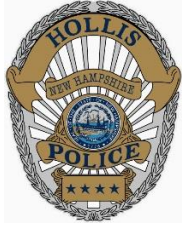


# MEMORANDUM FOR RECORD



## HOLLIS POLICE DEPARTMENT

To: Joseph Hoebeke, Chief of Police  
From: Lieutenant James Maloney  
Date: January 23, 2018  
Subject: Annual Bias Based Policing Administrative Review

I have completed an administrative review of the following sources to ensure that the Hollis Police Department is in compliance with Section VI, "Discriminatory Behavior and Biased Based Policing Prohibited" of Hollis Police Department General Order AD-101, Law Enforcement Role. This review is also done in compliance with CALEA standard 1.2.9. This Review included analysis of the following:

- Arrests
- Field Contacts
- Motor Vehicle Stops
- Internal Affairs Investigations/Complaints
- Policy Review
- Asset Forfeiture Proceedings

During this review, I discovered an area of concern regarding our compliance with the aforementioned section of the identified General Order. Specifically, an administrative review of our Biased Based Policing practices as required by Section VI, subsection C, was not completed in 2015 and 2016. Although Hollis Police Department General Order AD-101, Law Enforcement Role was published in 2015, there have been significant changes to the overall structure and content of the policy. Additionally, this was an oversight in the self-assessment stage of the accreditation process; an oversight that will not be repeated in the future.

### **ARRESTS:**

In 2017, the Hollis Police Department made 326 arrests. This includes custodial arrests, protective custody arrests, and summonses in lieu of arrest for misdemeanor offenses. Of the total number of arrests, 234 were males (71.7%) and 92 were females (28.2%).

As a summary of arrest data:

- White subjects accounted for 281 of the total 326 arrests. (86.1%) The majority of White subjects arrested were males. (77.9%)
- Black or African American subjects accounted for 13 of the total 326 arrests. (3.9%) The majority of Black subjects arrested were males. (69%)
- Asian subjects accounted for 4 of the total 326 arrests. (1.2%) Two Asian males and two Asian females were arrested.
- Latino subjects accounted for 28 of the total 326 arrests. (8.5%) The majority of Latino subjects arrested were males. (82.1%)

### **FIELD CONTACTS:**

The Hollis Police Department documented 75 field interviews/field contacts in 2017. Most of these contacts were initiated during traffic stops for Field Sobriety Tests or Consent Searches. 49 of the field contacts were on male subjects (65.3%) while 26 were on females (34.7%)

A further examination of the data yielded the following information:

- White subjects accounted for 68 of the total 75 (90.67%) field interviews/field contacts conducted. The majority of White subjects stopped were men. (63%)
- Black or African American subjects accounted for 6 of the 75 (8%) field interviews/field contact conducted. The majority of Black subjects stopped were men. (83%) Only one Black woman was stopped.
- Asian subjects accounted for 2 of the 75 (2.67%) field interviews/field contacts conducted. One Asian male and one Asian female were stopped.

According to 2010 Demographic Profile Data provided by the US Census Bureau, 98.4% of the population in the Town of Hollis is categorized as White, .5% as Black or African American, and 2.4% as Asian.

### **MOTOR VEHICLE STOPS:**

In 2017, the Hollis Police Department recorded 7,857 traffic stops. 4657 of the operators stopped were male (59.3%) while 3200 female operators were stopped (40.7%).

As a summary of this data:

- A total of 7499 White operators were stopped. This accounts for 95% of total stops. The majority of white operators stopped were men. (58.9%)
- A total of 153 Black or African American operators were stopped. This accounts for 1.9% of total stops. The majority of Black operators stopped were men. (73.8%)
- A total of 139 Asian operators were stopped. This accounts for 1.7% of total stops. The majority of Asian operators stopped were men. (59.6%)

Importantly, a review of our statistical data regarding traffic stops showed that we failed to capture the race/ethnicity of 64 operators. (0.8% of all traffic stops). Additionally, there may have been confusion on the definition of “Indian” as meaning a Native American or Alaskan Native. Accordingly, SO-18-02 will be sent to sworn officers as well as employees of the Hollis Communications Center. This Special Order will provide information on this review and provide a reminder to capture accurate information regarding race/ethnicity.

#### **INTERNAL AFFAIRS INVESTIGATIONS/ CIVILIAN COMPLAINTS:**

In 2017, one citizen filed a complaint that the department engaged in biased based profiling. This citizen was not summonsed or arrested by the police, and her complaint was based on perceived department practice rather than a particular officer’s actions. After meeting with Chief Hoebeke and receiving an explanation of standard police procedures, she agreed that the Hollis Police Department did not profile her unlawfully. This complaint against the department was deemed “Exonerated”.

#### **ASSET FORFEITURE PROCEEDINGS:**

In 2017, the Hollis Police Department unsuccessfully attempted to secure one vehicle as asset forfeiture. The owner of the vehicle was a white male subject. Based on this small sample size it would be impossible to make a conclusion regarding bias in our Asset Forfeiture efforts.

#### **POLICY REVIEW:**

This administrative review does not cause me to believe it is necessary to alter any current HPD policies. All Hollis Police Personnel received scheduled ethics training in 2017. Administrators and supervisors will continue to monitor various indicators to ensure fair and equitable law enforcement.

Respectfully submitted,

Lieutenant James Maloney  
Administrative Services Bureau Commander