

2022 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



On behalf of the dedicated members of the Hollis Police Department, it gives me great pleasure to present our agency's Annual Report for 2022. The core mission of your Police Department is simple and remains vibrant within the culture of our organization - *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.* How we achieve this mission and our organizational goals and objectives is much more complex, but we firmly believe that in part, it includes three primary core principles:

Community Engagement and Partnerships
Problem Solving Approaches to Public Safety and Quality of Life Issues
Professional Service Based on Approachability, Accountability, and Accessibility

These principles have served our community well and have led to 2022 crime rates in Hollis remaining at historically low levels. We acknowledge our community and the role you play in this and the many partnerships we share. The Hollis Police Department understands and values the importance of collaboration in creating a safe and thriving community. Moreover, we remain firm in our belief that public safety is not limited solely to the role of a law enforcement entity. Instead, public safety is the function of the entirety of a community, which includes all Town Departments, our

governing body, our schools, faith-based and non-governmental organizations, and most importantly, our community members.

I would be remiss if I did not recognize the incredible work of the men and women of the Hollis Police Department and their role in the many accomplishments we have achieved in the past year. I am honored and humbled to serve alongside the professional sworn and non-sworn personnel who dedicate themselves to selflessly acting as the guardians of our safe and thriving community. After 22 years in law enforcement, with nearly 7 years of service to the Town of Hollis, I am still amazed and humbled that these dedicated and courageous individuals routinely, and without hesitation, put the needs and safety of our community members before their own. They continue to earn my respect, admiration, and gratitude.

Your 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 three full-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 second consecutive year, we achieved full-staffing levels within our agency. In May, a member of the Patrol Division, Master Patrol Officer Nicholas Collishaw, submitted his resignation from our agency in order to join the Hudson Police Department, which created a vacancy within our ranks. Given the efforts of Lieutenant James Maloney, who is responsible for the recruitment and processing of applicants, we had an established list of prospective candidates to fill this vacancy. Following a rigorous and comprehensive hiring process, we were pleased to welcome Kayla Bitondo to the ranks of the Hollis Police Department, with an official date of hire of December 19, 2022. Kayla's hiring marks an important milestone within our agency as we now have three female Police Officers within our ranks. Currently, 24% of our total workforce are female members, which includes both sworn and non-sworn personnel. This is remarkable and demonstrates

our efforts at diversifying our agency to be more reflective of the community we serve.

In March 2022, we completed our four-year reaccreditation assessment 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. A team of two CALEA Assessors conducted a thorough review of all applicable standards, conducted interviews with agency members, members of other Town Departments and organizations, and members of the public. At the conclusion of the assessment, they prepared a detailed summary report, which was then forwarded to the CALEA Commissioners for review. In November 2022, select agency personnel traveled to the CALEA Conference in St. Louis, Missouri, where we participated in a review panel hearing. At the conclusion of the hearing, the Hollis Police Department was recognized as a model law enforcement agency and recommended for reaccredited status.

Accreditation is a voluntary process and there are only 18 agencies in the State of New Hampshire who maintain status as a Nationally Accredited Law Enforcement Agency. Additionally, there are only 950 agencies nationwide, out of more than 18,000, who participate in the CALEA accreditation process. As Chief of Police, I am proud of this achievement and extremely thankful for the efforts of all agency employees, who, through their incredible efforts and service, make accreditation possible. Most notable, I wish to recognize the efforts of our Accreditation Manager, Lieutenant James Maloney, who ensures that we are in compliance with the roughly 181 standards that are required in order to maintain accredited status.

Each year, within this report, I also take time to summarize some of the operational and organizational goals and objectives we have met, which are developed and established early in the calendar year. This past year, we continued to advance our agency forward as we worked diligently to improve efficiency as it relates to the provision of services to the community. We continued to work on meeting and sustaining the goals established in our Five-Year Strategic Plan, which was instituted in November 2020. With the

exception of one goal, which relates to the construction of an outdoor firearms training range for the Hollis Police Department, all have been achieved. We will, however, continue in our efforts at meeting and exceeding these goals in the year to come as this will allow us to continue in our pursuit of achieving only the highest levels of excellence and service. If you have not had the chance, I urge you to visit our webpage at www.hollisnh.org/police to review, in its entirety, the Hollis Police Department's Five-Year Strategic Plan.

