

LAW ENFORCEMENT ACCREDITATION

Hollis (NH) Police Department

Agency

Hollis (NH) Police Department
9 Silver Lake Road
Hollis, NH 03049

Chief Executive Officer

Chief of Police
Joseph R. Hoebeke

Methodology Overview

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

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

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



Law Enforcement Accreditation

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

CALEA's Founding Organizations:

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

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EXECUTIVE SUMMARY

Overview:

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

Compliance Service Review:

CALEA Compliance Services Member(s) Jay Murphy remotely reviewed 48 standards for the agency on 7/13/2019 using Law Enforcement Manual 6.12. 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) Nora Ackerley remotely reviewed 47 standards for the agency on 7/13/2020 using Law Enforcement Manual 6.12. 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) Dorris Certain remotely reviewed 67 standards for the agency on 7/13/2021 using Law Enforcement Manual 6.12. 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.

- 41.3.8 – In-Car Audio/Video/Body-Worn (LE1) – ISSUE: - Bullet G of Standard 41.3.8 requires the agency to establish a system of review for in-car and body worn camera video. The system is to include frequency and quantity of the reviews. The agency had a directive in place to address body worn cameras, but did not address the review of in-car video. AGENCY ACTION NEEDED: - It is suggested the agency amend their current directive to include the review of in-car video as well as body worn camera video. AGENCY ACTION TAKEN: The agency amended their current directive to address all standard requirements. It is recommended that this standard be reviewed again in future assessments to verify continued compliance.
- 1.2.10 – Duty to Intervene (LE1) (M M M M) – ISSUE: - Standard 1.2.10 applies to all agency personnel and applies to circumstances involving incidents other than use of force. The agency directive did not require non-sworn members to report violations of departmental policy, state/provincial or federal law, or local ordinance. AGENCY ACTION NEEDED: It is suggested the agency revise their directive to include all personnel in all situations as required by the standard. - AGENCY ACTION TAKEN: The agency modified their existing directive to meet the standard requirements. It is recommended that this standard be reviewed again in future assessments to verify continued compliance.

Site-Based Assessment Review:

Site-Based Assessment Report was not completed.

CHIEF EXECUTIVE OFFICER PROFILE

Joseph R. Hoebeke

Chief Joseph Hoebeke began his career with the Hudson Police Department in 2001. He graduated from the 125th session of the New Hampshire Police Academy and served with the Hudson Police Department from 2001 to 2016, achieving the rank of Sergeant. He joined the ranks of the Hollis Police Department as a Lieutenant in charge of the Administrative Services Bureau in March 2016, and was appointed Chief of Police on November 3, 2017, with the retirement of then Chief of Police James Sartell.

Chief Hoebeke has a bachelor's degree in Criminal Justice from Norwich University, the Military College of Vermont, and a Master of Science in Justice Studies from Southern New Hampshire University. Chief Hoebeke is passionate about the law enforcement profession and serving the community. He serves as an adjunct instructor at two local colleges, and is a proud veteran of the United States Army, where he served in the infantry and as an instructor for the Non-Commissioned Officer Educational System (NCOES). Chief Hoebeke currently holds a position as the First Vice President of the New Hampshire Association of Chiefs of Police (NHACOP), and is a part of the organization's Legislative Committee. He also serves as Treasurer for the Hillsborough County Chiefs of Police, and is a member of the Board of Directors for Bridges, which provides services to victims of sexual abuse and domestic violence, and is a member of the New Hampshire Law Enforcement Officers' Memorial Foundation.

Chief Hoebeke is married to his wife Jaime, the Chief Strategy Officer for City of Manchester Public Health Department, and they have a nine year-old daughter May.

COMMUNITY PROFILE

Hollis is an upscale bedroom community for the nearby cities of Nashua, Manchester, and Lowell, Massachusetts. The majority of residents of Hollis are concerned with maintaining the rural character of the Town. Emphasis has been placed on preserving farms, woodlands and rolling hills, while allowing the moderate growth of home sites along with business growth to meet residential needs. Hollis boasts a regional high school and middle school, both of which have regularly ranked as the best schools in the State of New Hampshire. Hollis has also been consistently recognized as one of the safest communities in the State of New Hampshire. Visitors to Hollis enjoy annual events such as the Hollis Strawberry Festival, Hollis Old Home Days, and the Hollis Fast 5K Road Race. Other visitors enjoy stopping at the roadside farm stands or simply “taking a ride in the country”. The Town is governed by a five-member Select Board who are elected to two-year terms. Police Chief Joseph Hoebeke reports directly to the Select Board.

AGENCY HISTORY

The Hollis Police Department has been in continuous operation since the late 1890's when each New Hampshire town appointed a sheriff, whose responsibility was to establish and maintain law and order.

Throughout the first half of the 20th century, the Hollis Police Department consisted of a part-time chief, and varying numbers of part-time patrol officers. These officers used their own cars as patrol vehicles, and operations were conducted from their homes. Since there were no police radios at that time, emergency calls went to the Hollis Telephone office, and the operator on duty would pass the call on to the officer who was on duty via telephone.

In 1974, the Board of Selectmen appointed Paul Bosquet as the first full-time Chief of Police. At the same time, the Ever-Ready Engine House, also known as the G.A.R. building, was established as the first Hollis Police Station and Communications Center. Chief Bosquet oversaw the transition to 24-hour police patrol coverage and launched the Hollis Concept, a federally funded community crime-prevention program in which the police department, town officials, and citizens engaged in personal community responsibility and crime prevention initiatives.

During the 1970s and 1980s, the Town of Hollis, like most of southern New Hampshire, experienced a phenomenal growth in population, forcing schools and other municipal services to grow at a similar rate. In 1988, the town meeting authorized the construction of a new police facility, and that became a reality in January of 1989 when we moved to our new station. The facility was extensively renovated in 2005 which expanded its usable space to over 10,000 square feet.

The Hollis Police Department now consists of sixteen full-time police officers, one part-time police officer (full-time certified), and several civilian employees. Our rank structure consists of a Chief, Captain, Lieutenant, two Sergeants, one Detective, and 10 Patrol Officers. Included in our ranks are; defensive tactics and firearms instructors; School Resource Officers, and a Mountain Bike Unit. We are a full service, 24-hour-a-day department, serving a community of almost 8,000 people, as well as four public schools.

As previously mentioned, Hollis is home to the Hollis/Brookline Cooperative School District and as such, the two towns share a high school and middle school. As can be expected, this increases the student population significantly resulting in higher service demands for our agency.

We would be remiss if we did not mention our agency's achievement of national accreditation through the Commission on Accreditation for Law Enforcement Agencies (CALEA). The Hollis Police Department received initial accreditation in July 2018 and in the time since, the sound management and best practices embraced by CALEA has resulted in a continuous improvement process for the agency. There is no mistake that accreditation is embedded in the organizational culture of the Hollis Police Department, and we will continue to avail ourselves by embracing progressive practices in an effort to meet the ever-changing demands of policing in the 21st Century.

AGENCY STRUCTURE AND FUNCTION

Police Chief Joseph Hoebeke is in charge of all operations and activities of the Hollis Police Department. He reports directly to a five member Select Board, all of whom are elected Town officials.

Internally, the Hollis Police Department is divided into two bureaus. The Operations Bureau, headed by Captain Brendan LaFlamme, is responsible for all patrol activities as well as a Per Diem kennel maintenance employee. The Operations Bureau Commander also serves as the liaison between the Hollis Police Department and contract Prosecutor, who is an employee of the Nashua Police Department.

The Administrative Bureau, headed by Lt. James Maloney, includes Accreditation Management, the Records Division, Detective Division, School Resource Officer, and civilian maintenance employee. Both Captain LaFlamme and Lt. Maloney report directly to Chief Hoebeke. Chief Hoebeke also has a civilian administrative assistant who reports directly to him as well.

The Hollis Police Department is funded for staffing of sixteen full-time police officers, one part time police officer, and three civilian employees. Our rank structure consists of a Chief, Captain, Lieutenant, two Sergeants, one Detective, two School Resource Officers, and nine Patrol Officers. At the time of this writing, there are no sworn or non-sworn vacancies within the Hollis Police Department.

AGENCY SUCCESSES

I am proud to present a list of success our agency has realized during the current assessment period. As in years past, I found the completion of this portion of the CIMRS report to be quite difficult as we have accomplished so much as an agency over the past 12 months, especially in the wake of a global pandemic. For fear of being too lengthy and verbose, I will attempt to highlight some of the more notable successes we have achieved since our last compliance assessment for the accreditation process.

As with any goal or objective we set at both an individual and organizational level, we have and will continue to manage our accredited status with rigor and a genuine commitment in an effort to better our agency. I am thankful of the efforts of our Accreditation Manager, Lieutenant James Maloney, who performs his duties with the highest level of professionalism and dedication. I also realize that accreditation is not just a title or certificate on a wall or a sticker on the side of a cruiser; it is and should be the very culture of an agency determined to meeting the ever-changing demands of policing in the 21st Century. The men and women of the Hollis Police Department have demonstrated time and time again that they too embrace the standards recognized by the accreditation body.

During the past assessment period, we developed and implemented a number of agency initiatives aimed at furthering the 'tradition of excellence' that has defined the Hollis Police Department for many years. In alignment with the report on Policing in the 21st Century, we renewed our commitment to employee well-being. The wellness program we instituted in early January 2020 continues to be successful as many employees utilize the newly updated fitness equipment in our Department Fitness Room. In addition to physical fitness, we also place an emphasis on mental and spiritual well being. We offer voluntary mental health check-ups and continue to facilitate training programs aimed at officer resiliency and wellness. Additionally, our Department Chaplain continues to play an important role within the organization serving as a consistent presence within our building and at the various department sponsored events we hold throughout the year.

We also continue to work hard at empowering our employees to provide their input on how to improve agency operations. During the summer 2020 performance evaluation period, we conducted employee professional development counseling with every agency employee. The intent of conducting these counseling sessions was to identify areas of interest to individual employees as it relates to training and professional/personal development.

