LAW ENFORCEMENT ACCREDITATION

Keene (NH) Police Department

Agency

Keene (NH) Police Department
400 Marlboro Street
Keene, NH 03431

Chief Executive Officer

Police Chief
Steven Russo

Methodology Overview

CALEA serves as the premier credentialing association for public safety agencies and provides accreditation services for law enforcement organizations, public safety communication centers, public safety training academies, and campus security agencies. The standards are promulgated by a board of 21 commissioners, representing a full spectrum of public safety leadership. The assessment process includes extensive self-assessment, annual remote web-based assessments, and quadrennial site-based assessments. Additionally candidate agencies are presented to the Commission for final consideration and credentialing.

CALEA Accreditation is a voluntary process and participating public safety agencies, by involvement, have demonstrated a commitment to professionalism. The program is intended to enhance organization service capacities and effectiveness, serve as a tool for policy decisions and management, promote transparency and community trust, and establish a platform for continuous review.

CALEA Accreditation is the Gold Standard for Public Safety Agencies and represents a commitment to excellence.

Law Enforcement Accreditation

CALEA standards reflect the current thinking and experience of Law Enforcement practitioners and researchers. Major Law Enforcement associations, leading educational and training institutions, governmental agencies, as well as Law Enforcement executives internationally, acknowledge CALEA's Standards for Law Enforcement Agencies© and its Accreditation Programs as benchmarks for professional law enforcement agencies.

CALEA's Founding Organizations:

- **International Association of Chiefs of Police (IACP)**
- **Police Executive ResearchForum (PERF)**
- **National Sheriffs Association (NSA)**
- **National Organization of Black Law Enforcement Executives (NOBLE)**

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EXECUTIVE SUMMARY

Overview:

The Keene (NH) Police Department is currently commanded by Steven Russo. The agency participated in a remote assessment(s), as well as site-based assessment activities as components of the accreditation process. The executive summary serves as a synopsis of key findings, with greater details found in the body of the report.

Compliance Service Review:

CALEA Compliance Services Member(s) Nora Ackerley remotely reviewed 79 standards for the agency on 2/22/2021 using Law Enforcement Manual 6.11. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

Site-Based Assessment Review:

Site-Based Assessment Report was not completed.

CHIEF EXECUTIVE OFFICER PROFILE

Steven Russo

Police Chief Steven Russo is a native of the Bronx, NY and is a graduate of the University system of NH (BS, Criminal Justice Management). He was appointed a police officer in the Keene Police Department June 28th, 1999 after a 21 year career on active duty in the United States Army, retiring as a Sergeant Major. He attended and graduated from the 119th New Hampshire Police Academy in October, 1999. In the course of his career, Chief Russo served in assignments in uniformed patrol, as a detective assigned to the New Hampshire Drug Task Force, as a patrol Sergeant, a detective Sergeant, a Lieutenant commanding the Bureau of Special Services and as the Captain of Administrative Services for seven years prior to being appointed Police Chief in April, 2017.

Chief Russo has attended Roger Williams University First Line Supervisors course as well as their Mid Management level course. He has also attended the Federal Bureau of Investigation's Law Enforcement Executive Development Seminar as well as numerous other Law Enforcement and Military Leadership courses to include the DEA's Drug Unit Commanders Course and the United States Army Sergeants Major Academy.

COMMUNITY PROFILE

Keene was originally founded in about 1732 as Upper Ashuelot and was granted a charter of incorporation in April of 1753 by Governor Wentworth of New Hampshire, and was re-named the town Keene. In March of 1874 a new municipal charter was adopted, and Keene was re-chartered as a city. Today Keene serves as the county seat for Cheshire County, the home to Keene State College (the former Normal School), the commercial and industrial hub of southwestern New Hampshire, and home to approximately 25,000 people.

Glass and brick production have passed into history, and major employers now include The Cheshire Medical Center, Smith Medical Systems, Timken Super Precision, Janos Technologies, Markem-Imaje Corporation, CS Wholesale Grocers, and Liberty Mutual and National Grange Mutual Insurance. Employment, church, education, shopping, restaurants, and entertainment draw thousands of people daily, keeping Keene an active and vibrant community. The City government operates under a strong City Manager who is responsible for the day-to-day administration of city operations, including hiring and firing of personnel. The City Manager reports to the City Council and works closely with the Mayor.

AGENCY HISTORY

In the early years, public safety in Keene (or Upper Ashuelot) was provided by militia and provincial troops and focused more on protecting the population from the French and their Indian allies. Keene appointed its first three constables in 1806 who dealt with the vices of drinking, gambling, and horseracing. By 1825, replicating portions of a system implemented in Portsmouth, Keene adopted a new model of policing and appointed its first six police officers. It was not until 1864 when municipal records identify a Chief of Police, Alfred S. Davis, drawing an annual salary of $50.00.

The year Keene became a city, 1874, was very significant to the police department. The new city charter gave a defined structure to the department, a budget, and a section in the annual report. It also established the office of the City Marshall as the chief executive officer of the department, and so it would remain for almost 100 years. As time progressed, so did the department. Radios, motor vehicles, telecommunications, and a host of technological, legal and social innovations would establish a pattern of constant self-assessment and improvement in the Keene Police Department and law enforcement, generally.

The Keene Police Department of the 21st century is a general service municipal police department. The department employs a Police Chief and two Captains who oversee two divisions, the Field Operations Division and the Administrative Services Division. The Field Operations Division includes the Bureaus of Uniformed Patrol and Criminal Investigations, which provide the patrol and investigative functions critical to municipal law enforcement. In addition to the formal bureaus within the Field Operations Division, the Division Captain also oversees special teams, which include the Tactical Team, the Honor Guard, the Collision Analysis Team, the K-9 team, the bike team, the School Resource Officer program, and the College Liaison Officer.

The Administrative Services Division includes the Bureau of Special Services (property management, animal / traffic light control, community events planning, and the community services officer), the Bureau of Prosecution, and the Bureau of Records. This division is also responsible for recruiting, hiring, retention, training, promotional processes, most special assignment selection processes, facilities maintenance coordination, quartermaster functions, and accreditation. The police station, now thirteen years old, is located at 400 Marlboro Street. There are two sub-stations, one at Keene High School for the School Resource Officer and one at Keene State College for the College Liaison officer.

