

# LAW ENFORCEMENT ACCREDITATION

## Hollis (NH) Police Department

### Agency

Hollis (NH) Police Department  
9 Silver Lake Road  
Nashua, 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)**

## **TABLE OF CONTENTS**

---

**Executive Summary**

**Chief Executive Officer Profile**

**Community Profile**

**Agency History**

**Agency Structure and Function**

**Agency Successes**

**Future Issues for Agency**

**First Annual Compliance Service Review**

**Second Annual Compliance Service Review**

**Third Annual Compliance Service Review**

**Site-Based Assessment Review**

**Community Feedback and Review**

**Standards Related Data Tables**

---

## 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 Version 6.8. 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.

### *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 is married to his wife Jaime, a Public Health professional, and they have a seven 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 which regularly is ranked one of the best 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 Board of Selectmen who are elected to two-year terms. Police Chief Joseph Hoebeke reports directly to the Board of Selectmen.

---

## 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 fifteen full-time police officers and several civilian employees. Our rank structure consists of a Chief, Captain, Lieutenant, two Sergeants, one Detective and nine Patrol Officers. Included in our ranks are; defensive tactics and firearms instructors; a D.A.R.E. Officer; a School Resource Officer; 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.

---

## 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 Board of Selectmen, 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 employee. 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 fifteen full-time police officers, three part time police officers, and three civilian employees. Our rank structure consists of a Chief, Captain, Lieutenant, two Sergeants, one Detective, one School Resource Officer, and nine Patrol Officers, with two vacant full time police officer positions.

## AGENCY SUCCESSES

The Hollis Police Department has achieved a number of organizational and strategic goals during the current assessment period. Most notable, and something in which we are most proud of, is our ongoing commitment to the accreditation process. This includes a number of policy revisions to conform with changes to standards, as well as the betterment of processes to ensure best practices.

During this assessment period, we also completed an organizational restructuring of sorts, in that we elevated the full-time Lieutenant position, which is responsible for overseeing the Operations Bureau, to the position of Captain. This is a restructuring that has been considered for many years, and we feel as though it will provide a more functional organizational structure for the agency's future. Moreover, the Operations Bureau Commander serves as the Executive Officer of the Hollis Police Department and as such, the rank of Captain is a more appropriate and fitting position within the agency. As an aside, Captain LaFlamme will be attending the 277th session of the FBI National Academy, which demonstrates our agency's commitment to professional and personal development.

Recently, we completed a major scanning project, whereby all of our archived records related to incident reports, arrest reports, accident reports, warrants, and other forms of departmental reports and correspondence were populated in digital format. This practice is allowable under New Hampshire Statute and the scanning was completed by a company that is CJIS compliant. Moving forward, we will continue with the practice of scanning all departmental records in order to follow best practices and to ensure that we are safely and efficiently storing these documents. The scanning and removal of old archived files has allowed us to maximize the space within our police facility; this allowed us to move offices for better use and create space to be used as a conference room for meetings and other departmental functions.

Additionally, we have continued in our efforts to recruit and select a diverse workforce for any vacancies that exist within our ranks. Since our last assessment, we have hired a total of three police officers, and two civilian staff members. We have also increased the total number of hours for our part-time Records Clerk position, and will work to delegate tasks to our new clerk that align more with this specific job title. An example of this would be the completion of NIBRS reporting to the State of New Hampshire, which is typically completed by the Operations Bureau Commander.

Another notable success we have made, which aligns with Pillar Six of the President's Task Force on Policing in the 21st Century, relates to officer wellness and safety. This has been a major focus for me and my command staff, and we have instituted a number of initiatives to focus on bettering the wellness and safety of our officers. Since our last assessment, we have held a number of department-wide training programs related to resiliency. We implemented a Department Chaplain Program, and our chaplain has become a valued member of our agency. We have also conducted Critical Incident Stress Management Debriefings following critical incidents and currently, I am in the process of working with a fellow Chief of Police from Franklin, New Hampshire to include our agency as a member of the regional peer support group. Lastly, we as a command staff have allowed officers to wear load bearing vests, and although there is a strict restriction related to uniformity, the officers remain extremely appreciative of our decision to allow the use of this equipment in an effort to prevent future injury or discomfort.