We are also proud to report that we achieved our goal of having every sworn member of the Hollis Police Department complete the 40-hour Crisis Intervention Team (CIT) training, which focuses on strategies and best practices for responding to calls for individuals in mental health crisis. Additionally, both of our Patrol Sergeants completed an intensive course on conducting Internal Affairs Investigations, which is an important function aimed at ensuring the highest levels of accountability within our workforce. In total, employees of the Hollis Police Department recorded 2,238.13 hours of agency training in the 2022 calendar year, which averages to more than 100 hours of training per employee. This is remarkable and demonstrates our commitment to employee development, which most certainly impacts the level of service our agency provides and the community receives.

In terms of operational goals, our agency members continue to provide a high level of proactive policing service to the community. This is evidenced given the dramatic increases in self-initiated activities, like directed patrols, business checks, vacant home checks, motor vehicle stops, and community policing contacts. We maintained and expanded community engagement and community policing activities as we once again hosted National Night Out, several Coffee with a Cop events, two Drug Take Back events, a document shredding and food drive event, our annual toy drive, and a number of other activities and events aimed at building and strengthening community relations and partnerships. Our two incredible School Resource Officers continue to develop lasting relationships with our children through engagement and mentorship, while many of our agency members continue to dedicate their personal time to volunteer for organizations like Special Olympics of New Hampshire, the Children's Hospital at Dartmouth, the Salvation Army, the Child Advocacy Center, and Bridges.

In addition to the foregoing organizational achievements, what we are most proud of is our Town being recognized by Consumer Affairs as the safest midsize community in New Hampshire, for a second consecutive year. This remains one of the more notable achievements of our agency and the community as it indicates that our policing strategies and collaborative approach to public safety are working. Although we value data and metrics to measure the reach of the services we provide, we remain mindful that lower rates of crime incident and arrest reports, coupled with higher metrics related to proactive policing strategies, are the best possible outcome and indicative of a level of organizational and community success.

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 seriously, 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 providing another year of public safety service that exceeds expectations in 2023. 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

CRIME COMPARISON REPORT (2018 - 2022)

CRIMES AGAINST PROPERTY						
<i>Crime Classification:</i>	<i>2018</i>	<i>2019</i>	<i>2020</i>	<i>2021</i>	<i>2022</i>	<i>2021 vs. 2022 (% change)</i>
Robbery	0	0	0	0	0	0%
Arson	1	1	0	0	0	0%
Burglary	2	7	1	2	2	0%
Extortion/Blackmail	2	1	2	1	2	50%
Theft (shoplifting)	2	1	1	1	1	0%
Theft (from building)	13	9	4	9	14	36%
Theft (from motor vehicle)	5	2	4	9	2	-350%
Theft (of motor vehicle parts)	0	0	0	1	1	0%
Theft (all other)	13	6	17	8	13	38%
Motor Vehicle Theft	3	3	0	2	1	-100%
Counterfeit/Forgery	1	0	1	1	4	75%
Fraud (false pretense/swindle)	9	8	12	9	8	-13%
Fraud (credit/debit card/ATM)	8	8	3	1	7	86%
Fraud (Impersonation)	13	3	7	7	6	-17%
Fraud (wire)	0	0	1	2	1	-100%
Embezzlement	0	0	0	0	0	0%
Stolen Property	1	0	2	1	4	75%
Destruction of Property/Vandalism	55	30	25	31	28	-11%
Property Crime Total	128	79	80	85	94	10%

CRIMES AGAINST PERSONS						
<i>Crime Classification:</i>	<i>2018</i>	<i>2019</i>	<i>2020</i>	<i>2021</i>	<i>2022</i>	<i>2021 vs. 2022 (% change)</i>
Homicide	0	1	0	0	0	0%
Kidnapping/Abduction	1	1	1	0	0	0%
Sexual Assault	0	1	2	1	2	50%
Simple Assault	19	28	15	29	29	0%
Intimidation	18	18	6	14	13	-8%
Crimes Against Persons Total	38	49	24	44	44	0%

PATROL SERVICES

	<u>2021</u>	<u>2022</u>
Total Calls for Service (CFS):	21,525	25,956
Self-Initiated/Proactive Activity:	17,057	23080
Motor Vehicle Stops:	3801	4361
Traffic Citations:	194	225
Citation Warnings (Verbal & Written):	3746	4413
Arrests:		
On View & Based on Incident	114	137
Summons Arrests	72	69
Protective Custody	5	11
Total:	191	217

