

Date: February 1, 2019

To: C. J. Davis, Chief of Police
From: S. F. Montgomery, Profession Standards Division Commander 
Subject: Professional Excellence Program Evaluation

The law enforcement profession and the community demand that members maintain the highest ethical standards and integrity. The responsibility for maintaining the integrity and standards set forth by the Durham Police Department is vested in all members of the Department. An integral strategy in achieving and maintaining these standards will be the continuous development of personal and organizational integrity through the Professional Excellence Program.

The purpose of the Professional Excellence Program is to provide the Department with a procedure to identify and monitor patterns of certain actions taken by Department members. These actions are those that require administrative reports and investigations, which are reviewed to ensure compliance with Departmental policies and procedures by members of the department.

A comprehensive review of members' actions, as required through this program, will ensure that members maintain the highest professional and ethical standards essential to the functioning of the Department. Early warning system alerts are initiated when a specific number of qualifying incidents have occurred within specified time periods. Such incidents may include, but are not limited to: Use of Force Investigations; Vehicle Pursuit Reports; and complaints of misconduct.

Upon review of the early warning alerts for 2018, the statistical data showed the following:

- 61 Total Alerts
- 31 Incident Type Alerts
- 30 Supervisor Alerts

The evaluation revealed that no officer was identified as a mandatory referral to the Professional Excellence Program. However, Commanders of those officers who received alerts did conduct coaching and counseling sessions at the division level and found no further action was required at that time.

To ensure that a system for the early identification of potential member performance issues is in place and functioning properly, a review of General Order 1050 – Professional Excellence Program is underway. It is paramount that all members have the tools needed to deliver exceptional service and potential deficiencies are identified and addressed in a timely manner.