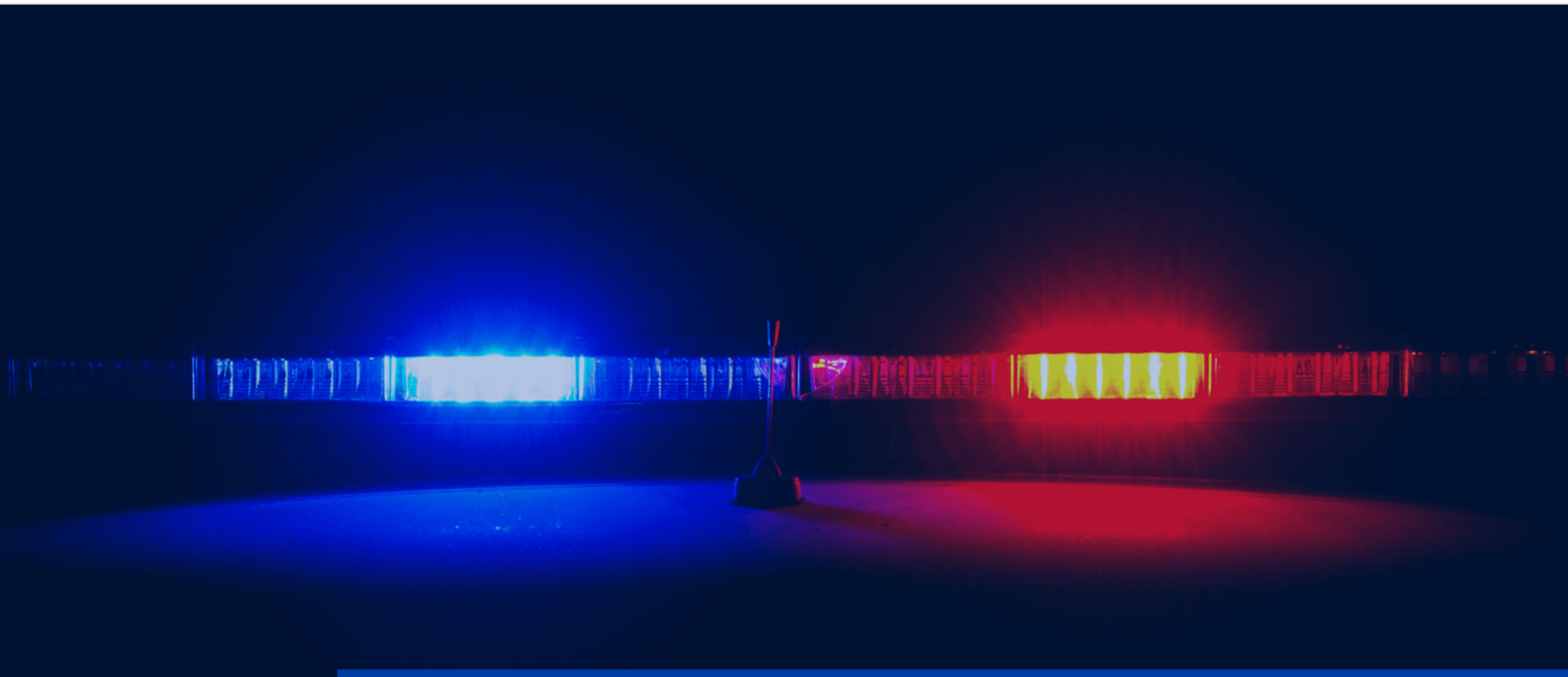


LAW ENFORCEMENT RISK REVIEW

Executive Summary Report

Black Mountain Police Department

Prepared by: Chet Effler, J.D.

July 2025

NCLM SHIELD SERVICES



HISTORY

The North Carolina League of Municipalities is a member-driven organization representing the interests of cities and towns across the state. Through their collective efforts, League member cities and towns better serve their residents and enhance their quality of life. For over 100 years, the League has been the united voice for cities and towns striving for a better North Carolina.

Participation in the risk management review starts with a voluntary request from the police departments that are part of the League's property and liability insurance pool. This risk management review is not meant to replace or supplement other industry resources. The North Carolina League of Municipalities encourages agencies to engage in recognized programs that assess law enforcement services based on benchmarks, accountability, industry best practices, and professionalism. This risk management review does not cover all known risks to law enforcement agencies but aims to address specific areas of liability. The risk management review process will evolve as more liability concerns are identified.

ON-SITE AND STANDARD COMMENTS

During the on-site and policy validation phases, the **Black Mountain Police Department** demonstrated a deep commitment to professionalism, accountability, and risk-informed leadership. From foundational administrative practices to frontline operational readiness, the department consistently adheres to state standards and nationally recognized best practices.

The department has implemented a highly structured and legally sound early warning system utilizing Benchmark Analytics. This system allows for performance trend tracking, early intervention, and individualized improvement plans, all of which reflect the agency's proactive management of personnel risk.

Hiring practices are thorough and consistent, with all sworn and civilian candidates undergoing comprehensive background investigations, medical and psychological screening, and documented adherence to Giglio/Brady compliance. The department also provides a robust onboarding and field training program that includes clear performance benchmarks, driver evaluations, and exposure to multiple shifts and assignments.

Supervisors are required to complete NCLM leadership training within six months of promotion, and the department supports continual leadership development through state and national conferences. A Training Committee evaluates needs and coordinates instruction, ensuring timely refreshers and policy-aligned training delivery.

In the operations arena, the agency's Use of Force policy is detailed, annually reviewed, and inclusive of current legal standards. It features structured de-escalation language, duty-to-intervene mandates, clear weapon usage protocols, and strong supervisory oversight. Officers are issued multiple less-lethal options and undergo initial and annual proficiency training with all equipment.

The department's evidence management function, overseen by trained personnel, includes restricted access, proper documentation, semi-annual audits, and secure storage of high-risk items. Chain of custody and firearm release protocols meet or exceed NCLEA standards.

Additionally, Black Mountain PD's commitment to safety is evident in its municipal safety committee participation, designated safety officer (Stacy Cox), post-incident review process, and documentation of training related to officer wellness and first aid. A well-developed Continuity of Operations Plan outlines emergency procedures, backup locations, command succession, and electronic data security through partnerships with Advanced Data Solutions.

EXECUTIVE SUMMARY

The **Black Mountain Police Department** has successfully completed the North Carolina League of Municipalities Law Enforcement Risk Management Review, reflecting the agency's unwavering commitment to public service, operational excellence, and professional integrity.

By demonstrating compliance across more than 40 high-liability standards, the department has shown its dedication to reducing risk, supporting officer well-being, and maintaining public trust. The integration of structured supervision, policy review, advanced technology, and early intervention systems showcases a forward-thinking culture grounded in accountability and continual improvement.

This review confirms that the Black Mountain Police Department exemplifies best practices in modern policing and stands as a model of professionalism and preparedness for communities across North Carolina.

Date of Next Review:
Current Completion Date: 07/25/2025
Next Review Due: 07/25/2028

Chet Effler
Public Safety Risk Management Consultant





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