As we move past this annual compliance check for accreditation, we will continue to work on our efforts at improving the functionality of our agency. Included in these efforts is the improvement in the area of technology. In 2018, we completed a major overhaul of the Department's web page, which allowed for easier navigation by page visitors, and easier use by page administrators. In 2019, I am hopeful that we will be able to fund the purchase of an AFIS machine for digital fingerprint capabilities. I have worked with members of the School Administrative Unit to see if they would be willing to cover the annual maintenance and software licensing fees in order to reduce agency costs. In 2018, we also purchased new department issued sidearms, transitioning from the Glock .40 weapon system to the Sig Sauer P320,



9mm weapon. This weapon is equally as effective in terms of ballistics as the Glock .40 weapon system, and practice ammunition is cheaper. We are considering purchasing all new upper receivers for our 16 department owned patrol rifles, which will allow us to fully transition away from the use of the National LESO Program rifles, which constitute the full compliment of our rifle inventory.

The most notable part of every project listed above is that they have been funded through remaining operating budget funds. None of these expenses have been listed in the Capital Improvement Plan, nor have they been added to current or future fiscal year budgets. As a result, we have demonstrated our commitment to maintain a high level of fiscal responsibility with the purpose of reducing the tax burden for our residents.

Although there are a number of initiatives and successes listed above, I will reiterate that we are most proud of being a nationally accredited law enforcement agency. Our members are proud of this distinction, and we remain committed to improving upon our organizational culture; one which is based on professionalism, service, integrity, and compassion.

---

## FUTURE ISSUES FOR AGENCY

---

Most notable of our current and future issues as it relates to service delivery is staffing. As I often tell people, we are currently experiencing a 'perfect storm' of sorts as it relates to a lack of candidates within the law enforcement profession. This is not unique to our Town and the State of New Hampshire; instead, this is something that has and will continue to impact our agency and agencies across the country for some time. Since New Hampshire is more than 95% white and single race, we have experienced difficulties in recruiting a diverse pool of candidates. As such, a revision of our Recruitment Plan establishes a number of initiatives to seek a more diverse pool of applicants. This includes outreach to faith-based communities and civic organizations, like the NAACP.

Since we are a small agency, any vacancy within our ranks results in a 'trickle-down' burden on a number of operational areas. Overtime costs increase and there is always the chance that delivery of services might suffer, although we have not experienced this issue. Most notable is the increased burdens that are placed on our staff as we work to meet minimum staffing requirements. I remain mindful of, and committed to maintain equilibrium as it relates to the number of hours officers work. In doing so, we have been creative in our efforts at staffing shifts, which includes the use of administrators, our Detective, and our School Resource Officer (during the summer months) to staff patrol openings. This has alleviated the burden on our officers while lessening the impact on our budget and in simple terms, has demonstrated that we are all committed to and willing to share the burden of staffing patrol functions until such a time when we can attain full staffing.

