

# LAW ENFORCEMENT ACCREDITATION

## Keene (NH) Police Department

### Agency

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

### Chief Executive Officer

Police Chief  
Steven M. Stewart

### 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 Research Forum (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 M. Stewart. 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 Services 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.

CALEA Compliance Services Member(s) CSM Marc Duguay remotely reviewed 56 standards for the agency on 2/21/2022 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.

CALEA Compliance Services Member(s) Danny Messimer remotely reviewed 49 standards for the agency on 2/26/2023 using Law Enforcement Manual 6.17. 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.

- 1.2.9 – Biased Policing\* (LE1) (MMMM) – ISSUE: - The agency's documented review of agency practices including citizen concerns, was based on complaints received and not on the agency practices. The agency maintains data on motor vehicle stops, arrests, and subject stops but the information obtained from that data was not included in the review. AGENCY ACTION NEEDED: - It is recommended that the agency include information pertaining to their practices when completing the annual review. AGENCY ACTION TAKEN: The agency revised their 2022 annual documented review to include commentary on the review of motor vehicle stops, arrests, and subject stops. A review of their policies was also conducted.

CALEA Compliance Services Member(s) Brian Childress remotely reviewed 50 standards for the agency on 9/11/2023 using Law Enforcement Manual 6.18. 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.

- 1.2.9 – Biased Policing\* (LE1) (MMMM) – FOLLOW-UP: This standard was noted as an issue by the Year 3 CSM because of an annual review issue. The Year 4 CSM reviewed the standard file and found it met all standard requirements.

### *Site-Based Assessment Review:*

From 10/23/2023 to 10/25/2023, Terry Clanton (Assessor) visited the agency following a consultation with the chief executive officer regarding critical issues impacting the organization since the last assessment.

### *Findings:*

During the Site-Based Assessment Review, the assessment team conducted 22 interviews regarding the topical areas previously defined. The interviews were with agency members and members of the community. The approach not only further confirmed standards adherence, but also considered effectiveness measures, process management and intended outcomes.

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## CHIEF EXECUTIVE OFFICER PROFILE

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### *Steven M. Stewart*

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Police Chief Steve Stewart has been a Police Officer since 2000. He joined the Keene Police Department in January of 2004 and spent 11 plus years assigned to the Bureau of Patrol where he served as a police officer, Sergeant and Lieutenant. Prior to being appointed Police Chief in September of 2022, he held the rank of Captain and was the commander of the Field Operations Division for 7 years.

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## COMMUNITY PROFILE

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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 of 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.

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## AGENCY HISTORY

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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 control, community events planning, the community services officer and community liaison representative), 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 seventeen 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.

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## AGENCY STRUCTURE AND FUNCTION

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The major functions of the Police Department are established by City Charter and 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 (traffic light control is being transferred to Public Works in CY 2022), 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 Investigations 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.

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## AGENCY SUCCESSES

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The Agency maintained a police presence in the downtown area at essentially the same level as the previous year (a 31 hour difference), despite ongoing staffing issues, to help improve the perception of safety. We also continue 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.

One of our goals is to remain current with the continuing national conversations 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. We continue our work with the local mental health provider/mental health resources in the region, on alternative solutions for mental health calls for service. We also remain involved in the City's initiative with outside agencies to assist the homeless as well as participating in ongoing discussions with community leaders concerning SUD treatment options and accessibility.

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## FUTURE ISSUES FOR AGENCY

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Our near and future issues include receiving budget increases to meet the doubling and then tripling of required in-service training hours (CY2022 & 2023); finding the other resources required to meet those new requirements; the implementation of a Body Worn and In-Car Video system and the continued maintenance of those systems.

Another issue is near and long-term recruitment. We, and many other agencies, face recruitment challenges. We 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 eight new police officers would be ideal in order to fulfill our funded positions and replace the retirements that occurred at the end of CY2022. Unfortunately, hiring in this area is difficult at best, and in recent years has become even more difficult.

Lastly is the continuing issues with mental health calls for service (CFS), homelessness in our region, and Substance Abuse Disorders (SUD'S). These issues all bring challenges which 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)	<b>Compliance Verified</b>
1.2.3 Compliance with Constitutional Requirements (LE1) (MMMM)	<b>Compliance Verified</b>
1.2.9 Biased Policing* (LE1) (MMMM)	<b>Compliance Verified</b>
1.2.10 Duty to Intervene (LE1) (MMMM)	<b>Compliance Verified</b>
4 Use of Force	
4.1.1 Use of Reasonable Force (LE1) (MMMM)	<b>Compliance Verified</b>
4.1.2 Use of Deadly Force (LE1) (MMMM)	<b>Compliance Verified</b>
4.1.3 Warning Shots (LE1) (MMMM)	<b>Compliance Verified</b>
4.1.5 Rendering Medical Aid Following Police Actions (LE1) (MMMM)	<b>Compliance Verified</b>
4.1.6 Vascular Neck Restrictions (LE1) (MMMM)	<b>Compliance Verified</b>
4.1.7 Choke Holds (LE1) (MMMM)	<b>Compliance Verified</b>
4.2.1 Reporting Uses of Force* (LE1) (MMMM)	<b>Compliance Verified</b>
4.2.2 Written Use of Force Reports and Administrative Review* (LE1) (MMMM)	<b>Compliance Verified</b>
4.2.4 Analyze Reports* (LE1) (MMMM)	<b>Compliance Verified</b>
4.3.3 Annual/Biennial Proficiency Training* (LE1) (MMMM)	<b>Compliance Verified</b>
11 Organization and Administration	
11.1.1 Description of Organization (LE1) (MMMM)	<b>Compliance Verified</b>
11.3.3 Notify CEO of Incident with Liability (LE1)	<b>Compliance Verified</b>
12 Direction	
12.1.1 CEO Authority and Responsibility (LE1)	<b>Compliance Verified</b>
12.1.3 Obey Lawful Orders (LE1)	<b>Compliance Verified</b>
15 Planning and Research, Goals and Objectives, and Crime Analysis	
15.2.1 Annual Updating/Goals and Objectives* (LE1)	<b>Compliance Verified</b>
17 Fiscal Management and Agency Property	
17.4.2 Cash Fund/Accounts Maintenance* (LE1)	<b>Compliance Verified</b>

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

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

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

**Comments:**

No report comments provided.

**Response from Agency Regarding Findings:**

CEO Feedback not provided.

## YEAR 2 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: CSM Marc Duguay

On 2/21/2022, the Year 2 Remote Web-based Assessment of Keene (NH) Police Department was conducted. The review was conducted remotely and included 56 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	
1.1.1 Oath of Office (LE1) (MMMM)	<b>Compliance Verified</b>
1.2.1 Legal Authority Defined (LE1) (MMMM)	<b>Compliance Verified</b>
1.2.4 Search and Seizure (LE1) (MMMM)	<b>Compliance Verified</b>
1.2.5 Arrest with/without Warrant (LE1) (MMMM)	<b>Compliance Verified</b>
1.2.8 Strip/Body Cavity Search (LE1) (MMMM)	<b>Compliance Verified</b>
4 Use of Force	
4.1.4 Use of Authorized Less Lethal Weapons (LE1) (MMMM)	<b>Compliance Verified</b>
4.2.3 Removal from Line of Duty Assignment (LE1) (MMMM)	<b>Compliance Verified</b>
4.3.1 Authorization: Weapons and Ammunition (LE1) (MMMM)	<b>Compliance Verified</b>
12 Direction	
12.1.2 Command Protocol (LE1)	<b>Compliance Verified</b>
12.2.1 The Written Directive System (LE1)	<b>Compliance Verified</b>
12.2.2 Dissemination and Storage (LE1)	<b>Compliance Verified</b>
17 Fiscal Management and Agency Property	
17.5.2 Operational Readiness (LE1)	<b>Compliance Verified</b>
21 Classification and Delineation of Duties and Responsibilities	
21.2.2 Job Description Maintenance and Availability* (LE1) (M M M M)	<b>Compliance Verified</b>
22 Personnel Management System	
22.1.8 Employee Identification (LE1)	<b>Compliance Verified</b>
22.2.2 General Health and Physical Fitness (LE1)	<b>Compliance Verified</b>
31 Recruitment and Selection	
31.4.7 Selection Criteria (LE1) (MMMM)	<b>Not Applicable by Function</b>
33 Training and Career Development	
33.1.6 Employee Training Record Maintenance (LE1)	<b>Compliance Verified</b>
33.4.1 Recruit Training Required (LE1)	<b>Compliance Verified</b>

<b>Standards</b>	<b>Findings</b>
33.4.2 Recruit Training Program (LE1)	<b>Compliance Verified</b>
33.5.3 Accreditation Process Orientation (LE1)	<b>Compliance Verified</b>
33.6.2 Tactical Team Training Program (LE1)	<b>Compliance Verified</b>
33.8.2 Skill Development Training Upon Promotion (LE1)	<b>Compliance Verified</b>
35 Performance Evaluation	
35.1.2 Annual Evaluation* (LE1)	<b>Compliance Verified</b>
41 Patrol	
41.1.5 Police Service Canines (LE1)	<b>Compliance Verified</b>
41.2.5 Missing Persons (LE1)	<b>Compliance Verified</b>
41.2.6 Missing Children (LE1)	<b>Compliance Verified</b>
41.3.5 Protective Vests (LE1)	<b>Compliance Verified</b>
42 Criminal Investigation	
42.1.3 Case File Management (LE1)	<b>Compliance Verified</b>
42.2.8 Interview Rooms (LE1)	<b>Compliance Verified</b>
43 Vice, Drugs, and Organized Crime	
43.1.1 Complaint Management (LE1)	<b>Compliance Verified</b>
44 Juvenile Operations	
44.1.1 Juvenile Operations Policy (LE1)	<b>Compliance Verified</b>
44.2.1 Handling Offenders (LE1)	<b>Compliance Verified</b>
44.2.2 Procedures for Custody (LE1)	<b>Compliance Verified</b>
44.2.3 Custodial Interrogation and Interviews (LE1)	<b>Compliance Verified</b>
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.2 All Hazard Plan (LE1)	<b>Compliance Verified</b>
46.2.7 Special Events Plan (LE1)	<b>Compliance Verified</b>
54 Public Information	
54.1.3 Media Access (LE1)	<b>Compliance Verified</b>
61 Traffic	
61.1.10 DUI Procedures (LE1)	<b>Compliance Verified</b>
61.3.2 Direction/Control Procedures (LE1)	<b>Compliance Verified</b>
61.3.3 Escorts (LE1)	<b>Compliance Verified</b>
61.4.1 Motorist Assistance (LE1)	<b>Compliance Verified</b>
61.4.2 Hazardous Roadway Conditions (LE1)	<b>Compliance Verified</b>

<b>Standards</b>	<b>Findings</b>
61.4.3 Towing (LE1)	<b>Compliance Verified</b>
70 Detainee Transportation	
70.1.1 Pre-Transport Prisoner Searches (LE1)	<b>Compliance Verified</b>
70.1.7 Procedures, Escape* (LE1)	<b>Compliance Verified</b>
71 Processing and Temporary Detention	
71.3.3 Security in Designated Temporary Detention Processing and Testing Rooms/Areas (LE1)	<b>Compliance Verified</b>
81 Communications	
81.2.1 24 Hour, Toll-Free Service (LE1)	<b>Compliance Verified</b>
81.2.2 Continuous, Two-Way Capability (LE1)	<b>Compliance Verified</b>
81.3.1 Communications Center Security (LE1)	<b>Compliance Verified</b>
82 Central Records	
82.1.1 Privacy and Security (LE1)	<b>Compliance Verified</b>
82.1.2 Juvenile Records (LE1)	<b>Compliance Verified</b>
82.3.4 Traffic Citation Maintenance (LE1)	<b>Compliance Verified</b>
83 Collection and Preservation of Evidence	
83.2.4 Equipment and Supplies (LE1)	<b>Compliance Verified</b>
83.3.2 Evidence, Laboratory Submission (LE1)	<b>Compliance Verified</b>
84 Property and Evidence Control	
84.1.1 Evidence/Property Control System (LE1)	<b>Compliance Verified</b>
84.1.3 Temporary Security (LE1)	<b>Compliance Verified</b>

**Comments:**

No report comments provided.

**Response from Agency Regarding Findings:**

CEO Feedback not provided.

## YEAR 3 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Danny Messimer

On 2/26/2023, the Year 3 Remote Web-based Assessment of Keene (NH) Police Department was conducted. The review was conducted remotely and included 49 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	
1.2.9 Biased Policing* (LE1) (MMMM)	<b>Standard Issue</b>
<p><b>Notes:</b> ISSUE: - The agency's documented review of agency practices including citizen concerns, was based on complaints received and not on the agency practices. The agency maintains data on motor vehicle stops, arrests, and subject stops but the information obtained from that data was not included in the review. AGENCY ACTION NEEDED: - It is recommended that the agency include information pertaining to their practices when completing the annual review. AGENCY ACTION TAKEN: The agency revised their 2022 annual documented review to include commentary on the review of motor vehicle stops, arrests, and subject stops. A review of their policies was also conducted.</p>	
3 Contractual Agreements for Law Enforcement Services	
3.1.1 Written Agreement for Services Provided (LE1) (MMMM)	<b>Compliance Verified</b>
4 Use of Force	
4.2.2 Written Use of Force Reports and Administrative Review* (LE1) (MMMM)	<b>Compliance Verified</b>
4.2.4 Analyze Reports* (LE1) (MMMM)	<b>Compliance Verified</b>
4.3.2 Demonstrating Proficiency with Weapons (LE1) (MMMM)	<b>Compliance Verified</b>
4.3.3 Annual/Biennial Proficiency Training* (LE1) (MMMM)	<b>Compliance Verified</b>
4.3.4 Prerequisite to Carrying Lethal/Less Lethal Weapons (LE1) (MMMM)	<b>Compliance Verified</b>
11 Organization and Administration	
11.3.1 Responsibility/Authority (LE1)	<b>Compliance Verified</b>
22 Personnel Management System	
22.1.3 Benefits Program (LE1)	<b>Compliance Verified</b>
22.1.5 Victim Witness Services/Line of Duty Death (LE1)	<b>Compliance Verified</b>
22.1.9 Military Deployment and Reintegration (LE1)	<b>Compliance Verified</b>
22.2.5 Extra-Duty Employment (LE1)	<b>Compliance Verified</b>
33 Training and Career Development	
33.4.3 Field Training Program (LE1) (M M M M)	<b>Compliance Verified</b>
41 Patrol	
41.2.1 Responding Procedures (LE1)	<b>Compliance Verified</b>

<b>Standards</b>	<b>Findings</b>
41.2.4 Notification Procedures (LE1)	<b>Compliance Verified</b>
41.3.2 Equipment Specification/Replenishment (LE1)	<b>Compliance Verified</b>
41.3.6 Protective Vests/Pre-Planned, High Risk Situations (LE1)	<b>Compliance Verified</b>
<b>42 Criminal Investigation</b>	
42.1.6 Exculpatory Evidence (LE1) (M M M M)	<b>Compliance Verified</b>
42.2.1 Preliminary Investigations Steps (LE1)	<b>Compliance Verified</b>
42.2.6 Informants (LE1)	<b>Compliance Verified</b>
<b>43 Vice, Drugs, and Organized Crime</b>	
43.1.5 Covert Operations (LE1)	<b>Compliance Verified</b>
<b>46 Critical Incidents, Special Operations, and Homeland Security</b>	
46.1.4 Operations Function (LE1)	<b>Compliance Verified</b>
46.1.5 Planning Function (LE1)	<b>Compliance Verified</b>
46.1.6 Logistics Function (LE1)	<b>Compliance Verified</b>
46.1.7 Finance/Administration Function (LE1)	<b>Compliance Verified</b>
46.1.9 All Hazard Plan Training* (LE1)	<b>Compliance Verified</b>
46.1.10 Active Threats* (LE1)	<b>Compliance Verified</b>
46.1.13 Continuity of Operations Plan (LE1) (M M M M)	<b>Compliance Verified</b>
<b>61 Traffic</b>	
61.1.2 Uniform Enforcement Procedures (LE1)	<b>Compliance Verified</b>
61.1.4 Informing The Violator (LE1)	<b>Compliance Verified</b>
61.1.7 Stopping/Approaching (LE1)	<b>Compliance Verified</b>
<b>70 Detainee Transportation</b>	
70.1.2 Searching Transport Vehicles (LE1)	<b>Compliance Verified</b>
70.1.6 Procedures, Transport Destination (LE1)	<b>Compliance Verified</b>
70.1.8 Notify Court of Security Risk (LE1)	<b>Compliance Verified</b>
70.2.1 Detainee Restraint Methods (LE1)	<b>Compliance Verified</b>
70.4.2 Rear Compartment Modifications (LE1)	<b>Compliance Verified</b>
<b>71 Processing and Temporary Detention</b>	
71.4.1 Physical Conditions (LE1)	<b>Compliance Verified</b>
71.4.2 Fire Prevention/Suppression (LE1)	<b>Compliance Verified</b>
<b>81 Communications</b>	
81.2.3 Recording Information (LE1)	<b>Compliance Verified</b>

Standards	Findings
81.2.4 Radio Communications Procedures (LE1)	<b>Compliance Verified</b>
81.2.5 Access to Resources (LE1)	<b>Compliance Verified</b>
81.2.6 Calls for Service Information Victim/Witness Calls (LE1)	<b>Compliance Verified</b>
82 Central Records	
82.2.2 Reporting Requirements (LE1)	<b>Compliance Verified</b>
82.2.3 Case Numbering System (LE1)	<b>Compliance Verified</b>
83 Collection and Preservation of Evidence	
83.2.1 Guidelines and Procedures (LE1)	<b>Compliance Verified</b>
83.2.6 Report Preparation (LE1)	<b>Compliance Verified</b>
84 Property and Evidence Control	
84.1.4 Security of Controlled Substances, Weapons for Training (LE1)	<b>Compliance Verified</b>
84.1.5 Records, Status of Property (LE1)	<b>Compliance Verified</b>
84.1.6 Inspections and Reports* (LE1)	<b>Compliance Verified</b>

**Comments:**

Area of Interest: Body Worn and In-car (BWC and ICV) Cameras

**Executive Summary**

This area of interest was suggested for review because the agency is in the process of implementing body worn cameras. The directives and processes developed by the agency in meeting the standards clearly define how the agency provides will conduct operations, provide initial, refresher, and advanced training for its personnel, including supervisors. The agency plans on continually evaluating and assessing operations to improve and adjust as necessary.

**Summary of Review:**

An interview was arranged with former Chief of Police Steve Russo who has been contracted to develop the policies and processes for the body worn cameras (BWC). The written directives developed have the purpose of demonstrating transparency and trust between the agency and its citizens. The written objectives of the BWC and in car video (ICV) directives also involve trust, documentation of police/citizen encounters, assisting in the investigation of incidents and complaints, improving evidence collection for investigative and judicial purposes, and for training purposes. The directives specify the restriction, exceptions, and prohibitions for the activation and deactivation of the cameras. Both the criminal and administrative use of the camera captured data for both the BWC and ICV are regulated by the State of New Hampshire. State law also does not permit the redaction of information on discovery requests but does require redaction in right to know requests. Supervisory duties involve ensuring that inspections are conducted on the cameras prior to their use on the road. Supervisors will be responsible prior to implementation for ensuring all personnel are familiar with the directives. The program administrator has the responsibility of conducting an audit of all “live stream” activations and conducting monthly reviews of ten percent of camera captured data. The information obtained from both reviews is documented and sent to the Chief of Police. The agency is speculating that the number of reviews required by the proposed directives will probably be altered in the future depending on the amount of data captured through both camera systems. The agency’s training requirements for the camera systems require all officers and supervisors to be trained in the operation of the camera systems and additional training may be required to ensure proper use and operations, updates, or revisions in policy. Reviews of New Hampshire state laws and privacy laws and case laws are required. When implemented, all personnel will be trained and in the future all recruits will be trained during their new hire orientation process. After implementation, the agency will analyze the operation of the system to

determine if any adjustments are needed in the directives or operation of the systems. The agency is expecting the systems will be operating by May 2023.

