LAW ENFORCEMENT ACCREDITATION

Keene (NH) Police Department

Agency

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

Chief Executive Officer

Police Chief
Steven M. Stewart

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 Research Forum (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 M. Stewart. 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.

CALEA Compliance Services Member(s) Danny Messimer remotely reviewed 49 standards for the agency on 2/26/2023 using Law Enforcement Manual 6.17. 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.

- 1.2.9 – Biased Policing* (LE1) (MMMM) – ISSUE: - The agency's documented review of agency practices including citizen concerns, was based on complaints received and not on the agency practices. The agency maintains data on motor vehicle stops, arrests, and subject stops but the information obtained from that data was not included in the review. AGENCY ACTION NEEDED: - It is recommended that the agency include information pertaining to their practices when completing the annual review. AGENCY ACTION TAKEN: The agency revised their 2022 annual documented review to include commentary on the review of motor vehicle stops, arrests, and subject stops. A review of their policies was also conducted.

Site-Based Assessment Review:

Site-Based Assessment Report was not completed.

CHIEF EXECUTIVE OFFICER PROFILE

Steven M. Stewart

Police Chief Steve Stewart has been a Police Officer since 2000. He joined the Keene Police Department in January of 2004 and spent 11 plus years assigned to the Bureau of Patrol where he served as a police officer, Sergeant and Lieutenant. Prior to being appointed Police Chief in September of 2022, he held the rank of Captain and was the commander of the Field Operations Division for 7 years.

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 seventeen 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 essentially the same level higher as the previous year(a 31 hour difference), 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 mental health provider/mental health resources in the region, on alternative solutions for mental health calls for service. We also remain involved in the City's 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 eight new police officers would be ideal in order to fulfill our funded positions and replace the retirements that occurred at the end of CY2022. Unfortunately, hiring in this area is difficult at best, and in recent 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 1 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Nora Ackerley
On 2/22/2021, the Year 1 Remote Web-based Assessment of Keene (NH) Police Department was conducted. The review was conducted remotely and included 79 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**
1.2.3 Compliance with Constitutional Requirements (LE1) (MMMM)	**Compliance Verified**
1.2.9 Biased Policing* (LE1) (MMMM)	**Compliance Verified**
1.2.10 Duty to Intervene (LE1) (MMMM)	**Compliance Verified**
4 Use of Force	
4.1.1 Use of Reasonable Force (LE1) (MMMM)	**Compliance Verified**
4.1.2 Use of Deadly Force (LE1) (MMMM)	**Compliance Verified**
4.1.3 Warning Shots (LE1) (MMMM)	**Compliance Verified**
4.1.5 Rendering Medical Aid Following Police Actions (LE1) (MMMM)	**Compliance Verified**
4.1.6 Vascular Neck Restrictions (LE1) (MMMM)	**Compliance Verified**
4.1.7 Choke Holds (LE1) (MMMM)	**Compliance Verified**
4.2.1 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**
11 Organization and Administration	
11.1.1 Description of Organization (LE1) (MMMM)	**Compliance Verified**
11.3.3 Notify CEO of Incident with Liability (LE1)	**Compliance Verified**
12 Direction	
12.1.1 CEO Authority and Responsibility (LE1)	**Compliance Verified**
12.1.3 Obey Lawful Orders (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	
17.4.2 Cash Fund/Accounts Maintenance* (LE1)	**Compliance Verified**

Standards	Findings
22 Personnel Management System	
22.4.1 Grievance Procedures (LE1)	**Compliance Verified**
26 Disciplinary Procedures and Internal Investigations	
26.1.1 Code of Conduct (LE1)	**Compliance Verified**
26.1.3 Harassment (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**
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**
26.3.5 Statement of Allegations/Rights (LE1)	**Compliance Verified**
31 Recruitment and Selection	
31.2.1 Recruitment Plan (LE1)	**Compliance Verified**
31.4.1 Selection Process Described (LE1)	**Compliance Verified**
31.5.1 Background Investigations (LE1)	**Compliance Verified**
31.5.7 Emotional Stability/Psychological Fitness Examinations (LE1)	**Compliance Verified**
33 Training and Career Development	
33.1.5 Remedial Training (LE1)	**Compliance Verified**
33.5.1 Annual In-Service Training Program* (LE1) (M M M M)	**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**
40 Crime Analysis and Intelligence	
40.2.3 Criminal Intelligence Procedures* (LE1)	**Compliance Verified**
41 Patrol	
41.2.2 Pursuit of Motor Vehicles* (LE1)	**Compliance Verified**
41.2.3 Roadblocks and Forcible Stopping* (LE1)	**Compliance Verified**
41.2.7 Mental Health Issues* (LE1)	**Compliance Verified**
41.3.8 In-Car Audio/Video/Body-Worn (LE1)	**Not Applicable by Function**
46 Critical Incidents, Special Operations, and Homeland Security	