I am also pleased to announce the completion of our five-year strategic plan, which was facilitated by nationally recognized consultant Dr. Kimberly Miller. This process, which began in February 2020, at the very start of the COVID-19 pandemic, allowed us to conduct a thorough SWOT analysis, which led to an update of our mission and vision statements. Additionally, we identified core values and an agency tagline, and nine strategic goals covering initiatives such as training, building and equipment improvements, recruitment and selection, and building the future leaders of the Hollis Police Department. I am extremely thankful for the efforts of the department employees, both sworn and non-sworn, who dedicated their time and efforts at developing and implementing this Strategic Plan. You can find a information relative to the Hollis Police Department Strategic Plan by clicking on the following link:

<https://www.hollisnh.org/police/about-us/pages/strategic-plan-2020-2025>

We continue to make improvements to agency equipment, technology, and infrastructure. In January 2020, we completed an upgrade of our body worn camera system, expanded the program to include integrated in-car video systems. Each sworn member of this agency, including Command Staff personnel, is issued a camera, and each patrol cruiser is equipped with an in-car camera. Since we were one of the first agencies in the State of New Hampshire to deploy body worn camera technology, the use of such equipment was already embedded into the culture of our agency. The new system, which utilizes equipment purchased from Body Worn by Utility, provides better officer safety features, a more user-friendly cloud-based system for digital storage, stronger customer support, and reduces

redundancies, thereby eliminating other cost variables. Although we planned to purchase this equipment with funding from the Capital Improvement Plan, our end of fiscal year 2020 budget surplus allowed us to make fund the first year of the program without any additional burden on the Hollis taxpayer. As we know, transparency and accountability are critical in policing and as we often tell officers and members of the public. Because of body camera and in-car video systems, there is an independent witness on every call.

I am also pleased to report that in the summer of 2020, the Hollis Police Department instituted public-facing policies, which aligns with best practices and increased organizational transparency. A large number of our agency's General Orders are readily accessible for public review, with the exception of law enforcement sensitive policies and procedures, such as those outlining responses to critical incidents and other high risk events. Moreover, accessibility to public-facing documents is not just limited to agency General Orders, but also includes other important and relevant pieces of information, such as MOUs between the Police Department and the Hollis COOP School District, annual analyses and reviews, and much more. Such information is readily accessible to the public by way of the 'About Us' section of our department webpage.

In closing, I know the previous sections have included a number of agency initiatives and successes. It is, however, to reiterate that we are most proud of being a nationally accredited agency law enforcement agency. Our members are extremely proud of this distinction and we remain committed to improving upon our organizational culture, a culture that is based on professionalism, service, integrity, and compassion. Moreover, we have truly worked hard to create a culture of excellence within the Hollis Police Department. We take our commitments as guardians of the community seriously, and the efforts of our employees instill in me a great sense of pride and thankfulness to serve as Chief of Police for the Hollis Police Department.

FUTURE ISSUES FOR AGENCY

As recent events have demonstrated, policing in the 21st Century is rapidly evolving and requires a commitment to transparency and accountability. We at the Hollis Police Department embrace transparency and accountability as the fundamental cornerstone to building and strengthening relationships with the members of our community and all those we serve. Although we enjoy a strong level of cooperation and mutual respect with community members, we know that such relationships are fragile and require an unwavering commitment.

We know that in the weeks, months, and years ahead, there will be continued efforts at reforming policing across the country. Although the reformation of policing practices is not a new concept, recent events in Minneapolis and other areas across the country have acted as a catalyst for widespread, fundamental criminal justice reform. As a small agency, we have embraced best practices, accountability, and transparency, and we know that accreditation ensures and demonstrates our ongoing commitment to providing the most compassionate, professional, and ethical services to the people we serve. These tenets are embedded into the very fabric of our organizational culture, as well as each and every employee, both sworn or non-sworn.

We do, however, know that we can and should do a better job at informing our community about the processes and practices we follow to best serve the public. A notable future challenge will be in keeping our community informed of our efforts at following best practices through progressive approaches that conform with nationally recognized standards established by CALEA, as well as the six pillars identified in the report on Policing in the 21st Century. Although many in our community are aware of our progressive philosophies, there are many more that are unaware of our ongoing efforts to ensure that we are a model law enforcement agency in this State and across the country.

As we wrote about in the CIMRS report we completed over the past two years, recruitment and selection of officers continues to be a challenge for our agency and agencies across the country. I often speak to members of the public, students, and law enforcement practitioners about this ‘perfect storm’ of sorts as it relates to a lack of a suitable and diverse pool of candidates. If we consider many of the recent events that have occurred in our nation, such as the COVID-19 pandemic and the highly scrutinized and often times hateful sentiments towards the policing profession, we know that the recruitment, selection, and retention of officers will become even more difficult. I do believe that we, as an agency, are strong in the area of retaining qualified employees and am happy to report that we have retained all of our employees over the past two years.

We work incredibly hard to create a culture and environment of inclusiveness, and we value each and every member of the organization. As odd as it may sound, we see the current events happening at a national level as almost benefiting our agency in terms of recruitment and selection. We have an incredibly supportive community that values its public service entities. We feel that we can market this to potential applicants and use the strong relationships we enjoy with our community as a means to draw an even more diverse pool of candidates into any hiring processes that we conduct. It is also important to note that we are currently full-staff, and we recently added a sixteenth full-time police officer position, which will allow us to create a second School Resource Officer assigned solely to the Hollis School District.

Lastly, I expect that employee wellness and resiliency will continue to be a future issue and area of focus for our agency. There are considerable demands on the policing profession which can impact an employee’s physical, mental, and spiritual health and well-being. As in past years, we will continue in our commitments at paying attention to the needs of our employees while providing them with the resources and opportunities to better themselves both personally and professionally. This is no way should be misinterpreted that we will not continue to hold employees to the very high and rigorous standards we embrace, but we must remain mindful of ensuring that our employees are equipped with the tools to maintain a high level of mental, physical, and spiritual wellness.

YEAR 3 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Dorris Certain

On 7/13/2021, the Year 3 Remote Web-based Assessment of Hollis (NH) Police Department was conducted. The review was conducted remotely and included 67 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)	Compliance Verified
1.2.8 Strip/Body Cavity Search (LE1) (MMMM)	Compliance Verified
1.2.10 Duty to Intervene (LE1) (M M M M)	Standard Issue
Notes: ISSUE: - Standard 1.2.10 applies to all agency personnel and applies to circumstances involving incidents other than use of force. The agency directive did not require non-sworn members to report violations of departmental policy, state/provincial or federal law, or local ordinance. AGENCY ACTION NEEDED: It is suggested the agency revise their directive to include all personnel in all situations as required by the standard. - AGENCY ACTION TAKEN: The agency modified their existing directive to meet the standard requirements. It is recommended that this standard be reviewed again in future assessments to verify continued compliance.	
3 Contractual Agreements for Law Enforcement Services	
3.1.1 Written Agreement for Services Provided (LE1) (MMMM)	Compliance Verified
4 Use of Force	
4.1.2 Use of Deadly Force (LE1) (MMMM)	Compliance Verified
4.1.3 Warning Shots (LE1) (MMMM)	Compliance Verified
4.1.6 Vascular Neck Restrictions (LE1) (MMMM)	Compliance Verified
4.1.7 Choke Holds (LE1) (MMMM)	Compliance Verified
4.2.3 Removal from Line of Duty Assignment (LE1) (MMMM)	Compliance Verified
11 Organization and Administration	
11.3.3 Notify CEO of Incident with Liability (LE1)	Compliance Verified
15 Planning and Research, Goals and Objectives, and Crime Analysis	
15.2.1 Annual Updating/Goals and Objectives* (LE1)	Compliance Verified
17 Fiscal Management and Agency Property	
17.5.2 Operational Readiness (LE1)	Compliance Verified
22 Personnel Management System	
22.1.9 Military Deployment and Reintegration (LE1)	Compliance Verified
22.4.1 Grievance Procedures (LE1)	Compliance Verified
26 Disciplinary Procedures and Internal Investigations	

Standards	Findings
26.1.3 Harassment (LE1)	Compliance Verified
26.3.5 Statement of Allegations/Rights (LE1)	Compliance Verified
31 Recruitment and Selection	
31.4.1 Selection Process Described (LE1)	Compliance Verified
31.5.1 Background Investigations (LE1)	Compliance Verified
33 Training and Career Development	
33.1.5 Remedial Training (LE1)	Compliance Verified
33.4.2 Recruit Training Program (LE1)	Compliance Verified
33.6.2 Tactical Team Training Program (LE1)	Not Applicable by Function
33.8.2 Skill Development Training Upon Promotion (LE1)	Compliance Verified
34 Promotion	
34.1.1 Agency Role, Authority and Responsibility (LE1)	Compliance Verified
35 Performance Evaluation	
35.1.9 Personnel Early Intervention System* (LE1)	Compliance Verified
41 Patrol	
41.1.5 Police Service Canines (LE1)	Not Applicable by Function
41.2.5 Missing Persons (LE1)	Compliance Verified
41.2.6 Missing Children (LE1)	Compliance Verified
41.3.8 In-Car Audio/Video/Body-Worn (LE1)	Standard Issue
Notes: ISSUE: - Bullet G of Standard 41.3.8 requires the agency to establish a system of review for in-car and body worn camera video. The system is to include frequency and quantity of the reviews. The agency had a directive in place to address body worn cameras, but did not address the review of in-car video. AGENCY ACTION NEEDED: - It is suggested the agency amend their current directive to include the review of in-car video as well as body worn camera video. AGENCY ACTION TAKEN: The agency amended their current directive to address all standard requirements. It is recommended that this standard be reviewed again in future assessments to verify continued compliance.	
42 Criminal Investigation	
42.2.6 Informants (LE1)	Compliance Verified
42.2.8 Interview Rooms (LE1)	Compliance Verified
43 Vice, Drugs, and Organized Crime	
43.1.5 Covert Operations (LE1)	Compliance Verified
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.1 Planning Responsibility (LE1)	Compliance Verified
46.1.2 All Hazard Plan (LE1)	Compliance Verified