#### Area of Interest: Communications / Training and Retention of Telecommunicators

##### Executive Summary

This area of focus was chosen because the agency has had issues in the past with the training and retention of telecommunicators. The training process for the agency defines the expectations for each dispatcher in knowledge, skills, and abilities. The process is designed to provide telecommunicators with skills required for the safe and efficient processing of calls for service.

##### Summary of Review:

An interview was conducted with Al St. Audin, who is the Communications supervisor. The agency's written directives on hiring address both sworn and non-sworn positions. Telecommunicators are required, after the application process, to successfully complete an oral board interview, polygraph, and a thorough background investigation. Upon hiring, telecommunicators are required to complete a 12-week in-house training course which covers all three shifts. The training program is designed to cover the frequent duties required by telecommunicators, which involves multi-tasking. The supervisors are required to evaluate the performance of each trainee and measure their competency. The evaluation process occurs daily with discussions pertaining to their strengths and weaknesses. Supervisors are required to complete a documented evaluation every three weeks. Telecommunicators are required to meet the state requirement of successfully completing a four-day required course for certification on the state computer systems. The agency has found that what has been problematic in the retention of telecommunicators is with the skill of multi-tasking. This skill is essential in successful performance of communications. The fast-paced environment has proven too difficult for trainees and is the main reason why trainees are not completing the training process. The agency has reviewed the training process and has not made any significant changes to the curriculum but is focusing on working more closely with each trainee to strengthen their multi-tasking skill set. Al St Audin has not determined an effective way in improving the multi-tasking skillset. Currently, the agency has two persons in the training program and expect to be at full staff within the next month. The agency's training is on-going with training requirements on both the state and national systems every two years. Annual training is updated with new procedures or laws to meet communications standards. There have been no major changes to communications policy within the past year.

#### Area of Interest: Use of Force / De-escalation

##### Executive Summary:

This area of interest was suggested and agreed upon by the agency and the Compliance Services Member. The agency wanted to emphasize various training programs in the use of lethal and non-lethal force with the addition of the de-escalation training and how it has impacted their use of force incidents. The processes deployed by the agency in meeting the standards clearly define the use of reasonable force, deadly force, the use of authorize lethal and less lethal weapons, the rendering of aid following police actions, and the prohibition of techniques used to restrict the flow of oxygen or blood to the suspect. The agency utilizes the use of force reporting and annual analysis to determine adherence to agency policies and proper practices.

##### Summary of Review:

The Accreditation Manager arranged for an interview with Lt. Jay Maxfield whose area of responsibility includes the training and review of use of force. The agency's written directives clearly outline the justifications for using force and the establishment of accountability for personnel who use force. The directives provide guidance on the types of force permitted under the reasonableness standard and define the actions and consequences involving the use of excessive force. The agency wanted to stress the importance of not using force, if possible, and focused their training on the use of de-escalation tactics. The agency focused on de-escalation tactics in their classroom training and at each training session conducted at the range. Scenario based shoot / no shoot type training was utilized to reinforce the available options in use of force situations. In-service training on use of force directives is conducted annually to reinforce

understanding and includes the review of deadly and less lethal force including the conditional terms used to qualify the directive's requirements on the use of reasonable force. The agency's directives require agency member to intervene within their scope of authority, training and to notify supervisors if they observe another agency employee or public safety associate engage in any unreasonable use of force or if they become aware of any violation of policy or law. Supervisors are required to be notified whenever force, lethal or non-lethal, has been applied by agency members. A use of force report is completed by the officer using force and it is reviewed by the supervisor approving their offense report. The supervisor's responsibilities include determining if the force used was within the established directive on the application of force. If the supervisor determines the force used was not consistent with the agency's policies and procedures on the use of force, it will be referred to the command level for review or further internal investigation. All use of force reports are reviewed by Lt. Maxfield to determine if the force used was in compliance with the tactics and training provided or if there is a need for an adjustment in training tactics or policy change.

Annually, a designee of the Chief of Police is required to submit a use of force analysis based on the use of force incidents throughout the reporting period. The report is to include a description of all use of force activities, reviews of policy and procedures, and any training needs revealed through the analysis of reported data. In 2022, the agency reported a 9% decrease in the use of force demonstrating the effectiveness of their agency's developed policies, procedures, and tactics.

Area of Interest: Property and Evidence / Evidence Control

#### Executive Summary

This area of interest was suggested and agreed upon by the agency and the Compliance Services Member and the agency due to procedural changes by the State of New Hampshire. It is vital for law enforcement to develop measures for the receipt, handling, and security, and disposition of evidence. The agency had to review their policies and procedures to ensure they were meeting the requirements of state law. The agency's process for evidence, specifically the sexual assault cases, define sound practices to ensure the integrity and security of evidence. The processes deployed by the agency in meeting the standards meet the accreditation standards on property and evidence.

#### Summary of Review :

The Accreditation Manager arranged for Jason Thompson to be interviewed. The agency's policies, procedures, and training ensure that property in the custody of the agency is properly collected, secured, stored, and documented to ensure the chain of custody. The procedures established a process to enable all stored property and evidence to be located and retrieved upon request or need and to be disposed of after all legal requirements are met. The directives have established procedures requiring the inclusion of property into the agency records and in the possession of the property and evidence function at the conclusion of an officer's shift. Should a supervisor determine exceptional circumstances exist that prohibit the action of submitting the evidence and reporting by the end of the shift, the supervisor may authorize additional time to submit the evidence. Guidelines have been developed by the agency pertaining to the proper packaging and labeling of property prior to being placed into evidence. Training on the collection, packaging, storing, and submission of evidence to the property and evidence function is conducted during initial training with the agency. Evidence submitted to the Property Room by officers is placed in temporary lockers until the evidence technicians can retrieve it to be placed in permanent storage or transferred to the laboratory. Items too large for the temporary lockers require the evidence technician to be called in to take possession of it

Recently, the state's Attorney General enacted a new procedure which had to be implemented into agency policy and procedures in relation to sexual assault kits. The new procedures of the sexual assault survivors' law, require police agencies to transport sexual assault kits to the state crime lab within a reasonable time and the right to have sexual assault evidence collection kit preserved and be informed of any result of a sexual assault evidence collection kit, including a DNA profile match. Agencies are required to update when the kit is delivered to the crime lab. The entry process is monitored by personnel from the New Hampshire Department of Justice. This change in procedure is intended to ensure a more thorough investigation of sexual assaults and to ensure sexual assault kits are not being destroyed. This required the agency to re-evaluate their evidence process pertaining to laboratory submission. The supervisor of the Bureau of Special Services and the property officer conduct semi-annual inspections of the

property room. Annual audits and unannounced inspections are conducted at the direction of the Chief of Police. This reporting process enables the agency to review the outcomes of the inspections and audit to determine if there are any patterns or trends that require attention. Any trends or patterns that are identified through the inspection, audit, and inventory process would be addressed through the chain of command by either a change in practice or policy.

#### Findings:

The agency is in compliance with all standards pertaining to all areas of interest chosen for this assessment and has developed an impressive system for policy guidance that compliments the standards, enables operations, manages performance of personnel through training in annual in-service and periodic training, identifies the duties of line supervisors, and reports and reviews of operations that verify actions with regard to policy compliance. Findings from reports are tabulated and analyzed in accordance with the standards and with agency policy.

Each member interviewed during the year three annual assessment demonstrated a knowledgeable understanding of the agency's policies and processes as they apply to their area of operation and responsibility. Each person understood the agency's policies and processes to accomplish the high quality of work expected in their assigned duties. The data collected and assembled for executive level review in all areas of interest provides a broad analysis of factors for consideration, should there be a need to amend policy or processes or account for agency performance. Multiple standards pertaining to the areas of focus were reviewed during the assessment and were all found to be in compliance with the standards.

#### Summary of Public Information Portal Feedback :

At the time of the initial assessment, the Public Information Portal was made available and activated by the agency. The portal is still under development.

A review of agency provided statistical tables to account for accuracy and variations in reporting:

The data tables provided by the agency are complete and consistent with the established reporting parameters. There were no noted anomalies in the data tables for the initial assessment period.

#### Compliance Data Summary:

Statistical data on compliance with applicable standards to ensure that the agency complies within the identified limits:

Number of Interviews Conducted: 4

Compliance Services Member Name: Danny Messimer

Assessment Start and End Dates: 02/17/23-02/25/23

Mandatory (M) Compliance: 151

Other-Than-Mandatory (O) Compliance: N/A

Standards Issues: 1

Waiver: 0

(O) Elect 20%: 0

Not Applicable: 21

Total: 173

Percentage of applicable other-than-mandatory standards: NA

The agency is in compliance with all applicable standards that were reviewed during the year three assessment with the exception of one standard listed as having an issue. The agency categorized 21 standards as not applicable by function which were not verified during this assessment by the web-based assessor. The agency is a Tier 1 Law Enforcement agency.

### *Findings*

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### *Public Portal Summary*

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*Statistical Data Tables*

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**Response from Agency Regarding Findings:**

CEO Feedback not provided.

## YEAR 4 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Brian Childress

On 9/11/2023, the Year 4 Remote Web-based Assessment of Keene (NH) Police Department was conducted. The review was conducted remotely and included 50 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)	<b>Compliance Verified</b>
1.2.3 Compliance with Constitutional Requirements (LE1) (MMMM)	<b>Compliance Verified</b>
1.2.9 Biased Policing* (LE1) (MMMM)	<b>Compliance Verified</b>
<b>Notes: FOLLOW-UP:</b> This standard was noted as an issue by the Year 3 CSM because of an annual review issue. The Year 4 CSM reviewed the standard file and found it met all standard requirements.	
1.2.10 Duty to Intervene (LE1) (MMMM)	<b>Compliance Verified</b>
4 Use of Force	
4.1.1 Use of Reasonable Force (LE1) (MMMM)	<b>Compliance Verified</b>
4.1.2 Use of Deadly Force (LE1) (MMMM)	<b>Compliance Verified</b>
4.1.3 Warning Shots (LE1) (MMMM)	<b>Compliance Verified</b>
4.1.5 Rendering Medical Aid Following Police Actions (LE1) (MMMM)	<b>Compliance Verified</b>
4.1.6 Vascular Neck Restrictions (LE1) (MMMM)	<b>Not Applicable by Function</b>
4.1.7 Choke Holds (LE1) (MMMM)	<b>Compliance Verified</b>
4.2.1 Reporting Uses of Force* (LE1) (MMMM)	<b>Compliance Verified</b>
11 Organization and Administration	
11.1.1 Description of Organization (LE1) (MMMM)	<b>Compliance Verified</b>
11.3.3 Notify CEO of Incident with Liability (LE1)	<b>Compliance Verified</b>
12 Direction	
12.1.1 CEO Authority and Responsibility (LE1)	<b>Compliance Verified</b>
12.1.3 Obey Lawful Orders (LE1)	<b>Compliance Verified</b>
15 Planning and Research, Goals and Objectives, and Crime Analysis	
15.2.1 Annual Updating/Goals and Objectives* (LE1)	<b>Compliance Verified</b>
17 Fiscal Management and Agency Property	
17.4.2 Cash Fund/Accounts Maintenance* (LE1)	<b>Compliance Verified</b>
22 Personnel Management System	
22.4.1 Grievance Procedures (LE1)	<b>Compliance Verified</b>

<b>Standards</b>	<b>Findings</b>
<b>26 Disciplinary Procedures and Internal Investigations</b>	
26.1.1 Code of Conduct (LE1)	<b>Compliance Verified</b>
26.2.1 Complaint Investigation (LE1)	<b>Compliance Verified</b>
26.2.4 Complaint/Commendation Registering Procedures (LE1)	<b>Compliance Verified</b>
26.3.2 CEO, Notification (LE1)	<b>Compliance Verified</b>
26.3.5 Statement of Allegations/Rights (LE1)	<b>Compliance Verified</b>
<b>31 Recruitment and Selection</b>	
31.2.1 Recruitment Plan (LE1)	<b>Compliance Verified</b>
31.5.1 Background Investigations (LE1)	<b>Compliance Verified</b>
31.5.7 Emotional Stability/Psychological Fitness Examinations (LE1)	<b>Compliance Verified</b>
<b>33 Training and Career Development</b>	
33.1.5 Remedial Training (LE1)	<b>Compliance Verified</b>
33.4.3 Field Training Program (LE1) (M M M M)	<b>Compliance Verified</b>
33.4.4 Limited Function Alternate Training Requirements (LE1) (M M M M)	<b>Not Applicable by Function</b>
33.5.1 Annual In-Service Training Program* (LE1) (M M M M)	<b>Compliance Verified</b>
<b>34 Promotion</b>	
34.1.1 Agency Role, Authority and Responsibility (LE1)	<b>Compliance Verified</b>
<b>35 Performance Evaluation</b>	
35.1.9 Personnel Early Intervention System* (LE1)	<b>Compliance Verified</b>
<b>40 Crime Analysis and Intelligence</b>	
40.2.3 Criminal Intelligence Procedures* (LE1)	<b>Compliance Verified</b>
<b>42 Criminal Investigation</b>	
42.1.6 Exculpatory Evidence (LE1) (M M M M)	<b>Compliance Verified</b>
<b>45 Crime Prevention and Community Involvement</b>	
45.2.3 Accreditation Public Comment (LE1) (M M M M)	<b>Compliance Verified</b>
<b>61 Traffic</b>	
61.1.5 Uniform Enforcement Policies (LE1)	<b>Compliance Verified</b>
61.4.3 Towing (LE1)	<b>Compliance Verified</b>
<b>71 Processing and Temporary Detention</b>	
71.2.1 Training of Personnel* (LE1)	<b>Compliance Verified</b>
71.3.1 Procedures (LE1)	<b>Compliance Verified</b>
71.4.3 Inspections* (LE1)	<b>Compliance Verified</b>

Standards	Findings
74 Legal Process	
74.1.1 Information, Recording (LE1)	<b>Compliance Verified</b>
81 Communications	
81.2.7 Recording and Playback (LE1)	<b>Compliance Verified</b>
81.2.10 Emergency Messages (LE1)	<b>Compliance Verified</b>
81.2.11 Misdirected Emergency Calls (LE1)	<b>Compliance Verified</b>
81.3.2 Alternate Power Source* (LE1)	<b>Compliance Verified</b>
82 Central Records	
82.1.6 Computer File Backup and Storage* (LE1)	<b>Compliance Verified</b>
82.2.1 Field Reporting System (LE1)	<b>Compliance Verified</b>
83 Collection and Preservation of Evidence	
83.1.1 24-Hour Availability (LE1)	<b>Compliance Verified</b>
84 Property and Evidence Control	
84.1.2 Storage and Security (LE1)	<b>Compliance Verified</b>
84.1.6 Inspections and Reports* (LE1)	<b>Compliance Verified</b>

**Comments:**

Accreditation Manager Todd Lawrence was the point of contact for this annual review. Area of interest interviews were not conducted for this Year 4 review due to an onsite assessment scheduled for this year.

Public Portal Summary: The Keene Police Department received five comments for this annual review through the CALEA Public Portal System. Two were positive and three were negative. The theme of the two positive comments was the agency is responsive, respectful, and professional. Of the three negative comments, one dealt with a citizen being upset for being arrested, one spoke of diminished services, and the third included a video which was reviewed, where a citizen filed a complaint regarding being detained. All comments are provided to the candidate agency for their review and response pursuant to agency policy.

Statistical Data Tables: The data tables provided by the agency are complete and consistent with the established reporting parameters.

Compliance Data Summary: The agency was in with the Law Enforcement Standards Manual Edition 6.18. The agency is in compliance with all applicable standards. This annual review included the review of 48 total files with no standards issues noted. The agency categorized 21 standards as not applicable by function which have been verified as appropriately categorized by the web-based assessor. The agency is in the Tier 1 Law Enforcement Accreditation Program and therefore, 20% standards are non-applicable for this agency.

Statistical data on compliance with applicable standards to ensure that the agency complies within the identified limits:

Number of Interviews Conducted N/A – Year 4 Review

Assessor(s) Name Brian K. Childress

Assessment Start and End Dates September 8-16, 2023

Mandatory (M) Compliance 162

Other-Than-Mandatory (O) Compliance 0  
Standards Issues 0  
Waiver 0  
(O) Elect 20% 0  
Not Applicable 21  
Total 183  
Percentage of applicable other-than-mandatory standards N/A – Tier 1 Agency

***Findings***

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***Public Portal Summary***

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***Statistical Data Tables***

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***Summary:***

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**Number of Interviews Conducted:**  
**Compliance Services Member(s):**  
**Web-Based Assessment Start Date:**  
**Web-Based Assessment End Date:**

Standards Issues	0
Waiver	0
Applicable Mandatory (M)	0
Applicable Other-Than-Mandatory (O)	0
Not Applicable	0
<b>Total:</b>	0
Elect 20% (O)	0

**Percentage of applicable other-than-mandatory standards:** %

***Response from Agency Regarding Findings:***

CEO Feedback not provided.

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## SITE-BASED ASSESSMENT

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10/15/2024

### *Observable Standards Review*

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During this onsite, all applicable observable standards were examined for compliance. The agency was found to be in full compliance with accreditation standards and expectations.

### *Summary of Agency Adjustments to Standards Issues*

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No standards issues were identified or requested by the agency or ASM.

### *Summary Public Access Portal*

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The Keene Police Department utilized the CALEA Public Access Portal. Relevant information was posted on the agency's website and notice of the agency's participation in the process was also posted on the agency's Facebook page.

During this process, no messages were entered into the portal.

### *Area of Interest: Recruitment and Retention*

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Consistent with the current trends nationwide, the Keene Police Department is facing the challenge of recruiting and retaining qualified personnel. The agency has a recruitment plan in place and has taken steps based on this plan and a review of past activities to adjust and modify its approach in both critical personnel areas.

Chief Stewart explained the agency, along with City officials, have recognized the challenges and during this assessment period they have worked to make the Keene Police Department competitive with other agencies in the area. Based on a review of past recruitment efforts, a review of what other agencies in the State are doing, the agency and the city undertook the task of evaluating their efforts in both the recruitment of personnel and the retention staff once hired. The Chief explained the Keene City Manager, Elizabeth Dragon, has worked closely with the agency and other city officials to make the agency more attractive to potential recruits through the implementation of a signing bonus of up to \$10,000 for experienced officers and an overall increase in pay of approximately nine percent.

Captain Michael Kopcha stated the evaluation of the agency's recruitment efforts, with an honest look at what was and wasn't working, lead to the recognition for a greater emphasis on social media as a recruitment tool. Captain Kopcha also explained while the agency is providing recruiters with traditional training on current salary and benefits, the focus is training the officers to talk about what it means to be a Keene Police Officer, to tell potential recruits about the opportunities available in the department and how they can have a significant impact in the community.

During the interviews with agency staff and City officials it was clear there is a recognition of the need for enhanced recruitment and retention efforts. City Manager Dragon explained salary and benefits help but the department need "to be better storytellers." She stated the agency holds itself to the highest standards and people want to work for the leaders of the department. The agency is making a difference in the lives of the citizens of Keene and overall, there is a strong level of trust between the citizens and the police. She stated it is vital the entire organization works to get that message out to potential recruits and the community.

Megan Young with the City's Human Resources (HR) Department explained HR recruits for the entire city and the agency is very involved in these activities. She discussed the use of job fairs, targeted recruitment efforts at Keene State College and their Criminal Justice and social sciences majors, and a great use of electronic recruitment efforts.

The agency actively posts job openings on military.com, policeapp.com, indeed.com, and nationalminorityupdate.com. They still utilize print media by advertising positions in approximately eight New England based newspapers and the agency is very active on area radio through the Monadnock Broadcasting Group. By working with the Community Marketing Director and Audio-Visual Director the agency created a recruitment video which contains clips of officer interviews talking about the job, what opportunities they have with the department, and how they are making a difference. This video is posted on the Department's and the City's social media sites.

### *Area of Interest: Response to Mental Illness*

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Throughout their involvement in the accreditation process the agency has undertaken an effort to be more responsive to calls for service involving persons suffering from mental illness or who are in crisis. They have reviewed all aspects of the topic to include patterns and trends at the national and local level, available training and certifications, and agency processes and protocols. They have actively worked with area mental health resources and community partners to better serve the citizens and visitors to the city.