Standards	Findings
46.1.1 Planning Responsibility (LE1)	**Compliance Verified**
46.1.3 Command Function* (LE1)	**Compliance Verified**
46.1.9 All Hazard Plan Training* (LE1)	**Compliance Verified**
46.1.10 Active Threats* (LE1)	**Compliance Verified**
46.3.2 Hazmat Awareness (LE1)	**Compliance Verified**
71 Processing and Temporary Detention	
71.1.1 Designate Rooms or Areas (LE1)	**Compliance Verified**
71.2.1 Training of Personnel* (LE1)	**Compliance Verified**
71.4.3 Inspections* (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**
72.5.3 Sight and Sound Separation (LE1)	**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	
81.2.7 Recording and Playback (LE1)	**Compliance Verified**
81.2.10 Emergency Messages (LE1)	**Compliance Verified**
81.2.11 Misdirected Emergency Calls (LE1)	**Compliance Verified**
81.2.13 First Aid Over Phone (LE1)	**Not Applicable by Function**
81.3.2 Alternate Power Source* (LE1)	**Compliance Verified**
82 Central Records	
82.1.6 Computer File Backup and Storage* (LE1)	**Compliance Verified**
83 Collection and Preservation of Evidence	
83.1.1 24-Hour Availability (LE1)	**Compliance Verified**
84 Property and Evidence Control	
84.1.2 Storage and Security (LE1)	**Compliance Verified**
84.1.6 Inspections and Reports* (LE1)	**Compliance Verified**

Standards	Findings
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.

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.

YEAR 3 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Danny Messimer
On 2/26/2023, the Year 3 Remote Web-based Assessment of Keene (NH) Police Department was conducted. The review was conducted remotely and included 49 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	
1.2.9 Biased Policing* (LE1) (MMMM) **Notes:** ISSUE: - The agency's documented review of agency practices including citizen concerns, was based on complaints received and not on the agency practices. The agency maintains data on motor vehicle stops, arrests, and subject stops but the information obtained from that data was not included in the review. AGENCY ACTION NEEDED: - It is recommended that the agency include information pertaining to their practices when completing the annual review. AGENCY ACTION TAKEN: The agency revised their 2022 annual documented review to include commentary on the review of motor vehicle stops, arrests, and subject stops. A review of their policies was also conducted.	**Standard Issue**
3 Contractual Agreements for Law Enforcement Services	
3.1.1 Written Agreement for Services Provided (LE1) (MMMM)	**Compliance Verified**
4 Use of Force	
4.2.2 Written Use of Force Reports and Administrative Review* (LE1) (MMMM)	**Compliance Verified**
4.2.4 Analyze Reports* (LE1) (MMMM)	**Compliance Verified**
4.3.2 Demonstrating Proficiency with Weapons (LE1) (MMMM)	**Compliance Verified**
4.3.3 Annual/Biennial Proficiency Training* (LE1) (MMMM)	**Compliance Verified**
4.3.4 Prerequisite to Carrying Lethal/Less Lethal Weapons (LE1) (MMMM)	**Compliance Verified**
11 Organization and Administration	
11.3.1 Responsibility/Authority (LE1)	**Compliance Verified**
22 Personnel Management System	
22.1.3 Benefits Program (LE1)	**Compliance Verified**
22.1.5 Victim Witness Services/Line of Duty Death (LE1)	**Compliance Verified**
22.1.9 Military Deployment and Reintegration (LE1)	**Compliance Verified**
22.2.5 Extra-Duty Employment (LE1)	**Compliance Verified**
33 Training and Career Development	
33.4.3 Field Training Program (LE1) (M M M M)	**Compliance Verified**
41 Patrol	
41.2.1 Responding Procedures (LE1)	**Compliance Verified**

