

LAW ENFORCEMENT ACCREDITATION

Keene (NH) Police Department

Agency

Keene (NH) Police Department
400 Marlboro Street
Keene, NH 03431

Chief Executive Officer

Police Chief
Steven Russo

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 Keene (NH) Police Department is currently commanded by Steven Russo. 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) Nora Ackerley remotely reviewed 79 standards for the agency on 2/22/2021 using Law Enforcement Manual 6.11. 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) CSM Marc Duguay remotely reviewed 56 standards for the agency on 2/21/2022 using Law Enforcement Manual 6.11. 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

Steven Russo

Police Chief Steven Russo is a native of the Bronx, NY and is a graduate of the University system of NH (BS, Criminal Justice Management). He was appointed a police officer in the Keene Police Department June 28th, 1999 after a 21 year career on active duty in the United States Army, retiring as a Sergeant Major. He attended and graduated from the 119th New Hampshire Police Academy in October, 1999. In the course of his career, Chief Russo served in assignments in uniformed patrol, as a detective assigned to the New Hampshire Drug Task Force, as a patrol Sergeant, a detective Sergeant, a Lieutenant commanding the Bureau of Special Services and as the Captain of Administrative Services for seven years prior to being appointed Police Chief in April, 2017.

Chief Russo has attended Roger Williams University First Line Supervisors course as well as their Mid Management level course. He has also attended the Federal Bureau of Investigation's Law Enforcement Executive Development Seminar as well as numerous other Law Enforcement and Military Leadership courses to include the DEA's Drug Unit Commanders Course and the United States Army Sergeants Major Academy.

COMMUNITY PROFILE

Keene was originally founded in about 1732 as Upper Ashuelot and was granted a charter of incorporation in April of 1753 by Governor Wentworth of New Hampshire, and was re-named the town Keene. In March of 1874 a new municipal charter was adopted, and Keene was re-chartered as a city. Today Keene serves as the county seat for Cheshire County, the home to Keene State College (the former Normal School), the commercial and industrial hub of southwestern New Hampshire, and home to approximately 25,000 people.

Glass and brick production have passed into history, and major employers now include The Cheshire Medical Center, Smith Medical Systems, Timken Super Precision, Janos Technologies, Markem-Imaje Corporation, CS Wholesale Grocers, and Liberty Mutual and National Grange Mutual Insurance. Employment, church, education, shopping, restaurants, and entertainment draw thousands of people daily, keeping Keene an active and vibrant community. The City government operates under a strong City Manager who is responsible for the day-to-day administration of city operations, including hiring and firing of personnel. The City Manager reports to the City Council and works closely with the Mayor.

AGENCY HISTORY

In the early years, public safety in Keene (or Upper Ashuelot) was provided by militia and provincial troops and focused more on protecting the population from the French and their Indian allies. Keene appointed its first three constables in 1806 who dealt with the vices of drinking, gambling, and horseracing. By 1825, replicating portions of a system implemented in Portsmouth, Keene adopted a new model of policing and appointed its first six police officers. It was not until 1864 when municipal records identify a Chief of Police, Alfred S. Davis, drawing an annual salary of \$50.00.

The year Keene became a city, 1874, was very significant to the police department. The new city charter gave a defined structure to the department, a budget, and a section in the annual report. It also established the office of the City Marshall as the chief executive officer of the department, and so it would remain for almost 100 years. As time progressed, so did the department. Radios, motor vehicles, telecommunications, and a host of technological, legal and social innovations would establish a pattern of constant self-assessment and improvement in the Keene Police Department and law enforcement, generally.

The Keene Police Department of the 21st century is a general service municipal police department. The department employs a Police Chief and two Captains who oversee two divisions, the Field Operations Division and the Administrative Services Division. The Field Operations Division includes the Bureaus of Uniformed Patrol and Criminal Investigations, which provide the patrol and investigative functions critical to municipal law enforcement. In addition to the formal bureaus within the Field Operations Division, the Division Captain also oversees special teams, which include the Tactical Team, the Honor Guard, the Collision Analysis Team, the K-9 team, the bike team, the School Resource Officer program, and the College Liaison Officer.

The Administrative Services Division includes the Bureau of Special Services (property management, animal control, community events planning, the community services officer and community liaison representative), the Bureau of Prosecution, and the Bureau of Records. This division is also responsible for recruiting, hiring, retention, training, promotional processes, most special assignment selection processes, facilities maintenance coordination, quartermaster functions, and accreditation. The police station, now sixteen years old, is located at 400 Marlboro Street. There are two sub-stations, one at Keene High School for the School Resource Officer and one at Keene State College for the College Liaison officer.

AGENCY STRUCTURE AND FUNCTION

The major functions of the Police Department are established by City Charter and Code and include the responsibility to enforce laws, investigate crimes, and prosecute cases them in court, be prepared to respond to all types of emergency situations ranging from hostage situations to major disasters, provide animal and traffic light control services (traffic light control is being transferred to Public Works in CY 2022), educate the community in the law, crime prevention, and strategies on how to reduce and prevent crime on both the personal and business levels.

The services provided by the Keene Police Department are undertaken to contribute to the safety and security of the community. Protecting life, property, and maintaining order within the City are our top priorities as we work to make Keene safe for its residents, and inviting to those who visit. It is also our mission to treat everyone with respect and fairness.

The major organizational components of the Department include: The Office of the Police Chief; The Field Operations Division; and The Administrative Services Division.

The responsibilities of the Office of the Police Chief include, but are not limited to; the general management and leadership of the Department, including the authority to direct and control all members of the Department in their normal course of duty, and the efficient and economical use of all Department equipment and resources, Internal Affairs, and Emergency Management.

The responsibilities of the Field Operations Division include, but are not limited to, Patrol Services, response to accidents and critical incidents, Law Enforcement, Criminal Investigation Services, Administrative Investigations, Police-Juvenile

Operations, including juvenile Prosecution, School Resource Officer, College Liaison Officer, and performing such other duties as may be necessary to ensure the Department accomplishes its mission and provides a safe environment for the community. Major Sub-units of the Field Operations Division are Bureau of Patrol, Bureau of Criminal Investigations and Special Teams.

The responsibilities of the Administrative Services Division include, but are not limited to, General Administrative Services and support, Office of communications, Managing Criminal Justice Information Services, Budget and Finance Matters, Recruiting and Training, District Court Prosecution and CALEA Accreditation. Major Sub-units of the Administrative Services Division include the Bureau of Records, the Bureau of Special Services, and the Bureau of Prosecution.

AGENCY SUCCESSES

The Agency maintained a police presence in the downtown area at a level higher than the previous year, despite ongoing staffing issues, to help improve the perception of safety. We also continue our established partnerships with other city departments as well as outside agencies to deal effectively and mutually with quality of life and life safety issues, to include homelessness, SUD, and mental health issues. We strive to integrate community policing concepts into the patrol division with the concept that every sworn officer is a Community Policing Officer.

One of our goals is to remain current with the continuing national conversations with respect to re-thinking what our nation's Law Enforcement Mission will look like in the future, while ensuring our own processes, practices, and goals remain in line. We continue our work with the local, and only mental health provider in the region, on alternatives for mental health calls for service. We also remain involved in the Cities initiative with outside agencies to assist the homeless as well as participating in ongoing discussions with community leaders concerning SUD treatment options and accessibility.

FUTURE ISSUES FOR AGENCY

Our near and future issues include receiving budget increases to meet the doubling and then tripling of required in-service training hours (CY2022 & 2023); finding the other resources required to meet those new requirements; the implementation of a Body Worn and In-Car Video system and the continued maintenance of those systems.

Another issue is near and long-term recruitment. We, and many other agencies, face recruitment challenges. We continue to review and address recruiting, hiring, and retention practices in a timely manner to fill our open positions, not only sworn Officers, but all employees, and fill all vacancies with the best candidates possible. This CY hiring six new police officers and two police dispatchers would be ideal in order to fulfill our funded positions and replace the retirements we foresee this year. Unfortunately, hiring in this area is difficult at best, and in the last two years has become even more difficult.