Standards	Findings
61 Traffic	
61.3.2 Direction/Control Procedures (LE1)	Compliance Verified
70 Detainee Transportation	
70.1.7 Procedures, Escape* (LE1)	Compliance Verified
70.1.8 Notify Court of Security Risk (LE1)	Compliance Verified
71 Processing and Temporary Detention	
71.1.1 Designate Rooms or Areas (LE1)	Compliance Verified
71.3.3 Security in Designated Temporary Detention Processing and Testing Rooms/Areas (LE1)	Compliance Verified
71.4.2 Fire Prevention/Suppression (LE1)	Compliance Verified
72 Holding Facility	
72.1.1 Training User Personnel* (LE1)	Not Applicable by Function
72.4.1 Securing Weapons (LE1)	Not Applicable by Function
72.5.4 Segregation	Not Applicable by Function
73 Court Security	
73.1.1 Role, Authority, Policies* (LE1)	Not Applicable by Function
73.3.1 Weapon Lockboxes (LE1)	Not Applicable by Function
73.4.2 External Communications (LE1)	Not Applicable by Function
73.5.12 Securing Weapons (LE1)	Not Applicable by Function
73.5.18 Designated Control Point (LE1)	Not Applicable by Function
81 Communications	
81.2.2 Continuous, Two-Way Capability (LE1)	Compliance Verified
81.2.7 Recording and Playback (LE1)	Compliance Verified
81.2.13 First Aid Over Phone (LE1)	Not Applicable by Function
81.3.1 Communications Center Security (LE1)	Compliance Verified
82 Central Records	
82.2.2 Reporting Requirements (LE1)	Compliance Verified
82.3.4 Traffic Citation Maintenance (LE1)	Compliance Verified
83 Collection and Preservation of Evidence	
83.2.1 Guidelines and Procedures (LE1)	Compliance Verified
84 Property and Evidence Control	
84.1.1 Evidence/Property Control System (LE1)	Compliance Verified

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

Response from Agency Regarding Findings:

CEO Feedback not provided.

SITE-BASED ASSESSMENT

8/30/2021

Planning and Methodology:

STATISTICS AND DATA TABLES

Overview

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

Traffic Warnings & Citations - Reaccreditation Year 1

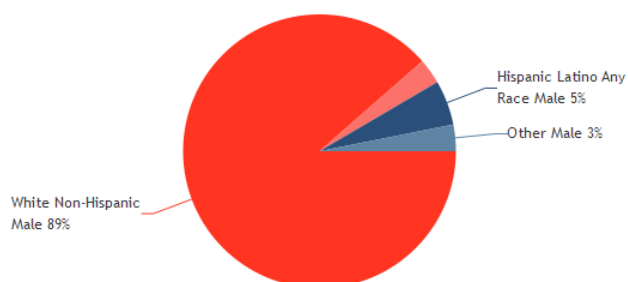
Data Collection Period: 1/1/2018 - 12/31/2018

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	2957	159	3116
Black Non-Hispanic Male	100	7	107
Hispanic Latino Any Race Male	177	14	191
Other Male	104	4	108
White Non-Hispanic Female	2186	95	2281
Black Non-Hispanic Female	42	1	43
Hispanic Latino Any Race Female	87	8	95
Other Female	58	1	59
TOTAL	5711	289	6000

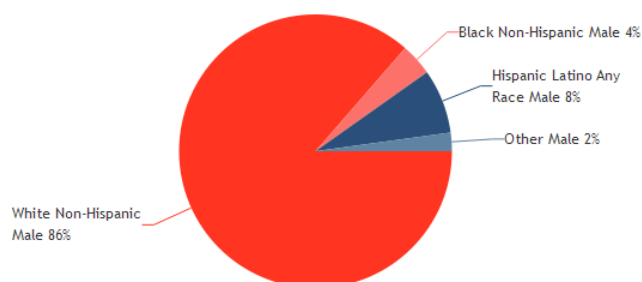
Reaccreditation Year 1 Notes:

Note: Total numbers of motor vehicle citations and warnings may not be the same as the total number of motor vehicle stops conducted.

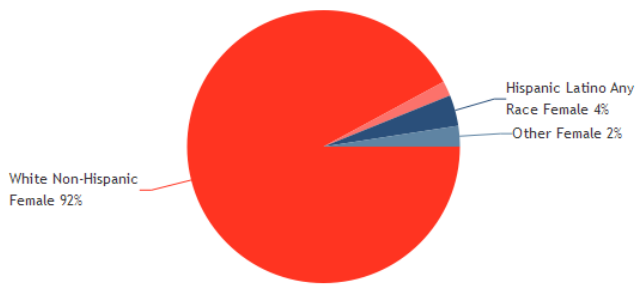
Male Warnings



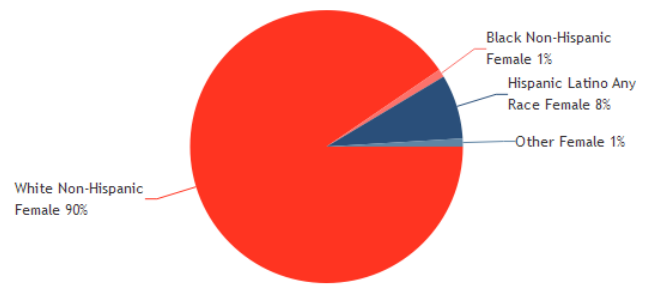
Male Citations



Female Warnings



Female Citations



Legend

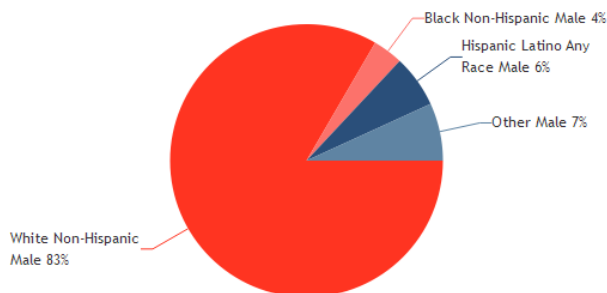
White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

Traffic Warnings & Citations - Reaccreditation Year 2

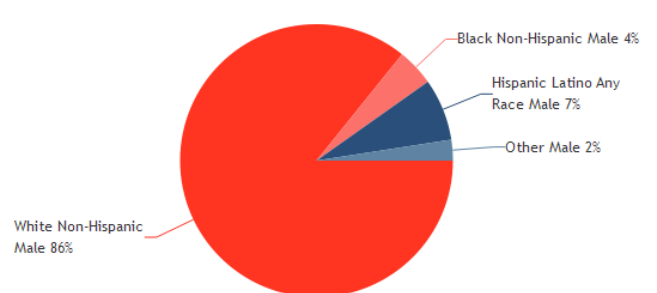
Data Collection Period: 1/1/2019 - 12/31/2019

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	1895	175	2070
Black Non-Hispanic Male	81	9	90
Hispanic Latino Any Race Male	141	15	156
Other Male	155	5	160
White Non-Hispanic Female	1381	88	1469
Black Non-Hispanic Female	18	0	18
Hispanic Latino Any Race Female	59	8	67
Other Female	63	7	70
TOTAL	3793	307	4100

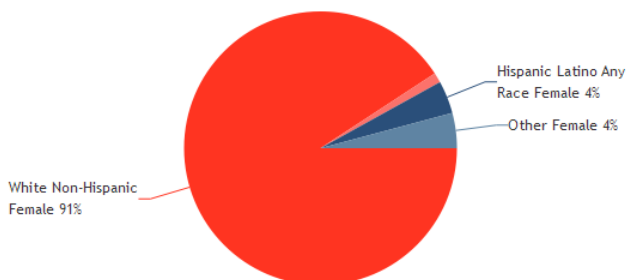
Male Warnings



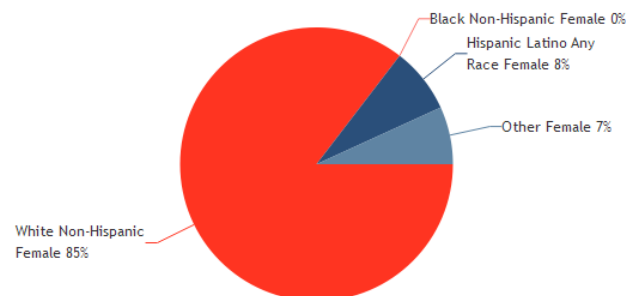
Male Citations



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

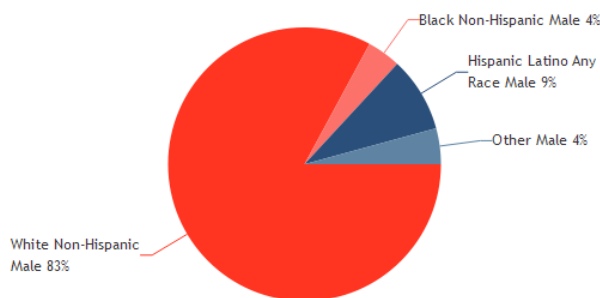
Data Collection Period: 1/1/2020 - 12/31/2020

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	1475	137	1612
Black Non-Hispanic Male	71	6	77
Hispanic Latino Any Race Male	158	8	166
Other Male	75	2	77
White Non-Hispanic Female	1004	37	1041
Black Non-Hispanic Female	31	1	32
Hispanic Latino Any Race Female	73	5	78
Other Female	40	4	44
TOTAL	2927	200	3127

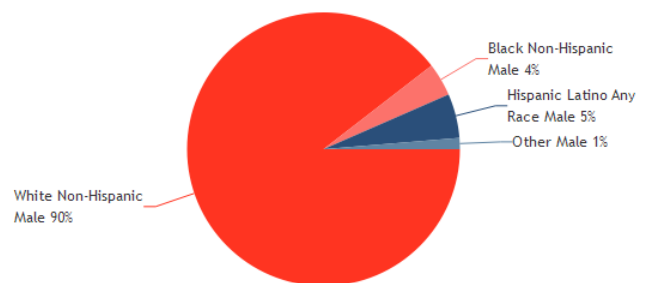
Reaccreditation Year 3 Notes:

Please note that the total numbers of warnings and citations issued may not necessarily align with the total number of motor vehicle stops conducted during a given time period. This is because the operator of a motor vehicle may receive multiple warnings and/or citations given a single investigatory motor vehicle stop. It is also important to note that not all motor vehicle stops result in the issuance of a citation or a warning.