Standards	Findings
41.2.4 Notification Procedures (LE1)	**Compliance Verified**
41.3.2 Equipment Specification/Replenishment (LE1)	**Compliance Verified**
41.3.6 Protective Vests/Pre-Planned, High Risk Situations (LE1)	**Compliance Verified**
42 Criminal Investigation	
42.1.6 Exculpatory Evidence (LE1) (M M M M)	**Compliance Verified**
42.2.1 Preliminary Investigations Steps (LE1)	**Compliance Verified**
42.2.6 Informants (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	
46.1.4 Operations Function (LE1)	**Compliance Verified**
46.1.5 Planning Function (LE1)	**Compliance Verified**
46.1.6 Logistics Function (LE1)	**Compliance Verified**
46.1.7 Finance/Administration Function (LE1)	**Compliance Verified**
46.1.9 All Hazard Plan Training* (LE1)	**Compliance Verified**
46.1.10 Active Threats* (LE1)	**Compliance Verified**
46.1.13 Continuity of Operations Plan (LE1) (M M M M)	**Compliance Verified**
61 Traffic	
61.1.2 Uniform Enforcement Procedures (LE1)	**Compliance Verified**
61.1.4 Informing The Violator (LE1)	**Compliance Verified**
61.1.7 Stopping/Approaching (LE1)	**Compliance Verified**
70 Detainee Transportation	
70.1.2 Searching Transport Vehicles (LE1)	**Compliance Verified**
70.1.6 Procedures, Transport Destination (LE1)	**Compliance Verified**
70.1.8 Notify Court of Security Risk (LE1)	**Compliance Verified**
70.2.1 Detainee Restraint Methods (LE1)	**Compliance Verified**
70.4.2 Rear Compartment Modifications (LE1)	**Compliance Verified**
71 Processing and Temporary Detention	
71.4.1 Physical Conditions (LE1)	**Compliance Verified**
71.4.2 Fire Prevention/Suppression (LE1)	**Compliance Verified**
81 Communications	
81.2.3 Recording Information (LE1)	**Compliance Verified**

Standards	Findings
81.2.4 Radio Communications Procedures (LE1)	**Compliance Verified**
81.2.5 Access to Resources (LE1)	**Compliance Verified**
81.2.6 Calls for Service Information Victim/Witness Calls (LE1)	**Compliance Verified**
82 Central Records	
82.2.2 Reporting Requirements (LE1)	**Compliance Verified**
82.2.3 Case Numbering System (LE1)	**Compliance Verified**
83 Collection and Preservation of Evidence	
83.2.1 Guidelines and Procedures (LE1)	**Compliance Verified**
83.2.6 Report Preparation (LE1)	**Compliance Verified**
84 Property and Evidence Control	
84.1.4 Security of Controlled Substances, Weapons for Training (LE1)	**Compliance Verified**
84.1.5 Records, Status of Property (LE1)	**Compliance Verified**
84.1.6 Inspections and Reports* (LE1)	**Compliance Verified**

Comments:

Area of Interest: Body Worn and In-car (BWC and ICV) Cameras

Executive Summary
This area of interest was suggested for review because the agency is in the process of implementing body worn cameras. The directives and processes developed by the agency in meeting the standards clearly define how the agency provides will conduct operations, provide initial, refresher, and advanced training for its personnel, including supervisors. The agency plans on continually evaluating and assessing operations to improve and adjust as necessary.

Summary of Review:
An interview was arranged with former Chief of Police Steve Russo who has been contracted to develop the policies and processes for the body worn cameras (BWC). The written directives developed have the purpose of demonstrating transparency and trust between the agency and its citizens. The written objectives of the BWC and in car video (ICV) directives also involve trust, documentation of police/citizen encounters, assisting in the investigation of incidents and complaints, improving evidence collection for investigative and judicial purposes, and for training purposes. The directives specify the restriction, exceptions, and prohibitions for the activation and deactivation of the cameras. Both the criminal and administrative use of the camera captured data for both the BWC and ICV are regulated by the State of New Hampshire. State law also does not permit the redaction of information on discovery requests but does require redaction in right to know requests. Supervisory duties involve ensuring that inspections are conducted on the cameras prior to their use on the road. Supervisors will be responsible prior to implementation for ensuring all personnel are familiar with the directives. The program administrator has the responsibility of conducting an audit of all “live stream” activations and conducting monthly reviews of ten percent of camera captured data. The information obtained from both reviews is documented and sent to the Chief of Police. The agency is speculating that the number of reviews required by the proposed directives will probably be altered in the future depending on the amount of data captured through both camera systems. The agency’s training requirements for the camera systems require all officers and supervisors to be trained in the operation of the camera systems and additional training may be required to ensure proper use and operations, updates, or revisions in policy. Reviews of New Hampshire state laws and privacy laws and case laws are required. When implemented, all personnel will be trained and in the future all recruits will be trained during their new hire orientation process. After implementation, the agency will analyze the operation of the system to