## YEAR 1 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Jay Murphy

On 7/13/2019, the Year 1 Remote Web-based Assessment of Hollis (NH) Police Department was conducted. The review was conducted remotely and included 48 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.1.2 Code of Ethics* (LE1) (MMMM)	Compliance Verified
1.2.9 Biased Policing* (LE1) (MMMM)	Compliance Verified
4 Use of Force	
4.2.1 Reporting Uses of Force* (LE1) (MMMM)	Compliance Verified
4.2.2 Written Use of Force Reports and Administrative Review* (LE1) (MMMM)	Compliance Verified
4.2.4 Analyze Reports* (LE1) (MMMM)	Compliance Verified
4.3.3 Annual/Biennial Proficiency Training* (LE1) (MMMM)	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	
17.4.2 Cash Fund/Accounts Maintenance* (LE1)	Compliance Verified
21 Classification and Delineation of Duties and Responsibilities	
21.2.2 Job Description Maintenance and Availability* (LE1) (M M M M)	Compliance Verified
22 Personnel Management System	
22.1.8 Employee Identification (LE1)	Compliance Verified
26 Disciplinary Procedures and Internal Investigations	
26.1.1 Code of Conduct (LE1)	Compliance Verified
26.1.4 Disciplinary System (LE1)	Compliance Verified
26.2.1 Complaint Investigation (LE1)	Compliance Verified
26.2.2 Records, Maintenance and Security (LE1)	Compliance Verified
33 Training and Career Development	
33.5.1 Annual In-Service Training Program* (LE1) (M M M M)	Compliance Verified
35 Performance Evaluation	
35.1.2 Annual Evaluation* (LE1)	Compliance Verified
35.1.9 Personnel Early Intervention System* (LE1)	Compliance Verified

<b>Standards</b>	<b>Findings</b>
40 Crime Analysis and Intelligence	
40.2.3 Criminal Intelligence Procedures* (LE1)	<b>Compliance Verified</b>
41 Patrol	
41.2.2 Pursuit of Motor Vehicles* (LE1)	<b>Compliance Verified</b>
41.2.3 Roadblocks and Forcible Stopping* (LE1)	<b>Compliance Verified</b>
41.2.4 Notification Procedures (LE1)	<b>Compliance Verified</b>
41.2.7 Mental Health Issues* (LE1)	<b>Compliance Verified</b>
42 Criminal Investigation	
42.1.3 Case File Management (LE1)	<b>Compliance Verified</b>
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.3 Command Function* (LE1)	<b>Compliance Verified</b>
46.1.9 All Hazard Plan Training* (LE1)	<b>Compliance Verified</b>
46.1.10 Active Threats* (LE1)	<b>Compliance Verified</b>
46.3.2 Hazmat Awareness (LE1)	<b>Compliance Verified</b>
54 Public Information	
54.1.3 Media Access (LE1)	<b>Compliance Verified</b>
61 Traffic	
61.1.2 Uniform Enforcement Procedures (LE1)	<b>Compliance Verified</b>
61.1.4 Informing The Violator (LE1)	<b>Compliance Verified</b>
61.1.10 DUI Procedures (LE1)	<b>Compliance Verified</b>
70 Detainee Transportation	
70.1.1 Pre-Transport Prisoner Searches (LE1)	<b>Compliance Verified</b>
70.1.2 Searching Transport Vehicles (LE1)	<b>Compliance Verified</b>
71 Processing and Temporary Detention	
71.2.1 Training of Personnel* (LE1)	<b>Compliance Verified</b>
71.4.3 Inspections* (LE1)	<b>Compliance Verified</b>
72 Holding Facility	
72.1.1 Training User Personnel* (LE1)	<b>Not Applicable by Function</b>
72.4.1 Securing Weapons (LE1)	<b>Not Applicable by Function</b>
72.5.3 Sight and Sound Separation (LE1)	<b>Not Applicable by Function</b>
73 Court Security	
73.1.1 Role, Authority, Policies* (LE1)	<b>Not Applicable by Function</b>

Standards	Findings
73.3.1 Weapon Lockboxes (LE1)	<b>Not Applicable by Function</b>
73.4.2 External Communications (LE1)	<b>Not Applicable by Function</b>
73.5.12 Securing Weapons (LE1)	<b>Not Applicable by Function</b>
73.5.18 Designated Control Point (LE1)	<b>Not Applicable by Function</b>
81 Communications	
81.2.11 Misdirected Emergency Calls (LE1)	<b>Compliance Verified</b>
81.3.2 Alternate Power Source* (LE1)	<b>Compliance Verified</b>
82 Central Records	
82.1.6 Computer File Backup and Storage* (LE1)	<b>Compliance Verified</b>
83 Collection and Preservation of Evidence	
83.3.2 Evidence, Laboratory Submission (LE1)	<b>Compliance Verified</b>
84 Property and Evidence Control	
84.1.6 Inspections and Reports* (LE1)	<b>Compliance Verified</b>

**Response from Agency Regarding Findings:**

We have no additional comments to add to this compliance report. We are appreciative a Mr. Murphy's time and thoroughness in reviewing our accreditation files.