Lastly is the continuing issues with mental health calls for service (CFS), homelessness in our region, and Substance Abuse Disorders (SUD'S). These issues all bring challenges which can and will affect our budget, staffing, and how we use our staff in regards to certain CFS.

YEAR 2 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: CSM Marc Duguay

On 2/21/2022, the Year 2 Remote Web-based Assessment of Keene (NH) Police Department was conducted. The review was conducted remotely and included 56 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
1.2.1 Legal Authority Defined (LE1) (MMMM)	Compliance Verified
1.2.4 Search and Seizure (LE1) (MMMM)	Compliance Verified
1.2.5 Arrest with/without Warrant (LE1) (MMMM)	Compliance Verified
1.2.8 Strip/Body Cavity Search (LE1) (MMMM)	Compliance Verified
4 Use of Force	
4.1.4 Use of Authorized Less Lethal Weapons (LE1) (MMMM)	Compliance Verified
4.2.3 Removal from Line of Duty Assignment (LE1) (MMMM)	Compliance Verified
4.3.1 Authorization: Weapons and Ammunition (LE1) (MMMM)	Compliance Verified
12 Direction	
12.1.2 Command Protocol (LE1)	Compliance Verified
12.2.1 The Written Directive System (LE1)	Compliance Verified
12.2.2 Dissemination and Storage (LE1)	Compliance Verified
17 Fiscal Management and Agency Property	
17.5.2 Operational Readiness (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
22.2.2 General Health and Physical Fitness (LE1)	Compliance Verified
31 Recruitment and Selection	
31.4.7 Selection Criteria (LE1) (MMMM)	Not Applicable by Function
33 Training and Career Development	
33.1.6 Employee Training Record Maintenance (LE1)	Compliance Verified
33.4.1 Recruit Training Required (LE1)	Compliance Verified

Standards	Findings
33.4.2 Recruit Training Program (LE1)	Compliance Verified
33.5.3 Accreditation Process Orientation (LE1)	Compliance Verified
33.6.2 Tactical Team Training Program (LE1)	Compliance Verified
33.8.2 Skill Development Training Upon Promotion (LE1)	Compliance Verified
35 Performance Evaluation	
35.1.2 Annual Evaluation* (LE1)	Compliance Verified
41 Patrol	
41.1.5 Police Service Canines (LE1)	Compliance Verified
41.2.5 Missing Persons (LE1)	Compliance Verified
41.2.6 Missing Children (LE1)	Compliance Verified
41.3.5 Protective Vests (LE1)	Compliance Verified
42 Criminal Investigation	
42.1.3 Case File Management (LE1)	Compliance Verified
42.2.8 Interview Rooms (LE1)	Compliance Verified
43 Vice, Drugs, and Organized Crime	
43.1.1 Complaint Management (LE1)	Compliance Verified
44 Juvenile Operations	
44.1.1 Juvenile Operations Policy (LE1)	Compliance Verified
44.2.1 Handling Offenders (LE1)	Compliance Verified
44.2.2 Procedures for Custody (LE1)	Compliance Verified
44.2.3 Custodial Interrogation and Interviews (LE1)	Compliance Verified
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.2 All Hazard Plan (LE1)	Compliance Verified
46.2.7 Special Events Plan (LE1)	Compliance Verified
54 Public Information	
54.1.3 Media Access (LE1)	Compliance Verified
61 Traffic	
61.1.10 DUI Procedures (LE1)	Compliance Verified
61.3.2 Direction/Control Procedures (LE1)	Compliance Verified
61.3.3 Escorts (LE1)	Compliance Verified
61.4.1 Motorist Assistance (LE1)	Compliance Verified
61.4.2 Hazardous Roadway Conditions (LE1)	Compliance Verified

Standards	Findings
61.4.3 Towing (LE1)	Compliance Verified
70 Detainee Transportation	
70.1.1 Pre-Transport Prisoner Searches (LE1)	Compliance Verified
70.1.7 Procedures, Escape* (LE1)	Compliance Verified
71 Processing and Temporary Detention	
71.3.3 Security in Designated Temporary Detention Processing and Testing Rooms/Areas (LE1)	Compliance Verified
81 Communications	
81.2.1 24 Hour, Toll-Free Service (LE1)	Compliance Verified
81.2.2 Continuous, Two-Way Capability (LE1)	Compliance Verified
81.3.1 Communications Center Security (LE1)	Compliance Verified
82 Central Records	
82.1.1 Privacy and Security (LE1)	Compliance Verified
82.1.2 Juvenile Records (LE1)	Compliance Verified
82.3.4 Traffic Citation Maintenance (LE1)	Compliance Verified
83 Collection and Preservation of Evidence	
83.2.4 Equipment and Supplies (LE1)	Compliance Verified
83.3.2 Evidence, Laboratory Submission (LE1)	Compliance Verified
84 Property and Evidence Control	
84.1.1 Evidence/Property Control System (LE1)	Compliance Verified
84.1.3 Temporary Security (LE1)	Compliance Verified

Response from Agency Regarding Findings:

CEO Feedback not provided.

SITE-BASED ASSESSMENT

4/4/2022

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

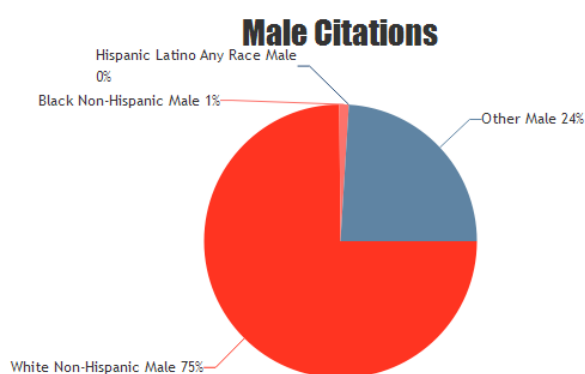
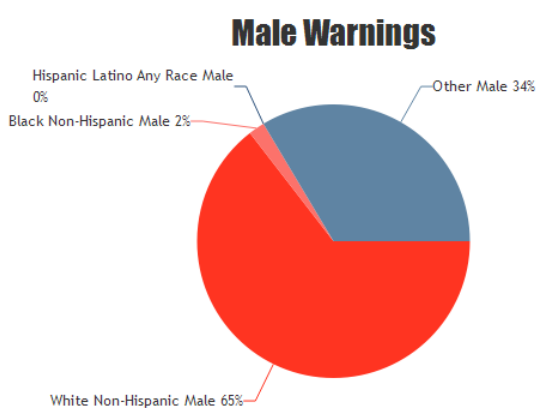
Traffic Warnings & Citations - Reaccreditation Year 1

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

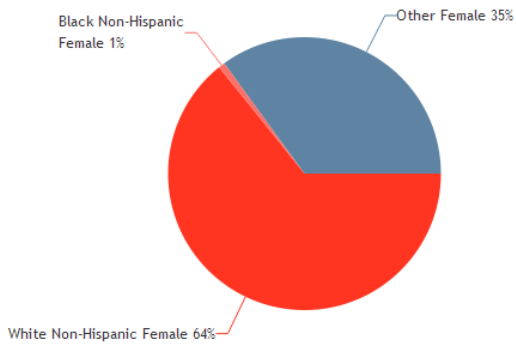
Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	878	268	1146
Black Non-Hispanic Male	26	4	30
Hispanic Latino Any Race Male			
Other Male	457	86	543
White Non-Hispanic Female	666	146	812
Black Non-Hispanic Female	8	1	9
Hispanic Latino Any Race Female			
Other Female	363	52	415
TOTAL	2398	557	2955

Reaccreditation Year 1 Notes:

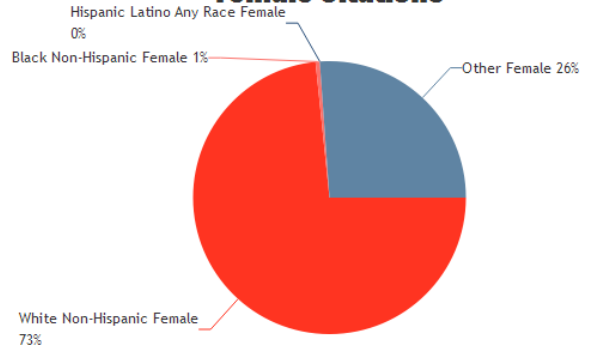
Keene Police Department's Records Management Software (IMC) does not identify Hispanic Latino in Traffic Warnings and Citations. All race categories other than white and black were included in the "Other" category.