determine if any adjustments are needed in the directives or operation of the systems. The agency is expecting the systems will be operating by May 2023.

Area of Interest: Communications / Training and Retention of Telecommunicators

Executive Summary
This area of focus was chosen because the agency has had issues in the past with the training and retention of telecommunicators. The training process for the agency defines the expectations for each dispatcher in knowledge, skills, and abilities. The process is designed to provide telecommunicators with skills required for the safe and efficient processing of calls for service.

Summary of Review:
An interview was conducted with Al St. Audin, who is the Communications supervisor. The agency's written directives on hiring address both sworn and non-sworn positions. Telecommunicators are required, after the application process, to successfully complete an oral board interview, polygraph, and a thorough background investigation. Upon hiring, telecommunicators are required to complete a 12-week in-house training course which covers all three shifts. The training program is designed to cover the frequent duties required by telecommunicators, which involves multi-tasking. The supervisors are required to evaluate the performance of each trainee and measure their competency. The evaluation process occurs daily with discussions pertaining to their strengths and weaknesses. Supervisors are required to complete a documented evaluation every three weeks. Telecommunicators are required to meet the state requirement of successfully completing a four-day required course for certification on the state computer systems. The agency has found that what has been problematic in the retention of telecommunicators is with the skill of multi-tasking. This skill is essential in successful performance of communications. The fast-paced environment has proven too difficult for trainees and is the main reason why trainees are not completing the training process. The agency has reviewed the training process and has not made any significant changes to the curriculum but is focusing on working more closely with each trainee to strengthen their multi-tasking skill set. Al St Audin has not determined an effective way in improving the multi-tasking skillset. Currently, the agency has two persons in the training program and expect to be at full staff within the next month. The agency's training is on-going with training requirements on both the state and national systems every two years. Annual training is updated with new procedures or laws to meet communications standards. There have been no major changes to communications policy within the past year.

Area of Interest: Use of Force / De-escalation

Executive Summary:
This area of interest was suggested and agreed upon by the agency and the Compliance Services Member. The agency wanted to emphasize various training programs in the use of lethal and non-lethal force with the addition of the de-escalation training and how it has impacted their use of force incidents. The processes deployed by the agency in meeting the standards clearly define the use of reasonable force, deadly force, the use of authorize lethal and less lethal weapons, the rendering of aid following police actions, and the prohibition of techniques used to restrict the flow of oxygen or blood to the suspect. The agency utilizes the use of force reporting and annual analysis to determine adherence to agency policies and proper practices.

Summary of Review:
The Accreditation Manager arranged for an interview with Lt. Jay Maxfield whose area of responsibility includes the training and review of use of force. The agency's written directives clearly outline the justifications for using force and the establishment of accountability for personnel who use force. The directives provide guidance on the types of force permitted under the reasonableness standard and define the actions and consequences involving the use of excessive force. The agency wanted to stress the importance of not using force, if possible, and focused their training on the use of de-escalation tactics. The agency focused on de-escalation tactics in their classroom training and at each training session conducted at the range. Scenario based shoot / no shoot type training was utilized to reinforce the available options in use of force situations. In-service training on use of force directives is conducted annually to reinforce

