositions:

- **Sustained** - The greater weight of the evidence establishes that the complaint is valid and that the employee violated department policy and/or law.
  - **Not sustained** - Insufficient evidence to either prove or disprove the allegation(s).
  - **Exonerated** - When an allegation of policy or law violation is made, and the outcome of the investigation determines the incident occurred but was lawful and within policy.
  - **Unfounded** - The allegation is false or not factual or the employee was not involved.
  - **Closed** - Administratively closed, under the following circumstances:
    - The complaint was made by an uninvolved person and the involved subjects can not be located or do not cooperate.
    - The complainant becomes uncooperative with the investigation.
    - The complaint is not criminal and is filed outside of 60 days from when the allegation should have reasonably been known by the complainant to have occurred.
    - An inquiry has been completed and no allegations of misconduct were made or discovered.
    - At the discretion of the Chief of Police or authorized designee.
  - **Training issue** - During the course of the investigation, it is determined that the involved department members were not sufficiently trained to handle the situation.
  - **Policy deficiency** - During the course of the investigation, it is discovered that department policies are in need of revision in order to provide department members with direction. Employee was acting within policy that resulted in unfair or inappropriate treatment of a citizen.
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# The Process



# Systems of Accountability

## Internal

### LEVEL 3

Supervisor  
Lieutenant or Major  
OPA

### LEVEL 2

Investigator  
Lieutenant  
Major  
OPA  
Deputy Chief  
Chief

### LEVEL 1

OPA Investigator  
Division Major  
OPA Major  
Deputy Chief  
Chief  
City Legal  
Human Resources  
City Manager's Office

Accident Review  
Committee

Use of Force  
Board

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# Systems of Accountability External

ORDINANCE NO. 9668

AN ORDINANCE OF THE CITY OF LAWRENCE, KANSAS, AMENDING CHAPTER 1, ARTICLE 25, SECTION 1-2504 PERTAINING TO THE DUTIES OF THE COMMUNITY POLICE REVIEW BOARD AND REPEALING EXISTING SECTION 1-2504.

BE IT ORDAINED BY THE GOVERNING BODY OF THE CITY OF LAWRENCE, KANSAS:

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# Systems of Accountability

## External



# Systems of Accountability

## External



# Systems of Accountability

## External



# Questions?