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

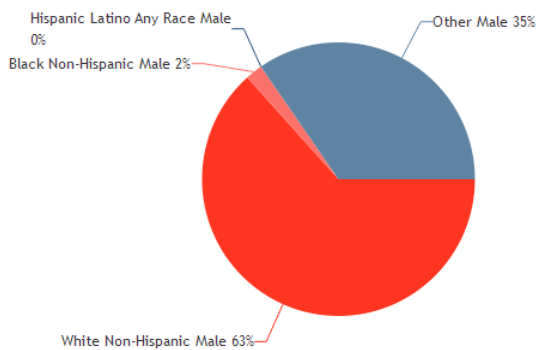
Data Collection Period: 1/1/2021 - 12/31/2021

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	1438	376	1814
Black Non-Hispanic Male	46	9	55
Hispanic Latino Any Race Male	0	0	0
Other Male	786	53	839
White Non-Hispanic Female	1045	176	1221
Black Non-Hispanic Female	14	4	18
Hispanic Latino Any Race Female	0	0	0
Other Female	585	24	609
TOTAL	3914	642	4556

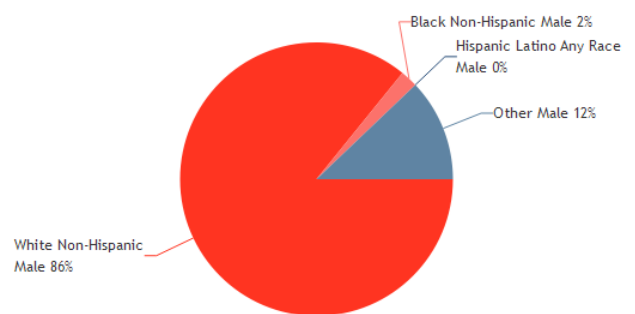
Reaccreditation Year 2 Notes:

Keene PD software does not capture Hispanic/Latino data. Those numbers are included in the Other category.

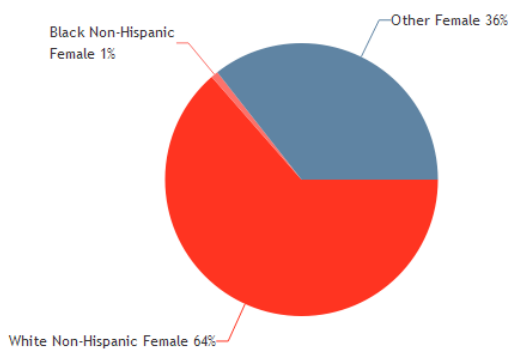
Male Warnings



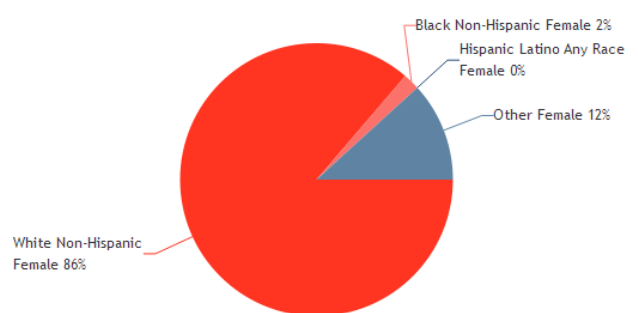
Male Citations





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


Year 2 Data Collection Period: 1/1/2021-12/31/2022

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

Complaints

Complaints

Legend

Traffic Contacts	
Field Contacts	
Asset Forfeiture	

Use Of Force - Reaccreditation Year 1

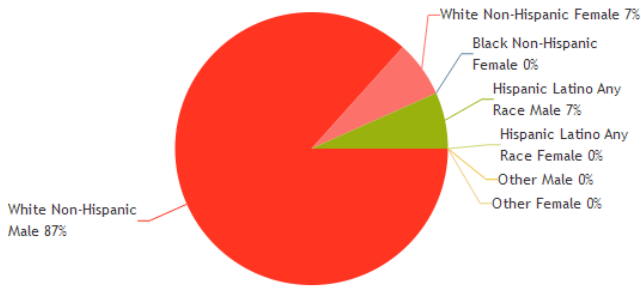
Data Collection Period: 1/1/2020 - 12/31/2020

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									30
Discharge	0	0	0	0	0	0	0	0	0
Display Only	26	2	0	0	2	0	0	0	30
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	1	0	0	0	0	0	1
Chemical/OC	5	0	0	0	1	0	0	0	6
Weaponless	51	20	3	3	4	2	0	0	83
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	82	22	4	3	7	2	0	0	120
Total Number of Incidents Resulting In Officer Injury or Death	1	0	0	0	0	0	0	0	1
Total Use of Force Arrests	42	11	1	1	4	1	0	0	60
Total Number of Suspects Receiving Non-Fatal Injuries	2	0	0	0	0	0	0	0	2
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	668	270	27	6	23	7	20	4	1025
Total Use of Force Complaints	0	0	0	0	0	0	0	0	0

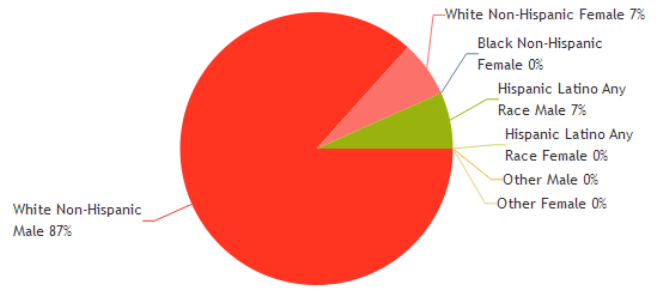
Reaccreditation Year 1 Notes:

Numbers of Use of Force include multiple reported uses of force involving a single arrest. Each officer involved files a Use of Force Report.