understanding and includes the review of deadly and less lethal force including the conditional terms used to qualify the directive's requirements on the use of reasonable force. The agency's directives require agency member to intervene within their scope of authority, training and to notify supervisors if they observe another agency employee or public safety associate engage in any unreasonable use of force or if they become aware of any violation of policy or law. Supervisors are required to be notified whenever force, lethal or non-lethal, has been applied by agency members. A use of force report is completed by the officer using force and it is reviewed by the supervisor approving their offense report. The supervisor's responsibilities include determining if the force used was within the established directive on the application of force. If the supervisor determines the force used was not consistent with the agency's policies and procedures on the use of force, it will be referred to the command level for review or further internal investigation. All use of force reports are reviewed by Lt. Maxfield to determine if the force used was in compliance with the tactics and training provided or if there is a need for an adjustment in training tactics or policy change.
Annually, a designee of the Chief of Police is required to submit a use of force analysis based on the use of force incidents throughout the reporting period. The report is to include a description of all use of force activities, reviews of policy and procedures, and any training needs revealed through the analysis of reported data. In 2022, the agency reported a 9% decrease in the use of force demonstrating the effectiveness of their agency's developed policies, procedures, and tactics.

Area of Interest: Property and Evidence / Evidence Control

Executive Summary
This area of interest was suggested and agreed upon by the agency and the Compliance Services Member and the agency due to procedural changes by the State of New Hampshire. It is vital for law enforcement to develop measures for the receipt, handling, and security, and disposition of evidence. The agency had to review their policies and procedures to ensure they were meeting the requirements of state law. The agency's process for evidence, specifically the sexual assault cases, define sound practices to ensure the integrity and security of evidence. The processes deployed by the agency in meeting the standards meet the accreditation standards on property and evidence.

Summary of Review :
The Accreditation Manager arranged for Jason Thompson to be interviewed. The agency's policies, procedures, and training ensure that property in the custody of the agency is properly collected, secured, stored, and documented to ensure the chain of custody. The procedures established a process to enable all stored property and evidence to be located and retrieved upon request or need and to be disposed of after all legal requirements are met. The directives have established procedures requiring the inclusion of property into the agency records and in the possession of the property and evidence function at the conclusion of an officer's shift. Should a supervisor determine exceptional circumstances exist that prohibit the action of submitting the evidence and reporting by the end of the shift, the supervisor may authorize additional time to submit the evidence. Guidelines have been developed by the agency pertaining to the proper packaging and labeling of property prior to being placed into evidence. Training on the collection, packaging, storing, and submission of evidence to the property and evidence function is conducted during initial training with the agency. Evidence submitted to the Property Room by officers is placed in temporary lockers until the evidence technicians can retrieve it to be placed in permanent storage or transferred to the laboratory. Items too large for the temporary lockers require the evidence technician to be called in to take possession of it

Recently, the state's Attorney General enacted a new procedure which had to be implemented into agency policy and procedures in relation to sexual assault kits. The new procedures of the sexual assault survivors' law, require police agencies to transport sexual assault kits to the state crime lab within a reasonable time and the right to have sexual assault evidence collection kit preserved and be informed of any result of a sexual assault evidence collection kit, including a DNA profile match. Agencies are required to update when the kit is delivered to the crime lab. The entry process is monitored by personnel from the New Hampshire Department of Justice. This change in procedure is intended to ensure a more thorough investigation of sexual assaults and to ensure sexual assault kits are not being destroyed. This required the agency to re-evaluate their evidence process pertaining to laboratory submission.
The supervisor of the Bureau of Special Services and the property officer conduct semi-annual inspections of the

property room. Annual audits and unannounced inspections are conducted at the direction of the Chief of Police. This reporting process enables the agency to review the outcomes of the inspections and audit to determine if there are any patterns or trends that require attention. Any trends or patterns that are identified through the inspection, audit, and inventory process would be addressed through the chain of command by either a change in practice or policy.

Findings:
The agency is in compliance with all standards pertaining to all areas of interest chosen for this assessment and has developed an impressive system for policy guidance that compliments the standards, enables operations, manages performance of personnel through training in annual in-service and periodic training, identifies the duties of line supervisors, and reports and reviews of operations that verify actions with regard to policy compliance. Findings from reports are tabulated and analyzed in accordance with the standards and with agency policy.

Each member interviewed during the year three annual assessment demonstrated a knowledgeable understanding of the agency's policies and processes as they apply to their area of operation and responsibility. Each person understood the agency's policies and processes to accomplish the high quality of work expected in their assigned duties. The data collected and assembled for executive level review in all areas of interest provides a broad analysis of factors for consideration, should there be a need to amend policy or processes or account for agency performance. Multiple standards pertaining to the areas of focus were reviewed during the assessment and were all found to be in compliance with the standards.