During the onsite assessment, interviews were conducted with agency personnel, city officials, and health care providers about the agency's response to persons suffering from mental illness. As the largest city in the Monadnock region of New Hampshire, the City of Keene is the home of significant resources for persons suffering from mental illness and the homeless. The city has multiple homeless shelters and transitional housing opportunities. The New Hampshire 211 system is a statewide Health and Human Services hotline that connects people from anywhere in New Hampshire and makes referrals to shelters with available beds. These factors all have contributed to a large homeless population in the area. The agency and its partners recognize within this homeless population that there are a significant number of individuals suffering from mental illnesses, addiction, or a combination of the two.

The agency has developed a close working relationship with Monadnock Family Services (MFS), which is the primary mental health provider in the area. Kevin Stevenson with MFS explained the Keene Police department take a very proactive approach in dealing with persons in crisis or suffering from mental illness. They actively follow up with people they deal with and make all necessary referrals. Mr. Stevenson stated the officers show restraint and compassion when dealing with these individuals, which he attributed to the training received by the officers. He discussed the New Hampshire protocols for referrals and the commitment process when it becomes necessary as well as the use of the New Hampshire Mobile Crisis Response System.

It was clear from interviews with officers and city officials the police department has a very positive and proactive approach in dealing with these issues. The agency participates with in an area homeless taskforce and all officers are trained in the services and resources available to assist. Officer Steven Corrigan explained newly hired officers receive initial training on dealing with individuals suffering from mental illness in the academy, and ten hours at the agency, then officers receive four hours of annual training on the topic. The agency has a goal of having all officers certified through Crisis Intervention Training. Officer Corrigan also explained officers make every attempt to assist citizens with needed resources and take the time to follow up when necessary. He explained the voluntary and involuntary emergency admissions protocols.

Chief Stewart and City Manager Dragon both talked about the department's efforts to integrate mental health support into the agency's policing model by hiring a civilian position who would work to support officers and individuals in crisis. While this has been described as a social worker in the media, the Chief and Manager Dragon see it as much more. The original plan was to fund this position through grants but due to various factors this has not come to fruition. The Manger explained they have decided to proceed with the plan utilizing city funds. It is hoped the position will be posted and filled soon.

### *Area of Interest: Community Engagement*

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Chief Stewart discussed with pride the efforts the agency makes towards being proactive in the community. He explained the agency participates in all the usual engagement events and activities such as "Shop with A Cop",

“National Night Out”, and organized city events but the true engagement occurs as officers get out of the cars and interact with the citizens daily.

Rabbi Dan Aronson was very supportive of the agency and discussed how members of the department has worked with members of the Synagogue on security issues and has provided training related to active shooting incidents. He also discussed an event members of his congregation held downtown and the support they received from the agency. He described the agency as a “well run department.” He also discussed his personal observations of the agency’s interactions with the homeless population and how their training was evident in these interactions.

Pierre Morton serves as the Chief Diversity Officer at nearby Franklin Peirce University. He discussed the agency’s positive involvement with the Keene Pride Celebration as well as other events. He described the department as proactive and involved with officers willing to come up with ideas and solutions. He discussed the department’s involvement with the Racial Justice Committee as well as the Chamber of Commerce Ad Hoc Committee on Racial Justice and Community Safety. He was highly supportive of the agency’s strategy of service and pointing individuals to resources when dealing with the homeless population.

Lieutenant Benjamin Nugent was able to provide significant insight into the agency’s other organized community engagement efforts. He discussed the department's active involvement in the Monadnock Center for Violence Prevention and the agency’s domestic violence outreach efforts as well as the involvement with the Homeless Coalition. Lieutenant Nugent also explained the agency’s College Liaison position. This full-time officer maintains an office at both the police headquarters and at Keene State College. He works directly with the Collage Department of Campus Safety. His role is to be an active police officer on campus providing the usual police services, but also educate the students on safety of themselves and their property. Much of his focus is on quality-of-life issues within the campus environment.

Ronald Ayotte owns and operates a business in downtown Keene and his location is in the vicinity of one of the former homeless shelters. He described the agency and its personnel as highly involved in the community. He stated the department maintains a high level of visibility downtown which makes both the merchants and customers feel safe. He praised the agency’s continued foot patrol in the business district. He stated these officers are great at popping into the business and interacting with the business’ staff and customers. He also explained he has personally observed officers interacting with the area homeless community and they did so with patience and professionalism. In addition to maintaining a downtown foot patrol the agency is actively involved in city events and festivals. Officer Kevin Baca explained the agency works and participates in festivals and events throughout the year. He quickly listed the Pumpkin Festival, an annual food festival, the music festival, Pride Fest, and the annual Snow and Ice Festival. After each of these events a careful review of the event is incorporated into the planning for future events.

### *Area of Interest: Training*

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John Scippa, Director of the New Hampshire Police Standards and Training Council was interviewed and spoke highly of the Keene Police Department. He explained all New Hampshire officers attend basic law enforcement training at the state academy located in Concord, New Hampshire. Officers are hired by agencies and sent to the academy. In the post covid environment the once required residency at the academy is now optional. He stated that Keene is an active partner with the Standards and Training Council and follows all state mandated procedures and requirements.

Lieutenant Shane Maxfield serves as the Special Services Commander for the Keene Police Department and is the lead firearms training officer for the agency. In discussing the training conducted by the agency he began with the New Hampshire basic academy in Concord. He explained this is a 14-week academy, followed by the Field Training Officer (FTO) program. The FTO program is broken down into an initial orientation followed by three four-week phases and a final two-week evaluation phase. Trainees are evaluated daily and any identified deficiencies and corrected without delay.

One of the significant training challenges facing Keene PD and other New Hampshire police departments is a state

mandated increase in annual mandated training. Currently the requirement is 10 hours of mandatory training consisting of 2 hours of de-escalation training, 2 hours of implicit bias training, and two hours of ethics training. These three blocks are known as the “three twos” and are required each year along with four hours on any police related subject. In 2024 the total number of required hours each year will increase to 16 hours and then 24 hours in 2025. This is going to have a significant impact on scheduling and training costs. In addition, the agency completes four hours of use of force training each year. Along with three or four range days which incorporates and reinforces de-escalation, intervention, and proper use of force training. The Keen Police Department has consistently exceeded the state minimums for annual in-service training and plans to continue to do so.

Lieutenant Maxfield explained the training function has an important role to play in the agency’s review and analysis of all high liability incidents. As supervisors and the Command Staff review incidents, they look for training opportunities. Any identified concerns or needs are evaluated to see if there is a training need or an equipment failure. During this assessment period, officers were reporting the department issued oleoresin capsicum (OC) spray was not as effective as needed. As a result, the agency tested and changed to a different OC Spray.

The agency consistently demonstrates its commitment to training through internal and external training sources. The use of both face to face and digital training provides opportunities for agency personnel to benefit and stay abreast of the latest identified trends and best practices in the criminal justice system.

### *Findings*

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It is abundantly clear the Keen Police Department is actively and effectively collecting, analyzing, sharing, and responding to its internal reporting and data collection protocols. The agency collects all required information through police reports and other relevant documentation. This includes the use of time sensitive reports like quarterly and annual reports for use of force, internal affairs complaints, and pursuits. The agency utilizes the data and conclusions from these reviews and analyses to formulate new policy, establish better protocols, and fill any training gaps. But beyond this the agency is constantly reviewing and analyzing the practical application of these changes to address identified needs in all aspects of the agency operations.

The agency has a system in place which ensures all relevant reports are reviewed by the chain of command and each level of review provides input as to the appropriateness of personnel actions, compliance with agency rules and applicable laws, and whether enhancements could be made to personnel, policy, training, or equipment. Time sensitive reports are completed and effectively evaluate personnel and agency operations to identify and address any trends which might exist.

The review process for all incidents involving areas of high liability activities by agency staff follows the same basic pattern. Pursuits, officer involved traffic crashes, driving complaints, and use of force incidents are reported in police reports and any required agency forms. These incidents are first reviewed by the officer’s supervisor. Next, they are reviewed and evaluated by the Day-Shift Lieutenant followed by the Command Staff. The Chief of Police has the final review and decision-making authority on any recommendations made by these reviews. Annual analyses are conducted, and specific recommendations are made as to training and/or policy changes. During this assessment cycle this process resulted in updates and revisions to the agency’s annual drivers’ training. As noted above it has resulted in changes to agency equipment. These reviews have also identified deficiencies in officer procedures which were addressed through remedial training.

Citizen complaints are thoroughly investigated to ensure compliance with constitutional protections, adherence to federal and state statutes and agency policy. Corrective measures and disciplinary actions are taken when necessary. The complainant is kept informed of the process and agency findings. This comprehensive and transparent process contributes to the positive working relationship the agency has with the community.

The agency involves outside parties when relevant to the issues and includes their input in making changes to agency operations. This includes other Keene city departments, elected and appointed officials, other components of the

criminal justice system, regional economic and development entities, and organizations focused on community improvement such as mental health providers, domestic violence abuse resources, advocates for the homeless, religious resources, and most importantly the citizens. Each of the entities has established relationships with the department and provide thoughts, suggestions, input, and support to various decisions the agency is considering. These relationships have produced positive results for the agency and the community and helped establish the positive relationship which was demonstrated during the onsite assessment.

As noted elsewhere in this report the agency has actively addressed operations based on comprehensive reviews of data and performance measures. Current best practices and accreditation standards have played a significant role in these changes. The agency is aggressive in enhancing its policies and has virtually rewritten its policy and procedures manual. Accreditation standards have been used as the foundation for much of this updating and revision.

Chief Stewart fosters a working environment which is open and inclusive and invites participation and innovation at all levels of the organization. During this assessment process agency personnel, City officials, and members of the public talked about the agency's commitment excellence and desire to learn from all stakeholders to make the agency better.

### *Interview: Agency*

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Personnel within the agency were the primary source of information for this onsite assessment. This included direct contact and interaction with 26 members of the organization to include the Chief, members of the senior command staff, the accreditation manager, officers, and civilian personnel. Attendance at three patrol roll calls provided insight into the organization's internal communication and professionalism. Two ride-alongs provided an opportunity to discuss operations and the feeling of line level personnel toward the agency, its leadership, and the accreditation process. Twelve different agency personnel were interviewed while less-formal conversations were held with the others about issues, areas of interest, and the agency in general. All personnel were very positive regarding the accreditation process, changes within the agency, and the profession itself. Agency personnel were professional and dedicated to serving the citizens of Keene with pride and distinction. All were community focused and talked about the agency's commitment to the community.

### *Interview: Parent/Partner Agencies*

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Several individuals were interviewed which have a higher-level relationship with the agency, including representatives of many organizations, agencies, and entities that work with Keene PD. These included personnel from the New Hampshire Police Standards and Training Council, Franklin Pierce University, Keene State College, and Monadnock Family Services. These professionals expressed strong support for the agency and its personnel and leadership. They discussed agency operations from their respective professional interactions and were supportive of the direction of the organization. They each described the agency as professional, proactive, engaged, and responsive. They specifically praised the work the agency does in the area of assistance and engagement with the homeless and individuals with mental health and addiction-related issues.

Interviews with area business leaders including business owners, and members of the faith-based community provided an overall understanding of the partnerships and relationships they have with the Keene Police Department. Each of these individuals spoke very highly of the Chief and the agency's efforts to be an active participant in the overall quality of life in the area. They spoke of the agency's positive interaction with citizens and their involvement in organized city and community events. They talked about the dedication of the agency to learning the needs of the business community and attempting to meet those needs. Line level officers were described as taking an active role in community programs and events. They praised the way officers respond to incidents and how they conduct themselves during their interaction with citizens.

The City Manager and a member of city staff were interviewed at length. All were extremely complimentary of the agency and its leadership. The City Manager stated the citizens of Keene are supportive of the agency and have a strong level of trust in the Chief and officers of the department. She described officers as positive, visible, and approachable

and explained the Chief holds the agency and its personnel to the highest standard and maintains accountability.

### *Interview: Community*

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An additional ten members of the community were interviewed. These were casual conversations outside the agency. These included hotel staff, and employees of local businesses and restaurants, along with residents of the community. In each case they described their interaction with Keene officers as professional and focused on helping. While some individuals indicated they had not personally interacted with the agency they stated they had not heard of any negative interaction by others. All comments were positive and supportive of the agency.

Overall area residents described the Keene Police Department and its staff as professional and engaged. They were extremely complimentary of the officer's commitment to the community and their personal involvement both on and off duty. Officers were described as focused, helpful, responsive, and dedicated.

### *Summary:*

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**Number of Interviews Conducted:** 22

**Assessors' Names:** Terry Clanton (Assessor)

**Site-Based Assessment Start Date:** 10/23/2023

**Site-Based Assessment End Date:** 10/25/2023

## 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

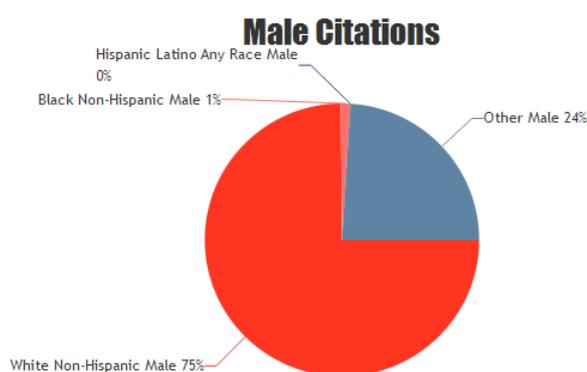
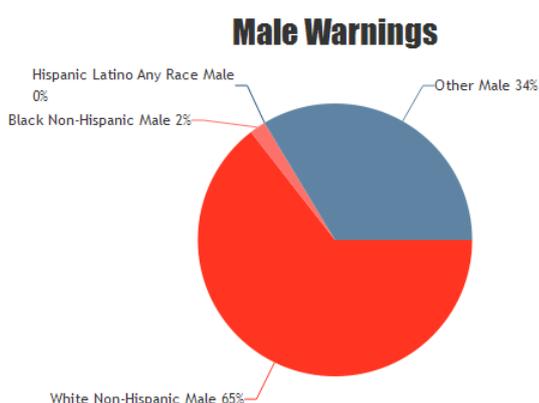
### Traffic Warnings & Citations - Reaccreditation Year 1

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

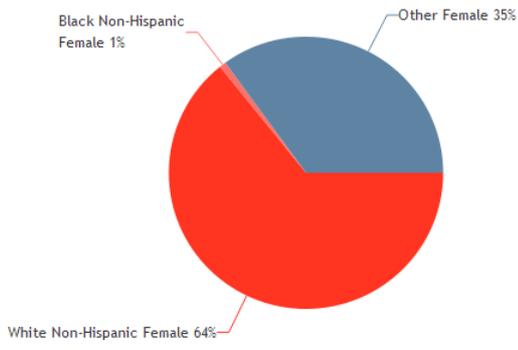
Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	878	268	1146
Black Non-Hispanic Male	26	4	30
Hispanic Latino Any Race Male			
Other Male	457	86	543
White Non-Hispanic Female	666	146	812
Black Non-Hispanic Female	8	1	9
Hispanic Latino Any Race Female			
Other Female	363	52	415
<b>TOTAL</b>	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

### Reaccreditation Year 1 Notes:

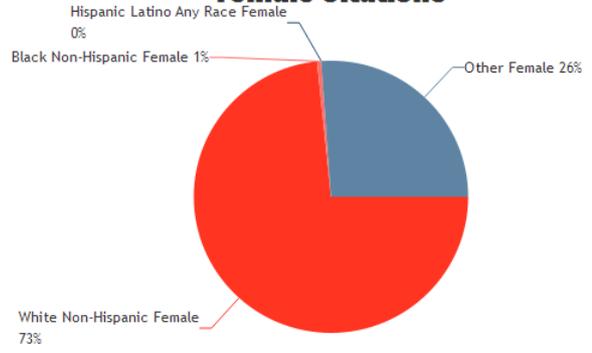
Keene Police Department's Records Management Software (IMC) does not identify Hispanic Latino in Traffic Warnings and Citations. All race categories other than white and black were included in the "Other" category.



## Female Warnings



## Female Citations



### Legend

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

## Traffic Warnings & Citations - Reaccreditation Year 2

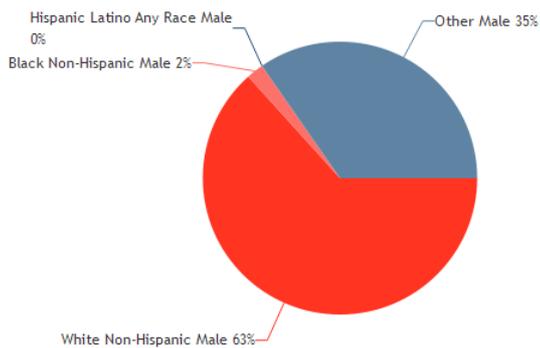
Data Collection Period: 1/1/2021 - 12/31/2021

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	1438	376	1814
Black Non-Hispanic Male	46	9	55
Hispanic Latino Any Race Male	0	0	0
Other Male	786	53	839
White Non-Hispanic Female	1045	176	1221
Black Non-Hispanic Female	14	4	18
Hispanic Latino Any Race Female	0	0	0
Other Female	585	24	609
TOTAL	3914	642	4556

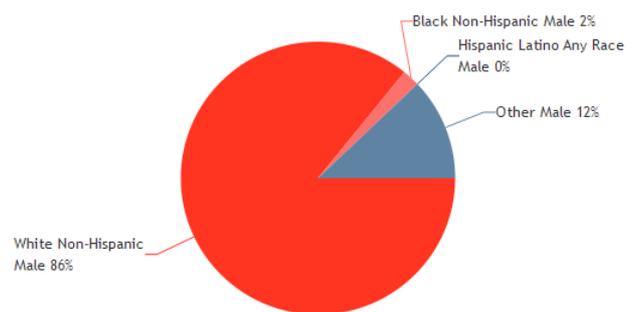
### Reaccreditation Year 2 Notes:

Keene PD software does not capture Hispanic/Latino data. Those numbers are included in the Other category.

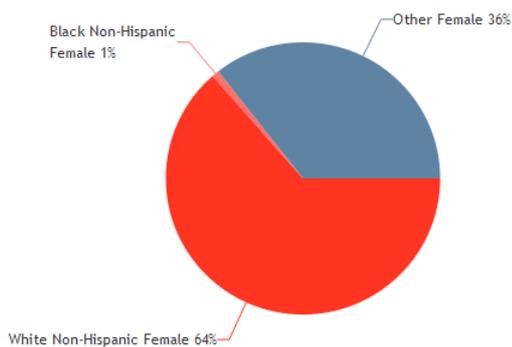
#### Male Warnings



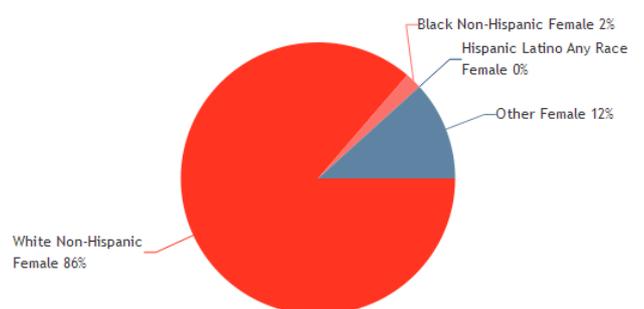
#### Male Citations



#### Female Warnings



#### Female Citations



### Legend

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

## Traffic Warnings & Citations - Reaccreditation Year 3

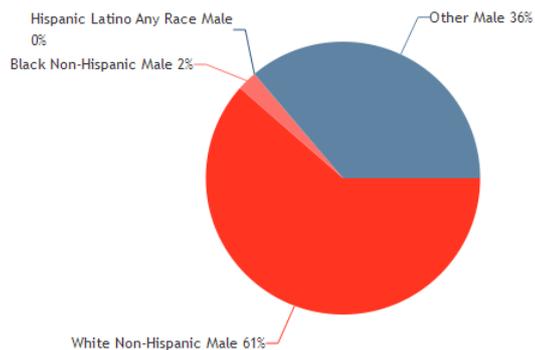
Data Collection Period: 1/1/2022 - 12/31/2022

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	940	293	1233
Black Non-Hispanic Male	36	10	46
Hispanic Latino Any Race Male	0	0	0
Other Male	553	36	589
White Non-Hispanic Female	768	137	905
Black Non-Hispanic Female	23	1	24
Hispanic Latino Any Race Female	0	0	0
Other Female	473	25	498
TOTAL	2793	502	3295

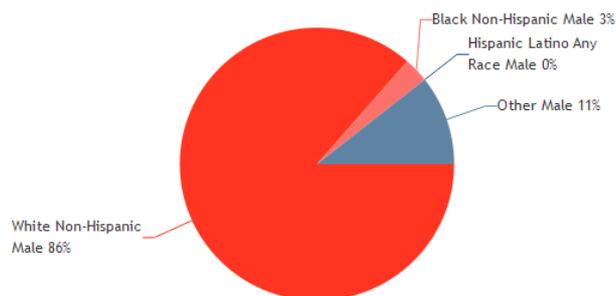
### Reaccreditation Year 3 Notes:

Keene PD does not track Hispanic race in MVS breakdown.

