

2021 Annual Report



HOLLIS POLICE DEPARTMENT

A Nationally Accredited Law Enforcement Agency

9 Silver Lake Road

Hollis, New Hampshire 03049

Website: www.hollisnh.org/police



A Message from the Chief of Police

Joseph R. Hoebeke



Mission Statement: We are a dedicated and trustworthy family of law enforcement professionals who pride ourselves on being approachable, and we are devoted to strengthening our safe and thriving community.

On behalf of the dedicated members of the Hollis Police Department, I am pleased to present our Annual Summary Report for 2021. As in years past, this report details some of the remarkable accomplishments made by the exceptional staff of the Hollis Police Department, who provide the highest level of service to our safe and thriving community. Our engaged community, supportive governing body, and diligent department members have delivered another year of positive public safety impacts throughout the Town of Hollis.

The Hollis Police Department is a Nationally Accredited full-service law enforcement agency dedicated to enhancing public safety through trust, innovation, community partnerships, and excellence in service. We are staffed with an allocated workforce of 17 full-time police officers and 1 part-time police officer (full-time certified), who are assigned within the Patrol Division, Command Staff, Detective Division, or as School Resource Officers. We are also supported by two full-time and one part-time non-sworn members, and one volunteer Department Chaplain, all of whom who perform critical functions necessary to ensure a high level of operational performance.

For the first time in more than two years we reached full-staffing levels with the hiring of Joshua Hooper and Julie Hinckley. Officer Hooper was a full-time certified officer in the State of New Hampshire and joined us after having served as a full-time police officer in Mason, New Hampshire. Prior to his service for the Mason Police Department, Joshua served as a police officer in Vermont. He brings considerable law enforcement experience to our ranks and more importantly, he adds much to our agency by way of his positivity, professionalism, and compassion.

Officer Hinckley joined the Hollis Police Department in April 2021 and attended the full-time New Hampshire Police Academy, graduating in August 2021. Julie attended Franklin Pierce University where she majored in Criminal Justice. When searching for police jobs, Julie was careful in selecting a community similar to her hometown in Connecticut. As such, her search led her to Hollis and we are so happy that she chose our agency to embark on her law enforcement career.

Given the complexities of police recruitment, selection and retention, we also asked the Hollis Select Board to permit us in hiring an additional full-time police officer position in an effort to minimize the amount of time it takes to fill any vacancies that might arise. As I frequently explain to fellow law enforcement practitioners and residents, and for a multitude of reasons, we are in a bit of crisis as it relates to recruitment, selection, and retention of police officers. As such, we need to be creative and innovative in hiring officers while not sacrificing the very high standards we maintain. The Hollis Select Board was incredibly accommodating with this request, and through their guidance and input, we were able to develop a realistic and attainable funding plan for the addition of another full-time position to our agency. As such, we were able to hire a highly competent and capable probationary police officer in Nicholas Esposito, who was raised in Hollis and has a deep level of commitment to and admiration for the community. Nicholas will attend the 188th session of the New Hampshire Police Academy, which will begin on February 7, 2022.

When we speak to recruitment, selection, and retention of officers, I am again reminded how lucky I am to be surrounded with incredible team members. Recruitment, selection, and retention of officers is one of the most, if not the most important responsibility for law enforcement agencies. Moreover, recruitment and selection of officers is a collective effort of all agency members, and we know that our employees are without question the best ambassadors of the Hollis Police Department and the policing profession as a whole.

Each year, when we provide this report, we reflect on the number of organizational achievements our agency has made. 2021 marked the second year of the COVID-19 pandemic, and with that, came continued challenges to our agency. Through the efforts and patience of our employees, we were able to successfully mitigate the impact COVID-19 has had on our agency, which certainly has a direct impact on the services we provide to the community.

2021 also marked another successful year in terms of infrastructure and technology improvements. We completed a major upgrade to our body worn camera system, and with the installation of in-car video systems, we expanded use of this technology to all marked police cruisers. Additionally, we funded the replacement of aging patrol rifles, which are issued to all officers, purchased additional Conducted Energy Weapons so we have sufficient quantities for all sworn personnel, updated furniture in the Training Room, and created additional workspaces to accommodate the increases in our compliment of full-time police officers. We were able to do this while completing the fiscal year with a budgetary surplus. As we reflect on this accomplishment, we realize this is quite remarkable given the staffing challenges we experienced throughout the 2021 calendar year, and given the rising costs of fuel, equipment, and other supplies needed to ensure the continuous and effective operation of a public service agency.