Summary of Public Information Portal Feedback :
At the time of the initial assessment, the Public Information Portal was made available and activated by the agency. The portal is still under development.

A review of agency provided statistical tables to account for accuracy and variations in reporting:
The data tables provided by the agency are complete and consistent with the established reporting parameters. There were no noted anomalies in the data tables for the initial assessment period.

Compliance Data Summary:
Statistical data on compliance with applicable standards to ensure that the agency complies within the identified limits:
Number of Interviews Conducted: 4
Compliance Services Member Name: Danny Messimer
Assessment Start and End Dates: 02/17/23-02/25/23
Mandatory (M) Compliance: 151
Other-Than-Mandatory (O) Compliance: N/A
Standards Issues: 1
Waiver: 0
(O) Elect 20%: 0
Not Applicable: 21
Total: 173
Percentage of applicable other-than-mandatory standards: NA

The agency is in compliance with all applicable standards that were reviewed during the year three assessment with the exception of one standard listed as having an issue. The agency categorized 21 standards as not applicable by function which were not verified during this assessment by the web-based assessor. The agency is a Tier 1 Law Enforcement agency.

Response from Agency Regarding Findings:

CEO Feedback not provided.

SITE-BASED ASSESSMENT

4/4/2023

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

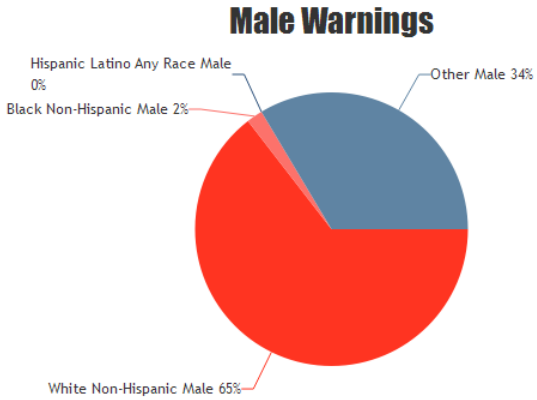
Traffic Warnings & Citations - Reaccreditation Year 1

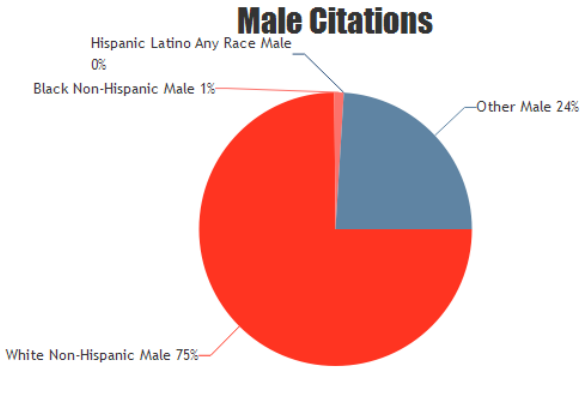
Data Collection Period: 1/1/2020 - 12/31/2020

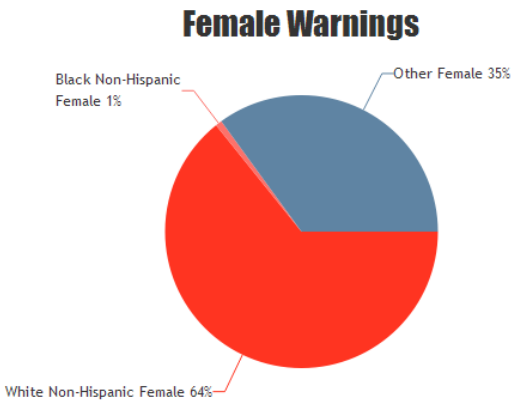
Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	878	268	1146
Black Non-Hispanic Male	26	4	30
Hispanic Latino Any Race Male			
Other Male	457	86	543
White Non-Hispanic Female	666	146	812
Black Non-Hispanic Female	8	1	9
Hispanic Latino Any Race Female			
Other Female	363	52	415
TOTAL	2398	557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

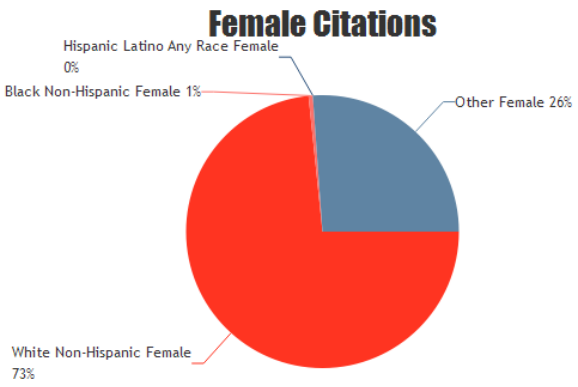
Reaccreditation Year 1 Notes:

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.