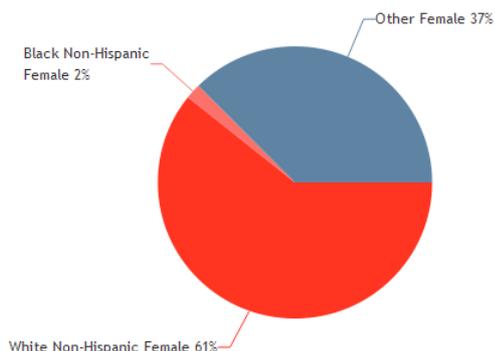
#### Male Warnings



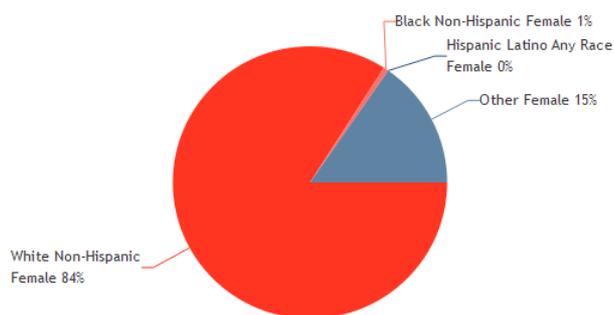
#### Male Citations



#### Female Warnings



#### Female Citations



### Legend

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

## Traffic Warnings & Citations - Reaccreditation Year 4

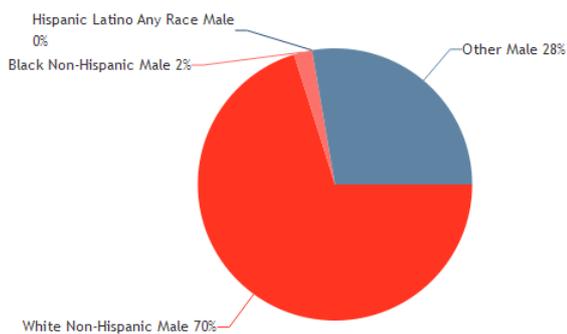
Data Collection Period: 1/1/2023 - 7/31/2023

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	614	166	780
Black Non-Hispanic Male	19	8	27
Hispanic Latino Any Race Male	0	0	0
Other Male	242	16	258
White Non-Hispanic Female	532	77	609
Black Non-Hispanic Female	11	1	12
Hispanic Latino Any Race Female	0	0	0
Other Female	194	12	206
TOTAL	1612	280	1892

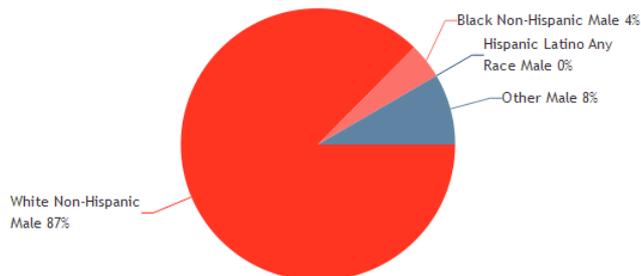
### Reaccreditation Year 4 Notes:

The statistical data stops at 7/31/23, since the remote assessment is scheduled for 9/8/23. Hispanic Latino is not a designated race in our DMS.

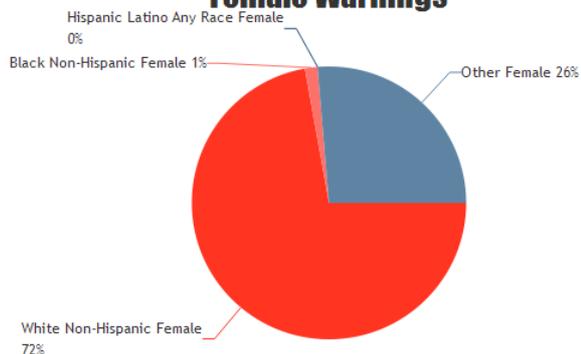
#### Male Warnings



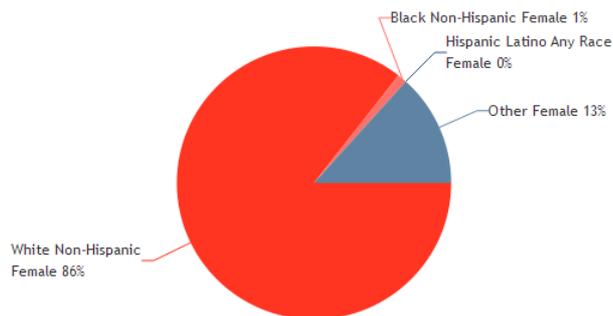
#### Male Citations



#### Female Warnings



#### Female Citations



### 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

**Year 2 Data Collection Period:** 1/1/2021-12/31/2022

**Year 3 Data Collection Period:** 1/2/2022-12/31/2022

**Year 4 Data Collection Period:** 1/1/2023-8/1/2023

Complaints from:	Year 1	Year 2	Year 3	Year 4
Traffic Contacts	0	0	0	0
Field Contacts	0	0	0	0
Asset Forfeiture	0	0	0	0

**Reaccreditation Year 4 Notes:**

The statistical data stops at 7/31/23, since the remote assessment is scheduled for 9/8/23.

**Complaints**

**Complaints**

**Complaints**

**Complaints**

**Legend**

Traffic Contacts	
Field Contacts	
Asset Forfeiture	

**Use Of Force - Reaccreditation Year 1**

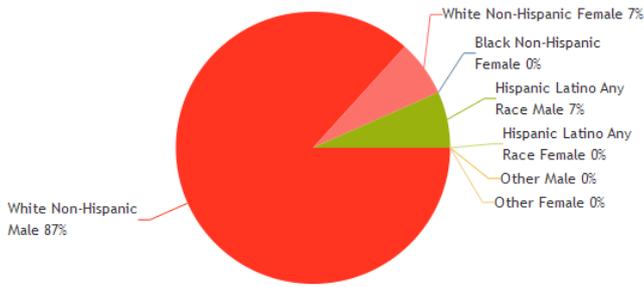
**Data Collection Period: 1/1/2020 - 12/31/2020**

	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

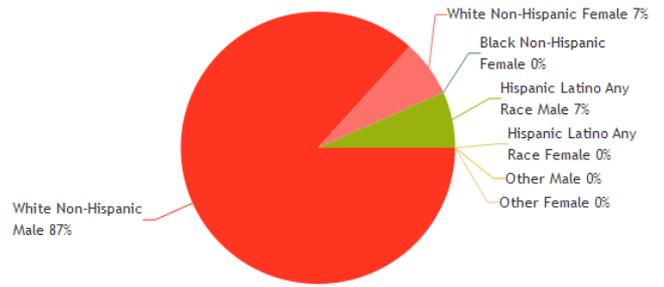
**Reaccreditation Year 1 Notes:**

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

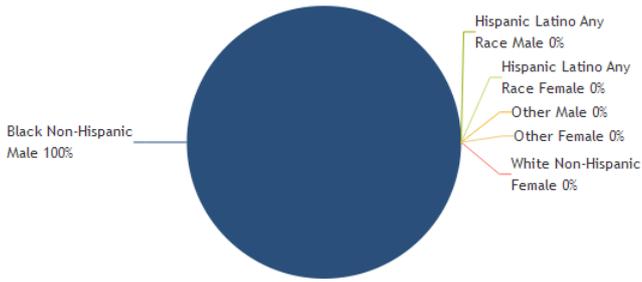
### Total Firearm



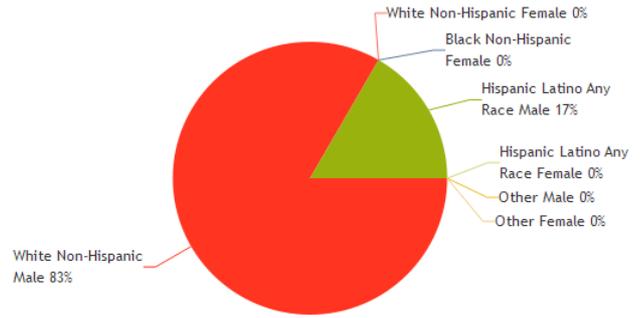
### Firearm Display



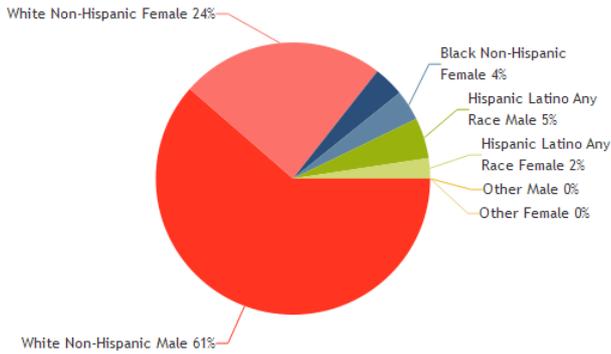
### Baton



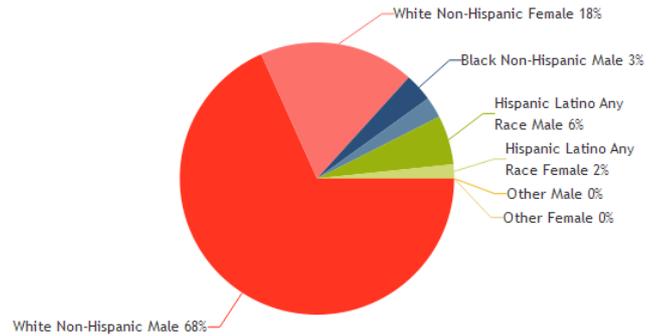
### Chemical/OC



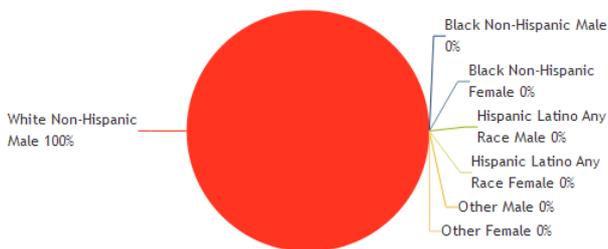
### Weaponless



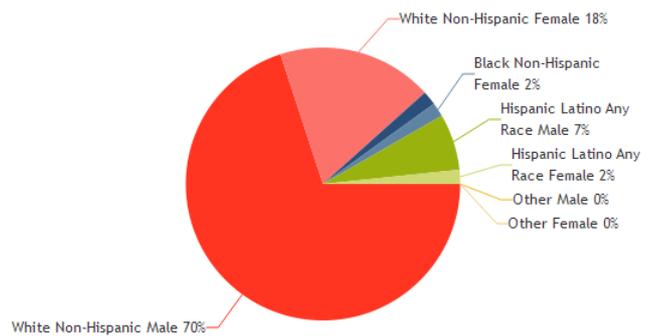
### Total Uses of Force



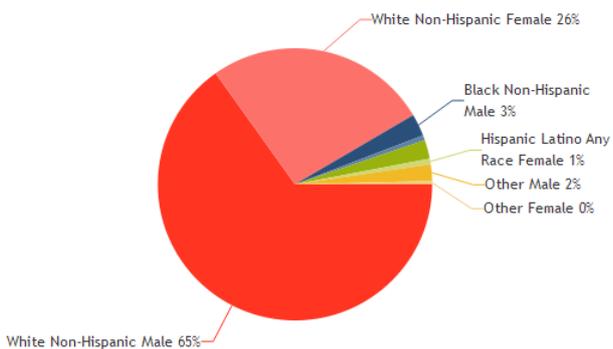
### Total Number of Incidents Resulting in Officer Injury or Death



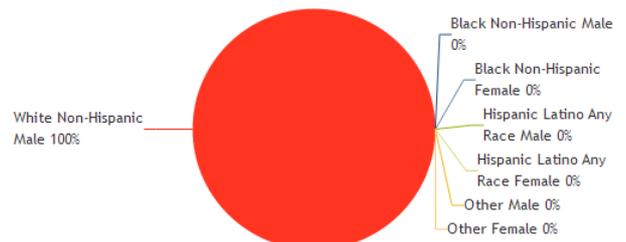
### Total Use of Force Arrests



### 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	

**Use Of Force - Reaccreditation Year 2**

**Data Collection Period: 1/1/2021 - 12/31/2021**

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									47
Discharge	0								0
Display Only	40	7							47
ECW									0
Discharge Only									
Display Only									
Baton	2								2
Chemical/OC	9	2	1	0					12
Weaponless	81	21	5	8					115
Canine									0
Release Only									
Release and Bite									
Total Uses of Force	132	30	6	8	0	0	0	0	176
Total Number of Incidents Resulting In Officer Injury or Death									
Total Use of Force Arrests	76	15	1	3					95
Total Number of Suspects Receiving Non-Fatal Injuries	8	1							9
Total Number of Suspects Receiving Fatal Injuries									
Total Agency Custodial Arrests	810	289	34	13			7	6	1159
Total Use of Force Complaints									

**Reaccreditation Year 2 Notes:**

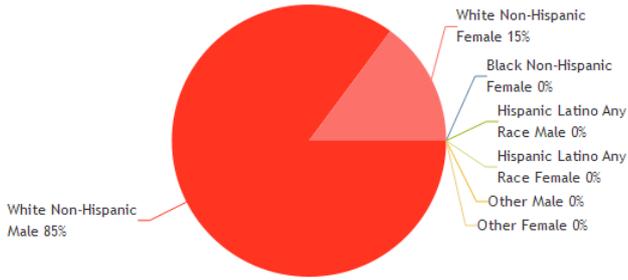
\*For W/M Firearm Display only- 6 of 40 were Tactical Team Deployments.

\*For Baton- 1 was for expandable baton, 1 was for 40mm less lethal launch, which for this document is the equivalent of a baton strike and not counted as firearm discharge.

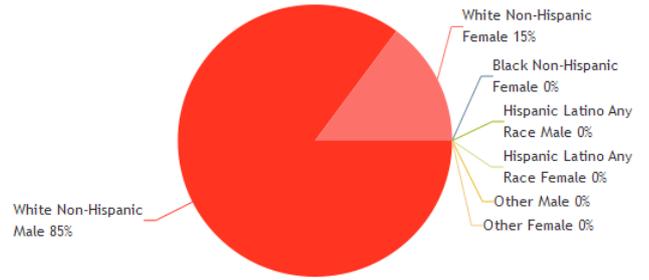
\*Keene PD does not have Tasers.

\*Keene PD software does not capture Hispanic/Latino data.

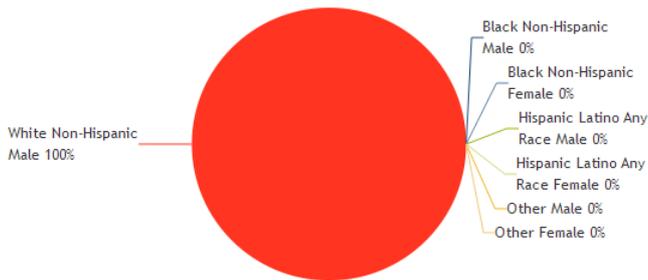
### Total Firearm



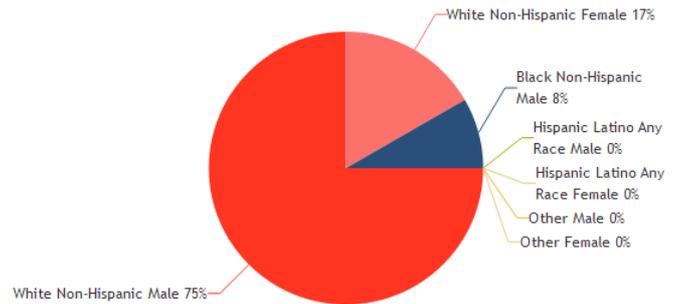
### Firearm Display



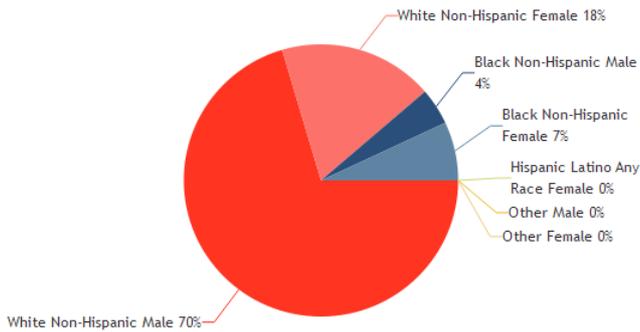
### Baton



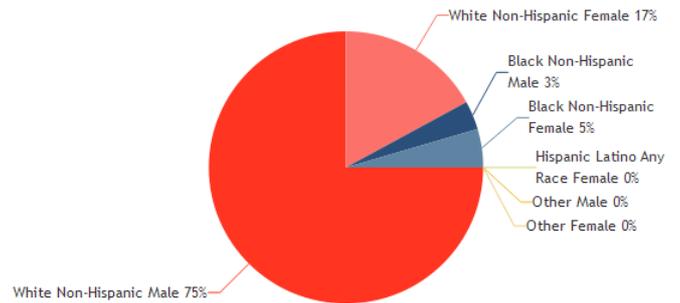
### Chemical/OC



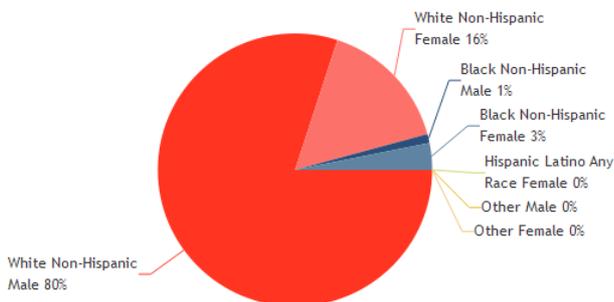
### Weaponless



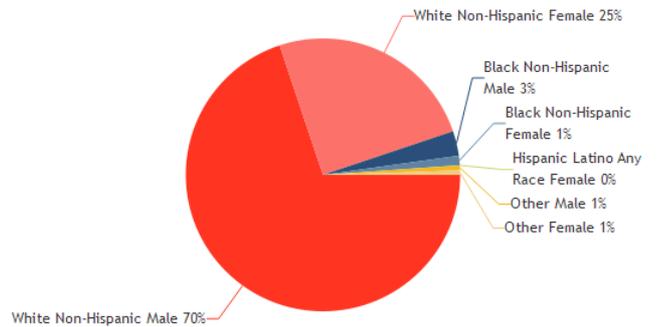
### Total Uses of Force



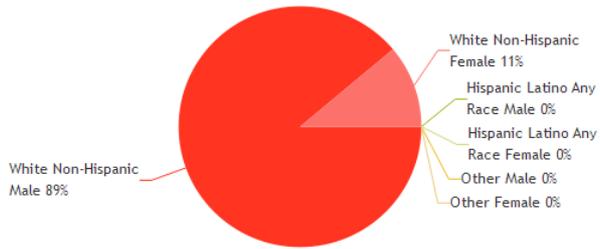
### Total Use of Force Arrests



### 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	

### Use Of Force - Reaccreditation Year 3

Data Collection Period: 1/1/2022 - 12/31/2022

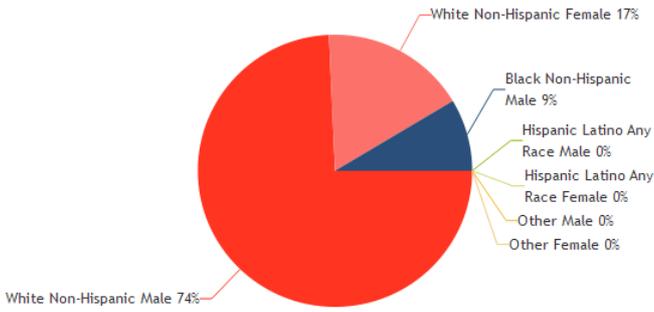
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									35
Discharge	0	0	0	0	0	0	0	0	0
Display Only	26	6	3	0	0	0	0	0	35
ECW									0
Discharge Only	0	0	0	0	0	0	0	0	0
Display Only	0	0	0	0	0	0	0	0	0
Baton	1	0	0	0	0	0	0	0	1
Chemical/OC	2	0	0	0	0	0	0	0	2
Weaponless	72	14	3	0	2	0	4	0	95
Canine									1
Release Only	1	0	0	0	0	0	0	0	1
Release and Bite	0	0	0	0	0	0	0	0	0
Total Uses of Force	102	20	6	0	2	0	4	0	134
Total Number of Incidents Resulting In Officer Injury or Death	1	0	0	0	0	0	0	0	1
Total Use of Force Arrests	65	12	4	0	2	1	2	0	86
Total Number of Suspects Receiving Non-Fatal Injuries	8	0	1	0	0	0	0	0	9
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	795	286	53	5	2	1	13	5	1160
Total Use of Force Complaints	2	0	0	0	0	0	0	0	2

#### Reaccreditation Year 3 Notes:

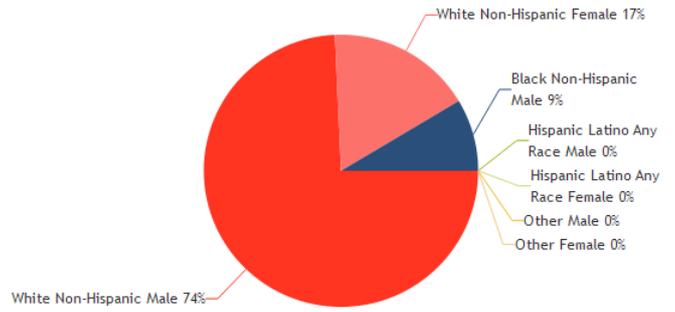
Several UOF incidents could have had different types of force used during the course of the incident. That is why the number of UOFs are greater than the number of incidents or arrests.