We also continued with our commitment to maintaining our status as a Nationally Accredited law enforcement agency through the Commission on Accreditation for Law Enforcement Agencies (CALEA). Accreditation is important to our organizational culture and identity and demonstrates that we embrace innovative, ethical, and transparent policing practices that allow us to meet the demands of policing in the 21st Century. I am thankful for the efforts of all of our agency employees who, through their incredible efforts and service, make accreditation possible. Most notable, I wish to recognize the efforts of our incredible Accreditation Manager James Maloney, who ensures that we are in compliance with the roughly 181 standards that are required in order to maintain an accredited status.

One of the more important indicators of the strength of a community is overall safety, which is measured by way of crime data, police activity metrics, and through community perception. What are the crime rates, how safe do our resident feel in their home or when traveling around Hollis, and how do we compare to other jurisdictions in the State of New Hampshire? To answer these questions, we know

New Hampshire is consistently ranked one of the safest states in the country. Moreover, and even more impressive is the fact that in a November 2021 article published by Consumer Reports Consumer Affairs, Hollis was identified as the safest midsize community in New Hampshire. We also know more than 80% of the respondents/residents on our 2021 Community Survey on Public Safety and Law Enforcement indicated that they feel a high level of safety at day, at night, and in their home. This is something we are most proud of and we know that public safety is a collective effort and not limited solely to the services provided by a law enforcement agency.

Our statistics relative to measurable police services and activities remained relatively consistent when compared to last year. We do, however, feel it is important to note that we recorded the lowest number of vehicle collisions since 2015. Calls for service actually were lower when compared to last year, but officers spent more time, on average, remediating those calls and conducting investigations. There was also a slight increase in the amount of impaired driving arrests, which is concerning given the threat to safety posed by this dangerous driving behavior.

In closing, we are committed to continually evaluating our services to ensure we are meeting the needs of the community in the most effective manner possible. We take our commitment to serving as guardians of this community serious, and will continue to utilize innovative, data-driven approaches to inform the allocation of personnel and services. With this being said, the Hollis Police Department looks forward to striving to provide another year of public safety service that exceeds expectations in 2022. Moreover, we remain ever mindful of the tradition of excellence that has defined the Hollis Police Department for many years, a tradition that was built through the efforts of incredible public servants, both past and present. Please know that is the honor of my life to serve as the Chief of Police of the Hollis Police Department and to lead the men and women of this agency in our continued efforts to best protect and serve this safe and thriving community.

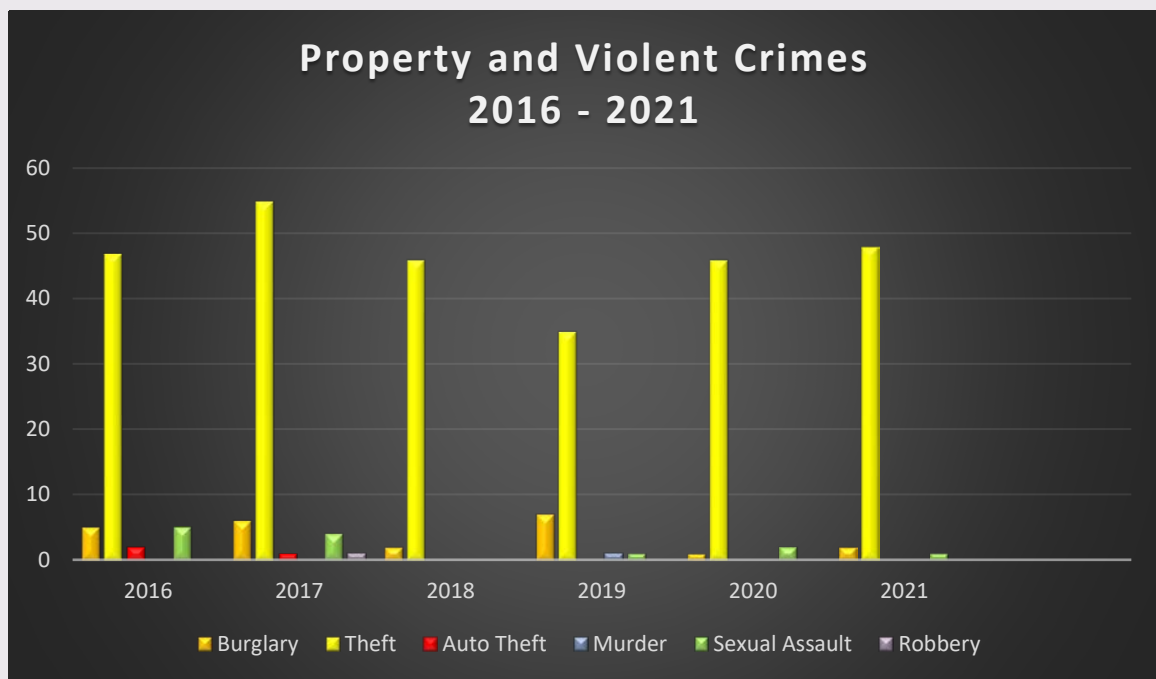
In Service to You,
Joseph R. Hoebeke
Chief of Police