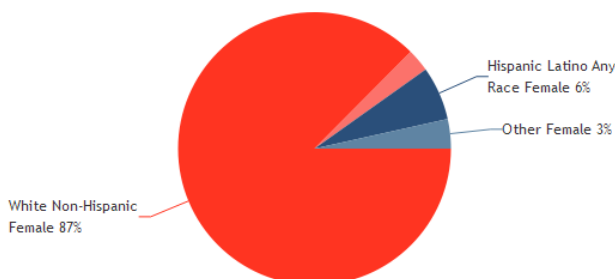
Male Warnings



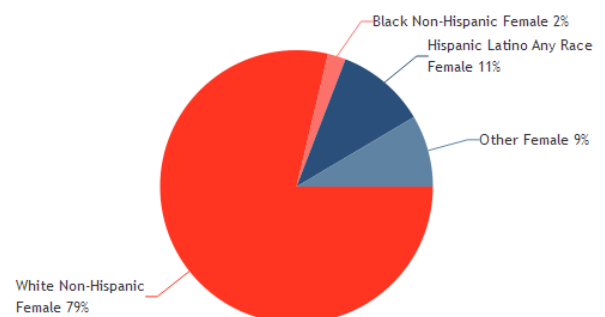
Male Citations



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: 1/1/2018-12/31/2018

Year 2 Data Collection Period: 1/1/2019-12/31/2019

Year 3 Data Collection Period: 1/1/2020-12/31/2020

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

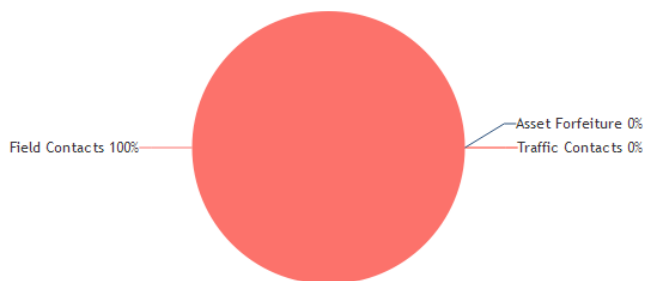
Reaccreditation Year 2 Notes:

The Hollis Police Department did not receive any complaints filed against members relative to biased-based policing.

Complaints

Complaints

Complaints



Legend

Traffic Contacts	
Field Contacts	
Asset Forfeiture	

Use Of Force - Reaccreditation Year 1

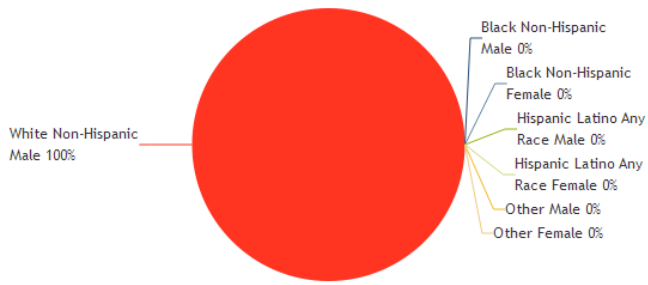
Data Collection Period: 1/1/2018 - 12/31/2018

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									4
Discharge	0	0	0	0	0	0	0	0	0
Display Only	4	0	0	0	0	0	0	0	4
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	0	0	0	0	0	0	0
Chemical/OC	0	0	0	0	0	0	0	0	0
Weaponless	2	3	0	0	0	0	0	0	5
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	6	3	0	0	0	0	0	0	9
Total Number of Incidents Resulting In Officer Injury or Death	0	0	0	0	0	0	0	0	0
Total Use of Force Arrests	5	2	0	0	0	0	0	0	7
Total Number of Suspects Receiving Non-Fatal Injuries	0	1	0	0	0	0	0	0	1
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests									
Total Use of Force Complaints	0	0	0	0	0	0	0	0	0

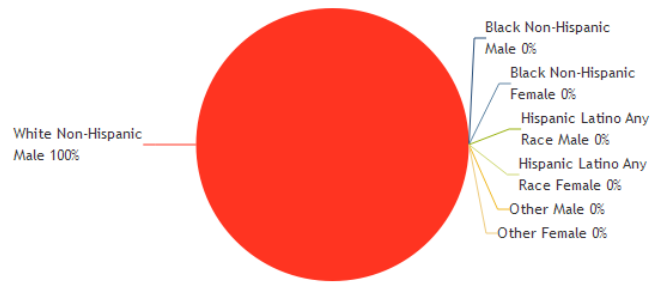
Reaccreditation Year 1 Notes:

The Hollis Police Department does not have K9's. Force was used on two separate occasions on one female subject (during her arrest and when she was removed from her cell)

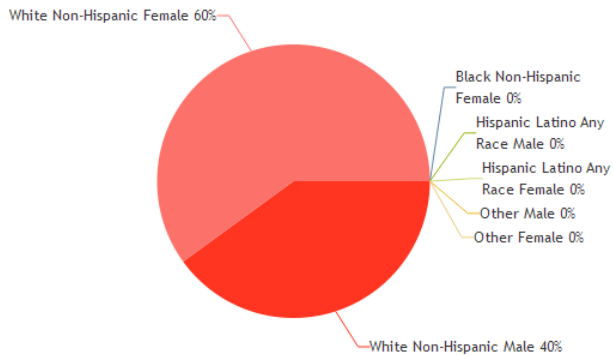
Total Firearm



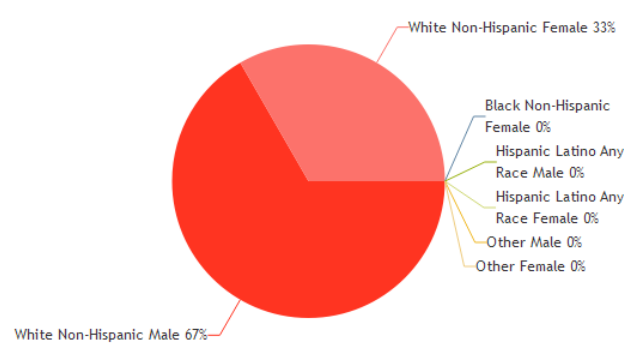
Firearm Display



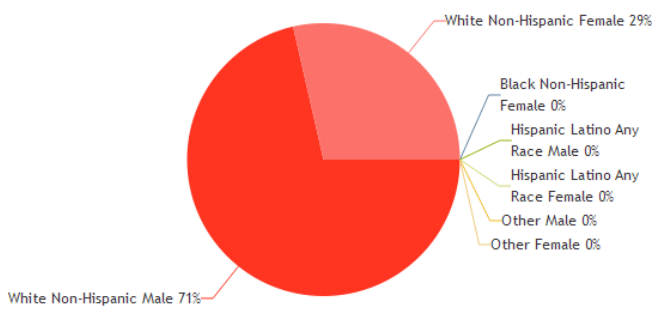
Weaponless



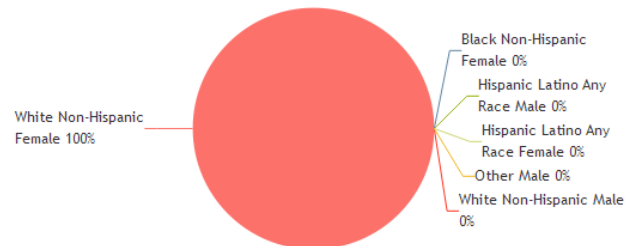
Total Uses of Force



Total Use of Force 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

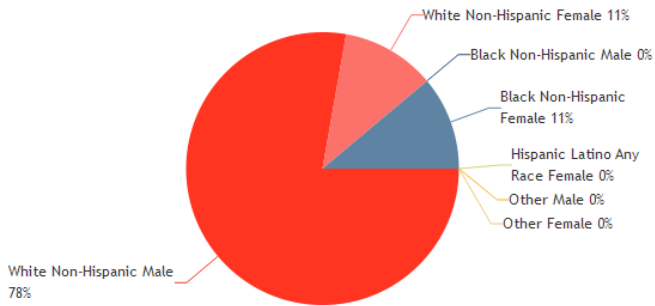
Data Collection Period: 1/1/2019 - 12/31/2019

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									9
Discharge	0	0	0	0	0	0	0	0	0
Display Only	7	1	0	1	0	0	0	0	9
ECW									3
Discharge Only	0	0	0	0	0	0	0	0	0
Display Only	2	1	0		0	0	0	0	3
Baton	0	0	0	0	0	0	0	0	0
Chemical/OC	0	0	0	0	0	0	0	0	0
Weaponless	7	0	0	0	0	0	0	0	7
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	16	2	0	1	0	0	0	0	19
Total Number of Incidents Resulting In Officer Injury or Death	0	0	0	0	0	0	0	0	0
Total Use of Force Arrests	5	1	0	0	0	0	0	0	6
Total Number of Suspects Receiving Non-Fatal Injuries	1	0	0	0	0	0	0	0	1
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	149	87	3	1	14	4	5	2	265
Total Use of Force Complaints	0	0	0	0	0	0	0	0	0

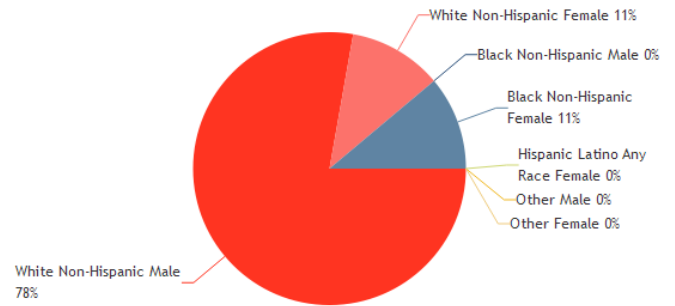
Reaccreditation Year 2 Notes:

The Hollis Police Department had 14 incidents involving Use of Force in 2019. Some of the incidents involved more than 1 person or more than one force alternative.