AGENCY STRUCTURE AND FUNCTION

The major functions of the Police Department are established by City Code and include the responsibility to enforce laws, investigate crimes, and prosecute cases them in court, be prepared to respond to all types of emergency situations ranging from hostage situations to major disasters, provide animal and traffic light control services, educate the community in the law, crime prevention, and strategies on how to reduce and prevent crime on both the personal and business levels.

The services provided by the Keene Police Department are undertaken to contribute to the safety and security of the community. Protecting life, property, and maintaining order within the City are our top priorities as we work to make Keene safe for its residents, and inviting to those who visit. It is also our mission to treat everyone with respect and fairness.

The major organizational components of the Department include: The Office of the Police Chief; The Field Operations Division; and The Administrative Services Division.

The responsibilities of the Office of the Police Chief include, but are not limited to; the general management and leadership of the Department, including the authority to direct and control all members of the Department in their normal course of duty, and the efficient and economical use of all Department equipment and resources, Internal Affairs, and Emergency Management.

The responsibilities of the Field Operations Division include, but are not limited to, Patrol Services, response to accidents and critical incidents, Law Enforcement, Criminal Investigation Services, Administrative Investigations, Police-Juvenile
Operations, including juvenile Prosecution, School Resource Officer, College Liaison Officer, and performing such other duties as may be necessary to ensure the Department accomplishes its mission and provides a safe environment for the community. Major Sub-units of the Field Operations Division are Bureau of Patrol, Bureau of Criminal Investigation and Special Teams.

The responsibilities of the Administrative Services Division include, but are not limited to, General Administrative Services and support, Office of communications, Managing Criminal Justice Information Services, Budget and Finance Matters, Recruiting and Training, District Court Prosecution and CALEA Accreditation. Major Sub-units of the Administrative Services Division include the Bureau of Records, the Bureau of Special Services, and the Bureau of Prosecution.

AGENCY SUCCESSES

The Agency maintained a police presence in the downtown area, at a level lower than wished but higher than expected due to ongoing staffing issues, to help improve the perception of safety. This was extremely important as COVID appeared and State and City emergency orders were issued, along with face covering mandates being implemented. Presence, patience, and a sense of normalcy was an important factor during this time period and the KPD provided this to our community. We have also continued our established partnerships with other city departments as well as outside agencies to deal effectively and mutually with quality of life and life safety issues, to include homelessness, SUD, and mental health issues. We strive to integrate community policing concepts into the patrol division with the concept that every sworn officer is a Community Policing Officer.

We strive to remain current with national conversations that are taking place with respect to re-thinking what our nation's Law Enforcement Mission will look like in the future, while ensuring our own processes, practices, and goals remain in line. To this end, prior to May 2020, we were working with the local, and only mental health provider in the region, on alternatives for mental health calls for service. We are also involved in the Cities initiative with outside agencies to assist the homeless as well as participating in ongoing discussions with community leaders concerning SUD treatment options and accessibility.

FUTURE ISSUES FOR AGENCY

Subsequent to the death of George Floyd in May 2020, the NH Governor established the Law Enforcement Accountability, Community and Transparency (LEACT) Commission. This commission concluded with numerous recommendations, all of which the Governor endorsed. Most are not immediately required by non-State agencies to implement, but are forthcoming either through legislation or adjustments to the NH Police Standards and Training Council (NH PS&TC) rules, which govern policing in NH. Requirements aside, a modern, caring, community centered agency, which we believe we are, requires the implementation as soon as possible of as many of the recommendations as possible, if not all.

Fortunately, the KPD was in a good place concerning these recommendations, having most if not all recommended policies, procedures, and training already in place. Some adjustments were made based on quick action by the legislation, and CALEA, to a couple of our policies and, two specific training modules that we were wanting to improve and update anyway, were brought forth for quicker action by us and are being worked on with great progress.

One of the more difficult, and costly, recommendations deal with in-service training hours. If the NH PS&TC does pass the rule changes recommended, in-service training in NH will go from 8 hours annually (not counting a mandatory 4-hour UOF class, and such training as medical) to 16 then 24 hours annually. Though more training is good, finding the resources, primarily time and funding, to accomplish this will be a challenge to not only our department, but all law enforcement agencies in the State of NH.

We must also continue to review and address recruiting, hiring, and retention practices in a timely manner to fill our open positions, not only sworn Officers, but all employees, and fill all vacancies with the best candidates possible. This CY hiring five new police officers and two police dispatchers would be ideal in order to fulfill our funded positions. Unfortunately, hiring in this area is difficult at best.

Added to this are issues centered around implementation of Body Worn Cameras (BWC's), responding to mental health calls for service (CFS), homelessness in our region, and Substance Abuse Disorders (SUD'S), which are large in our area. These issues all bring challenges currently being worked on as well as for the future. These challenges can and will affect our budget, staffing, and how we use our staff in regards to certain CFS.

YEAR 1 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Nora Ackerley
On 2/22/2021, the Year 1 Remote Web-based Assessment of Keene (NH) Police Department was conducted. The review was conducted remotely and included 79 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.1.2 Code of Ethics* (LE1) (MMMM)	**Compliance Verified**
1.2.3 Compliance with Constitutional Requirements (LE1) (MMMM)	**Compliance Verified**
1.2.9 Biased Policing* (LE1) (MMMM)	**Compliance Verified**
1.2.10 Duty to Intervene (LE1) (M M M M)	**Compliance Verified**
4 Use of Force	
4.1.1 Use of Reasonable Force (LE1) (MMMM)	**Compliance Verified**
4.1.2 Use of Deadly Force (LE1) (MMMM)	**Compliance Verified**
4.1.3 Warning Shots (LE1) (MMMM)	**Compliance Verified**
4.1.5 Rendering Medical Aid Following Police Actions (LE1) (MMMM)	**Compliance Verified**
4.1.6 Vascular Neck Restrictions (LE1) (MMMM)	**Compliance Verified**
4.1.7 Choke Holds (LE1) (MMMM)	**Compliance Verified**
4.2.1 Reporting Uses of Force* (LE1) (MMMM)	**Compliance Verified**
4.2.2 Written Use of Force Reports and Administrative Review* (LE1) (MMMM)	**Compliance Verified**
4.2.4 Analyze Reports* (LE1) (MMMM)	**Compliance Verified**
4.3.3 Annual/Biennial Proficiency Training* (LE1) (MMMM)	**Compliance Verified**
11 Organization and Administration	
11.1.1 Description of Organization (LE1) (MMMM)	**Compliance Verified**
11.3.3 Notify CEO of Incident with Liability (LE1)	**Compliance Verified**
12 Direction	
12.1.1 CEO Authority and Responsibility (LE1)	**Compliance Verified**
12.1.3 Obey Lawful Orders (LE1)	**Compliance Verified**
15 Planning and Research, Goals and Objectives, and Crime Analysis	
15.2.1 Annual Updating/Goals and Objectives* (LE1)	**Compliance Verified**
17 Fiscal Management and Agency Property	
17.4.2 Cash Fund/Accounts Maintenance* (LE1)	**Compliance Verified**