Total UOF Arrests Category also includes our UOF's that were documented in Offense reports.

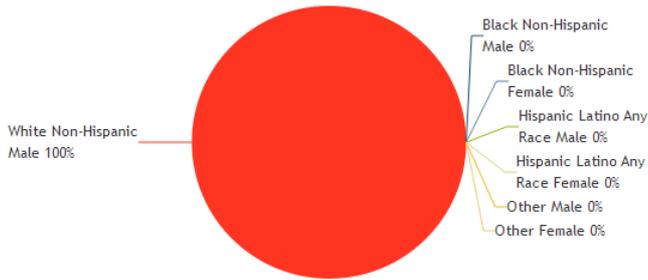
### Total Firearm



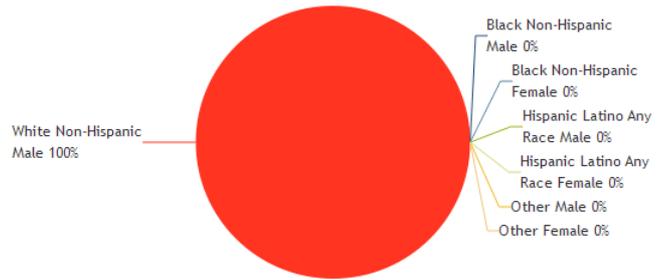
### Firearm Display



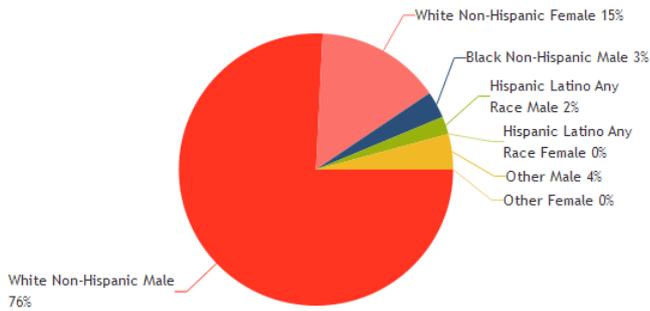
### Baton



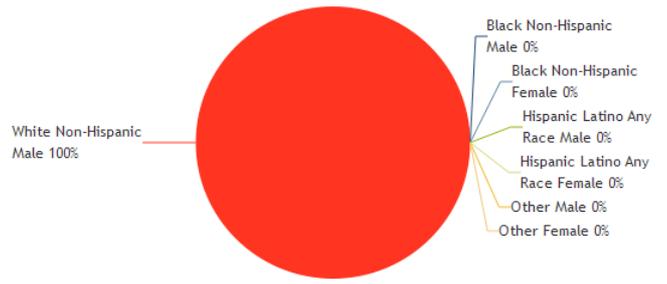
### Chemical/OC



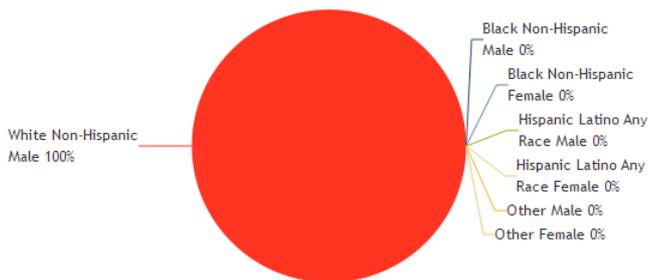
### Weaponless



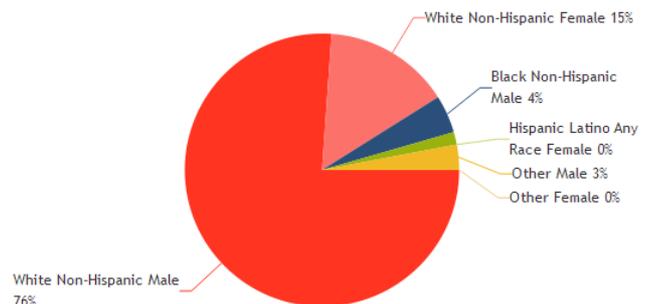
### Total Canine



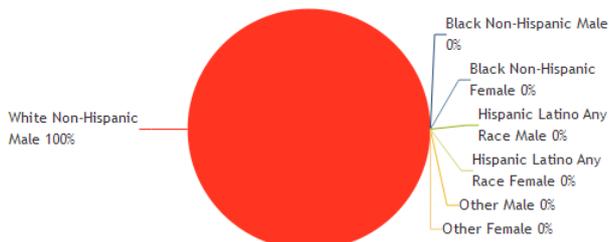
### Canine: Release Only



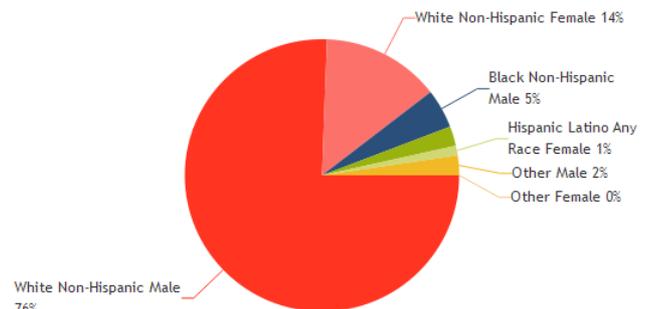
### Total Uses of Force



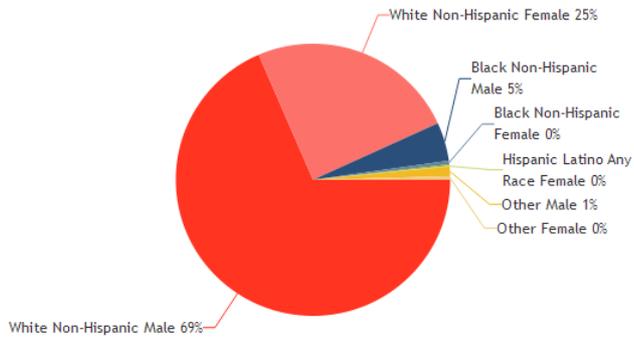
### Total Number of Incidents Resulting in Officer Injury or Death



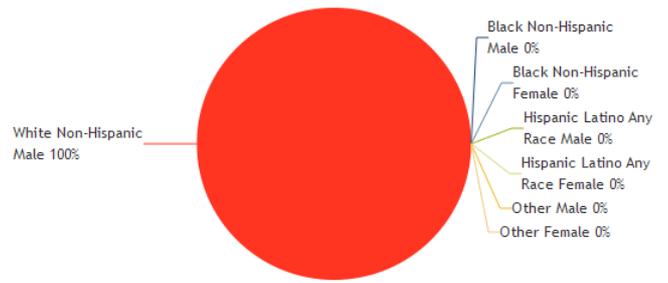
### Total Use of Force Arrests



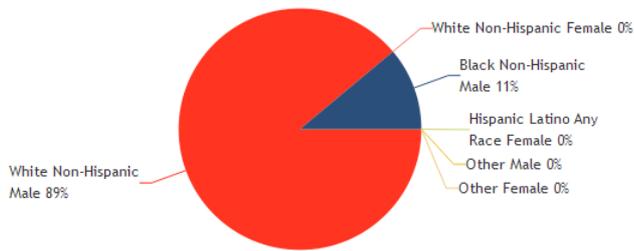
## Total Agency Custodial Arrests



## Total Use of Force Complaints



## 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	

**Use Of Force - Reaccreditation Year 4**

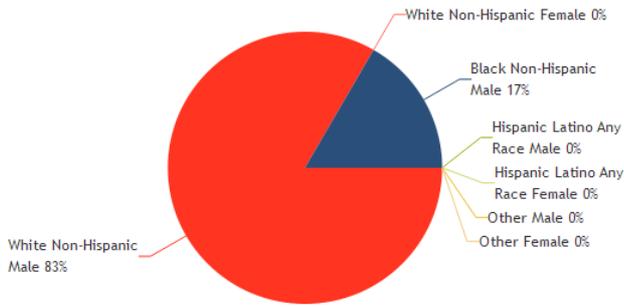
**Data Collection Period: 1/1/2023 - 7/31/2023**

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									18
Discharge	0	0	0	0	0	0	0	0	0
Display Only	15	0	3	0	0	0	0	0	18
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	4	0	1	0	0	0	0	0	5
Chemical/OC	3	0	0	0	0	0	1	0	4
Weaponless	41	9	1	0	0	0	1	0	52
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	63	9	5	0	0	0	2	0	79
Total Number of Incidents Resulting In Officer Injury or Death	1	0	1	0	0	0	0	0	2
Total Use of Force Arrests	37	5	4	0	0	0	0	0	46
Total Number of Suspects Receiving Non-Fatal Injuries	3	0	0	0	0	0	0	0	3
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	420	181	26	2	0	0	2	1	632
Total Use of Force Complaints	0	0	0	0	0	0	0	0	0

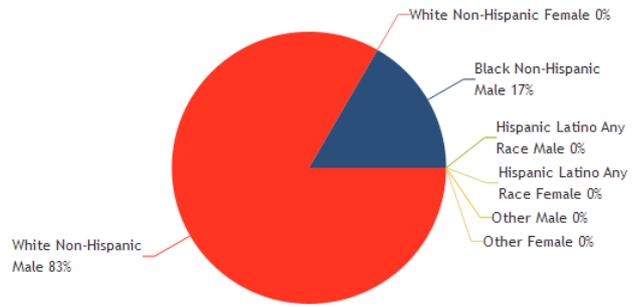
**Reaccreditation Year 4 Notes:**

The statistical data stops at 7/31/23, since the remote assessment is scheduled for 9/8/23.

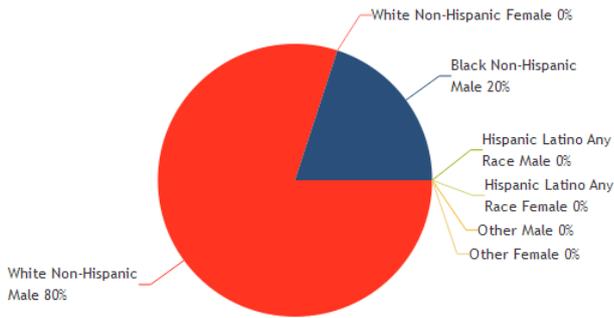
### Total Firearm



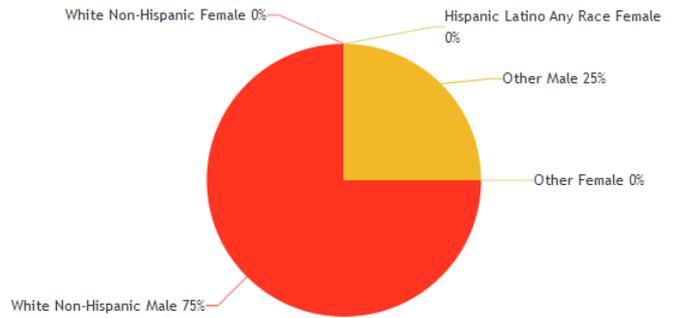
### Firearm Display



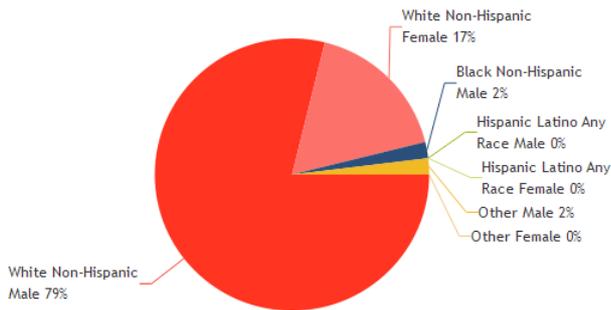
### Baton



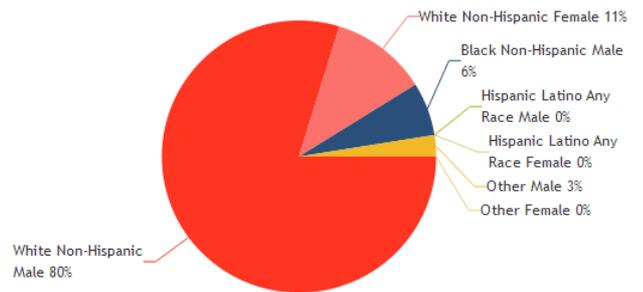
### Chemical/OC



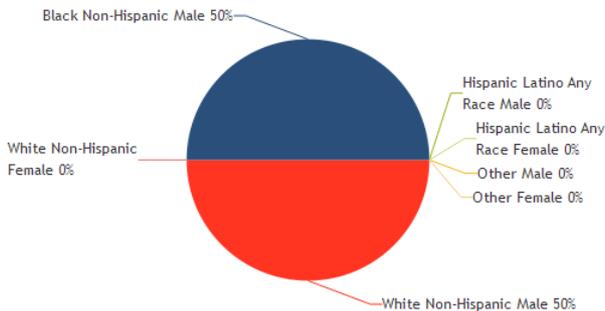
### Weaponless



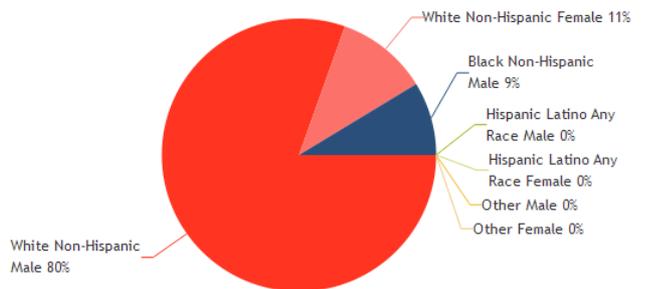
### Total Uses of Force



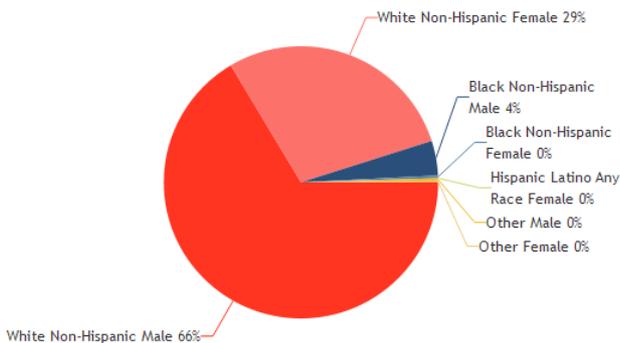
### Total Number of Incidents Resulting in Officer Injury or Death



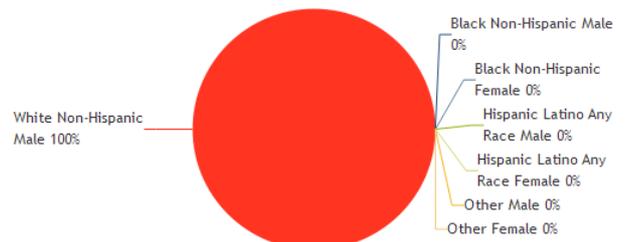
### Total Use of Force Arrests



### 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

**Year 2 Data Collection Period:** 1/1/2021-12/31/2021

**Year 3 Data Collection Period:** 1/1/2022-12/31/2022

**Year 4 Data Collection Period:** 1/1/2023-7/31/2023

Grievances	Year 1	Year 2	Year 3	Year 4
Number	0	0	0	0

## ***Reaccreditation Year 4 Notes:***

The statistical data stops at 7/31/23, since the remote assessment is scheduled for 9/8/23.

***Personnel Actions***

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

**Year 2 Data Collection Period:** 1/1/2021-12/31/2021

**Year 3 Data Collection Period:** 1/1/2022-12/31/2022

**Year 4 Data Collection Period:** 1/1/2023-7/31/2023

	Year 1	Year 2	Year 3	Year 4
Suspension	0	1	0	0
Demotion	0	0	1	0
Resign In Lieu of Termination	0	1	0	0
Termination	0	1	0	0
Other	2	0	0	0
Total	2	3	1	0
Commendations	0	0	2	2

***Reaccreditation Year 4 Notes:***

The statistical data stops at 7/31/23, since the remote assessment is scheduled for 9/8/23.

## Complaints and Internal Affairs - Reaccreditation Year 4

Data Collection Period: 1/1/2020 - 7/31/2022

	Year 1	Year 2	Year 3	Year 4
<b>External/Citizen Complaint</b>				
Citizen Complaint	4	9	6	1
Sustained	2	1	2	0
Not Sustained	0	3	1	0
Unfounded	1	2	2	1
Exonerated	1	3	1	0
<b>Internal/Directed Complaint</b>				
Directed Complaint	0	2	0	0
Sustained	0	1	0	0
Not Sustained	0	0	0	0
Unfounded	0	0	0	0
Exonerated	0	0	0	0

### Reaccreditation Year 4 Notes:

The statistical data stops at 7/31/23, since the remote assessment is scheduled for 9/8/23.

***Calls For Service / Crime Data - Reaccreditation Year 4***

**Data Collection Period:** 1/1/2020 - 7/31/2023

	Year 1	Year 2	Year 3	Year 4
<b>Calls for Service</b>				
Calls for Service	27615	31141	29193	17082
<b>Crime Data</b>				
Murder	0	0	1	0
Forcible Rape	12	4	3	19
Robbery	6	4	12	8
Aggravated Assault	12	12	13	6
Burglary	31	31	28	13
Larceny-Theft	353	371	486	313
Motor Vehicle Theft	11	14	22	16
Arson	1	2	3	0

***Reaccreditation Year 4 Notes:***

The statistical data stops at 7/31/23, since the remote assessment is scheduled for 9/8/23.