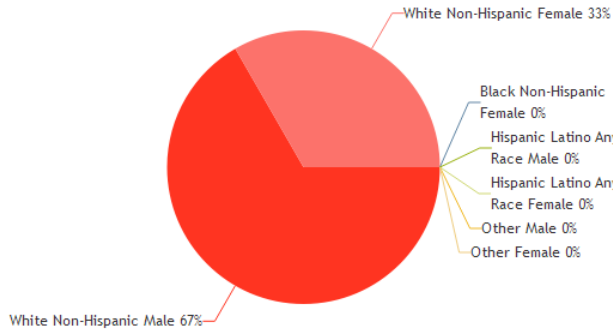
Total Firearm



Firearm Display



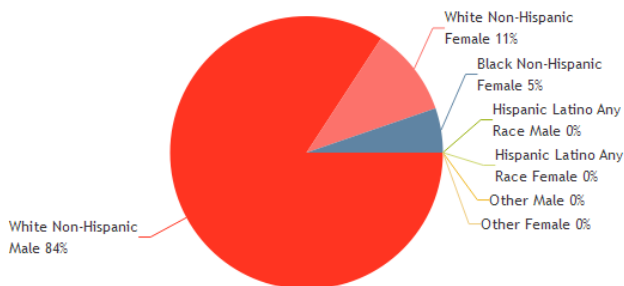
ECW Display



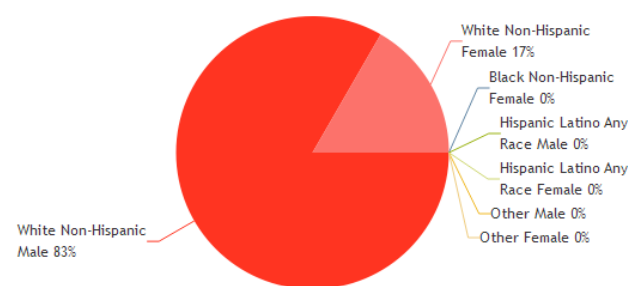
Weaponless



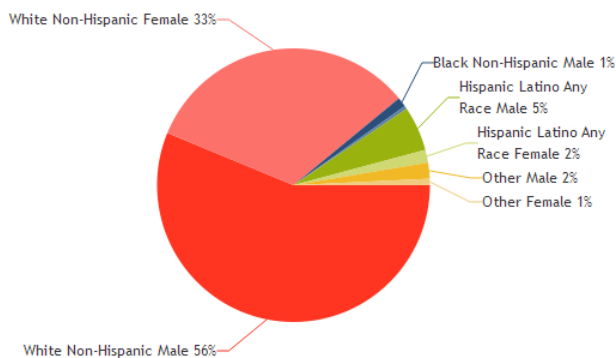
Total Uses of Force



Total Use of Force Arrests



Total Agency Custodial Arrests



Total Number of Suspects Receiving Non-Fatal Injuries



Legend

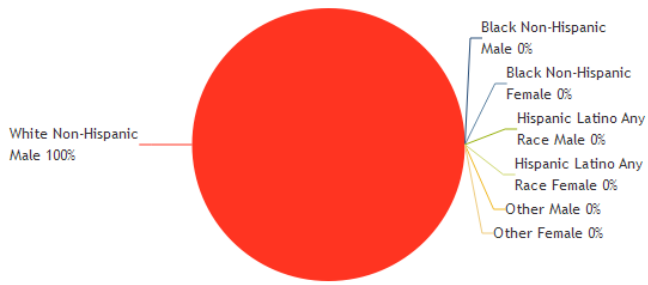
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Use Of Force - Reaccreditation Year 3

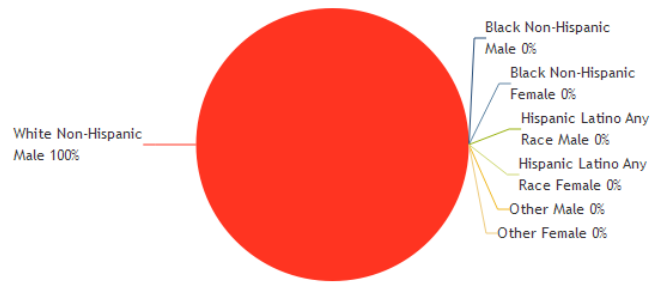
Data Collection Period: 1/1/2019 - 12/31/2019

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									4
Discharge	0	0	0	0	0	0	0	0	0
Display Only	4	0	0	0	0	0	0	0	4
ECW									1
Discharge Only	0	0	0	0	0	0	0	0	0
Display Only	0	0	0	0	1	0	0	0	1
Baton	0	0	0	0	0	0	0	0	0
Chemical/OC	0	0	0	0	0	0	0	0	0
Weaponless	1	3	0	0	0	0	0	0	4
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	5	3	0	0	1	0	0	0	9
Total Number of Incidents Resulting In Officer Injury or Death	0	0	0	0	0	0	0	0	0
Total Use of Force Arrests	5	3	0	0	1	0	0	0	9
Total Number of Suspects Receiving Non-Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	103	31	6	2	17	5	1	0	165
Total Use of Force Complaints	0	0	0	0	0	0	0	0	0

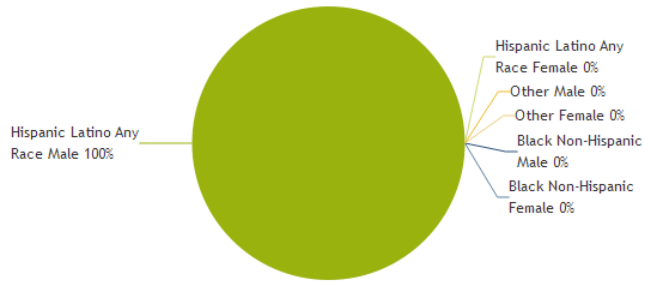
Total Firearm



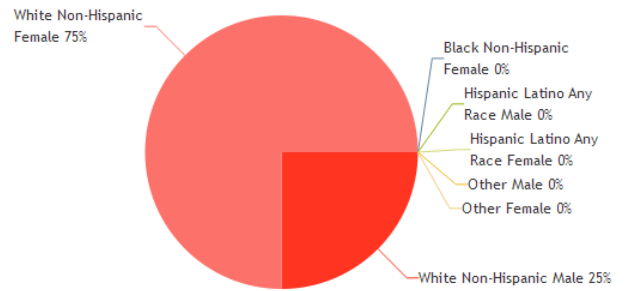
Firearm Display



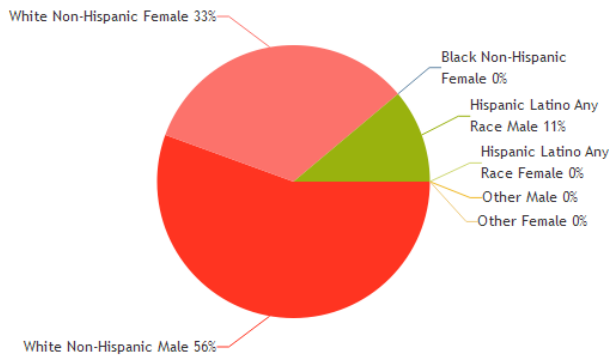
ECW Display



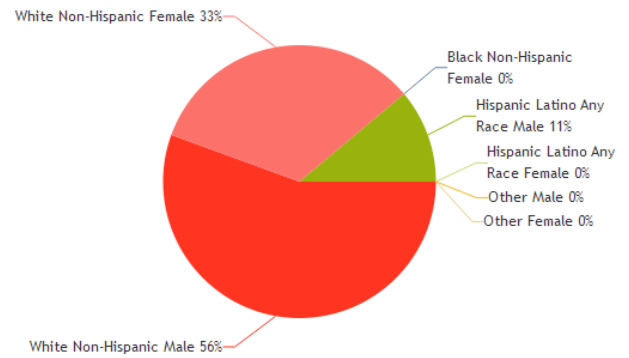
Weaponless



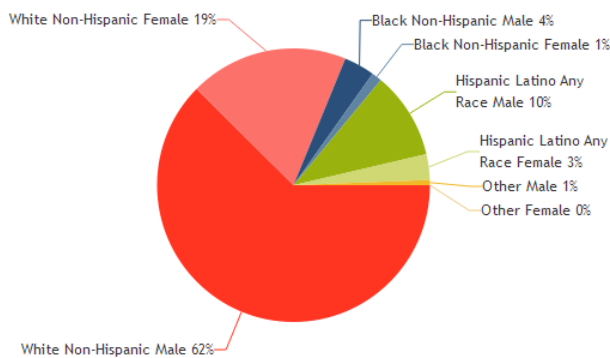
Total Uses of Force



Total Use of Force Arrests



Total Agency Custodial Arrests



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: 1/1/2018-12/31/2018

Year 2 Data Collection Period: 1/1/2019-12/31/2019

Year 3 Data Collection Period: 1/1/2020-12/31/2020

Grievances	Year 1	Year 2	Year 3
Number	0	0	0

Reaccreditation Year 1 Notes:

The Hollis Police Department did not receive any grievances in 2018.

Reaccreditation Year 2 Notes:

There were no grievances filed at the Hollis Police Department in 2019.

Reaccreditation Year 3 Notes:

We did not have any grievances filed between the period of January 1, 2020 and December 31, 2020.

Personnel Actions

Year 1 Data Collection Period: 1/1/2018-12/31/2018

Year 2 Data Collection Period: 1/1/2019-12/31/2019

Year 3 Data Collection Period: 1/1/2019-12/31/2019

	Year 1	Year 2	Year 3
Suspension	1	1	0
Demotion	0	0	0
Resign In Lieu of Termination	2	2	0
Termination	0	0	0
Other	0		0
Total	3	3	0
Commendations	30	65	70

Reaccreditation Year 1 Notes:

Commendations can be anything from positive recognition from a supervisor or member of the public to actually receiving an award for outstanding police service.

Reaccreditation Year 2 Notes:

One officer was suspended with pay during an ongoing administrative investigation - The same officer resigned in lieu of termination as a result of the investigation. Suspension without pay was not used as a means to discipline in 2019.

One officer was unable to complete the New Hampshire Police Academy academic requirements and resigned in lieu of termination of her probationary employment.

Commendations include: Documented awards, letters of recognition, letters of appreciation and letters of commendation from the both the public and from police supervisors.

Reaccreditation Year 3 Notes:

Included in the statistic for commendations are recognitions for Employee of the Quarter and Employee of the Year, as well as an award for Lifesaving, the Chief's Recognition Award, Letters of, Commendation, Recognition and Appreciation for various department employees, and public and supervisory level recognitions. This information is maintained and collected from the Guardian Tracking database.