V/R,

Joseph R. Hoebeke  
Chief of Police

## YEAR 2 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Nora Ackerley

On 7/13/2020, the Year 2 Remote Web-based Assessment of Hollis (NH) Police Department was conducted. The review was conducted remotely and included 48 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.2.3 Compliance with Constitutional Requirements (LE1) (MMMM)	Compliance Verified
1.2.9 Biased Policing* (LE1) (MMMM)	Compliance Verified
4 Use of Force	
4.1.1 Use of Reasonable Force (LE1) (MMMM)	Compliance Verified
4.1.5 Rendering Medical Aid Following Police Actions (LE1) (MMMM)	Compliance Verified
4.2.4 Analyze Reports* (LE1) (MMMM)	Compliance Verified
4.3.1 Authorization: Weapons and Ammunition (LE1) (MMMM)	Compliance Verified
4.3.4 Prerequisite to Carrying Lethal/Less Lethal Weapons (LE1) (MMMM)	Compliance Verified
11 Organization and Administration	
11.1.1 Description of Organization (LE1) (MMMM)	Compliance Verified
12 Direction	
12.1.2 Command Protocol (LE1)	Compliance Verified
12.1.3 Obey Lawful Orders (LE1)	Compliance Verified
22 Personnel Management System	
22.2.2 General Health and Physical Fitness (LE1)	Compliance Verified
22.2.5 Extra-Duty Employment (LE1)	Compliance Verified
26 Disciplinary Procedures and Internal Investigations	
26.2.4 Complaint/Commendation Registering Procedures (LE1)	Compliance Verified
26.3.2 CEO, Notification (LE1)	Compliance Verified
26.3.3 Investigation Time Limits (LE1)	Compliance Verified
31 Recruitment and Selection	
31.2.1 Recruitment Plan (LE1)	Compliance Verified
31.5.7 Emotional Stability/Psychological Fitness Examinations (LE1)	Compliance Verified
33 Training and Career Development	
33.1.6 Employee Training Record Maintenance (LE1)	Compliance Verified

<b>Standards</b>	<b>Findings</b>
33.4.3 Field Training Program (LE1) (M M M M)	<b>Compliance Verified</b>
41 Patrol	
41.2.1 Responding Procedures (LE1)	<b>Compliance Verified</b>
41.2.2 Pursuit of Motor Vehicles* (LE1)	<b>Compliance Verified</b>
42 Criminal Investigation	
42.2.1 Preliminary Investigations Steps (LE1)	<b>Compliance Verified</b>
44 Juvenile Operations	
44.1.1 Juvenile Operations Policy (LE1)	<b>Compliance Verified</b>
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.9 All Hazard Plan Training* (LE1)	<b>Compliance Verified</b>
46.2.7 Special Events Plan (LE1)	<b>Compliance Verified</b>
61 Traffic	
61.1.3 Violator Procedures (LE1)	<b>Compliance Verified</b>
61.4.1 Motorist Assistance (LE1)	<b>Compliance Verified</b>
61.4.2 Hazardous Roadway Conditions (LE1)	<b>Compliance Verified</b>
70 Detainee Transportation	
70.1.6 Procedures, Transport Destination (LE1)	<b>Compliance Verified</b>
70.2.1 Detainee Restraint Methods (LE1)	<b>Compliance Verified</b>
81 Communications	
81.2.10 Emergency Messages (LE1)	<b>Compliance Verified</b>
81.2.13 First Aid Over Phone (LE1)	<b>Not Applicable by Function</b>
82 Central Records	
82.1.1 Privacy and Security (LE1)	<b>Compliance Verified</b>
82.1.2 Juvenile Records (LE1)	<b>Compliance Verified</b>
83 Collection and Preservation of Evidence	
83.2.6 Report Preparation (LE1)	<b>Compliance Verified</b>
84 Property and Evidence Control	
84.1.5 Records, Status of Property (LE1)	<b>Compliance Verified</b>
84.1.6 Inspections and Reports* (LE1)	<b>Compliance Verified</b>
91 Campus Law Enforcement	
91.1.1 Risk Assessment and Analysis* (LE1)	<b>Not Applicable by Function</b>
91.1.3 Campus Background Investigation (LE1)	<b>Not Applicable by Function</b>