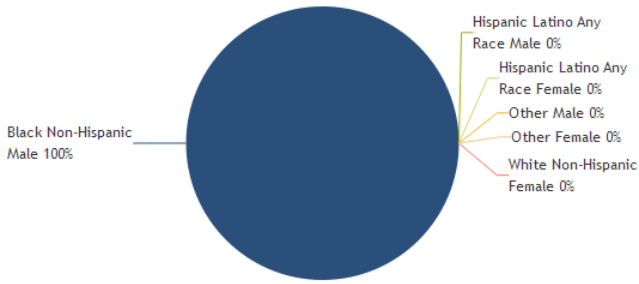
Total Firearm



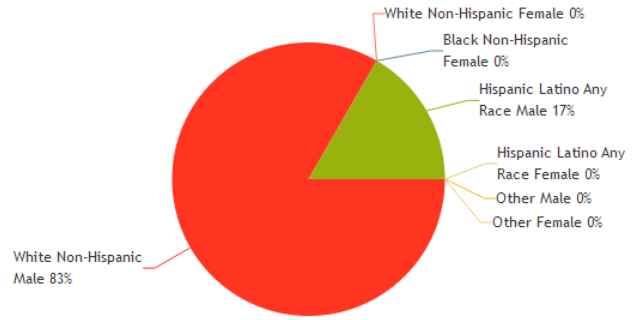
Firearm Display



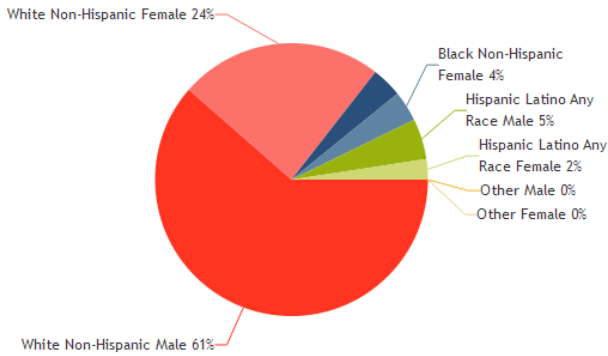
Baton



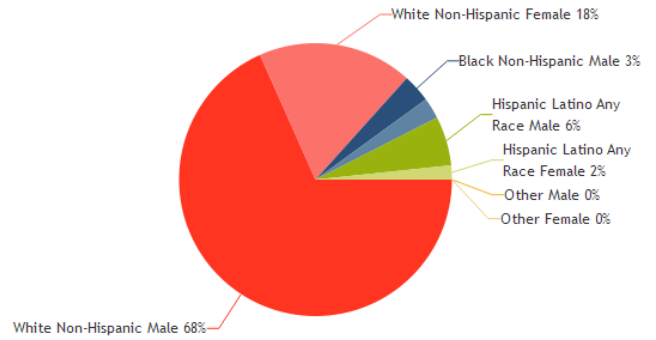
Chemical/OC



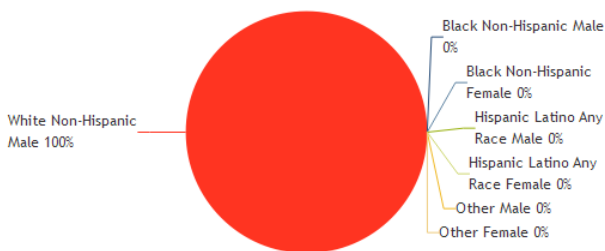
Weaponless



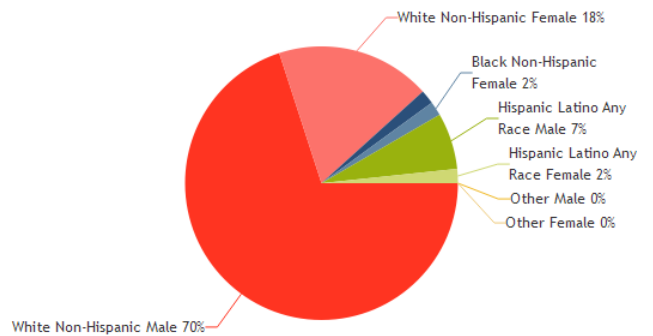
Total Uses of Force



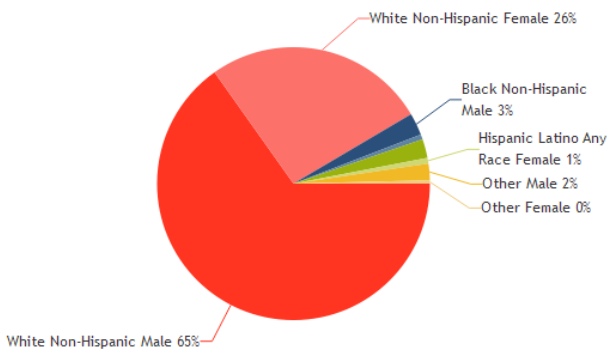
Total Number of Incidents Resulting in Officer Injury or Death



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 2

Data Collection Period: 1/1/2021 - 12/31/2021

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									47
Discharge	0								0
Display Only	40	7							47
ECW									0
Discharge Only									
Display Only									
Baton	2								2
Chemical/OC	9	2	1	0					12
Weaponless	81	21	5	8					115
Canine									0
Release Only									
Release and Bite									
Total Uses of Force	132	30	6	8	0	0	0	0	176
Total Number of Incidents Resulting In Officer Injury or Death									
Total Use of Force Arrests	76	15	1	3					95
Total Number of Suspects Receiving Non-Fatal Injuries	8	1							9
Total Number of Suspects Receiving Fatal Injuries									
Total Agency Custodial Arrests	810	289	34	13			7	6	1159
Total Use of Force Complaints									

Reaccreditation Year 2 Notes:

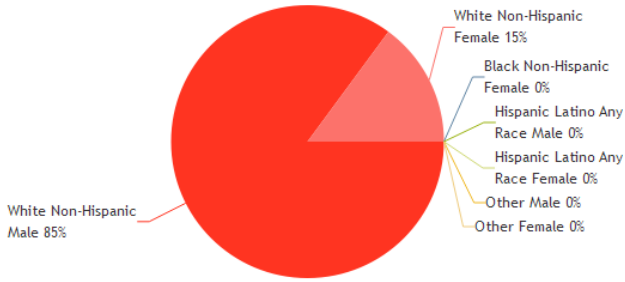
*For W/M Firearm Display only- 6 of 40 were Tactical Team Deployments.

*For Baton- 1 was for expandable baton, 1 was for 40mm less lethal launch, which for this document is the equivalent of a baton strike and not counted as firearm discharge.

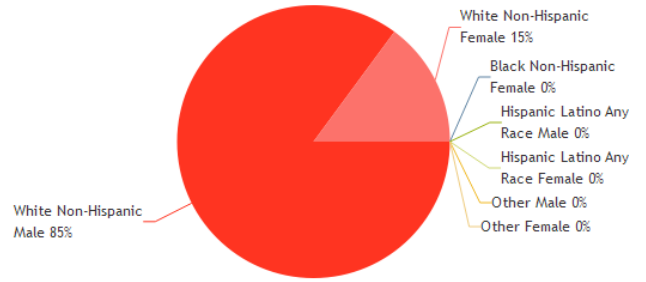
*Keene PD does not have Tasers.

*Keene PD software does not capture Hispanic/Latino data.