Complaints and Internal Affairs - Reaccreditation Year 3

Data Collection Period: -

	Year 1	Year 2	Year 3
External/Citizen Complaint			
Citizen Complaint	4	2	4
Sustained	1	1	4
Not Sustained	2		0
Unfounded	3	1	7
Exonerated	2		5
Internal/Directed Complaint			
Directed Complaint	3	2	0
Sustained	3	1	0
Not Sustained	0		0
Unfounded	0	1	0
Exonerated	1		0

Reaccreditation Year 3 Notes:

Please note that a citizen complaint/internal affairs investigation may result in multiple adjudicatory findings.

Calls For Service - Reaccreditation Year 3

Data Collection Period: -

	Year 1	Year 2	Year 3
Calls for Service	25180	22855	23533
UCR/NIBRS Part 1 Crimes			
Murder	0	1	0
Forcible Rape	0	1	0
Robbery	0	0	0
Aggravated Assault	2	1	2
Burglary	2	7	2
Larceny-Theft	45	33	46
Motor Vehicle Theft	0	0	0
Arson	1	1	0

Motor Vehicle Pursuit

Year 1 Data Collection Period: 1/1/2018-12/31/2018

Year 2 Data Collection Period: 1/1/2019-12/31/2019

Year 3 Data Collection Period: 1/1/2019-12/31/2019

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

Reaccreditation Year 1

Our only pursuit was found non-compliant due to a minor procedural error of failure to activate Body Worn Cameras, which did not affect the outcome of the pursuit.

Reaccreditation Year 2

Our one pursuit was initiated by a neighboring agency. We joined with the pursuit when it entered our jurisdiction. The pursuit violated our policy due to our restriction on pursuing vehicles based on traffic violations and excessive speed.

Reaccreditation Year 3

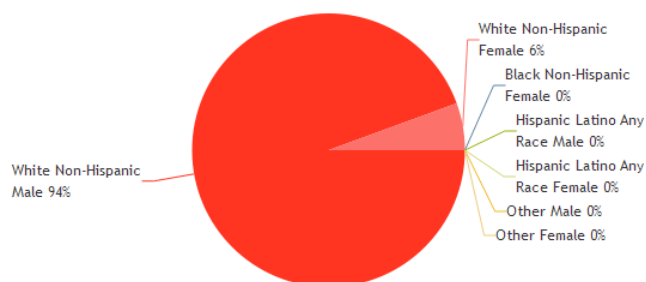
The Hollis Police Department did not record any vehicle pursuits during the time period noted above.

Agency Breakdown Report - Reaccreditation Year 1

Data Collection Period: 1/1/2018 - 12/31/2018

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	1	0	0	0	0	0	0	0	1
Command	2	0	0	0	0	0	0	0	2
Supervisory Positions	2	0	0	0	0	0	0	0	2
Non-Supervisory Positions	12	1	0	0	0	0	0	0	13
Sub Total									18
Non Sworn Personnel									
Executive	0	0	0	0	0	0	0	0	0
Managerial	0	0	0	0	0	0	0	0	0
Supervisory Positions	0	0	0	0	0	0	0	0	0
Non-Supervisory Positions	1	3	0	0	0	0	0	0	4
Sub Total									4
Total									22

Total Sworn Personnel



Sworn Personnel: Executive



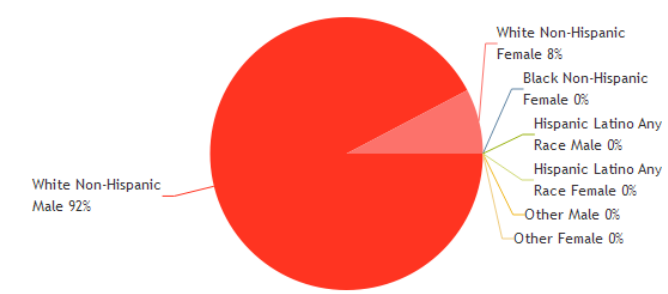
Sworn Personnel: Command



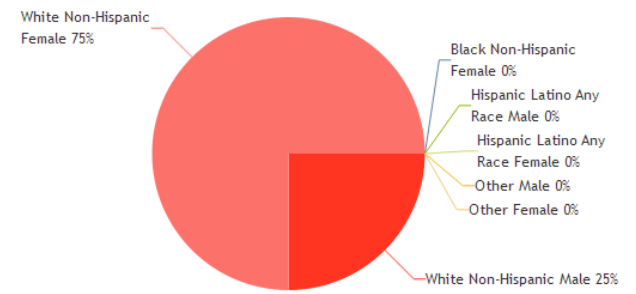
Sworn Personnel: Supervisory Positions



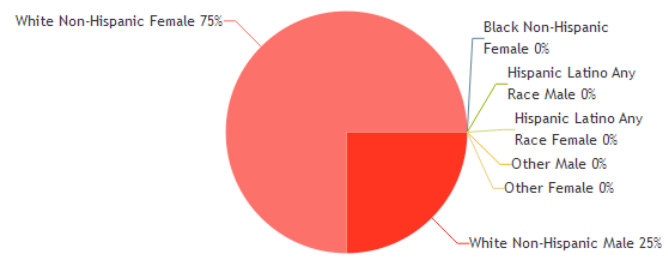
Sworn Personnel: Non-Supervisory Positions



Total Non-Sworn Personnel



Non-Sworn Personnel: Non-Supervisory Positions



Legend

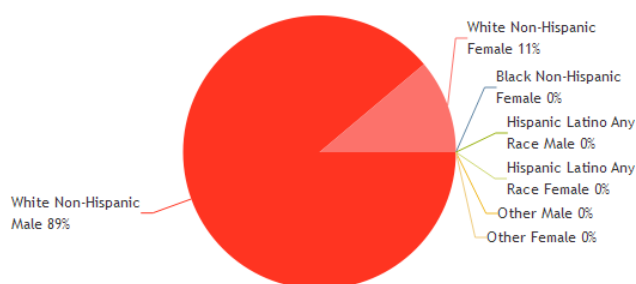
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Agency Breakdown Report - Reaccreditation Year 2

Data Collection Period: 1/1/2019 - 12/31/2019

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	1	0	0	0	0	0	0	0	1
Command	2	0	0	0	0	0	0	0	2
Supervisory Positions	2	0	0	0	0	0	0	0	2
Non-Supervisory Positions	11	2	0	0	0	0	0	0	13
Sub Total									18
Non Sworn Personnel									
Executive	0	0	0	0	0	0	0	0	0
Managerial	0	0	0	0	0	0	0	0	0
Supervisory Positions	0	0	0	0	0	0	0	0	0
Non-Supervisory Positions	1	3	0	0	0	0	0	0	4
Sub Total									4
Total									22

Total Sworn Personnel



Sworn Personnel: Executive



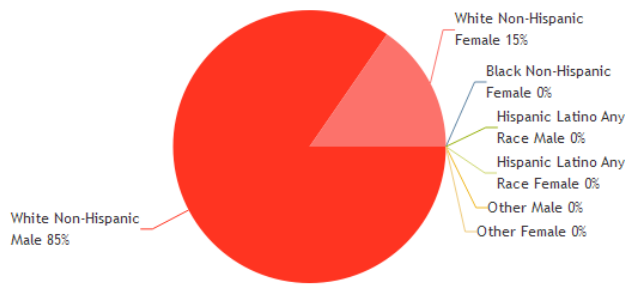
Sworn Personnel: Command



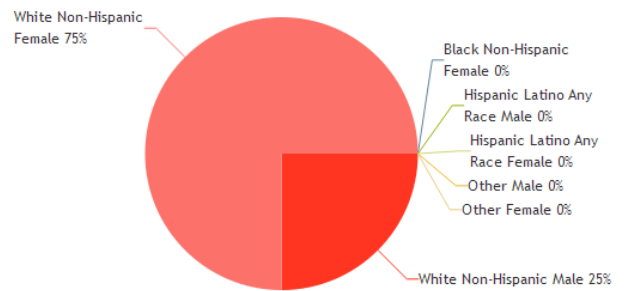
Sworn Personnel: Supervisory Positions



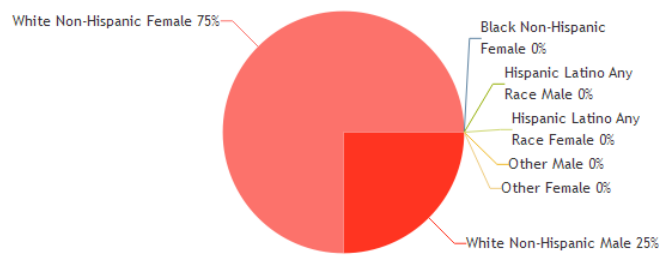
Sworn Personnel: Non-Supervisory Positions



Total Non-Sworn Personnel



Non-Sworn Personnel: Non-Supervisory Positions



Legend

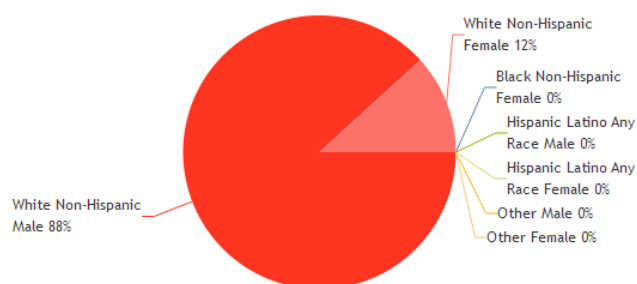
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Agency Breakdown Report - Reaccreditation Year 3

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

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	1	0	0	0	0	0	0	0	1
Command	2	0	0	0	0	0	0	0	2
Supervisory Positions	2	0	0	0	0	0	0	0	2
Non-Supervisory Positions	10	2	0	0	0	0	0	0	12
Sub Total									17
Non Sworn Personnel									
Executive	0	0	0	0	0	0	0	0	0
Managerial	0	0	0	0	0	0	0	0	0
Supervisory Positions	0	0	0	0	0	0	0	0	0
Non-Supervisory Positions	1	2	0	0	0	0	0	0	3
Sub Total									3
Total									20