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

**Response from Agency Regarding Findings:**

CEO Feedback not provided.



## YEAR 3 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Dorris Certain

On 7/9/2021, the Year 3 Remote Web-based Assessment of Hollis (NH) Police Department was conducted. The review was conducted remotely and included 0 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
-----------	----------

*Response from Agency Regarding Findings:*

CEO Feedback not provided.

---

## SITE-BASED ASSESSMENT

---

7/9/2021

*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

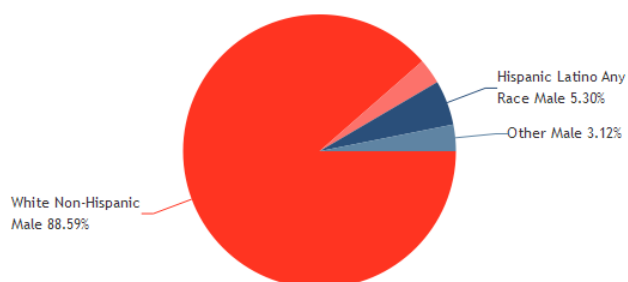
**Data Collection Period:** 1/1/2018 - 12/31/2018

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

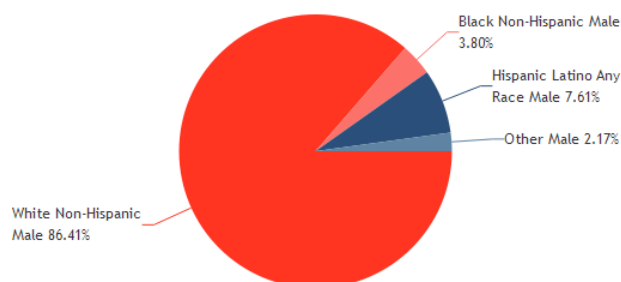
### Reaccreditation Year 1 Notes:

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

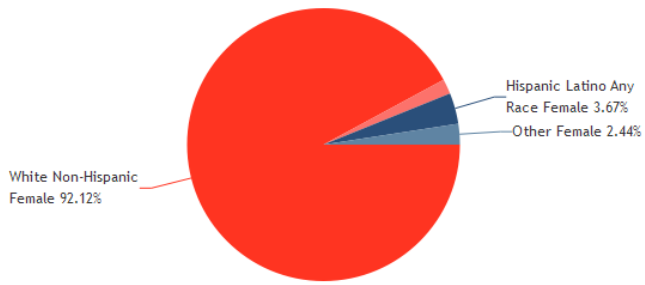
**Male Warnings**



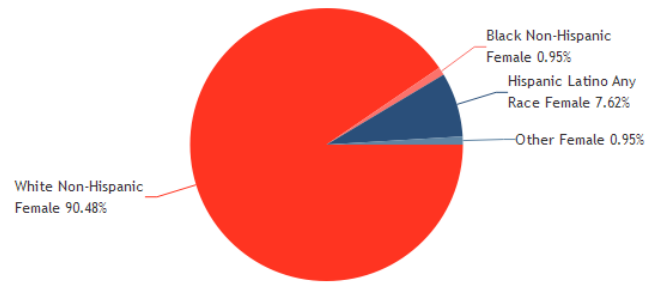
**Male Citations**



## Female Warnings



## Female Citations



### Legend

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


## *Biased Based Profiling*

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

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

### **Complaints**

## *Legend*

Traffic Contacts	
Field Contacts	
Asset Forfeiture	

## Use Of Force - Reaccreditation Year 1

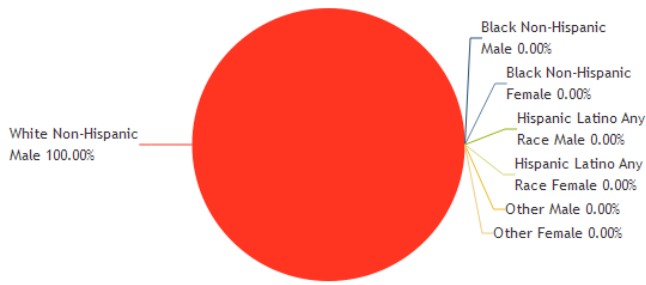
Data Collection Period: 1/1/2018 - 12/31/2018

	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

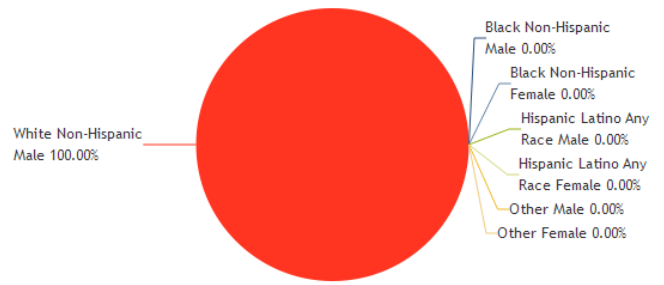
### Reaccreditation Year 1 Notes:

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)