Standards	Findings
22 Personnel Management System	
22.4.1 Grievance Procedures (LE1)	**Compliance Verified**
26 Disciplinary Procedures and Internal Investigations	
26.1.1 Code of Conduct (LE1)	**Compliance Verified**
26.1.3 Harassment (LE1)	**Compliance Verified**
26.1.4 Disciplinary System (LE1)	**Compliance Verified**
26.2.1 Complaint Investigation (LE1)	**Compliance Verified**
26.2.2 Records, Maintenance and Security (LE1)	**Compliance Verified**
26.2.4 Complaint/Commendation Registering Procedures (LE1)	**Compliance Verified**
26.3.2 CEO, Notification (LE1)	**Compliance Verified**
26.3.3 Investigation Time Limits (LE1)	**Compliance Verified**
26.3.5 Statement of Allegations/Rights (LE1)	**Compliance Verified**
31 Recruitment and Selection	
31.2.1 Recruitment Plan (LE1)	**Compliance Verified**
31.4.1 Selection Process Described (LE1)	**Compliance Verified**
31.5.1 Background Investigations (LE1)	**Compliance Verified**
31.5.7 Emotional Stability/Psychological Fitness Examinations (LE1)	**Compliance Verified**
33 Training and Career Development	
33.1.5 Remedial Training (LE1)	**Compliance Verified**
33.5.1 Annual In-Service Training Program* (LE1) (M M M M)	**Compliance Verified**
34 Promotion	
34.1.1 Agency Role, Authority and Responsibility (LE1)	**Compliance Verified**
35 Performance Evaluation	
35.1.9 Personnel Early Intervention System* (LE1)	**Compliance Verified**
40 Crime Analysis and Intelligence	
40.2.3 Criminal Intelligence Procedures* (LE1)	**Compliance Verified**
41 Patrol	
41.2.2 Pursuit of Motor Vehicles* (LE1)	**Compliance Verified**
41.2.3 Roadblocks and Forcible Stopping* (LE1)	**Compliance Verified**
41.2.7 Mental Health Issues* (LE1)	**Compliance Verified**
41.3.8 In-Car Audio/Video/Body-Worn (LE1)	**Not Applicable by Function**
46 Critical Incidents, Special Operations, and Homeland Security	

Standards	Findings
46.1.1 Planning Responsibility (LE1)	**Compliance Verified**
46.1.3 Command Function* (LE1)	**Compliance Verified**
46.1.9 All Hazard Plan Training* (LE1)	**Compliance Verified**
46.1.10 Active Threats* (LE1)	**Compliance Verified**
46.3.2 Hazmat Awareness (LE1)	**Compliance Verified**
71 Processing and Temporary Detention	
71.1.1 Designate Rooms or Areas (LE1)	**Compliance Verified**
71.2.1 Training of Personnel* (LE1)	**Compliance Verified**
71.4.3 Inspections* (LE1)	**Compliance Verified**
72 Holding Facility	
72.1.1 Training User Personnel* (LE1)	**Not Applicable by Function**
72.4.1 Securing Weapons (LE1)	**Not Applicable by Function**
72.5.3 Sight and Sound Separation (LE1)	**Not Applicable by Function**
73 Court Security	
73.1.1 Role, Authority, Policies* (LE1)	**Not Applicable by Function**
73.3.1 Weapon Lockboxes (LE1)	**Not Applicable by Function**
73.4.2 External Communications (LE1)	**Not Applicable by Function**
73.5.12 Securing Weapons (LE1)	**Not Applicable by Function**
73.5.18 Designated Control Point (LE1)	**Not Applicable by Function**
81 Communications	
81.2.7 Recording and Playback (LE1)	**Compliance Verified**
81.2.10 Emergency Messages (LE1)	**Compliance Verified**
81.2.11 Misdirected Emergency Calls (LE1)	**Compliance Verified**
81.2.13 First Aid Over Phone (LE1)	**Not Applicable by Function**
81.3.2 Alternate Power Source* (LE1)	**Compliance Verified**
82 Central Records	
82.1.6 Computer File Backup and Storage* (LE1)	**Compliance Verified**
83 Collection and Preservation of Evidence	
83.1.1 24-Hour Availability (LE1)	**Compliance Verified**
84 Property and Evidence Control	
84.1.2 Storage and Security (LE1)	**Compliance Verified**
84.1.6 Inspections and Reports* (LE1)	**Compliance Verified**

Standards	Findings
91 Campus Law Enforcement	
91.1.1 Risk Assessment and Analysis* (LE1)	**Not Applicable by Function**
91.1.3 Campus Background Investigation (LE1)	**Not Applicable by Function**
91.1.4 Campus Security Escort Service (LE1)	**Not Applicable by Function**
91.1.5 Emergency Notification System (LE1)	**Not Applicable by Function**
91.1.6 Behavioral Threat Assessment (LE1)	**Not Applicable by Function**
91.1.7 Security Camera Responsibilities* (LE1)	**Not Applicable by Function**
91.1.8 Emergency Only Phones and Devices* (LE1)	**Not Applicable by Function**
91.1.9 Administrative Investigation Procedures (LE1)	**Not Applicable by Function**
91.2.1 Agency Role and Responsibilities (LE1)	**Not Applicable by Function**
91.3.1 Agency Role and Responsibilities* (LE1)	**Not Applicable by Function**
91.4.1 Position Responsible for Clery Act* (LE1)	**Not Applicable by Function**

Response from Agency Regarding Findings:

CEO Feedback not provided.