### ***Motor Vehicle Pursuit***

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

**Year 2 Data Collection Period:** 1/1/2021-12/31/2021

**Year 3 Data Collection Period:** 1/1/2022-12/31/2022

**Year 4 Data Collection Period:** 1/1/2023-7/31/2023

	Year 1	Year 2	Year 3	Year 4
<b>Pursuits</b>				
Total Pursuits	10	8	10	4
Forcible stopping techniques used	1	2	2	0
Terminated by Agency	1	4	2	2
Policy Compliant	10	8	10	4
Policy Non-Compliant	0	0	0	0
<b>Collisions</b>				
<b>Injuries</b>				
Total Collisions	3	5	3	1
Officer	0	0	0	0
Suspect	0	0	1	0
ThirdParty	0	0		0
<b>Reason Initiated</b>				
Traffic	7	4	8	3
Felony	1	2	1	1
Misdemeanor	2	2		0

### ***Reaccreditation Year 3***

One pursuit not categorized above was initiated by another agency; our agency acted in an assisting role. We deployed a spike mat for an armed suicidal subject that fled from another agency. That suspect was then detained by the initiating agency.

### ***Reaccreditation Year 4***

The statistical data stops at 7/31/23, since the remote assessment is scheduled for 9/8/23.

**Agency Breakdown Report - Reaccreditation Year 1**

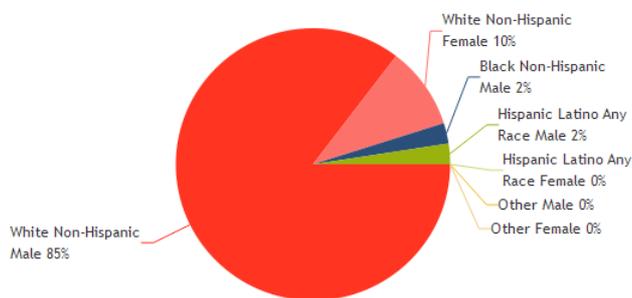
**Data Collection Period: 1/1/2020 - 12/31/2020**

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
<b>Sworn Personnel</b>									
Executive	1								1
Command	2								2
Supervisory Positions	10								10
Non-Supervisory Positions	22	4	1	0	1	0	0	0	28
<b>Sub Total</b>									<b>41</b>
<b>Non Sworn Personnel</b>									
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
<b>Sub Total</b>									<b>23</b>
<b>Total</b>									<b>64</b>

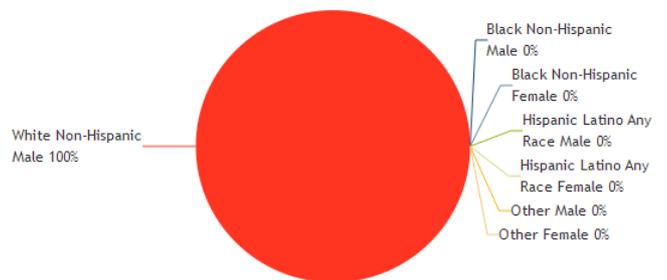
**Reaccreditation Year 1 Notes:**

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

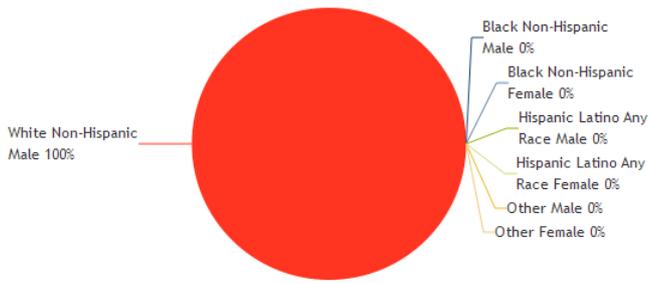
**Total Sworn Personnel**



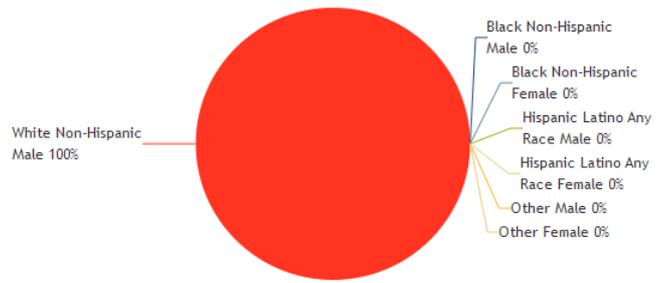
**Sworn Personnel: Executive**



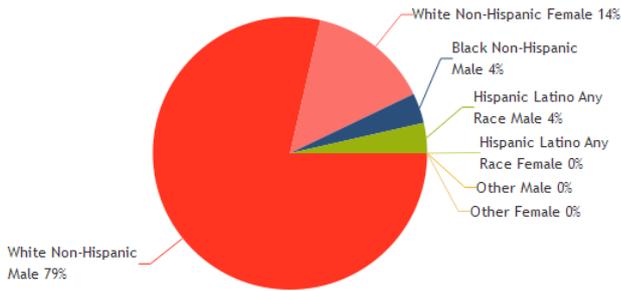
### Sworn Personnel: Command



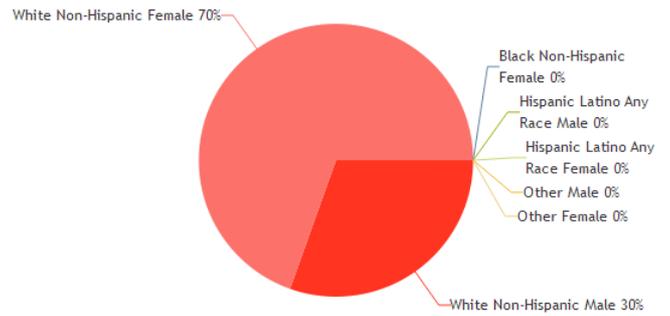
### Sworn Personnel: Supervisory Positions



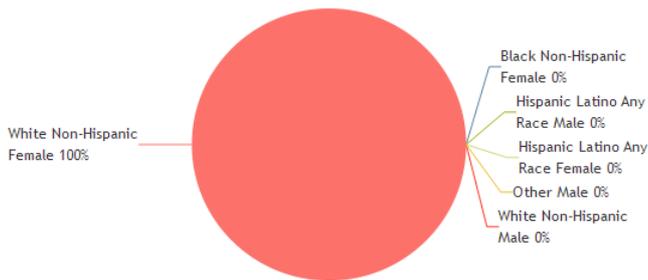
### Sworn Personnel: Non-Supervisory Positions



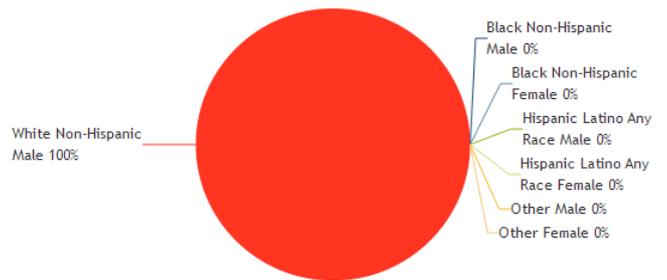
### Total Non-Sworn Personnel



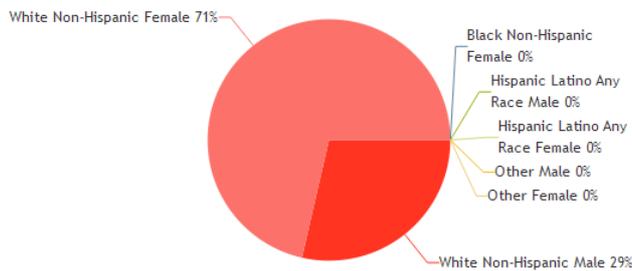
### Non-Sworn Personnel: Managerial



### Non-Sworn Personnel: Supervisory Positions



### Non-Sworn Personnel: Non-Supervisory Positions



### Legend

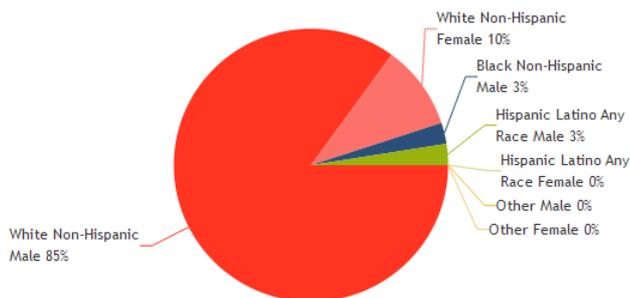
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

**Agency Breakdown Report - Reaccreditation Year 2**

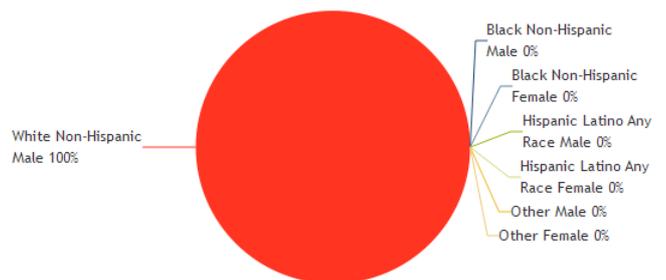
**Data Collection Period: 1/1/2021 - 12/31/2021**

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
<b>Sworn Personnel</b>									
Executive	1	0	0	0	0	0	0	0	1
Command	2	0	0	0	0	0	0	0	2
Supervisory Positions	10	0	0	0	0	0	0	0	10
Non-Supervisory Positions	21	4	1	0	1	0	0	0	27
<b>Sub Total</b>									<b>40</b>
<b>Non Sworn Personnel</b>									
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	5	11	0	0	0	0	0	0	16
<b>Sub Total</b>									<b>18</b>
<b>Total</b>									<b>58</b>

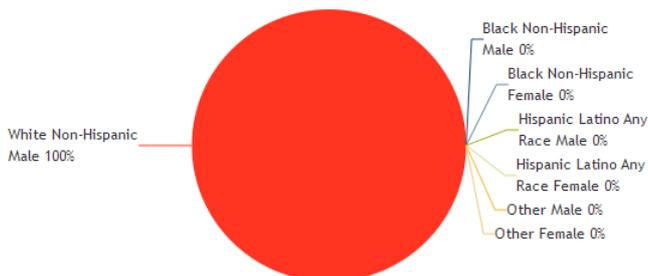
**Total Sworn Personnel**



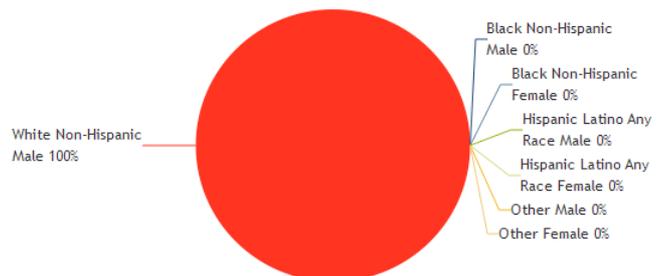
**Sworn Personnel: Executive**



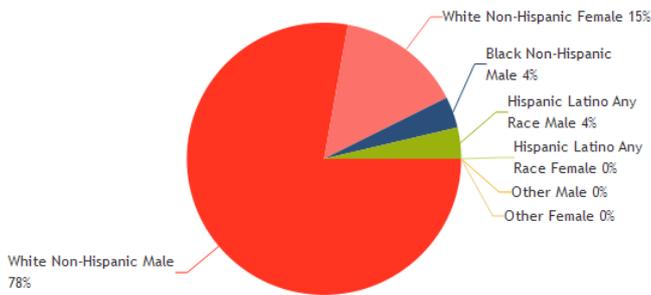
**Sworn Personnel: Command**



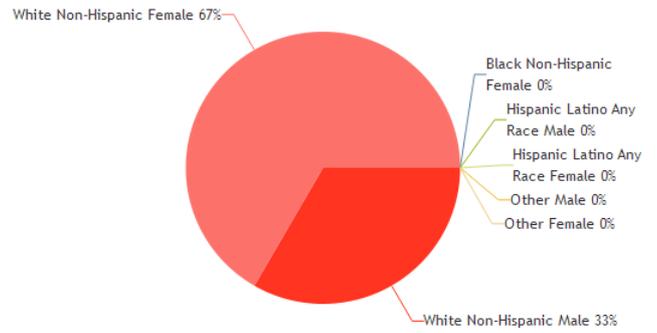
**Sworn Personnel: Supervisory Positions**



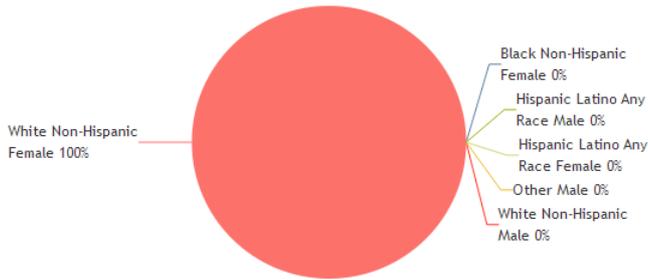
### Sworn Personnel: Non-Supervisory Positions



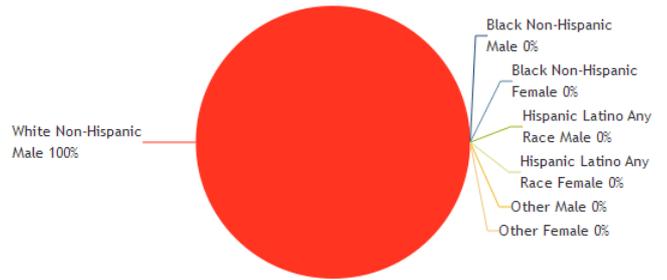
### Total Non-Sworn Personnel



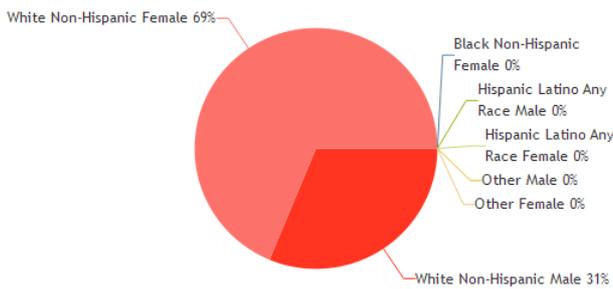
### Non-Sworn Personnel: Managerial



### Non-Sworn Personnel: Supervisory Positions



### Non-Sworn Personnel: Non-Supervisory Positions



### Legend

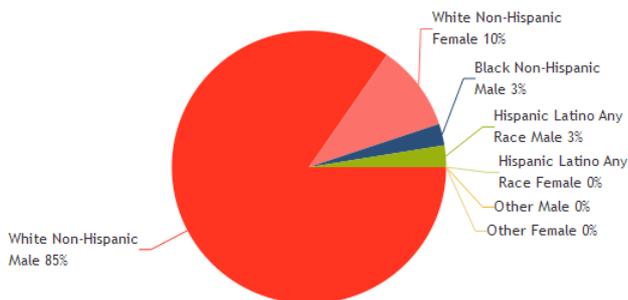
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

**Agency Breakdown Report - Reaccreditation Year 3**

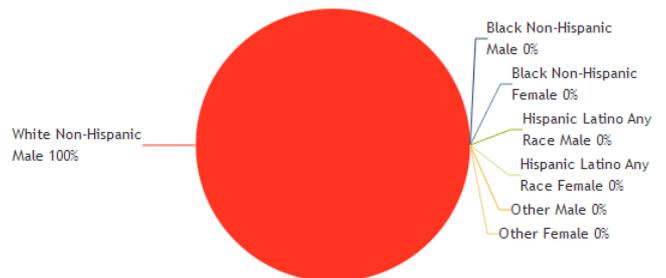
**Data Collection Period: 1/1/2022 - 12/31/2022**

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
<b>Sworn Personnel</b>									
Executive	1								1
Command	2								2
Supervisory Positions	10								10
Non-Supervisory Positions	20	4	1		1				26
<b>Sub Total</b>									<b>39</b>
<b>Non Sworn Personnel</b>									
Executive									
Managerial		1							1
Supervisory Positions	1								1
Non-Supervisory Positions	4	14							18
<b>Sub Total</b>									<b>20</b>
<b>Total</b>									<b>59</b>

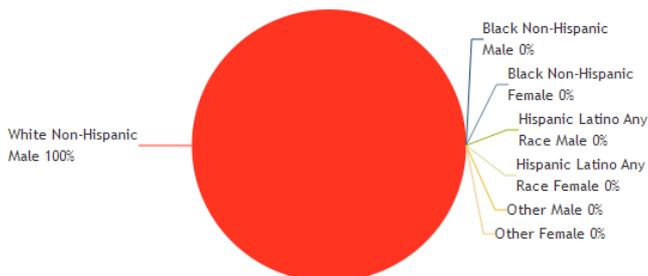
**Total Sworn Personnel**



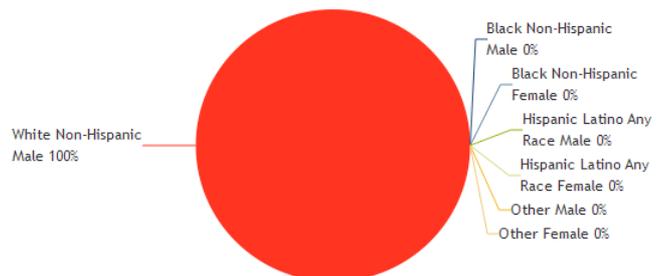
**Sworn Personnel: Executive**



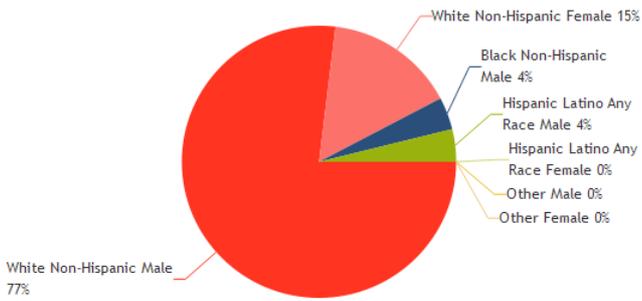
**Sworn Personnel: Command**



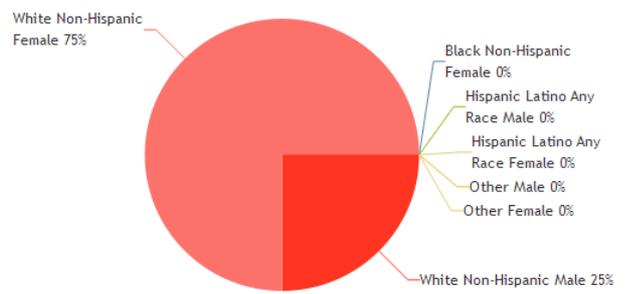
**Sworn Personnel: Supervisory Positions**



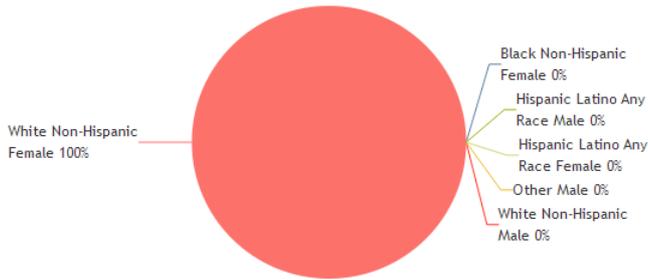
### Sworn Personnel: Non-Supervisory Positions



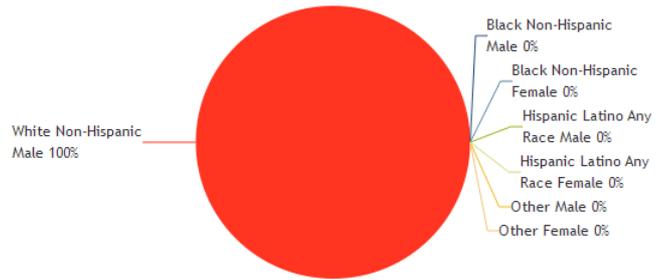
### Total Non-Sworn Personnel



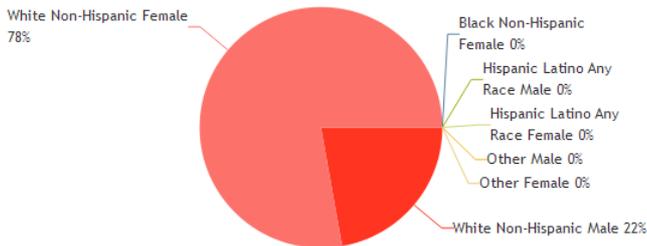
### Non-Sworn Personnel: Managerial



### 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 Breakdown Report - Reaccreditation Year 4

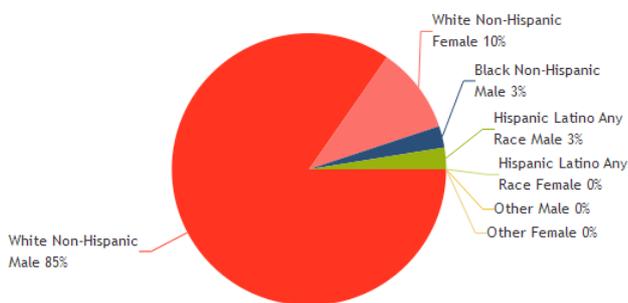
Data Collection Period: 1/1/2023 - 7/31/2023

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
<b>Sworn Personnel</b>									
Executive	1	0	0	0	0	0	0	0	1
Command	2	0	0	0	0	0	0	0	2
Supervisory Positions	10	0	0	0	0	0	0	0	10
Non-Supervisory Positions	20	4	1	0	1	0	0	0	26
<b>Sub Total</b>									<b>39</b>
<b>Non Sworn Personnel</b>									
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	4	13	0	0	0	0	0	0	17
<b>Sub Total</b>									<b>19</b>
<b>Total</b>									<b>58</b>

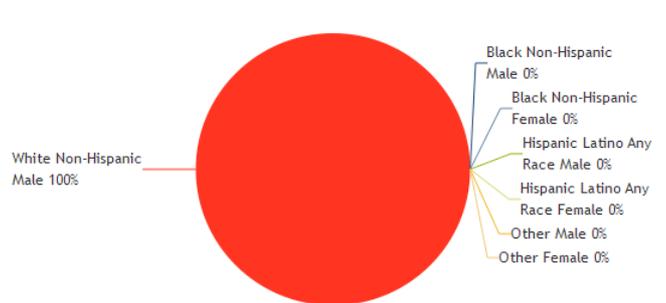
### Reaccreditation Year 4 Notes:

The statistical data stops at 7/31/23, since the remote assessment is scheduled for 9/8/23.