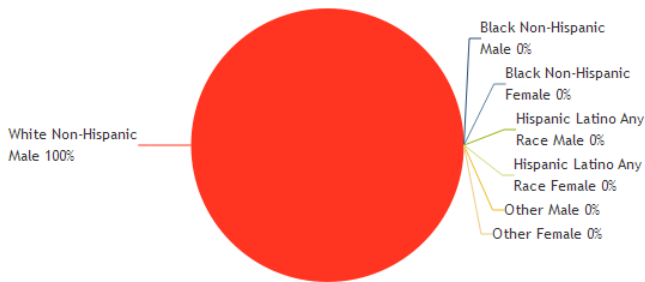
Total Firearm



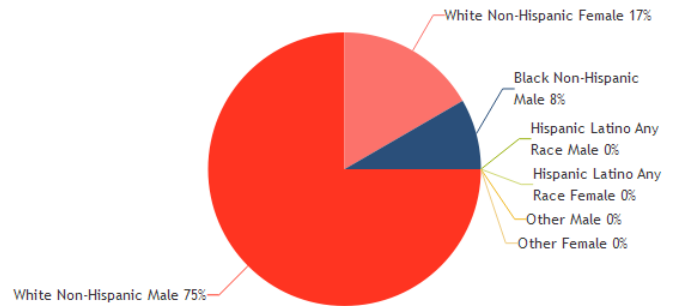
Firearm Display



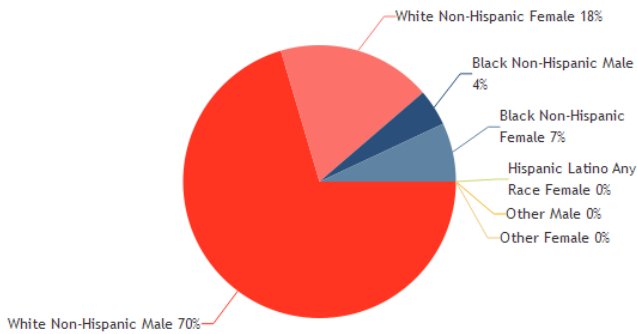
Baton



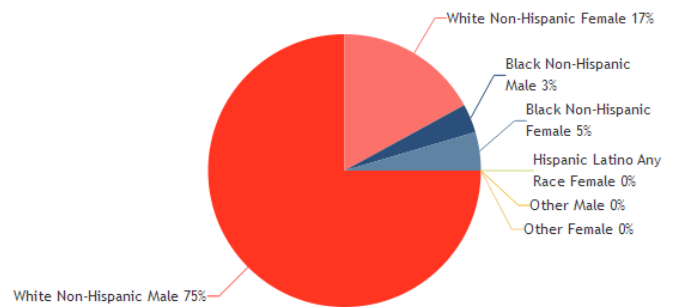
Chemical/OC



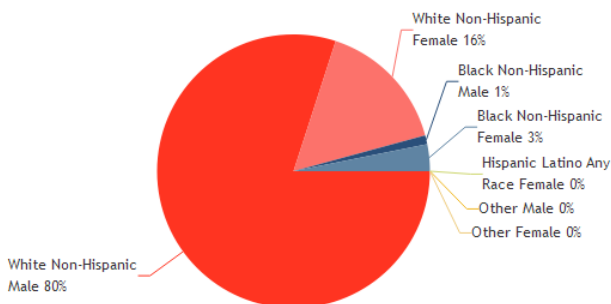
Weaponless



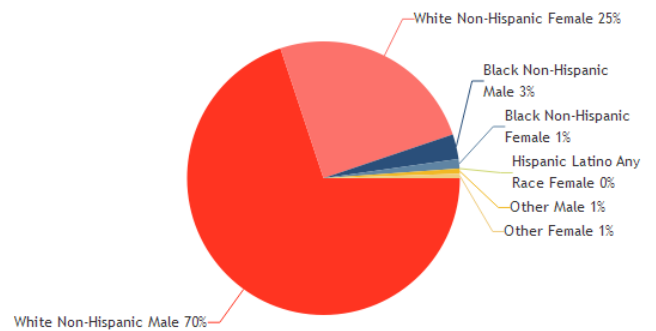
Total Uses of Force



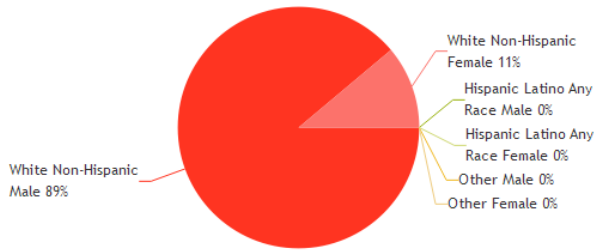
Total Use of Force Arrests



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	

Grievances

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

Year 2 Data Collection Period: 1/1/2021-12/31/2021

Grievances	Year 1	Year 2
Number	0	0

Personnel Actions

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

Year 2 Data Collection Period: 1/1/2021-12/31/2021

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

Complaints and Internal Affairs - Reaccreditation Year 2

Data Collection Period: -

	Year 1	Year 2
External/Citizen Complaint		
Citizen Complaint	4	9
Sustained	2	1
Not Sustained	0	3
Unfounded	1	2
Exonerated	1	3
Internal/Directed Complaint		
Directed Complaint	0	2
Sustained	0	1
Not Sustained	0	0
Unfounded	0	0
Exonerated	0	0

Reaccreditation Year 2 Notes:

At the time of this writing, one of the Internal/Direct Complaints is still pending.

Calls For Service - Reaccreditation Year 2

Data Collection Period: -

	Year 1	Year 2
Calls for Service	27615	31141
UCR/NIBRS Part 1 Crimes		
Murder	0	0
Forcible Rape	12	4
Robbery	6	4
Aggravated Assault	12	12
Burglary	31	31
Larceny-Theft	353	371
Motor Vehicle Theft	11	14
Arson	1	2

Motor Vehicle Pursuit

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

Year 2 Data Collection Period: 1/1/2021-12/31/2021

	Year 1	Year 2
Pursuits		
Total Pursuits	10	8
Forcible stopping techniques used	1	2
Terminated by Agency	1	4
Policy Compliant	10	8
Policy Non-Compliant	0	0
Collisions		
Injuries		
Total Collisions	3	5
Officer	0	0
Suspect	0	0
ThirdParty	0	0
Reason Initiated		
Traffic	7	4
Felony	1	2
Misdemeanor	2	2

Agency Breakdown Report - Reaccreditation Year 1

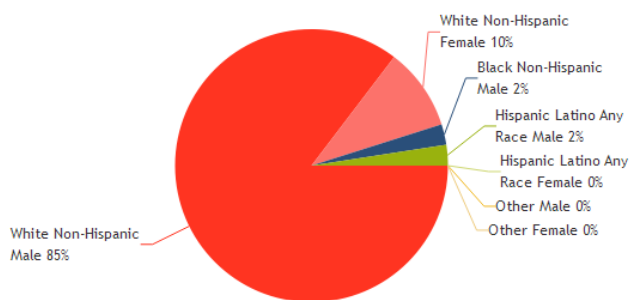
Data Collection Period: 1/1/2020 - 12/31/2020

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	1								1
Command	2								2
Supervisory Positions	10								10
Non-Supervisory Positions	22	4	1	0	1	0	0	0	28
Sub Total									41
Non Sworn Personnel									
Executive	0	0	0	0	0	0	0	0	0
Managerial	0	1	0	0	0	0	0	0	1
Supervisory Positions	1	0	0	0	0	0	0	0	1
Non-Supervisory Positions	6	15	0	0	0	0	0	0	21
Sub Total									23
Total									64

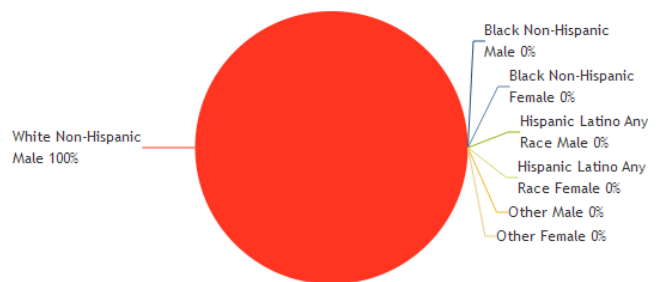
Reaccreditation Year 1 Notes:

These statistics include 6 Crossing Guards and the Prosecutor assigned to the Keene Police Department.