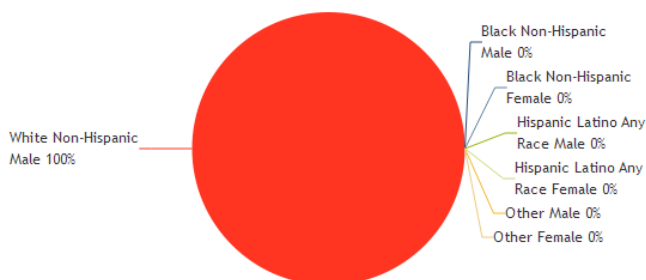
Total Sworn Personnel



Sworn Personnel: Executive



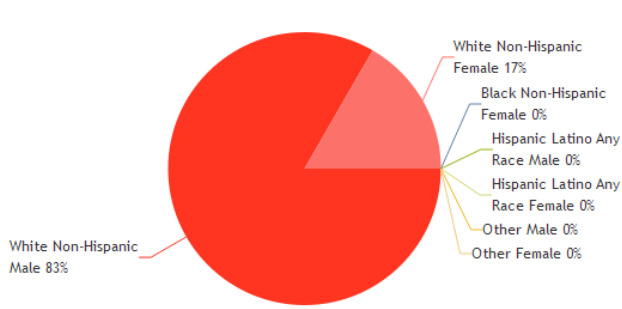
Sworn Personnel: Command



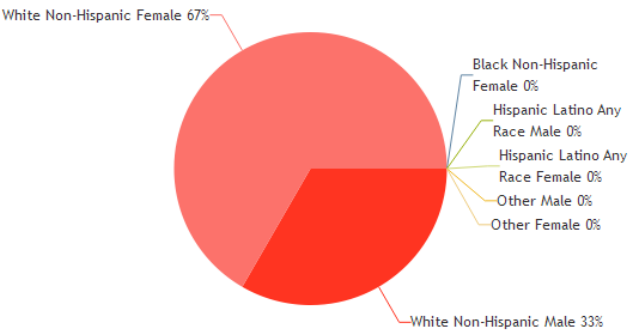
Sworn Personnel: Supervisory Positions



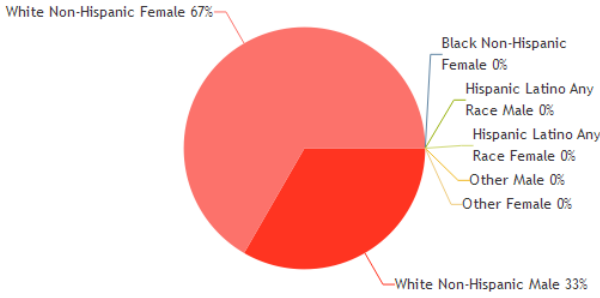
Sworn Personnel: Non-Supervisory Positions



Total Non-Sworn Personnel



Non-Sworn Personnel: 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

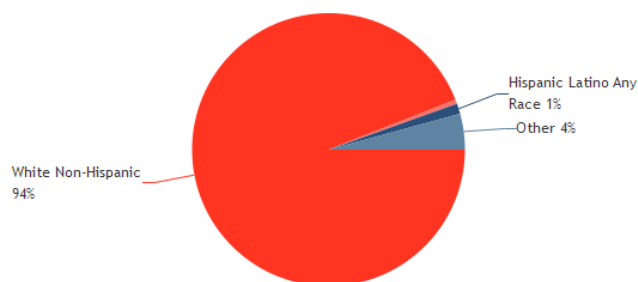
Data Collection Period: 1/1/2018 - 12/31/2018

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	7319	94%	3908	94 %	16	100%	2	12%	15	100%	1	7%
Black Non-Hispanic	40	1%	20	0 %	0	0%	0	0%	0	0%	0	0%
Hispanic Latino Any Race	95	1%	49	1 %	0	0%	0	0%	0	0%	0	0%
Other	329	4%	176	4 %	0	0%	0	0%	0	0%	0	0%
Total	7783		4153		16		2		15		1	

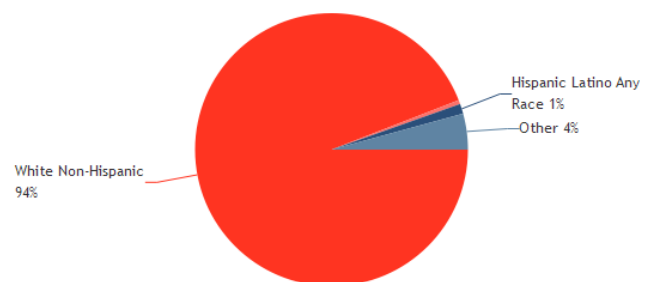
Reaccreditation Year 1 Notes:

The Hollis Police Department currently has 2 Full Time Officer Vacancies.

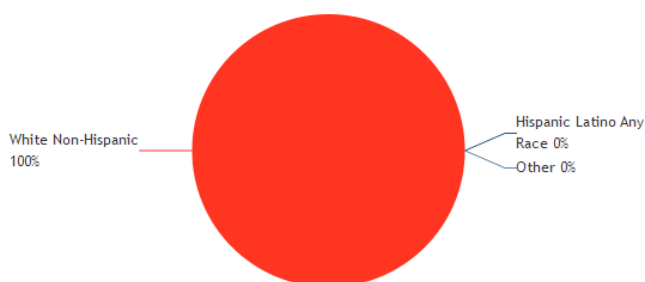
Service Population



Available Workforce



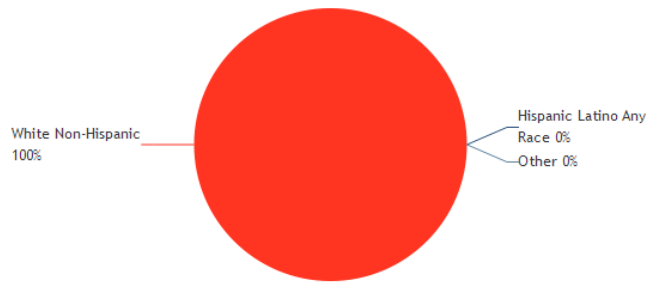
Current Sworn Officers



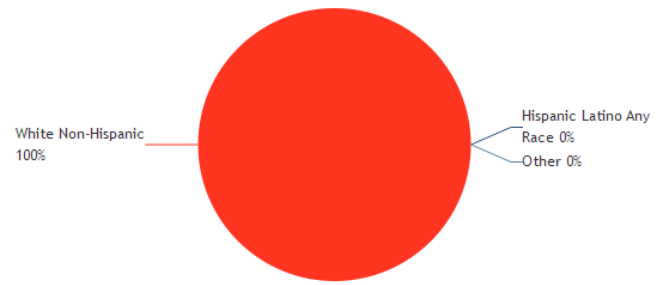
Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers

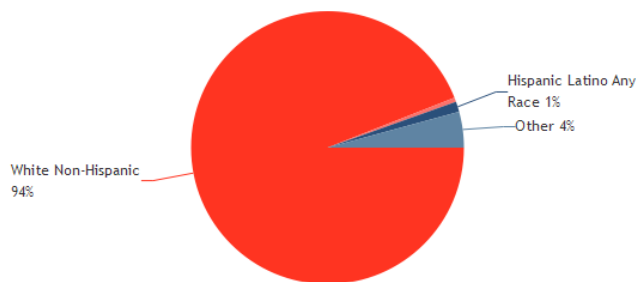


Agency Demographics Report - Reaccreditation Year 2

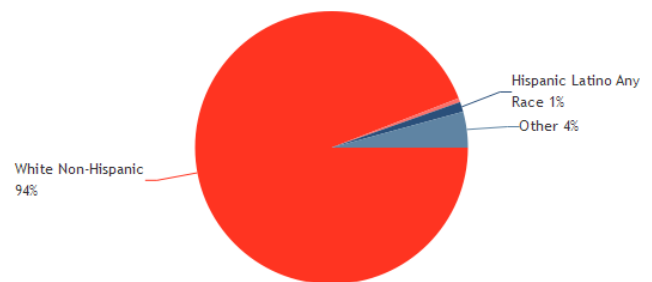
Data Collection Period: 1/1/2019 - 12/31/2019

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	7319	94%	3908	94 %	14	100%	1	7%	16	100%	2	12%
Black Non-Hispanic	40	1%	20	0 %	0	0%	0	0%	0	0%	0	0%
Hispanic Latino Any Race	95	1%	49	1 %	0	0%	0	0%	0	0%	0	0%
Other	329	4%	176	4 %	0	0%	0	0%	0	0%	0	0%
Total	7783		4153		14		1		16		2	

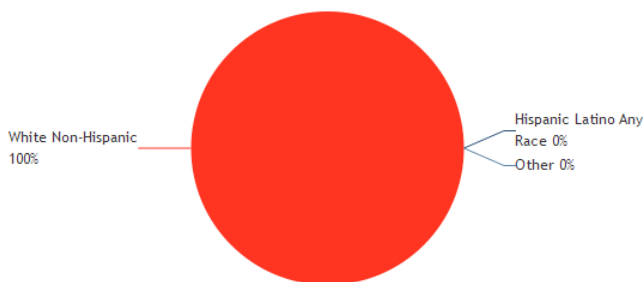
Service Population



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: 1/1/2020 - 12/31/2020

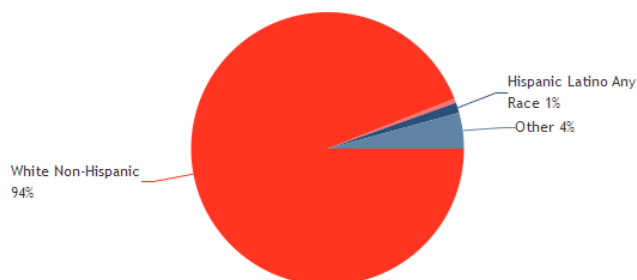
	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	7319	94%	3908	94 %	17	100%	2	12%	14	100%	1	7%
Black Non-Hispanic	40	1%	20	0 %	0	0%	0	0%	0	0%	0	0%
Hispanic Latino Any Race	95	1%	49	1 %	0	0%	0	0%	0	0%	0	0%
Other	329	4%	176	4 %	0	0%	0	0%	0	0%	0	0%
Total	7783		4153		17		2		14		1	

Reaccreditation Year 3 Notes:

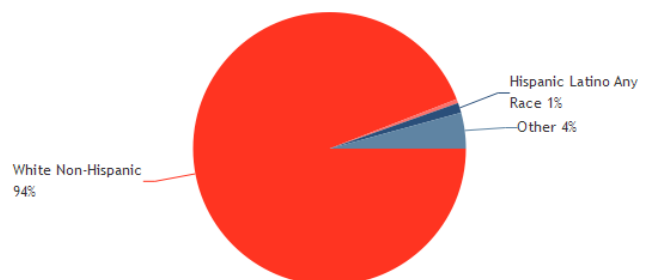
Please note that the data utilized for the service population and available workforce is the same data utilized from the last reporting period. No updated information on more recent workforce data was available at the time of the completion of this report, including on web resources recommended by CALEA.