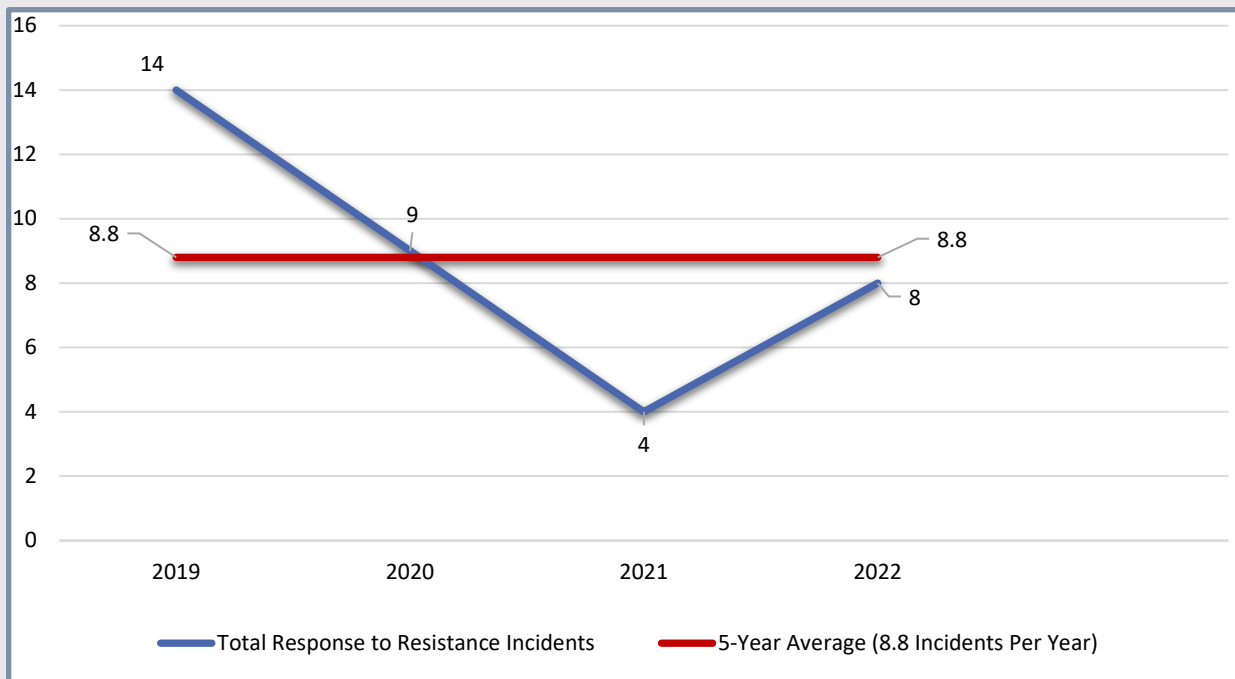
Of the 217 total arrests made in 2022, 57 were for Impaired Driving (26.26%)

There was a 60% increase in DUI arrests when comparing 2021 and 2022 data.

MOTOR VEHICLE STOPS (2018 - 2022)				
<i>Year</i>	<i>Motor Vehicle Stops</i>	<i>Citations</i>	<i>Citation Warnings</i>	<i>Percentage of Stops Resulting in a Citation</i>
2018	6337	274	5913	4.30%
2019	4280	306	4116	7.10%
2020	3133	199	3121	6.40%
2021	3801	194	3746	5.10%
2022	4361	217	4413	5.00%

MOTOR VEHICLE COLLISIONS (2018 - 2022)						
<i>Collision Type</i>	<i>2018</i>	<i>2019</i>	<i>2020</i>	<i>2021</i>	<i>2022</i>	<i>2021 vs. 2022 (% change)</i>
Fatalities	1	0	0	0	1	100%
Non-Injuries	115	121	78	75	96	22%
Injuries	11	26	25	23	21	-10%
Total	127	127	103	98	118	17%

RESPONSE TO RESISTANCE INCIDENTS (2018 - 2022)		
<i>Time Period</i>	<i>Total Response to Resistance Incidents</i>	<i>5-Year Average (8.8 Incidents Per Year)</i>
2018	9	
2019	14	
2020	9	
2021	4	
2022	8	



DATA NOTES:

Only 4% of the 217 total arrests recorded by the Hollis Police Department, and the 25,956 calls for service, which included a total of 4,361 motor vehicle stops, resulted in a response to resistance incident. All Response to Resistance incidents are administratively reviewed and all were deemed to be within policy and statutory parameters. The Hollis Police Department contributes data to the National Use of Force Database as maintained by the Federal Bureau of Investigation.