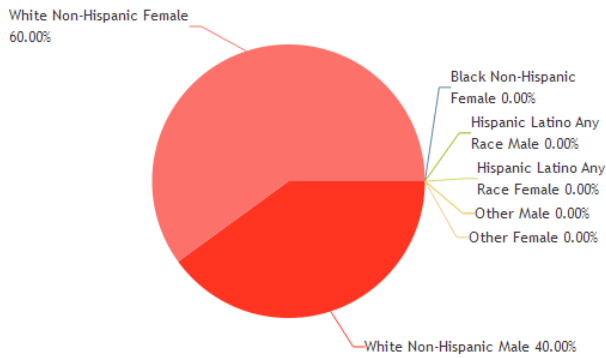
## Total Firearm



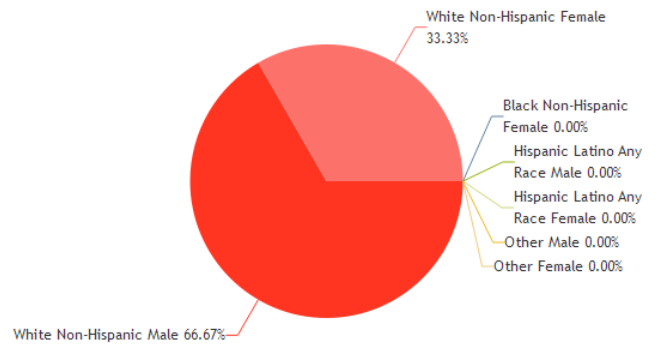
## Firearm Display



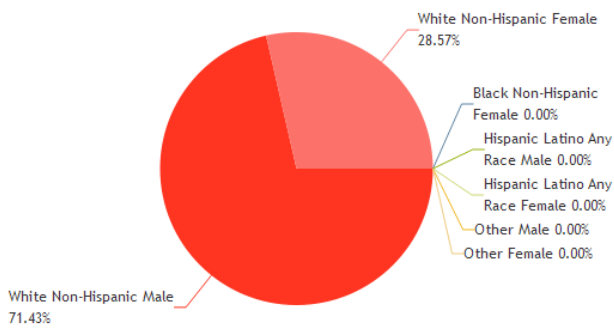
## Weaponless



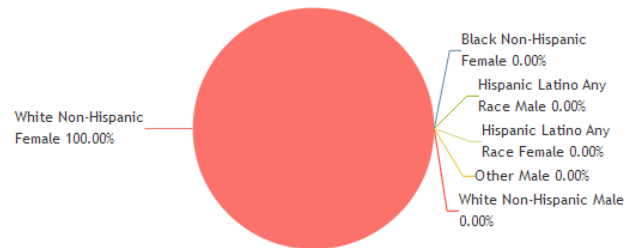
## Total Uses of Force



## 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	

## *Grievances*

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

Grievances	Year 1
Number	0

## *Reaccreditation Year 1 Notes:*

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



### *Personnel Actions*

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

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

### *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.

## ***Complaints and Internal Affairs - Reaccreditation Year 1***

**Data Collection Period: -**

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

### ***Reaccreditation Year 1 Notes:***

One external citizen complaint contained a total of 5 allegations against 2 separate officers. This is why there are more findings in external complaints than the total number of complaints.

### *Calls For Service - Reaccreditation Year 1*

**Data Collection Period: -**

	Year 1
Calls for Service	25180
<b>UCR/NIBRS Part 1 Crimes</b>	
Murder	0
Forcible Rape	0
Robbery	0
Aggravated Assault	2
Burglary	2
Larceny-Theft	45
Motor Vehicle Theft	0
Arson	1

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

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

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

### ***Reaccreditation Year 1***

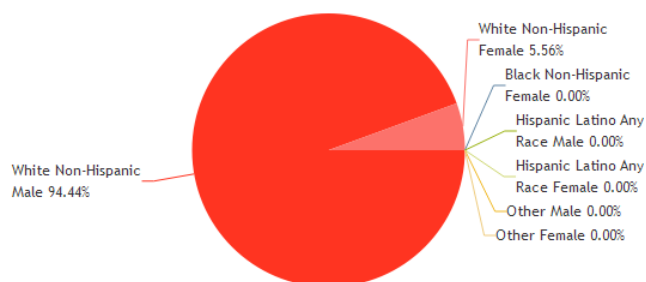
Our only pursuit was found non-compliant due to a minor procedural error of failure to activate Body Worn Cameras, which did not affect the outcome of the pursuit.

## 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**



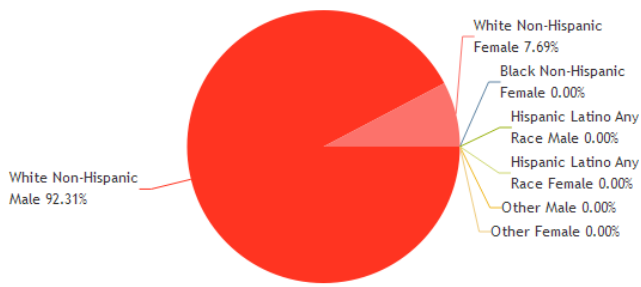
**Sworn Personnel: Command**



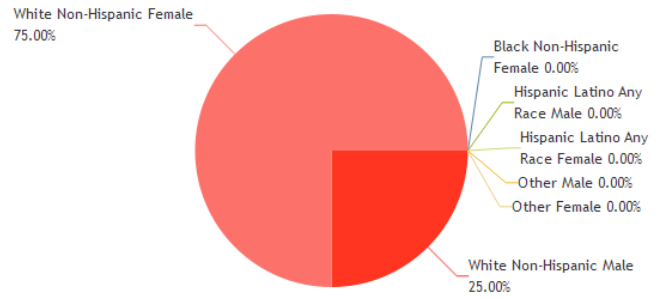
**Sworn Personnel: Supervisory Positions**