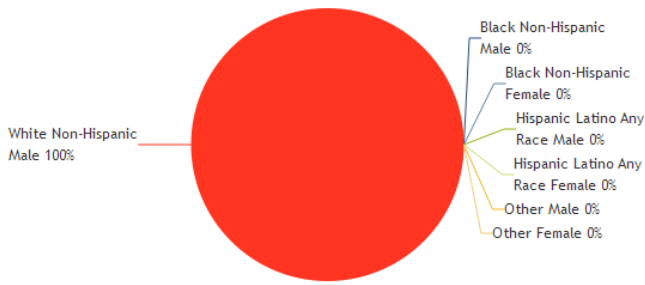
Total Sworn Personnel



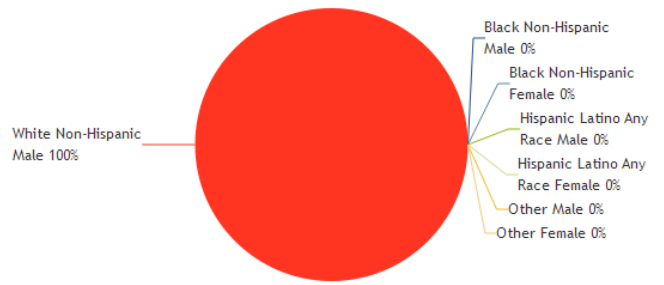
Sworn Personnel: Executive



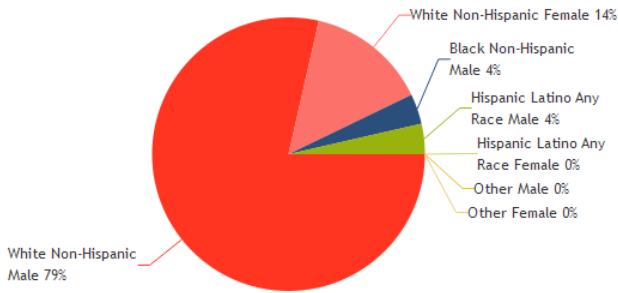
Sworn Personnel: Command



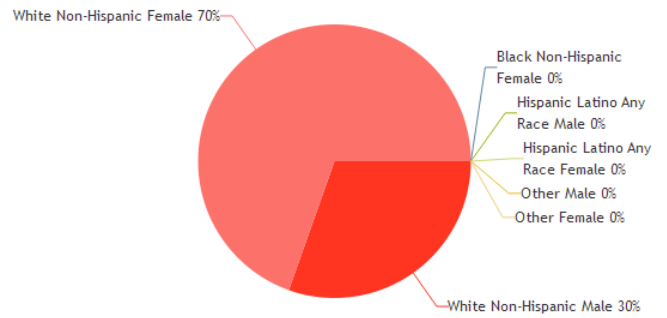
Sworn Personnel: Supervisory Positions



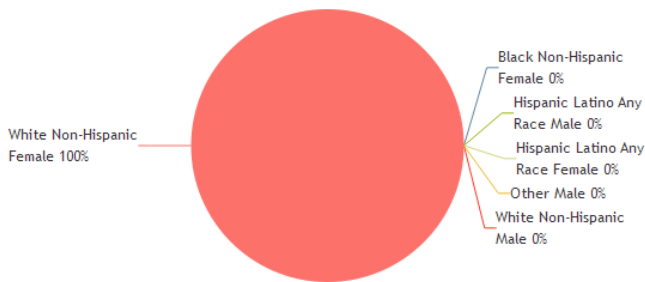
Sworn Personnel: Non-Supervisory Positions



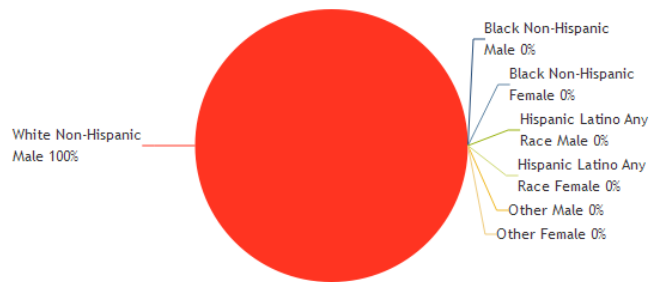
Total Non-Sworn Personnel



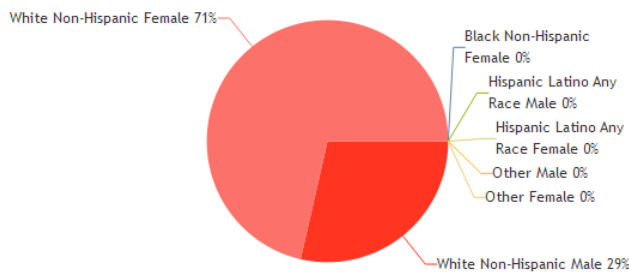
Non-Sworn Personnel: Managerial



Non-Sworn Personnel: Supervisory Positions



Non-Sworn Personnel: Non-Supervisory Positions



Legend

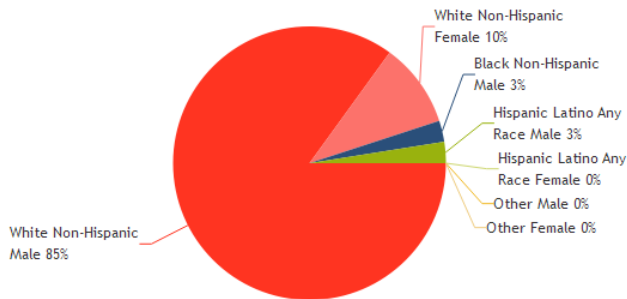
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Agency Breakdown Report - Reaccreditation Year 2

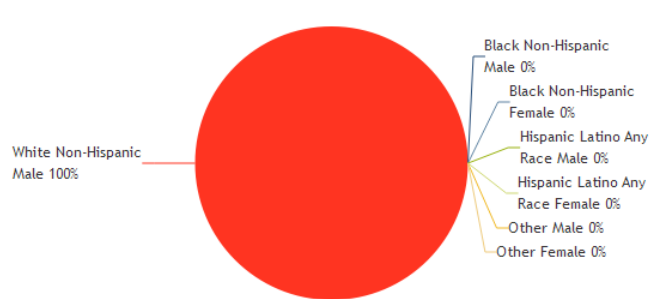
Data Collection Period: 1/1/2021 - 12/31/2021

	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	10	0	0	0	0	0	0	0	10
Non-Supervisory Positions	21	4	1	0	1	0	0	0	27
Sub Total									40
Non Sworn Personnel									
Executive	0	0	0	0	0	0	0	0	0
Managerial	0	1	0	0	0	0	0	0	1
Supervisory Positions	1	0	0	0	0	0	0	0	1
Non-Supervisory Positions	5	11	0	0	0	0	0	0	16
Sub Total									18
Total									58

Total Sworn Personnel



Sworn Personnel: Executive



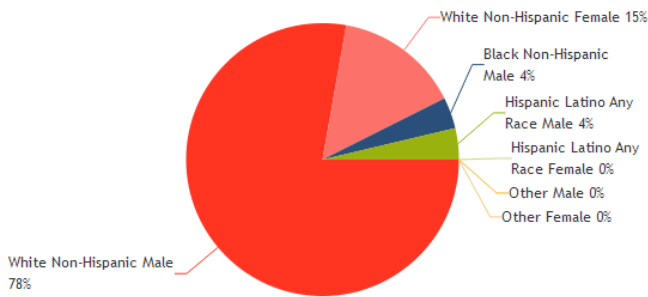
Sworn Personnel: Command



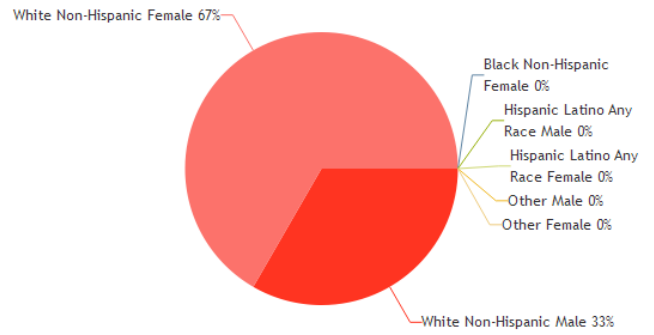
Sworn Personnel: Supervisory Positions



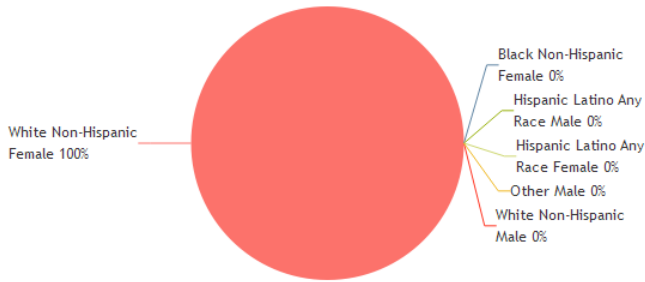
Sworn Personnel: Non-Supervisory Positions