SITE-BASED ASSESSMENT

3/24/2021

Planning and Methodology:

STATISTICS AND DATA TABLES

Overview

The following information reflects empirical data submitted by the candidate agency specifically related to CALEA Standards. Although the data does not confirm compliance with the respective standards, they are indicators of the impact of the agency's use of standards to address the standards' intent

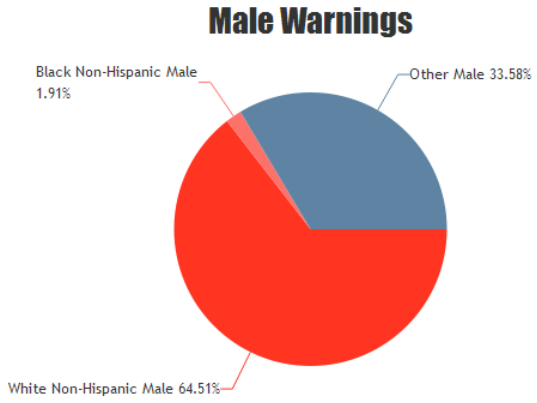
Traffic Warnings & Citations - Reaccreditation Year 1

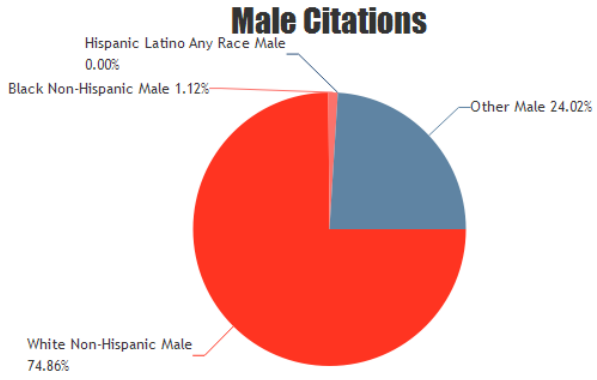
Data Collection Period: 1/1/2020 - 12/31/2020

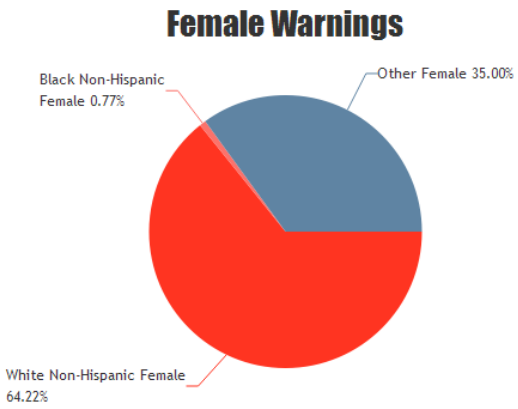
Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	878	268	1146
Black Non-Hispanic Male	26	4	30
Hispanic Latino Any Race Male			
Other Male	457	86	543
White Non-Hispanic Female	666	146	812
Black Non-Hispanic Female	8	1	9
Hispanic Latino Any Race Female			
Other Female	363	52	415
TOTAL	2398	557	2955

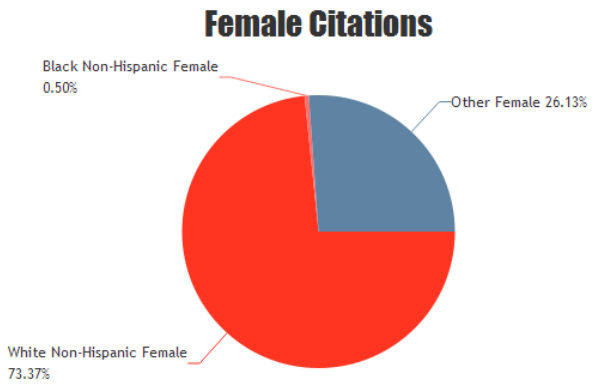
Reaccreditation Year 1 Notes:

Keene Police Department's Records Management Software (IMC) does not identify Hispanic Latino in Traffic Warnings and Citations. All race categories other than white and black were included in the "Other" category.









Legend

White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

Biased Based Profiling

Year 1 Data Collection Period: 1/1/2020-12/31/2020

Complaints from:	Year 1
Traffic Contacts	0
Field Contacts	0
Asset Forfeiture	0

Legend

Traffic Contacts	
Field Contacts	
Asset Forfeiture	

Use Of Force - Reaccreditation Year 1

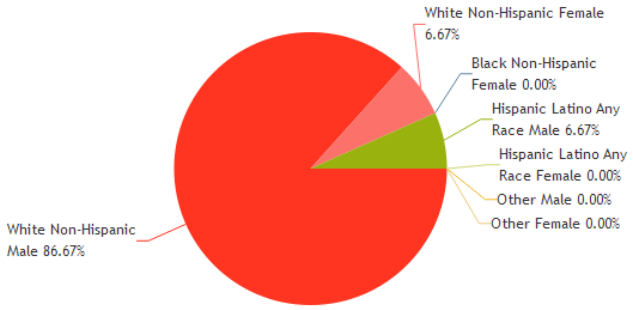
Data Collection Period: 1/1/2020 - 12/31/2020

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									30
Discharge	0	0	0	0	0	0	0	0	0
Display Only	26	2	0	0	2	0	0	0	30
ECW									0
Discharge Only	0	0	0	0	0	0	0	0	0
Display Only	0	0	0	0	0	0	0	0	0
Baton	0	0	1	0	0	0	0	0	1
Chemical/OC	5	0	0	0	1	0	0	0	6
Weaponless	51	20	3	3	4	2	0	0	83
Canine									0
Release Only	0	0	0	0	0	0	0	0	0
Release and Bite	0	0	0	0	0	0	0	0	0
Total Uses of Force	82	22	4	3	7	2	0	0	120
Total Number of Incidents Resulting In Officer Injury or Death	1	0	0	0	0	0	0	0	1
Total Use of Force Arrests	42	11	1	1	4	1	0	0	60
Total Number of Suspects Receiving Non-Fatal Injuries	2	0	0	0	0	0	0	0	2
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	668	270	27	6	23	7	20	4	1025
Total Use of Force Complaints	0	0	0	0	0	0	0	0	0

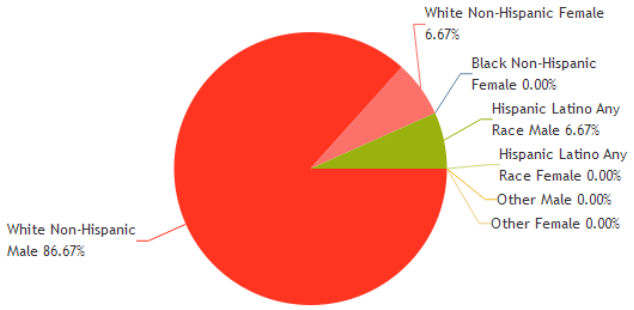
Reaccreditation Year 1 Notes:

Numbers of Use of Force include multiple reported uses of force involving a single arrest. Each officer involved files a Use of Force Report.