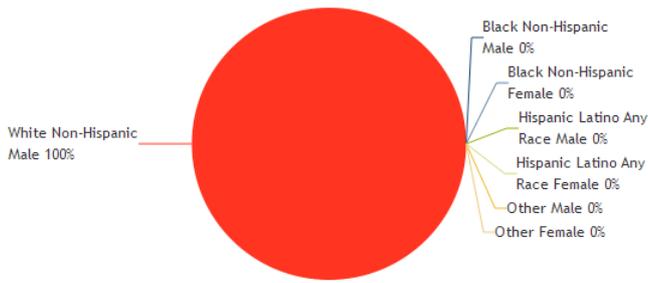
**Total Sworn Personnel**



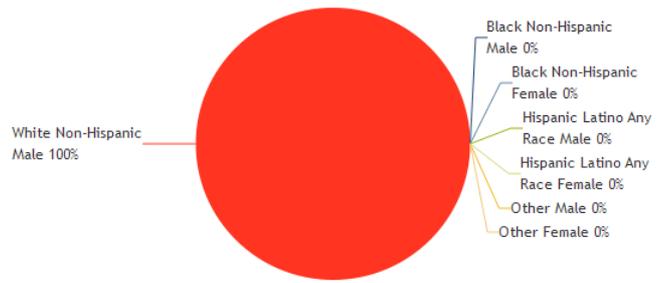
**Sworn Personnel: Executive**



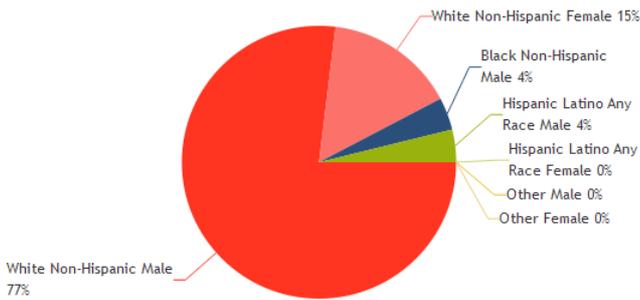
### Sworn Personnel: Command



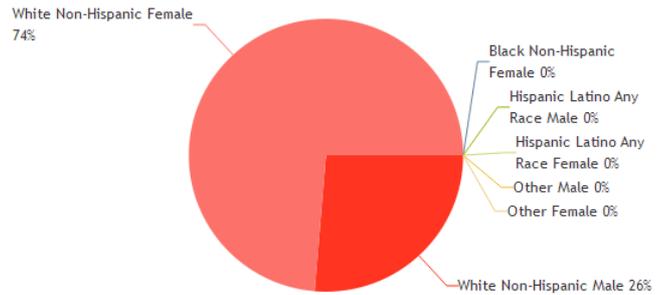
### Sworn Personnel: Supervisory Positions



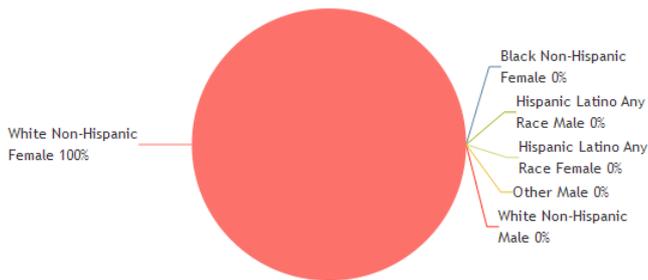
### Sworn Personnel: Non-Supervisory Positions



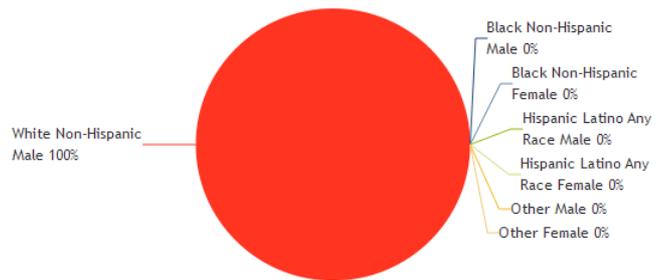
### Total Non-Sworn Personnel



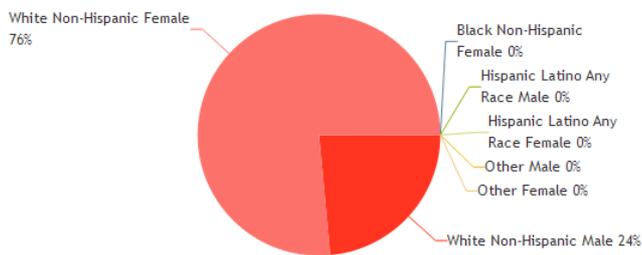
### Non-Sworn Personnel: Managerial



### Non-Sworn Personnel: Supervisory Positions



### Non-Sworn Personnel: Non-Supervisory Positions



### Legend

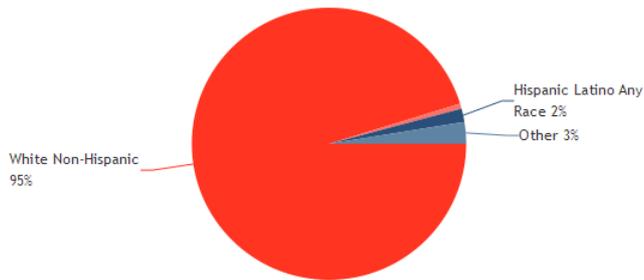
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

# Agency Demographics Report - Reaccreditation Year 1

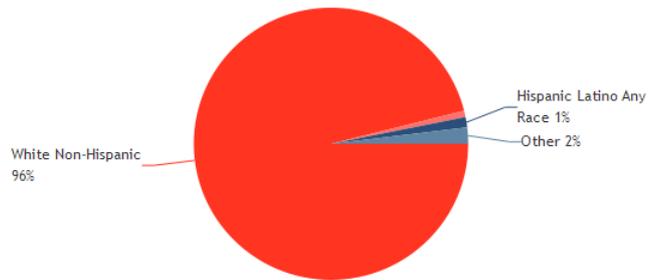
Data Collection Period: 1/1/2020 - 12/31/2020

	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	10%	40	100%	4	10%
Black Non-Hispanic	144	1%	117	1%	1	2%	0	0%	0	0%	0	0%
Hispanic Latino Any Race	372	2%	188	1%	1	2%	0	0%	0	0%	0	0%
Other	599	3%	294	2%	0	0%	0	0%	0	0%	0	0%
<b>Total</b>	<b>23429</b>		<b>15347</b>		<b>41</b>		<b>4</b>		<b>40</b>		<b>4</b>	

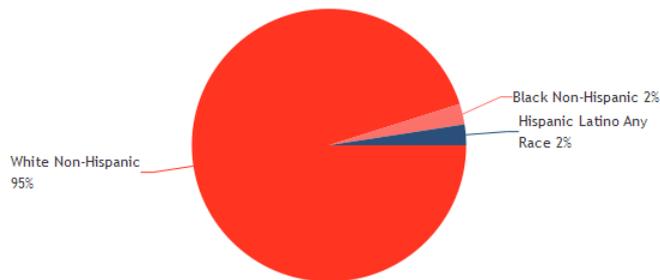
**Service Population**



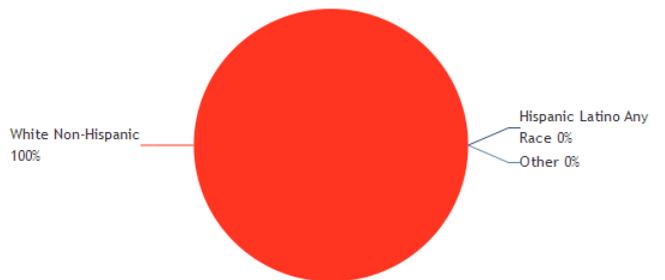
**Available Workforce**



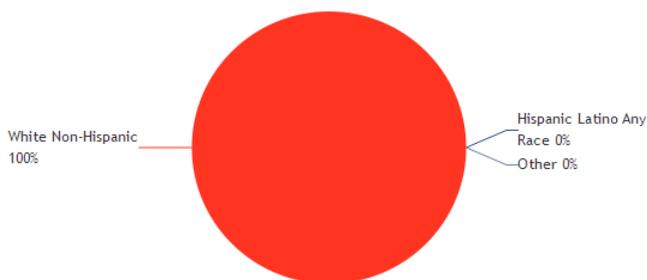
**Current Sworn Officers**



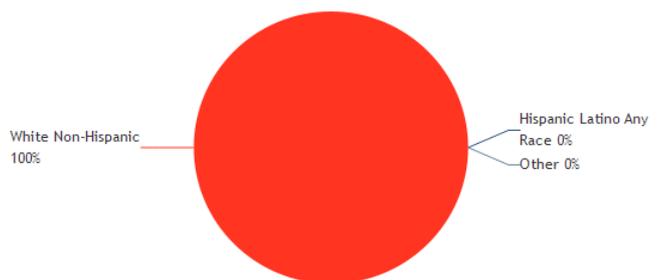
**Current Sworn Female Officers**



**Prior Sworn Officers**



**Prior Sworn Female Officers**

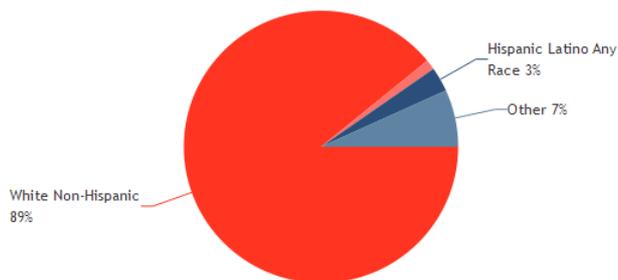


## Agency Demographics Report - Reaccreditation Year 2

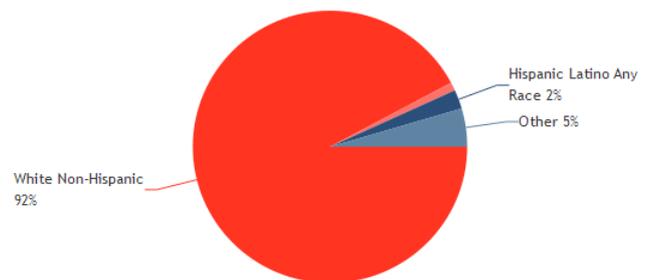
Data Collection Period: 1/1/2021 - 12/31/2021

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	20534	89%	18206	92 %	38	95%	4	10%	39	95%	4	10%
Black Non-Hispanic	277	1%	196	1 %	1	2%	0	0%	1	2%	0	0%
Hispanic Latino Any Race	673	3%	449	2 %	1	2%	0	0%	1	2%	0	0%
Other	1563	7%	894	5 %	0	0%	0	0%	0	0%	0	0%
<b>Total</b>	<b>23047</b>		<b>19745</b>		<b>40</b>		<b>4</b>		<b>41</b>		<b>4</b>	

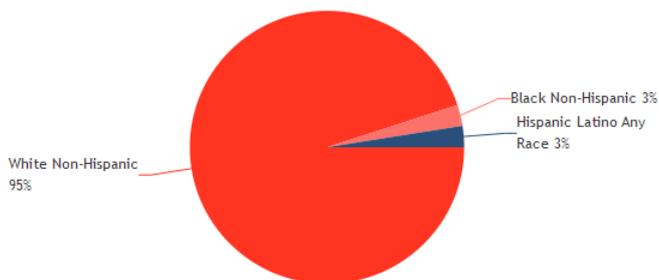
### Service Population



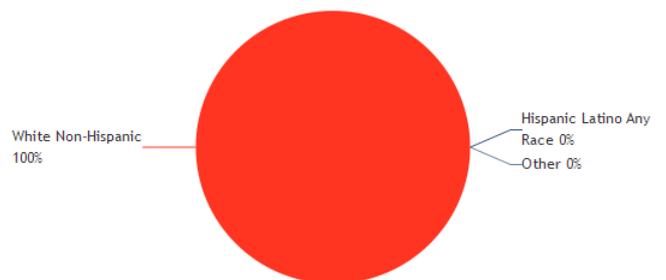
### Available Workforce



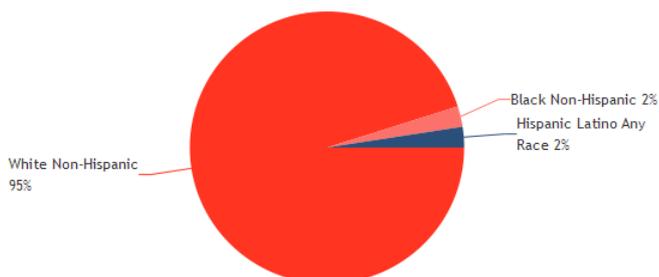
### Current Sworn Officers



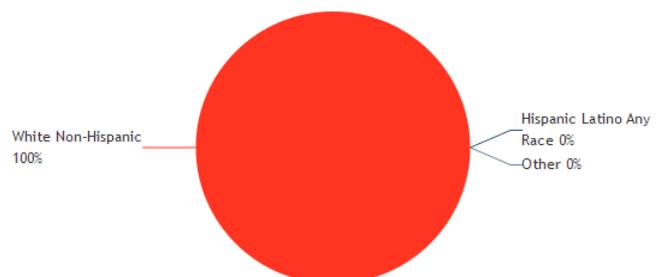
### Current Sworn Female Officers



### Prior Sworn Officers



### Prior Sworn Female Officers



**Agency Demographics Report - Reaccreditation Year 3**

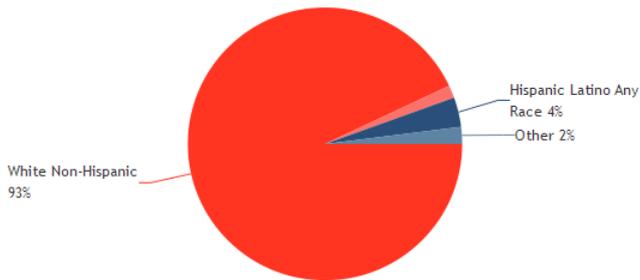
**Data Collection Period: 1/1/2022 - 12/31/2022**

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	21488	93%	0	0 %	33	94%	4	11%	38	95%	4	10%
Black Non-Hispanic	348	2%	0	0 %	1	3%	0	0%	1	2%	0	0%
Hispanic Latino Any Race	808	3%	0	0 %	1	3%	0	0%	1	2%	0	0%
Other	462	2%	11476	100 %	0	0%	0	0%	0	0%	0	0%
<b>Total</b>	<b>23106</b>		<b>11476</b>		<b>35</b>		<b>4</b>		<b>40</b>		<b>4</b>	

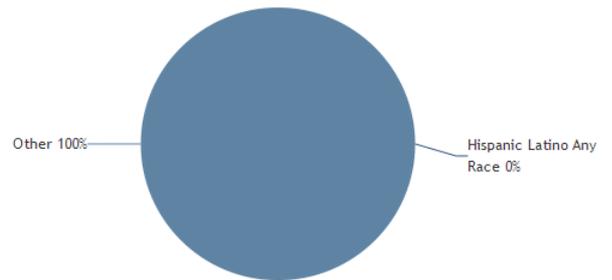
**Reaccreditation Year 3 Notes:**

Could not obtain race data on available workforce.

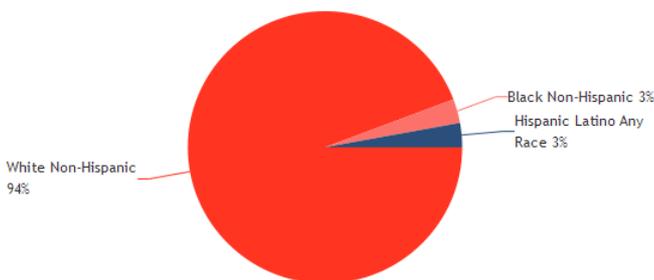
**Service Population**



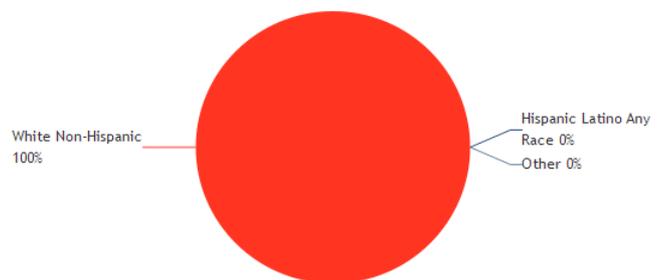
**Available Workforce**



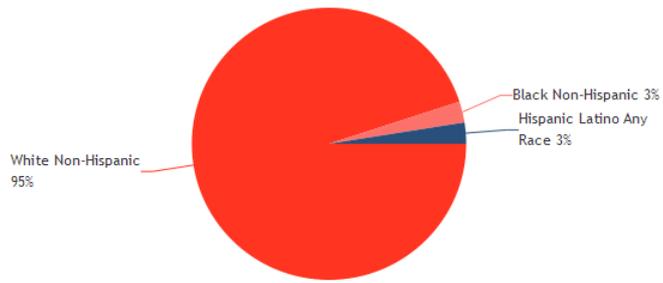
**Current Sworn Officers**



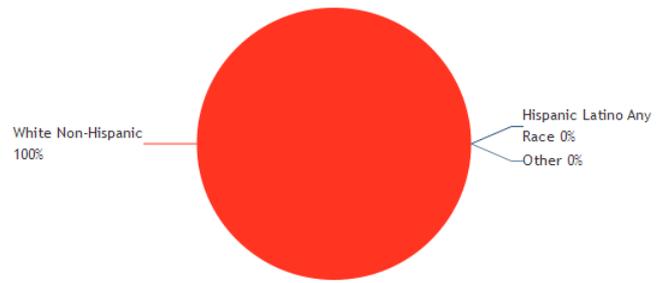
**Current Sworn Female Officers**



## Prior Sworn Officers



## Prior Sworn Female Officers



## Agency Demographics Report - Reaccreditation Year 4

Data Collection Period: 1/1/2023 - 7/31/2023

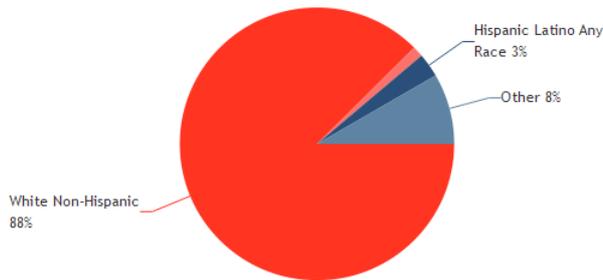
	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	20760	88%	0	0%	33	94%	4	11%	33	94%	4	11%
Black Non-Hispanic	302	1%	0	0%	1	3%	0	0%	1	3%	0	0%
Hispanic Latino Any Race	673	3%	0	0%	1	3%	0	0%	1	3%	0	0%
Other	1985	8%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Total</b>	<b>23720</b>		<b>0</b>		<b>35</b>		<b>4</b>		<b>35</b>		<b>4</b>	

### Reaccreditation Year 4 Notes:

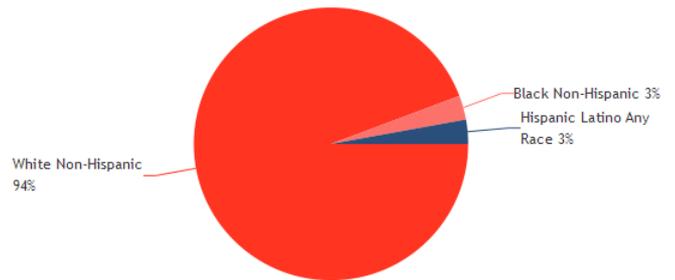
The statistical data stops at 7/31/23, since the remote assessment is scheduled for 9/8/23.