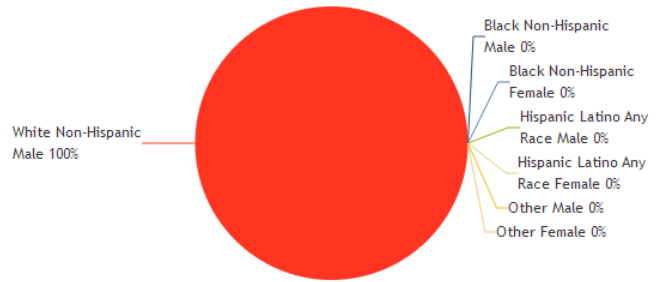
Total Non-Sworn Personnel



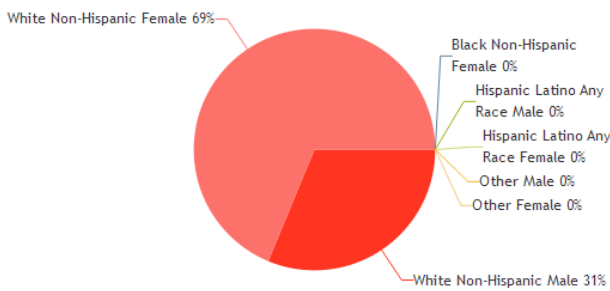
Non-Sworn Personnel: Managerial



Non-Sworn Personnel: Supervisory Positions



Non-Sworn Personnel: Non-Supervisory Positions



Legend

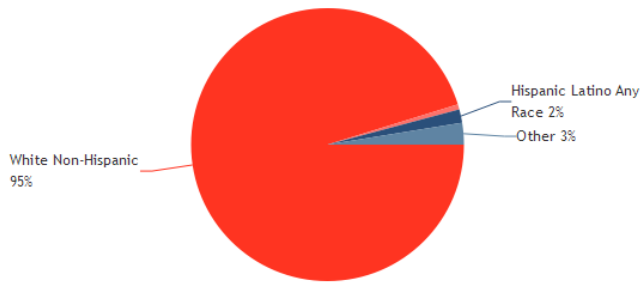
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Agency Demographics Report - Reaccreditation Year 1

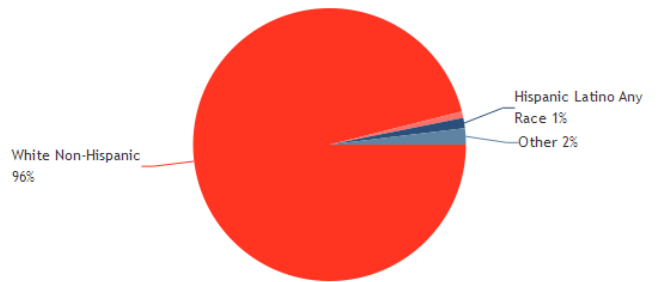
Data Collection Period: 1/1/2020 - 12/31/2020

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	22314	95%	14748	96%	39	95%	4	10%	40	100%	4	10%
Black Non-Hispanic	144	1%	117	1%	1	2%	0	0%	0	0%	0	0%
Hispanic Latino Any Race	372	2%	188	1%	1	2%	0	0%	0	0%	0	0%
Other	599	3%	294	2%	0	0%	0	0%	0	0%	0	0%
Total	23429		15347		41		4		40		4	

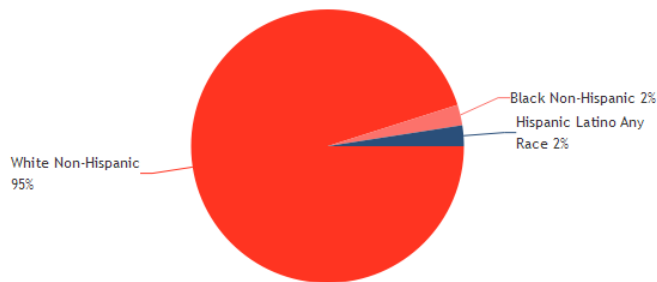
Service Population



Available Workforce



Current Sworn Officers



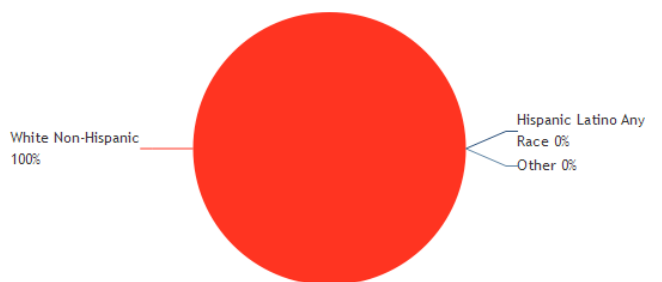
Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers

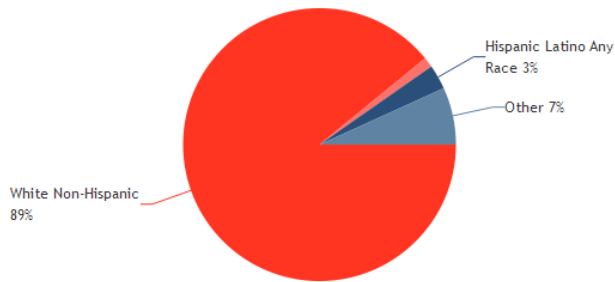


Agency Demographics Report - Reaccreditation Year 2

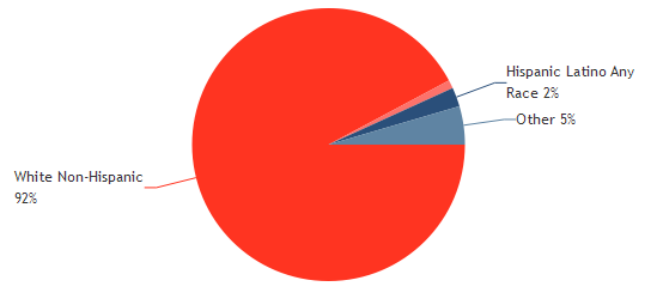
Data Collection Period: 1/1/2021 - 12/31/2021

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	20534	89%	18206	92 %	38	95%	4	10%	39	95%	4	10%
Black Non-Hispanic	277	1%	196	1 %	1	2%	0	0%	1	2%	0	0%
Hispanic Latino Any Race	673	3%	449	2 %	1	2%	0	0%	1	2%	0	0%
Other	1563	7%	894	5 %	0	0%	0	0%	0	0%	0	0%
Total	23047		19745		40		4		41		4	

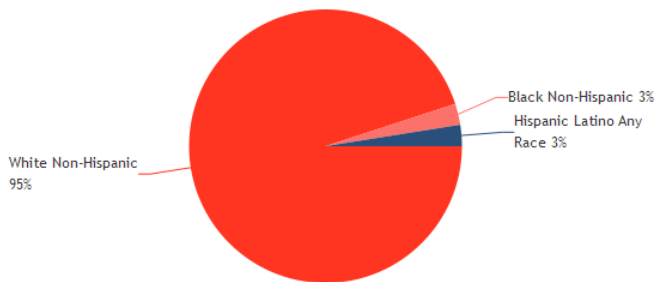
Service Population



Available Workforce



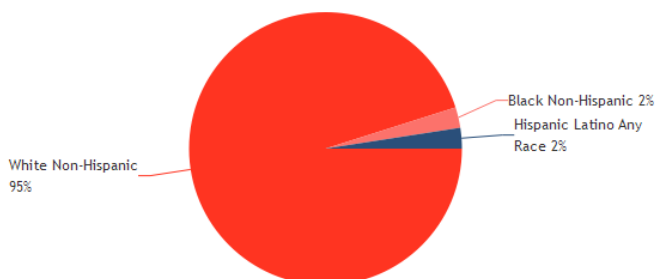
Current Sworn Officers



Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers



Sworn Officer Selection - Reaccreditation Year 1

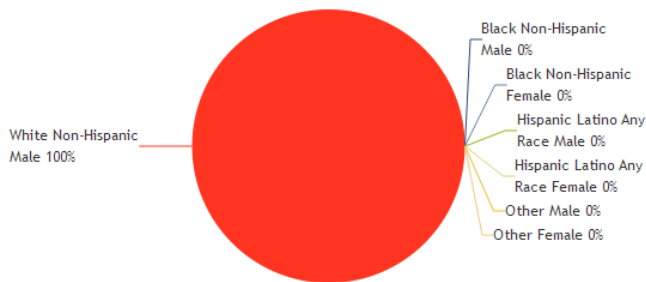
Data Collection Period: 12/31/2019 - 12/31/2020