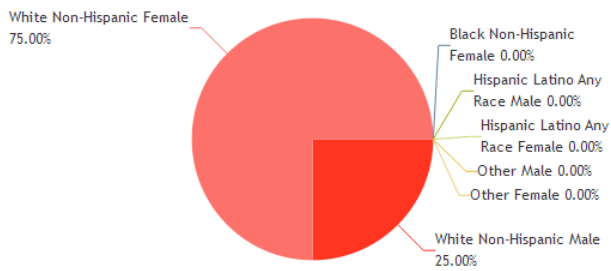
## Sworn Personnel: Non-Supervisory Positions



## 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 Demographics Report - Reaccreditation Year 1

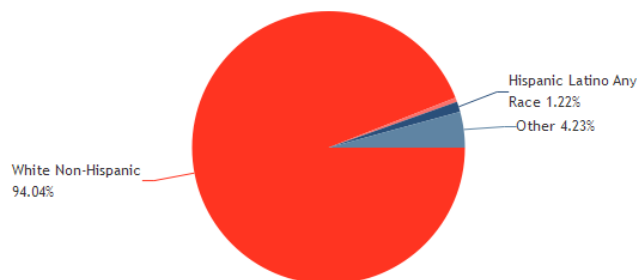
Data Collection Period: 1/1/2018 - 12/31/2018

	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	6%
Black Non-Hispanic	40	0%	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	

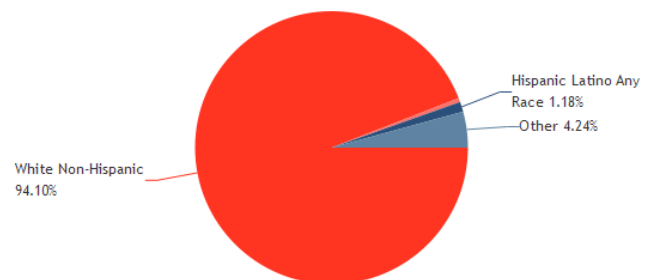
### Reaccreditation Year 1 Notes:

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

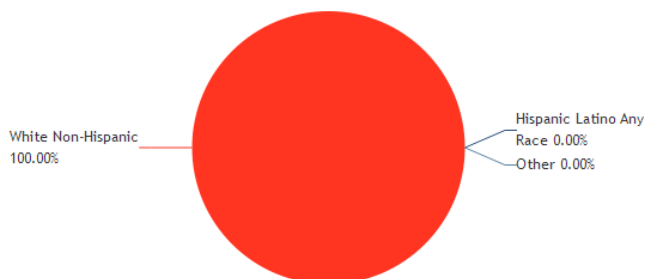
**Service Population**



**Available Workforce**



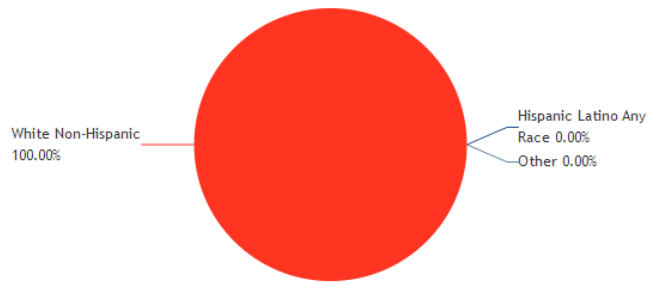
**Current Sworn Officers**



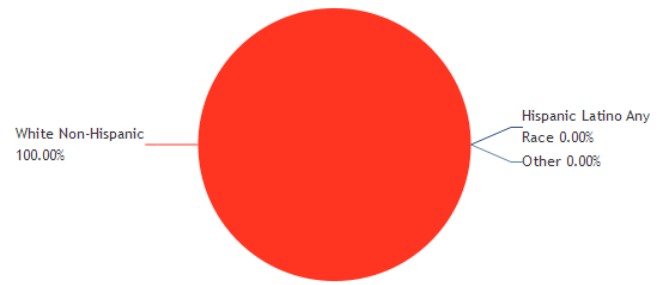
**Current Sworn Female Officers**



## Prior Sworn Officers



## Prior Sworn Female Officers





## 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 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	