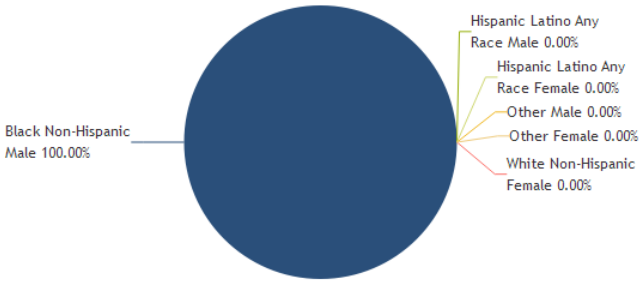
Total Firearm



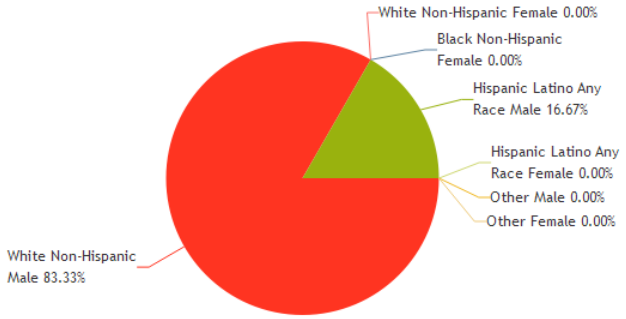
Firearm Display



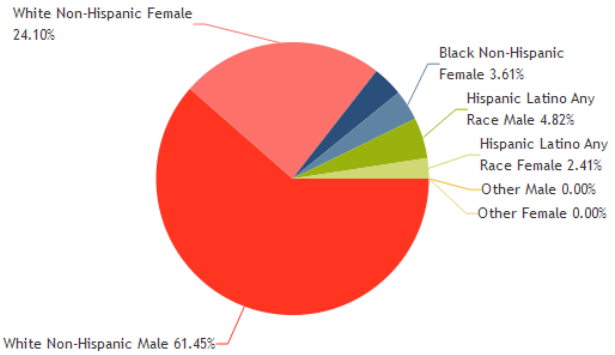
Baton



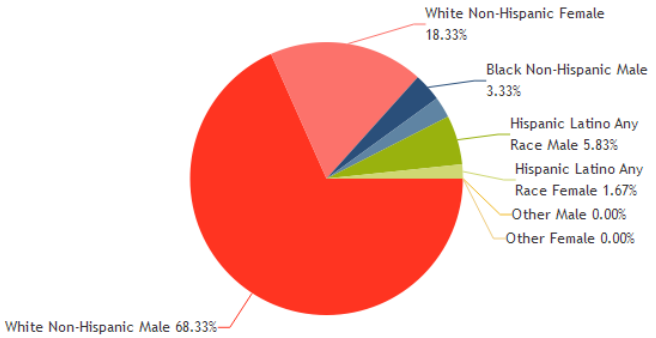
Chemical/OC



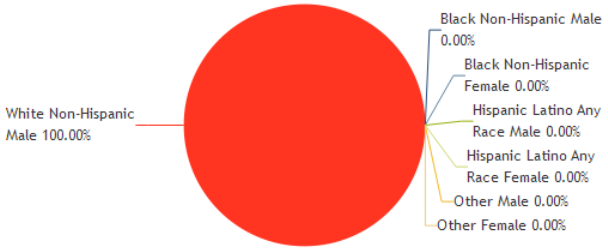
Weaponless



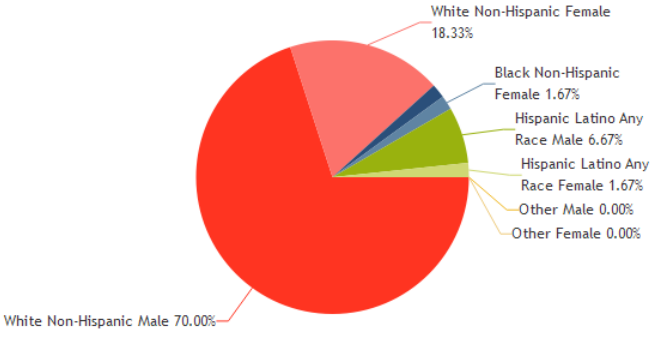
Total Uses of Force



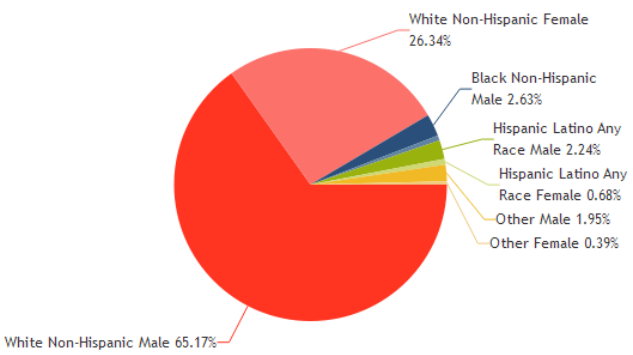
Total Number of Incidents Resulting in Officer Injury or Death



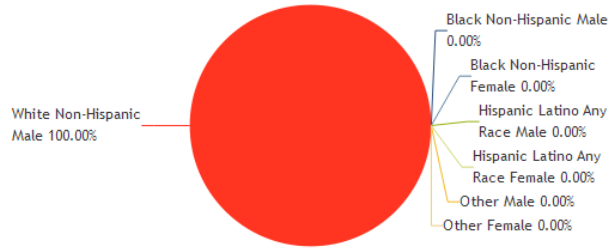
Total Use of Force Arrests



Total Agency Custodial Arrests



Total Number of Suspects Receiving Non-Fatal Injuries



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Grievances

Year 1 Data Collection Period: 1/1/2020-12/31/2020

Grievances	Year 1
Number	0

Personnel Actions

Year 1 Data Collection Period: 1/1/2020-12/31/2020

	Year 1
Suspension	0
Demotion	0
Resign In Lieu of Termination	0
Termination	0
Other	2
Total	2
Commendations	0

