



June 1, 2010

Mr. W. Craig Hartley, Jr.
Chief of Staff/Deputy Director
Commission on Accreditation for Law Enforcement Agencies
10302 Eaton Place, Suite 100
Fairfax, Virginia 22020

Dear Mr. Hartley:

Please consider this letter as official notification that the Hillsborough, N.C., Police Department is withdrawing from the CALEA Accreditation Program. Acting Chief Davis Trimmer recently provided an update of a conversation with you relating to the reaccreditation process and our current accredited status. Thank you for taking the time to review the evidence of backdating that we sent you as part of an April 26th letter as well as for your candor about our situation.

Given the exceptionally poor state of our CALEA files, there is no way the Police Department could be ready for an on-site inspection by August. A staff review has indicated that almost all of the more than 400 files need correction, are missing proofs or require adjustment to some existing general orders. A large portion of the proofs are being discarded because they do not support the current CALEA standard or departmental policy. We also understand there is a possibility the commission may deem the issue of backdating documents as sufficiently egregious to strip the department of its current accredited status, as this understandably raises questions surrounding the veracity of remaining records. Due to a combination of these issues, it appears that voluntarily withdrawing our accredited status and participation in the accreditation program is in the best interest of the Hillsborough Police Department as well as CALEA at this time.

The town manager will announce the decision at the Hillsborough Board of Commissioners' monthly meeting June 14 to make elected officials and the community aware of our withdrawal from CALEA and the reasons for this action. In addition, the department will cease all use of the CALEA logo or any other reference as an accredited agency. Please let us know whether any other actions need to be taken to complete this process.

At this point, we don't know whether the department will reapply for accreditation. As you know, the police chief position is vacant. Upon selection of a new chief, further discussions and evaluation will take place to determine the best way to provide assurance to citizens, elected officials, and management that their police department is run efficiently, effectively, and congruently with the department's adopted policies as well as with the best practices for operating law enforcement agencies. Even though Hillsborough is withdrawing from CALEA's accreditation program, the department will continue following CALEA's standards since the department's policy and procedures manual is built around that framework. The department still must follow and document its practices, actions, and policies in order to limit liability and to provide viable defenses during legal challenges. Using CALEA guidelines during this transition will give the department maximum flexibility regardless of whether a decision is made to reapply for accreditation or to pursue a different mechanism to ensure the department is following "best practices." The Hillsborough Police Department will use the many lessons learned from this situation to

rebuild and re-establish a verifiable system for monitoring compliance with its policies, procedures, and practices.

Thank you once again for all your help over these past few months. Your assistance was invaluable as this matter was being investigated. As a town manager, I especially appreciated all the contact you provided while on your vacation; that was above and beyond the call of duty and was exceptionally helpful at a critical time. Once again, please don't hesitate to contact us if you have any questions or require additional information.

Sincerely,



Eric Peterson
Town Manager



Davis Trimmer
Acting Chief of Police

Cc: Mayor Stevens & Board of Commissioners
Hillsborough Police Department
Bob Hornik, Town Attorney