Unable to locate any stats on Available Workforce.

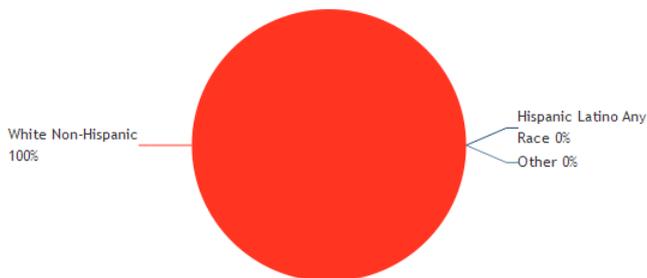
#### Service Population



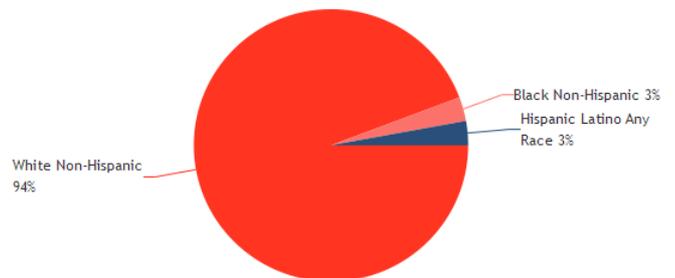
#### Current Sworn Officers



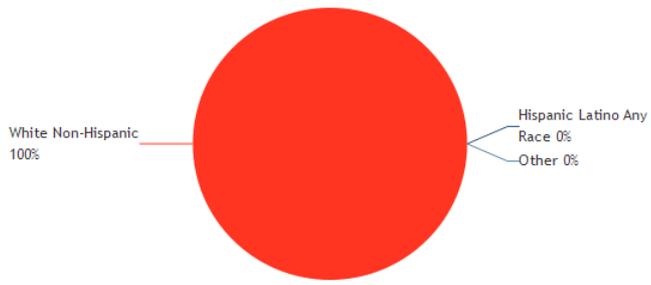
#### Current Sworn Female Officers



#### Prior Sworn Officers



## Prior Sworn Female Officers



**Sworn Officer Selection - Reaccreditation Year 1**

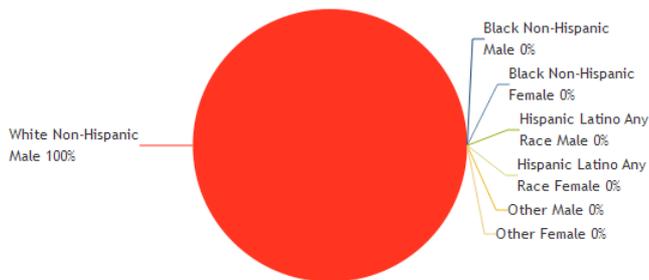
**Data Collection Period: 12/31/2019 - 12/31/2020**

	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

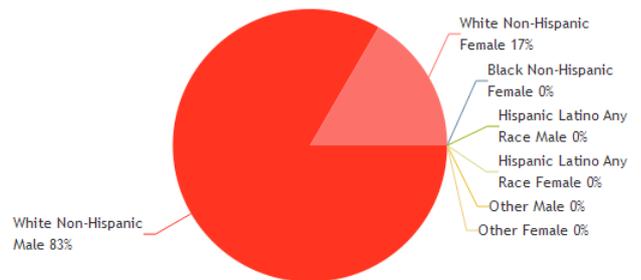
**Reaccreditation Year 1 Notes:**

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

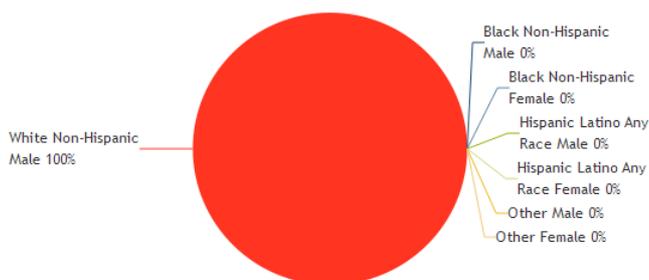
**Applications Received**



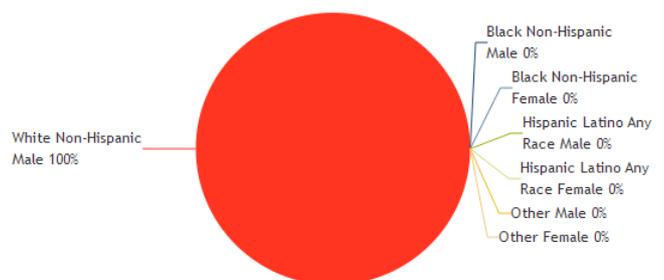
**Applicants Hired**



**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 Selection - Reaccreditation Year 2**

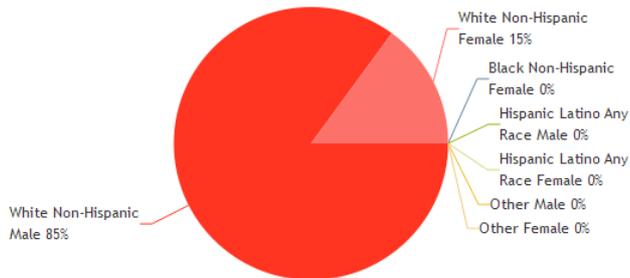
**Data Collection Period: 1/1/2021 - 12/31/2021**

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	142	25	0	0	0	0	0	0	167
Applicants Hired	1	1	0	0	0	0	0	0	2
Percent Hired	1%	4%	%	%	%	%	%	%	N/A
Percent of Workforce Population	5%		0%		0%		0%		N/A

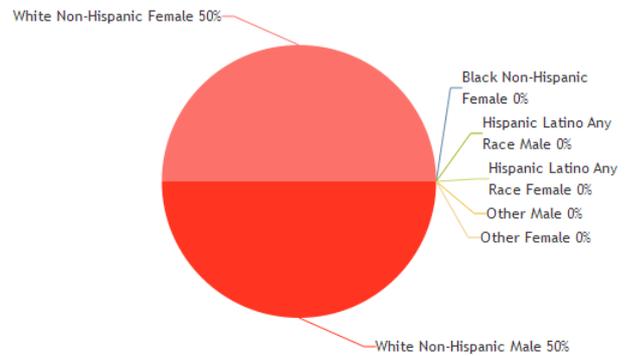
**Reaccreditation Year 2 Notes:**

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

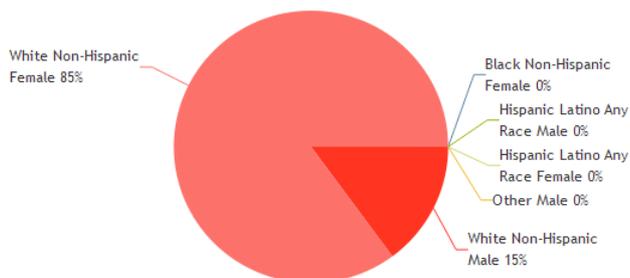
**Applications Received**



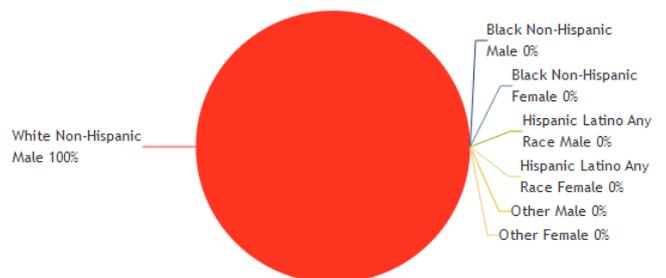
**Applicants Hired**



**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 Selection - Reaccreditation Year 3

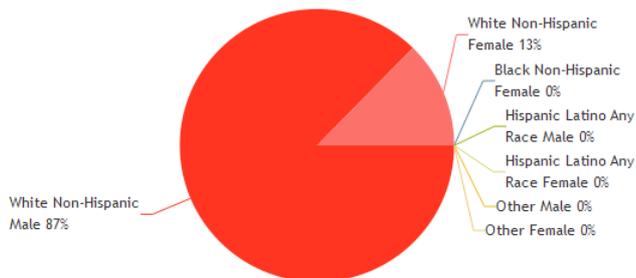
Data Collection Period: 1/1/2022 - 12/31/2022

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	124	18							142
Applicants Hired	3								3
Percent Hired	2%	0%	%	%	%	%	%	%	N/A
Percent of Workforce Population	0%		0%		0%		0%		N/A

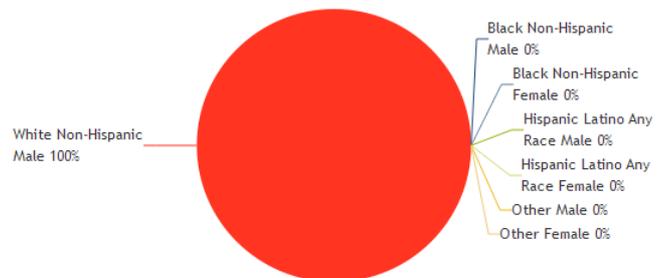
### Reaccreditation Year 3 Notes:

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

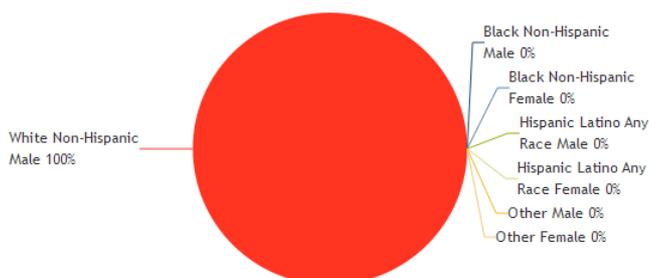
#### Applications Received



#### 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 Selection - Reaccreditation Year 4**

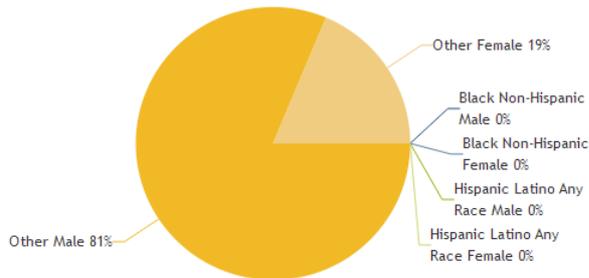
**Data Collection Period: 1/1/2023 - 7/31/2023**

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received							87	20	107
Applicants Hired							2	0	2
Percent Hired	%	%	%	%	%	%	2%	0%	N/A
Percent of Workforce Population	0%		0%		0%		6%		N/A

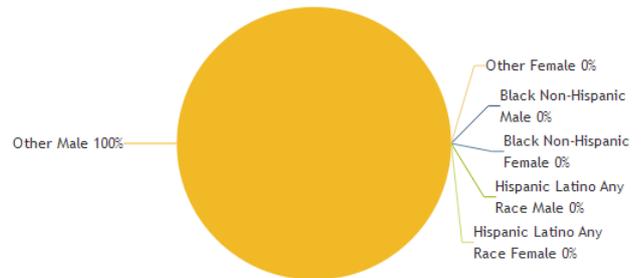
**Reaccreditation Year 4 Notes:**

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

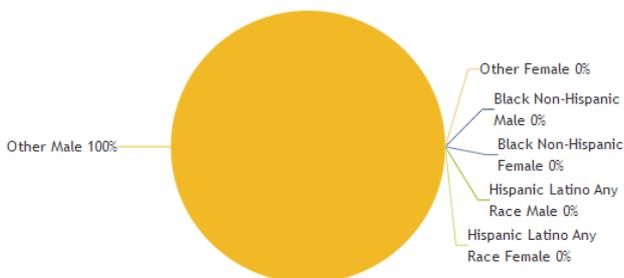
**Applications Received**



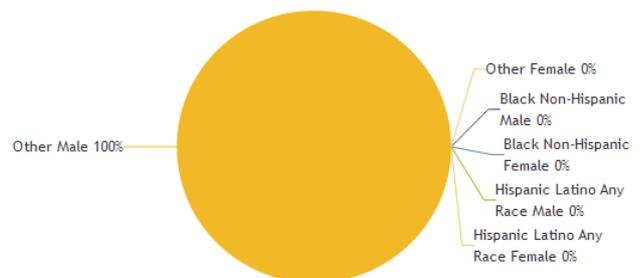
**Applicants Hired**



**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

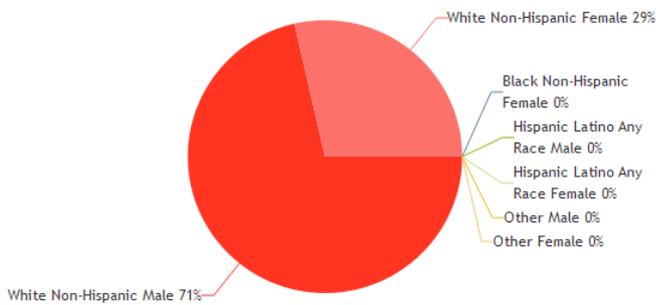
Data Collection Period: 1/1/2020 - 12/31/2020

	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

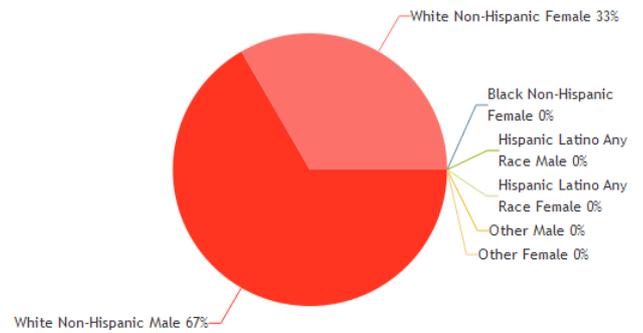
### Reaccreditation Year 1 Notes:

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

#### Tested



#### Eligible After Testing



#### Promoted

#### Percent Promoted

### Legend

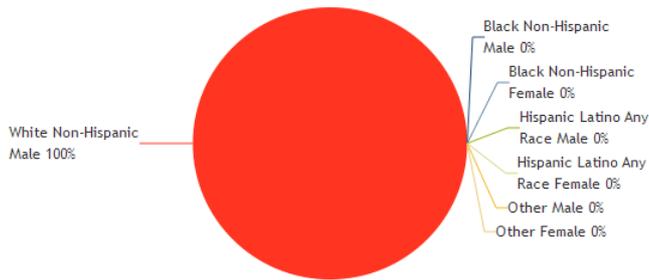
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

**Sworn Officer Promotions - Reaccreditation Year 2**

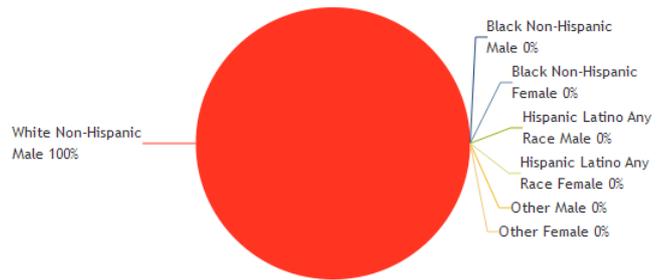
**Data Collection Period: 1/1/2021 - 12/31/2021**

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

**Tested**



**Eligible After Testing**



**Promoted**

**Percent Promoted**

**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 3

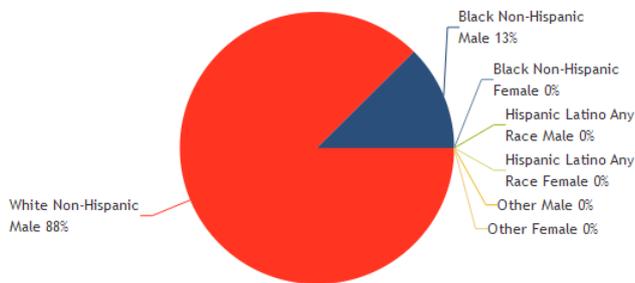
Data Collection Period: 1/1/2022 - 12/31/2022

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	7		1						8
Eligible After Testing	5		0						5
Promoted	3		0						3
Percent Promoted	43 %	%	0 %	%	%	%	%	%	N/A

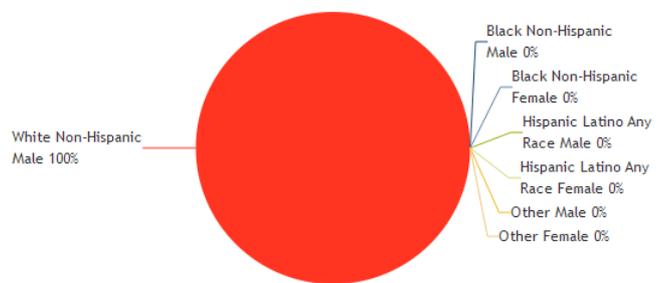
### Reaccreditation Year 3 Notes:

There was a White Non-Hispanic male officer who was promoted in 2022 from a different promotional process held in 2020. This Officer is not accounted for in the table above.

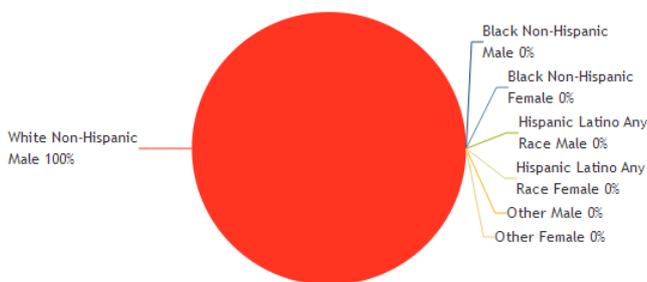
**Tested**



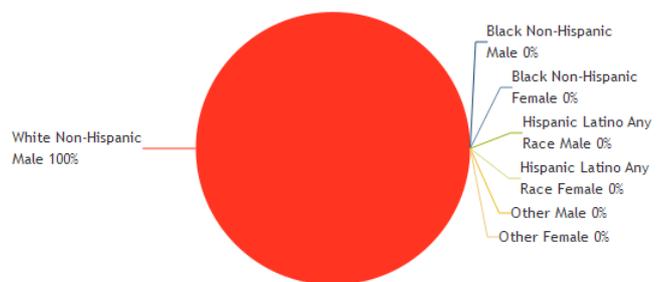
**Eligible After Testing**



**Promoted**



**Percent Promoted**



### 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 4**

**Data Collection Period: 1/1/2023 - 7/31/2023**

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

**Reaccreditation Year 4 Notes:**

The statistical data stops at 7/31/23, since the remote assessment is scheduled for 9/8/23.

**Tested**

**Eligible After Testing**

**Promoted**

**Percent Promoted**

**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	