Complaints and Internal Affairs - Reaccreditation Year 1

Data Collection Period: -

	Year 1
External/Citizen Complaint	
Citizen Complaint	4
Sustained	2
Not Sustained	0
Unfounded	1
Exonerated	1
Internal/Directed Complaint	
Directed Complaint	0
Sustained	0
Not Sustained	0
Unfounded	0
Exonerated	0

Calls For Service - Reaccreditation Year 1

Data Collection Period: -

	Year 1
Calls for Service	27615
UCR/NIBRS Part 1 Crimes	
Murder	0
Forcible Rape	12
Robbery	6
Aggravated Assault	12
Burglary	31
Larceny-Theft	353
Motor Vehicle Theft	11
Arson	1

Motor Vehicle Pursuit

Year 1 Data Collection Period: 1/1/2020-12/31/2020

	Year 1
Pursuits	
Total Pursuits	10
Forcible stopping techniques used	1
Terminated by Agency	1
Policy Compliant	10
Policy Non-Compliant	0
Collisions	
Injuries	
Total Collisions	3
Officer	0
Suspect	0
ThirdParty	0
Reason Initiated	
Traffic	7
Felony	1
Misdemeanor	2

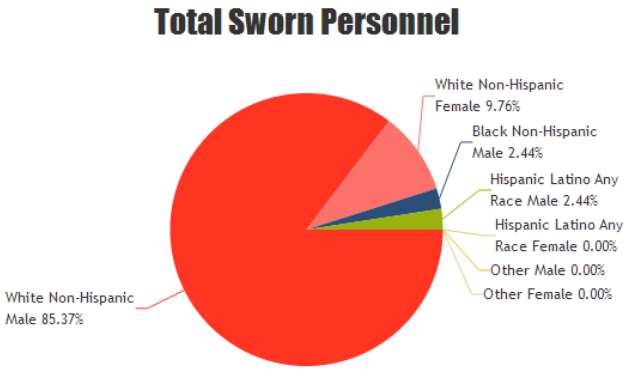
Agency Breakdown Report - Reaccreditation Year 1

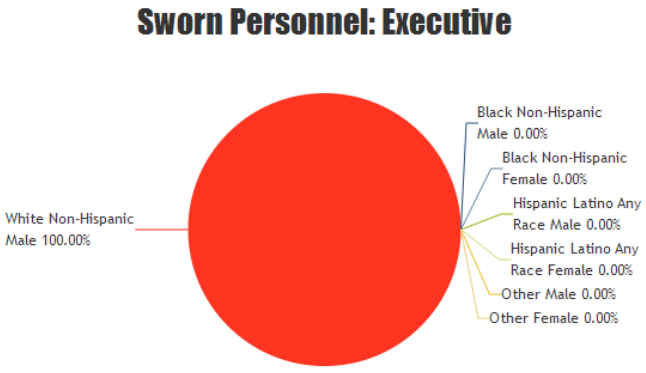
Data Collection Period: 1/1/2020 - 12/31/2020

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	1								1
Command	2								2
Supervisory Positions	10								10
Non-Supervisory Positions	22	4	1	0	1	0	0	0	28
Sub Total									41
Non Sworn Personnel									
Executive	0	0	0	0	0	0	0	0	0
Managerial	0	1	0	0	0	0	0	0	1
Supervisory Positions	1	0	0	0	0	0	0	0	1
Non-Supervisory Positions	6	15	0	0	0	0	0	0	21
Sub Total									23
Total									64

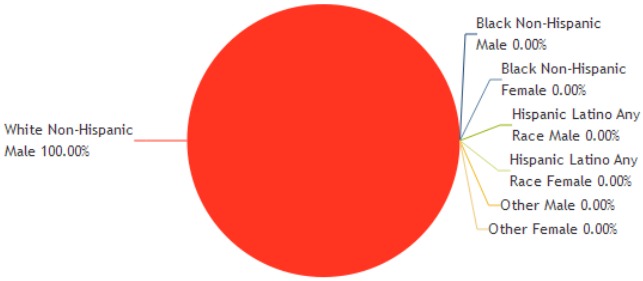
Reaccreditation Year 1 Notes:

These statistics include 6 Crossing Guards and the Prosecutor assigned to the Keene Police Department.

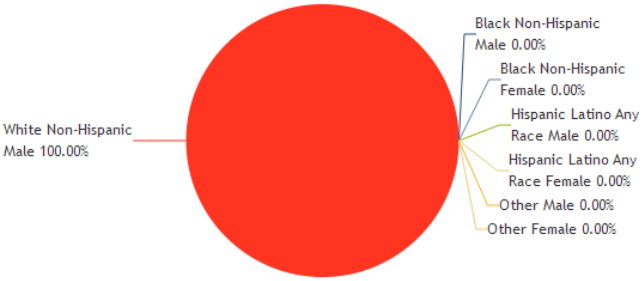




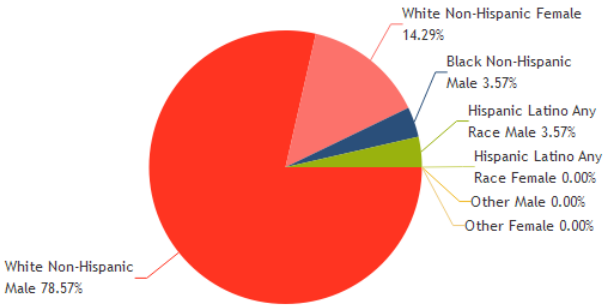
Sworn Personnel: Command



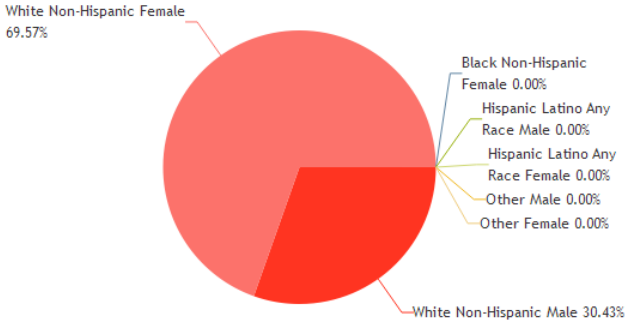
Sworn Personnel: Supervisory Positions



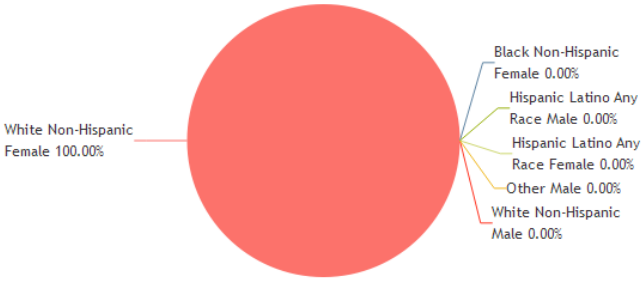
Sworn Personnel: Non-Supervisory Positions



