

**Date:** February 1, 2018

**To:** C. J. Davis, Chief of Police  
**From:** S. F. Montgomery, Profession Standards Division Commander *SFM*  
**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 certain type of incidents occur 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 2017, the statistical data showed the following:

- 52 Total Alerts for 2017
- 29 Incident Type Alerts
- 8 Overall Alerts
- 15 Supervisor Alerts

The evaluation revealed that no officer was identified as a mandatory referral to the Professional Excellence Program.

Based on this information and a review of General Order 1050 – Professional Excellence Program, there are no recommended changes at this time.