As such, we did not want to provide information not supported by more extensive data, which is the reason why we utilized the most current accurate statistics. We do suspect these numbers to be lower than in 2019 given the effects of the COVID-19 pandemic.

Service Population



Available Workforce



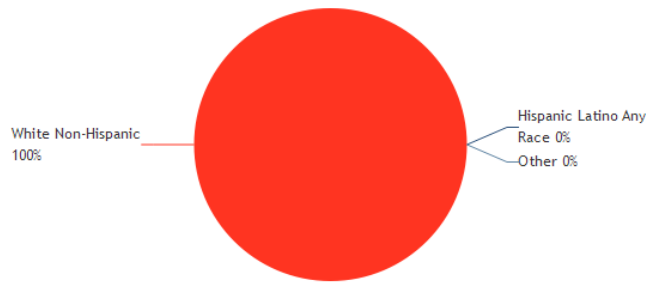
Current Sworn Officers



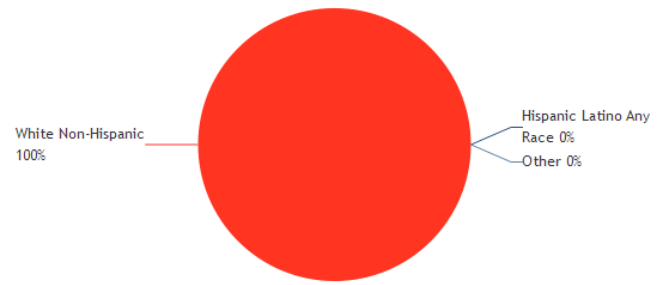
Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers



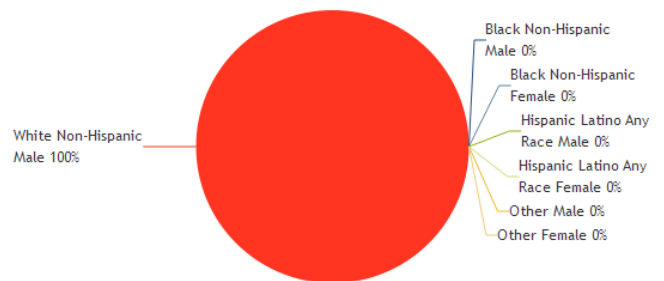
Sworn Officer Selection - Reaccreditation Year 1

Data Collection Period: 1/1/2018 - 12/31/2018

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

Applications Received

Applicants Hired



Percent Hired

Percent of Workforce Population



Legend

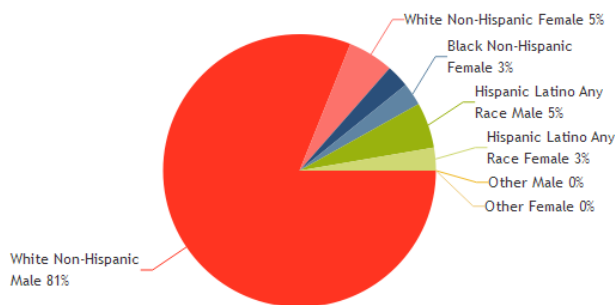
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Selection - Reaccreditation Year 2

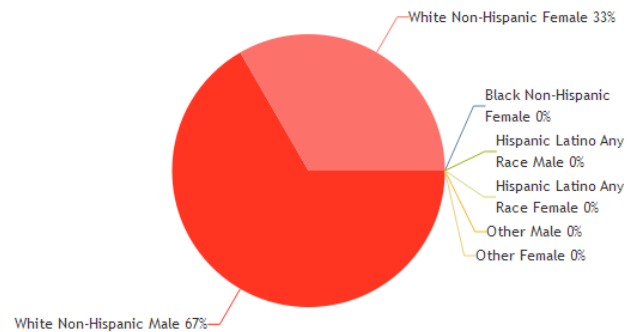
Data Collection Period: 1/1/2019 - 12/31/2019

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	30	2	1	1	2	1	0	0	37
Applicants Hired	2	1	0	0	0	0	0	0	3
Percent Hired	7%	50%	0%	0%	0%	0%	%	%	N/A
Percent of Workforce Population	21%		0%		0%		0%		N/A

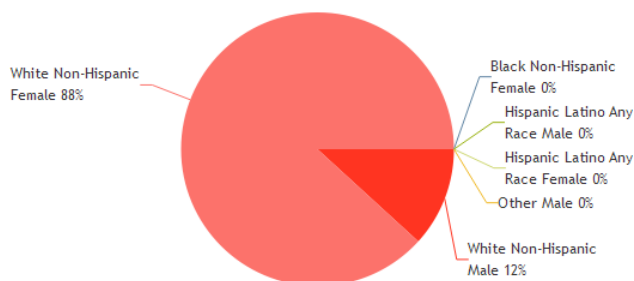
Applications Received



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

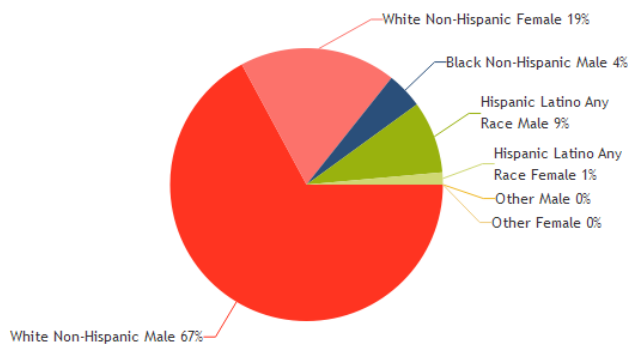
Data Collection Period: 1/1/2020 - 12/31/2020

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	47	13	3	0	6	1	0	0	70
Applicants Hired	1	1	0	0	0	0	0	0	2
Percent Hired	2%	8%	0%	0%	0%	0%	0%	0%	N/A
Percent of Workforce Population	12%		0%		0%		0%		N/A

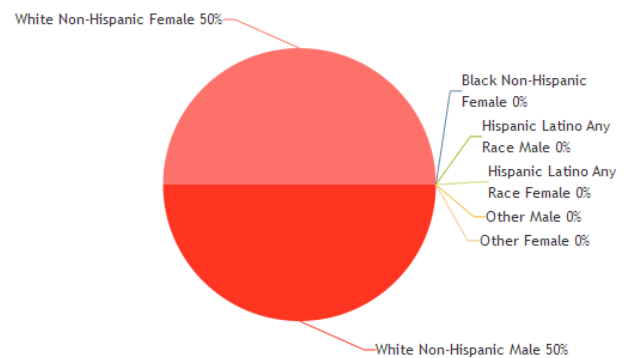
Reaccreditation Year 3 Notes:

We have identified a third candidate from 2020 testing we would like to hire pending any new vacancies. This candidate has a conditional offer of employment and is proceeding through the hiring process at this time.

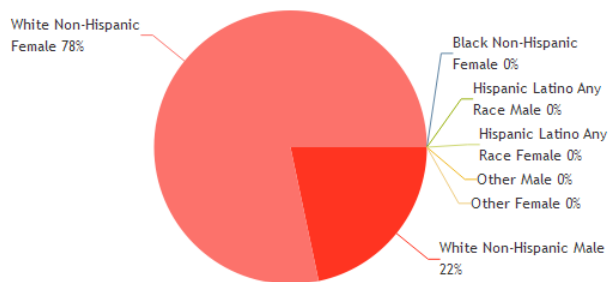
Applications Received



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

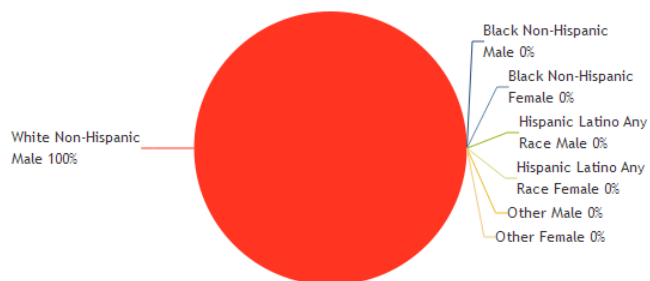
Data Collection Period: 1/1/2018 - 12/31/2018

	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	1	0	0	0	0	0	0	0	1
Promoted	1	0	0	0	0	0	0	0	1
Percent Promoted	50 %	%	%	%	%	%	%	%	N/A

Reaccreditation Year 1 Notes:

Hollis PD had one opening for a sergeant in 2018.

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: 1/1/2019 - 12/31/2019

	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	1	0	0	0	0	0	0	0	1
Percent Promoted	%	%	%	%	%	%	%	%	N/A

Reaccreditation Year 2 Notes:

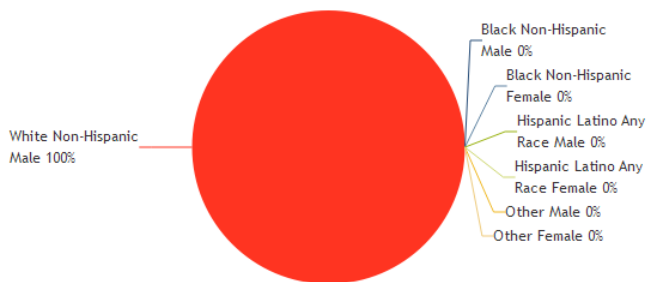
In April 2019, Lt. Brendan LaFlamme was promoted to Captain. His assignment and responsibilities did not change at this time, and his promotion did not create additional promotional opportunities within the Department. This promotion was more of a job reclassification and done to strengthen the command structure of the Department, to elevate the pay scale commensurate with duties and responsibilities, and to strategically plan for the future.

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: 1/1/2020 - 12/31/2020

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	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 3 Notes:

There were no officer promotions for this reporting period.

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	