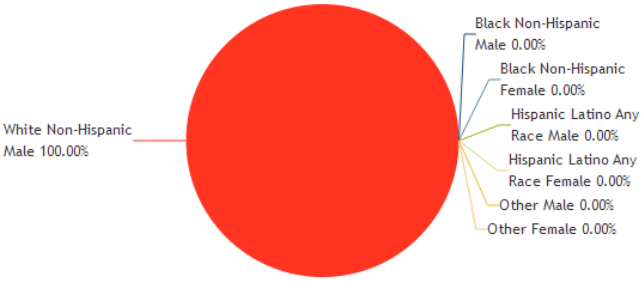
Total Non-Sworn Personnel



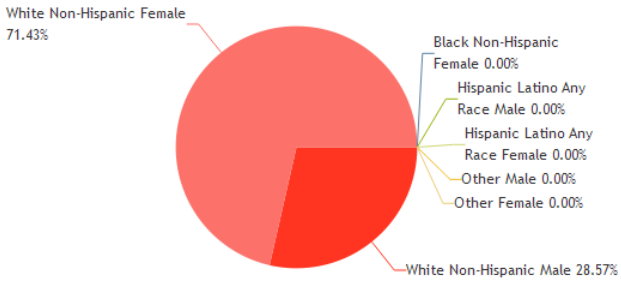
Non-Sworn Personnel: Managerial



Non-Sworn Personnel: Supervisory Positions



Non-Sworn Personnel: Non-Supervisory Positions



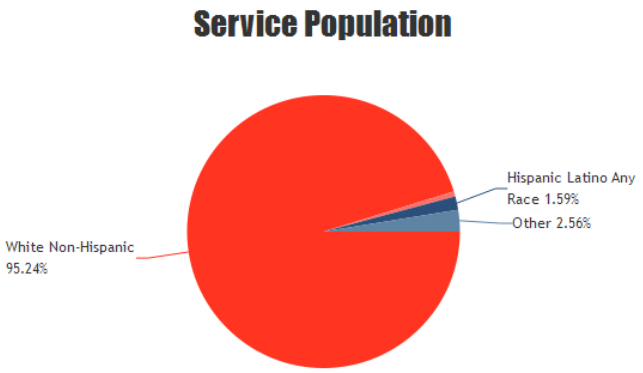
Legend

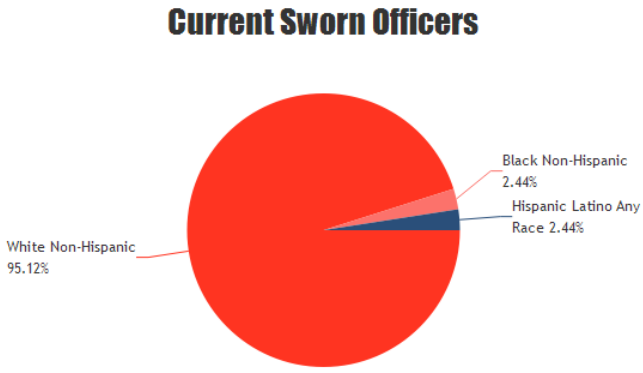
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

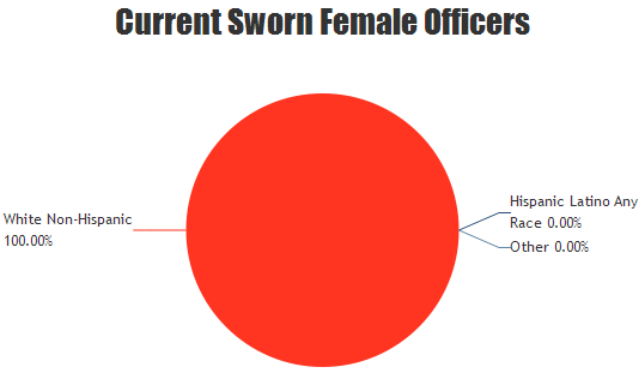
Agency Demographics Report - Reaccreditation Year 1

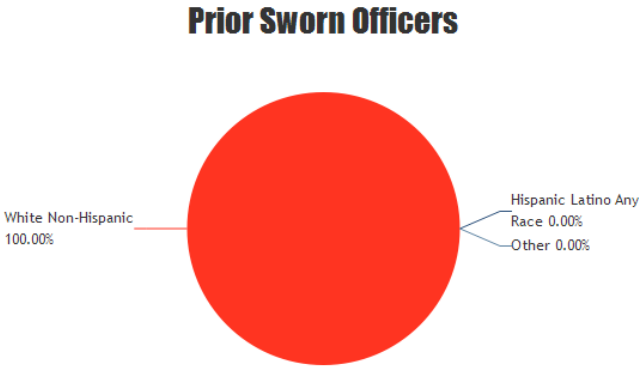
Data Collection Period: 1/1/2020 - 12/31/2020