Legend

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

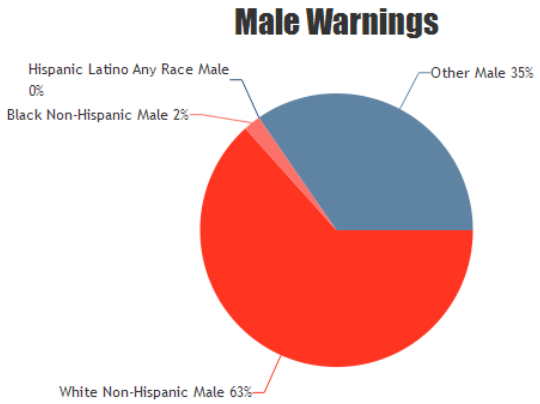
Traffic Warnings & Citations - Reaccreditation Year 2

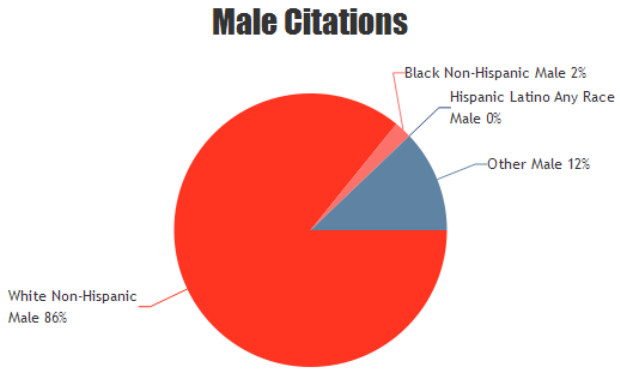
Data Collection Period: 1/1/2021 - 12/31/2021

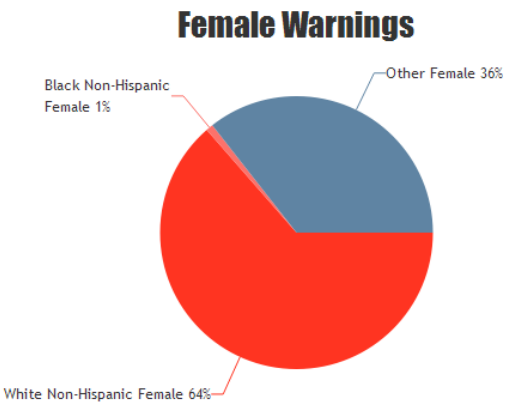
Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	1438	376	1814
Black Non-Hispanic Male	46	9	55
Hispanic Latino Any Race Male	0	0	0
Other Male	786	53	839
White Non-Hispanic Female	1045	176	1221
Black Non-Hispanic Female	14	4	18
Hispanic Latino Any Race Female	0	0	0
Other Female	585	24	609
TOTAL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

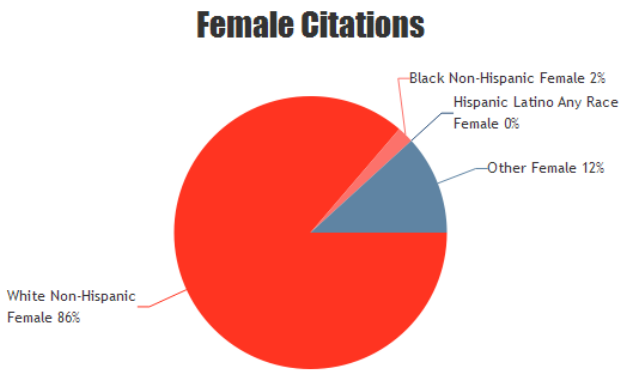
Reaccreditation Year 2 Notes:

