



LAW ENFORCEMENT RISK REVIEW

Executive Summary Report

Hillsborough Police Department

Prepared by: Joseph Graziano

**November
2024**





HISTORY

The North Carolina League of Municipalities is a member-driven organization representing the interests of cities and towns in the state. Through their collective efforts, League member cities and towns better serve their residents and improve their quality of life. For more than 100 years, the League has been one voice for cities and towns working for a better North Carolina.

Participation in the risk management review is initiated by a voluntary request from those police departments who participate in the League's property and liability insurance pool. The risk management review is not intended to replace or supplement other industry resources. The North Carolina League of Municipalities encourages agencies to participate in recognized programs that evaluate law enforcement services based on benchmarks, accountability, industry best practices, and professionalism. This risk management review does not represent all known risks to law enforcement agencies but is intended to address specific areas of liability. The risk management review process will continually evolve as additional liability concerns are identified.

ON-SITE AND STANDARD COMMENTS

During my recent visit to the police department, I was impressed by the proactive leadership demonstrated by the command staff in addressing potential patrol gaps. The Chief and the entire team displayed a deep commitment to the Risk Review process, thoughtfully implementing its recommendations to strengthen the department's operations. Their emphasis on comprehensive training across all levels of the organization is particularly commendable, underscoring a strong investment in professional development and operational readiness. This focus on training has significantly contributed to the department's recent success in recruitment, ensuring a highly prepared and visible uniformed presence within the community.

The department's pride in their work and consistent professionalism were evident throughout my visit, especially during my ride-along. Additionally, my inspection of the evidence room highlighted their adherence to best practices and meticulous attention to maintaining high standards, further reflecting their dedication to excellence.

I am confident this department will continue to serve as a model for exemplary law enforcement practices, well-equipped to uphold community trust and safety. With the town's growing population, the department is poised for an exciting period of expansion, including plans for new facilities. This opportunity marks the beginning of a promising new chapter, further enhancing the department's ability to serve and support the community.

EXECUTIVE SUMMARY

The Hillsborough Police Department has achieved a milestone in its commitment to operational excellence, community trust, and service integrity by successfully completing the North Carolina League of Municipalities Risk Review process. Despite navigating staffing challenges, the Chief and their team demonstrated unwavering dedication to accomplishing this demanding task. This accomplishment highlights the department's exceptional leadership and steadfast commitment to the highest standards of law enforcement.

By addressing and meeting over 40 rigorous standards, the department has prioritized critical high-risk areas and implemented best practices that elevate its operational effectiveness. This comprehensive review reflects a deliberate and strategic effort to mitigate risk and liability across all aspects of its operations.

Moreover, the department's pursuit of State accreditation further underscores its dedication to excellence. Based on my recent visit, I am confident this goal is well within reach. Successfully completing this rigorous process not only reinforces the department's commitment to operational integrity but also demonstrates its proactive approach to risk management.

Through the integration of best practices and a culture of accountability, the department has enhanced officer training, well-being, and community engagement. This achievement is a testament to the department's dedication to exceeding community expectations and positions it as a leader in best practices and risk-conscious policing.

Date of Next Review:

Current Completion Date: 11/21/2024

Next Review: 11/21/2027

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