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	123	0	0	0	0	0	0	0	123
Applicants Hired	5	1	0	0	0	0	0	0	6
Percent Hired	4%	%	%	%	%	%	%	%	N/A
Percent of Workforce Population	15%		0%		0%		0%		N/A

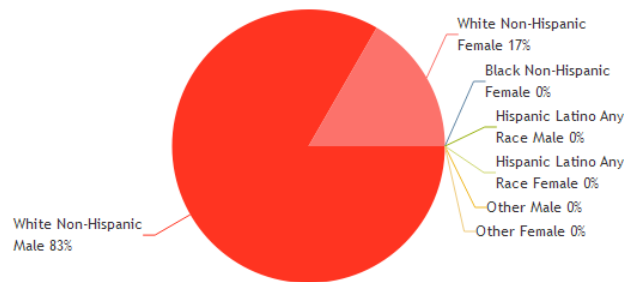
Reaccreditation Year 1 Notes:

Percent of workforce population cannot be accurately calculated as we do not collect race data from our applicants.

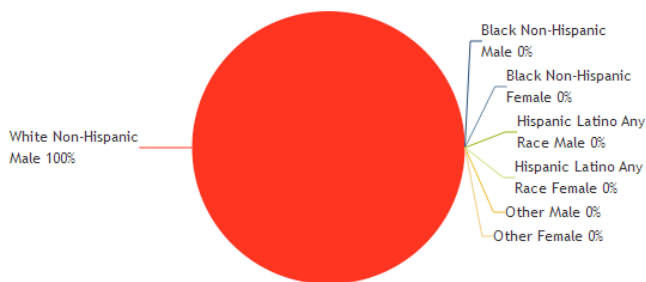
Applications Received



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

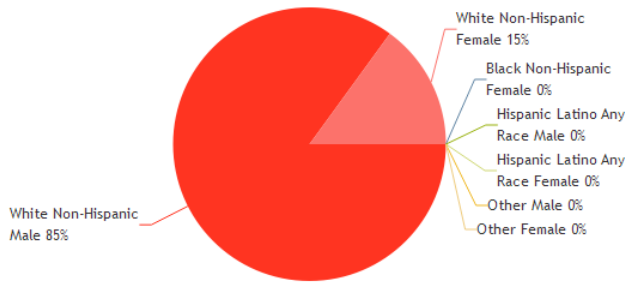
Data Collection Period: 1/1/2021 - 12/31/2021

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	142	25	0	0	0	0	0	0	167
Applicants Hired	1	1	0	0	0	0	0	0	2
Percent Hired	1%	4%	%	%	%	%	%	%	N/A
Percent of Workforce Population	5%		0%		0%		0%		N/A

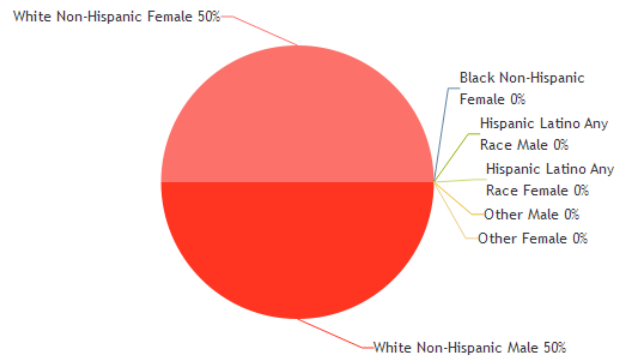
Reaccreditation Year 2 Notes:

Percent of workforce population cannot be accurately calculated as we do not collect race data from our applicants.

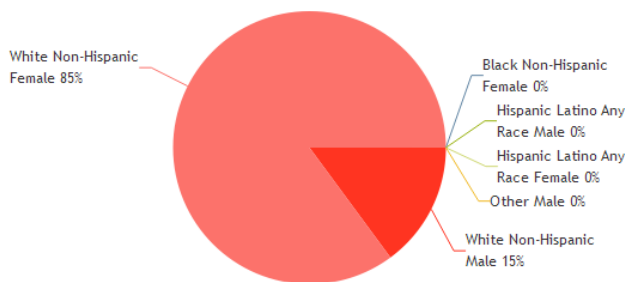
Applications Received



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

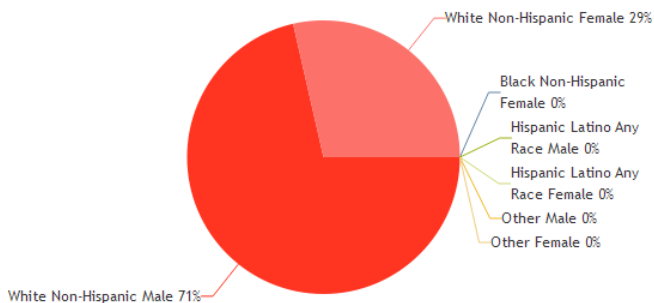
Data Collection Period: 1/1/2020 - 12/31/2020

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	5	2	0	0	0	0	0	0	7
Eligible After Testing	2	1	0	0	0	0	0	0	3
Promoted	0	0	0	0	0	0	0	0	0
Percent Promoted	0 %	0 %	%	%	%	%	%	%	N/A

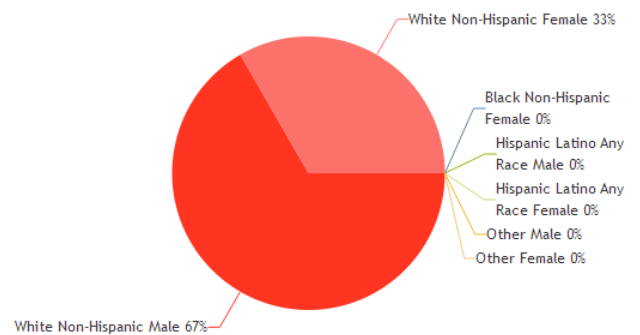
Reaccreditation Year 1 Notes:

Promotional process for Sergeant created a list of 3 eligible candidates. No positions came available in 2020.

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	

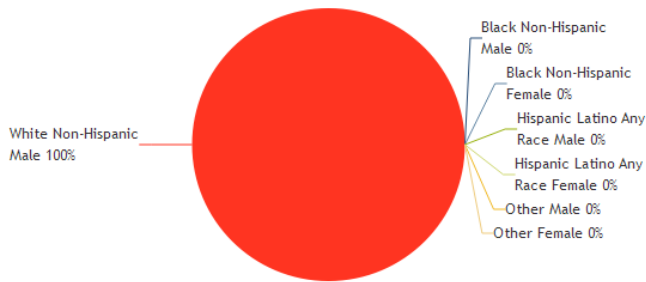
Sworn Officer Promotions - Reaccreditation Year 2

Data Collection Period: 1/1/2021 - 12/31/2021

	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	2	0	0	0	0	0	0	0	2
Promoted	0	0	0	0	0	0	0	0	0
Percent Promoted	0 %	%	%	%	%	%	%	%	N/A

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	