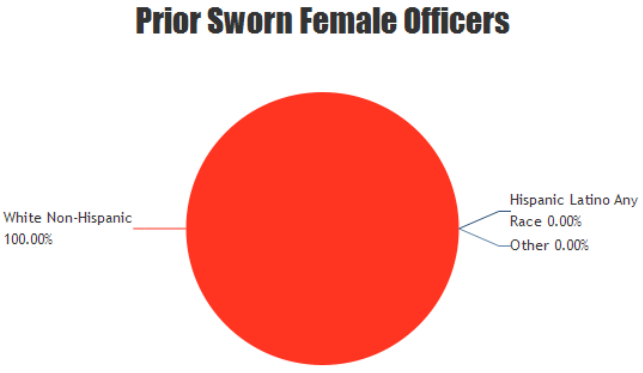
	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	22314	95%	14748	96 %	39	95%	4	9%	40	100%	4	10%
Black Non-Hispanic	144	0%	117	0 %	1	2%	0	0%	0	0%	0	0%
Hispanic Latino Any Race	372	1%	188	1 %	1	2%	0	0%	0	0%	0	0%
Other	599	2%	294	1 %	0	0%	0	0%	0	0%	0	0%
Total	23429		15347		41		4		40		4	











Sworn Officer Selection - Reaccreditation Year 1

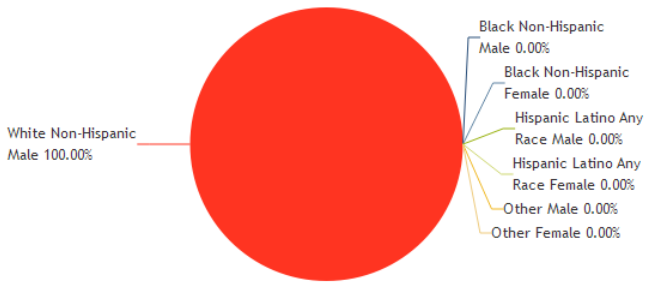
Data Collection Period: 12/31/2019 - 12/31/2020

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	123	0	0	0	0	0	0	0	123
Applicants Hired	5	1	0	0	0	0	0	0	6
Percent Hired	4%	%	%	%	%	%	%	%	N/A
Percent of Workforce Population	15%		0%		0%		0%		N/A

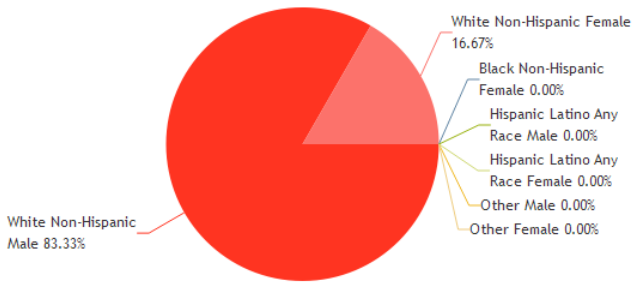
Reaccreditation Year 1 Notes:

Percent of workforce population cannot be accurately calculated as we do not collect race data from our applicants.

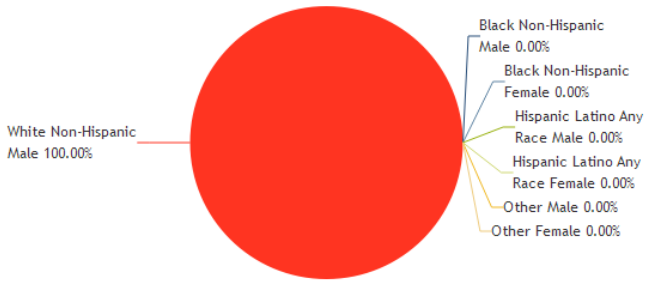
Applications Received



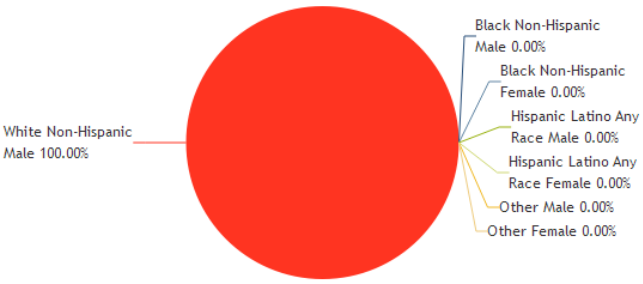
Applicants Hired



Percent Hired



Percent of Workforce Population



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

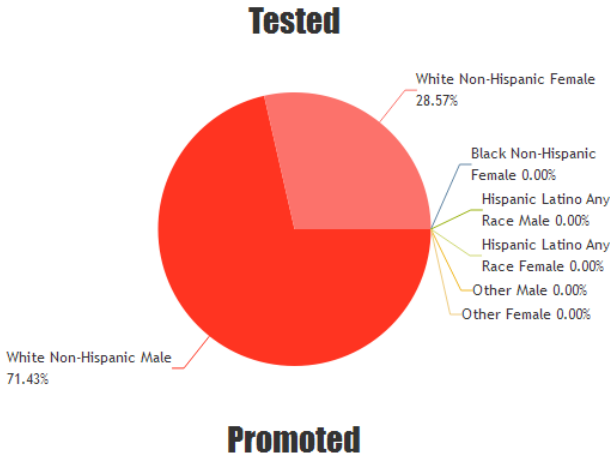
Sworn Officer Promotions - Reaccreditation Year 1

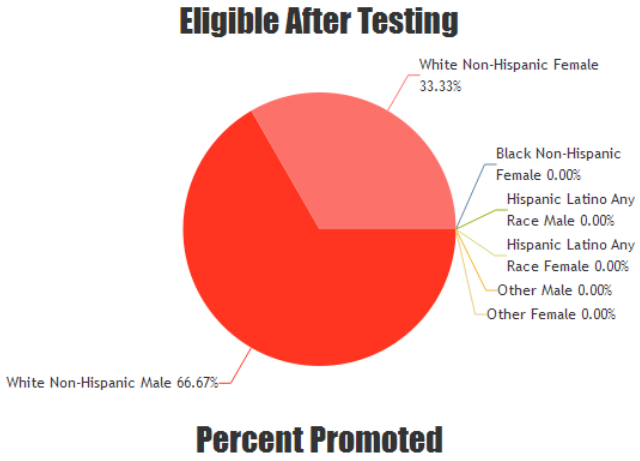
Data Collection Period: 1/1/2020 - 12/31/2020

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	5	2	0	0	0	0	0	0	7
Eligible After Testing	2	1	0	0	0	0	0	0	3
Promoted	0	0	0	0	0	0	0	0	0
Percent Promoted	0 %	0 %	%	%	%	%	%	%	N/A

Reaccreditation Year 1 Notes:

Promotional process for Sergeant created a list of 3 eligible candidates. No positions came available in 2020.





Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	