Property Crimes and Violent Crimes

2016 - 2021

Property Crimes							
Crime Classification:	2016	2017	2018	2019	2020	2021	2020 vs. 2021 (% change)
Burglary	5	6	2	7	1	2	100%
Theft	47	55	46	35	46	48	4%
Auto Theft	2	1	0	0	0	0	0%
Property Crime Total	54	62	48	42	47	50	6%

Violent Crimes							
Crime Classification:	2016	2017	2018	2019	2020	2021	2020 vs. 2021 (% change)
Homicide	0	0	0	1	0	0	0%
Sexual Assault	5	4	0	1	2	1	-50%
Robbery	0	1	0	0	0	0	0%
Total Violent Crime	5	5	0	1	2	1	-50%



Patrol Services

Total Calls for Service (CFS): 21,525

Self-Initiated/Proactive Activity: 17,057

Motor Vehicle Stops: 3800

Traffic Citations: 198

Citation Warnings (Verbal & Written): 3511

Arrests:

On View & Based on Incident 114

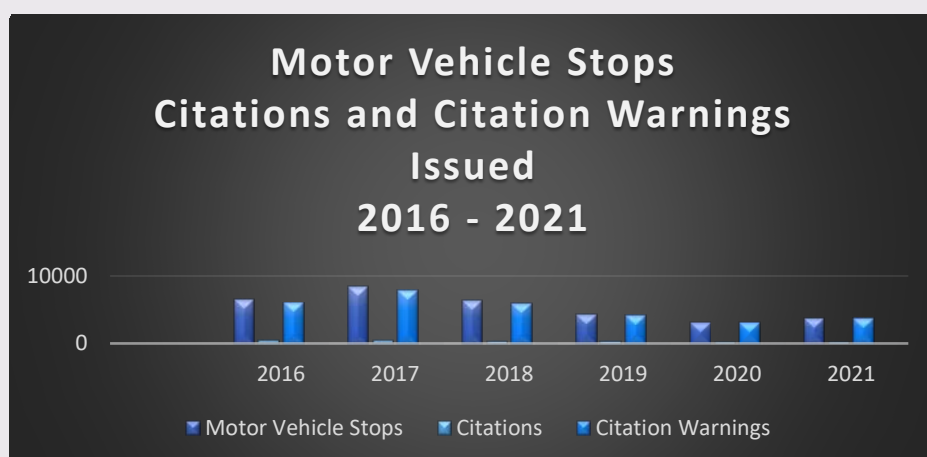
Summons Arrests 72

Protective Custody 5

Total: 191

****Of the 191 total arrests made in 2020, 34 were for Impaired Driving (18%).**

Year	Motor Vehicle Stops	Citations	Citation Warnings	Percentage of Stops Resulting in a Citation
2016	6566	432	6005	6.60%
2017	8450	413	7905	4.90%
2018	6337	274	5913	4.30%
2019	4280	306	4116	7.10%
2020	3133	199	3121	6.40%
2021	3800	198	3511	5.21%



Traffic Collisions							
Collision Type	2016	2017	2018	2019	2020	2021	2020 vs. 2021 (% change)
Fatalities	0	0	1	0	0	0	0%
Non-Injuries	113	111	115	121	78	75	-4%
Injuries	19	21	11	26	25	23	-8%
Total	132	132	127	127	103	98	-5%



Annual Internal Affairs/ Citizen Complaint Statistics

The Hollis Police Department is committed to providing the highest quality of services possible to the community and it is incredibly important for the department to be responsive to the needs of all those who visit or call Hollis home. Please click [HERE](#) for more information on the Hollis Police Department's policies and procedures relative to investigations citizen complaints and internal affairs investigations.

During the 2021 calendar year, the Hollis Police Department handled 21,525 calls for service (CFS). There were two (2) Citizen Complaints/Internal Affairs investigations filed against employees of the department. All of the complaints were thoroughly investigated by superior officers of the department. The results of the complaints are listed below.

Please note that complaints may have multiple allegations resulting in more than one disposition per complaint.