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 2022 calendar year, the Hollis Police Department handled 25,956 calls for service (CFS). There was one (1) Citizen Complaint filed against employees of the department, and two Administrative Investigations. The first administrative investigation was initiated by direction of Chief Joseph Hoebeke following the discovery of a live round (9mm bullet) in the Hollis Brookline High School, which was presumably left behind after our agency's active shooter training in August 2022. The second administrative investigation was initiated by direction of Chief Hoebeke following a motor vehicle crash involving two of our Police Officers.

In regard to the one (1) citizen complaint recorded by the Hollis Police Department in 2022, the matter was thoroughly investigated by superior officers of the department. The result of the complaint disposition is listed below.

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

2022:

Total Complaints Received and Investigated: 1

DISPOSITIONS

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

***The two administrative investigations completed by the Hollis Police Department did not reveal any safety or policy violations. ***

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

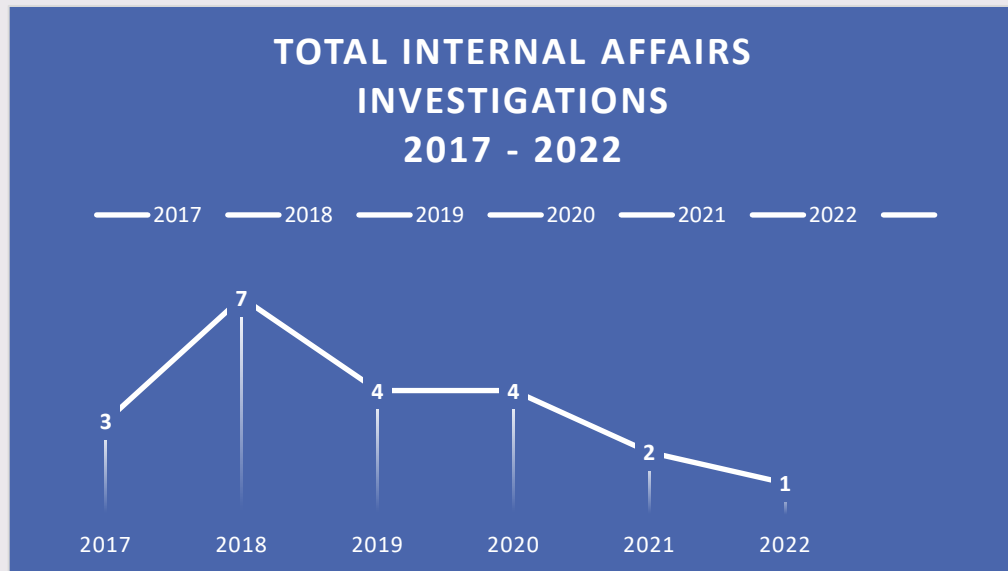
2017:

Total Complaints/Internal Affairs Received and Investigated: 3

DISPOSITIONS

- Unfounded: 0
- Exonerated: 1

- Not Sustained: 0
- Sustained: 2



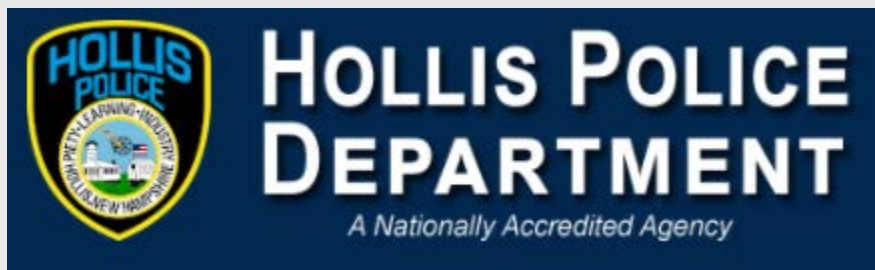
Hollis Police Department

Missing from the Photograph: Officer Kyle Connors



Want to learn more? Check us out online!

<https://www.hollisnh.org/police>



<https://www.facebook.com/hollispolicedepartment>