2021:

Total Complaints/Internal Affairs Received and Investigated: 2

DISPOSITIONS

- **Unfounded: 3**
- **Exonerated: 0**
- **Not Sustained: 0**
- **Sustained: 1**

2020:

Total Complaints/Internal Affairs Received and Investigated: 4

DISPOSITIONS

- **Unfounded: 7**
- **Exonerated: 5**
- **Not Sustained: 0**
- **Sustained: 4**

One Internal Affairs Investigation resulted in multiple dispositions given a number of complaints.

2019:

Total Complaints/Internal Affairs Received and Investigated: 4

DISPOSITIONS

- **Unfounded: 2**
- **Exonerated: 0**
- **Not Sustained: 0**
- **Sustained: 2**

One Internal Affairs Investigation resulted in an employee resigning in lieu of termination.

2018:

Total Complaints/Internal Affairs Received and Investigated: 7

DISPOSITIONS

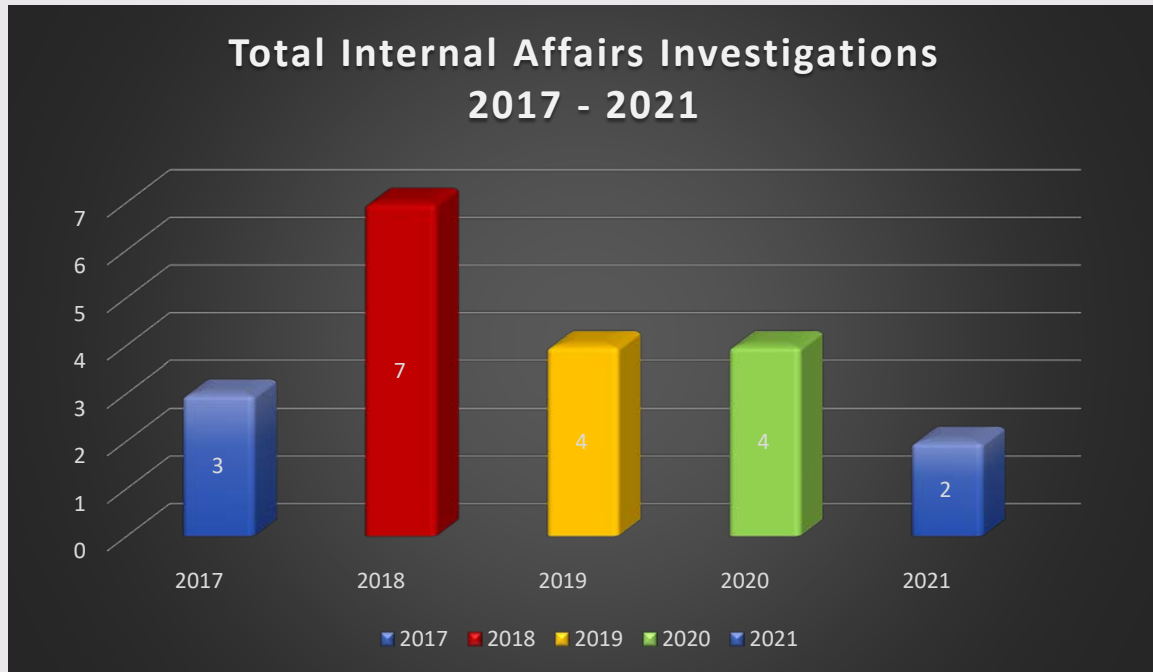
- **Unfounded: 2**
- **Exonerated: 1**
- **Not Sustained: 1**
- **Sustained: 4**

2017:

Total Complaints/Internal Affairs Received and Investigated: 3

DISPOSITIONS

- **Unfounded: 0**
- **Exonerated: 1**
- **Not Sustained: 0**
- **Sustained: 2**



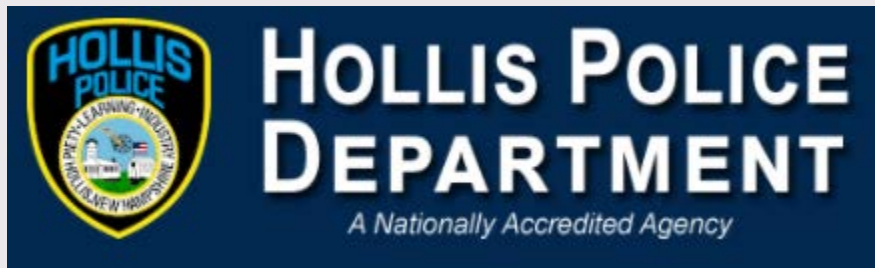
Hollis Police Department

Missing from the Photograph: Sergeant Poulicakos, MPO Kushmerek, Ofc. Hooper, Ofc. Hinckley



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