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









Legend

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

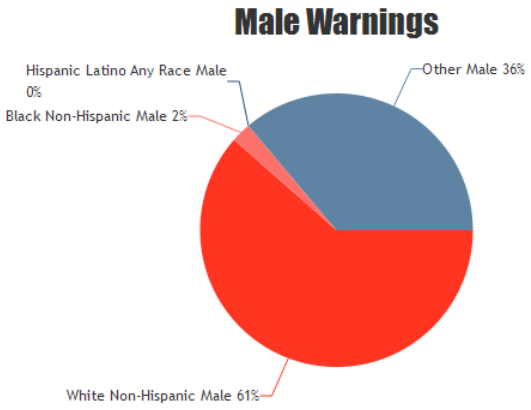
Traffic Warnings & Citations - Reaccreditation Year 3

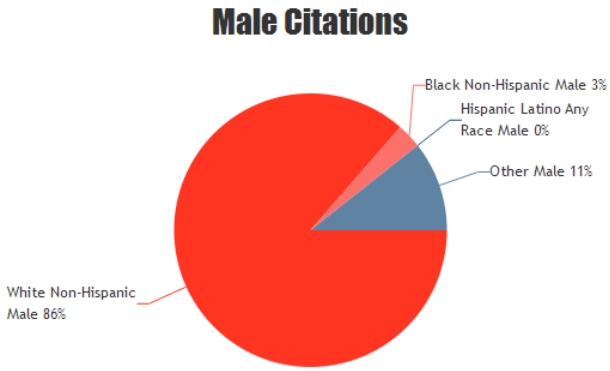
Data Collection Period: 1/1/2022 - 12/31/2022

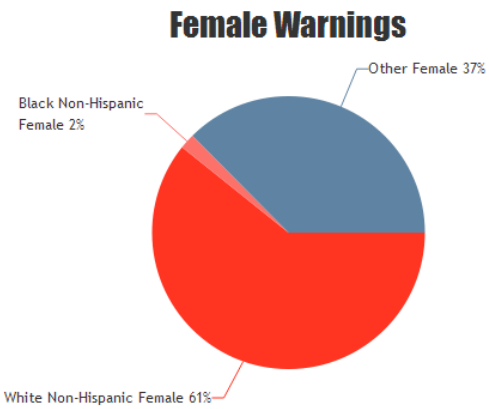
Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	940	293	1233
Black Non-Hispanic Male	36	10	46
Hispanic Latino Any Race Male	0	0	0
Other Male	553	36	589
White Non-Hispanic Female	768	137	905
Black Non-Hispanic Female	23	1	24
Hispanic Latino Any Race Female	0	0	0
Other Female	473	25	498
TOTAL	2793	502	3295

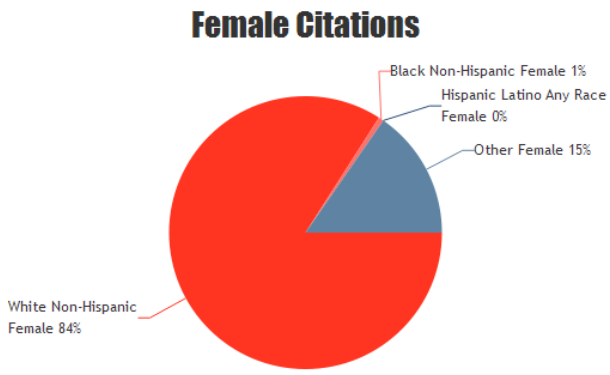
Reaccreditation Year 3 Notes:

Keene PD does not track Hispanic race in MVS breakdown.









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

Year 3 Data Collection Period: 1/2/2022-12/31/2022

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

Legend

Traffic Contacts	
Field Contacts	
Asset Forfeiture	

Use Of Force - Reaccreditation Year 1

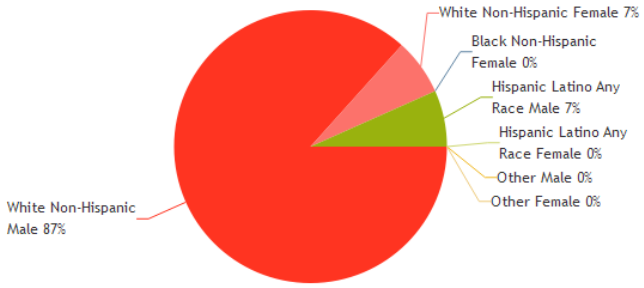
Data Collection Period: 1/1/2020 - 12/31/2020

	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

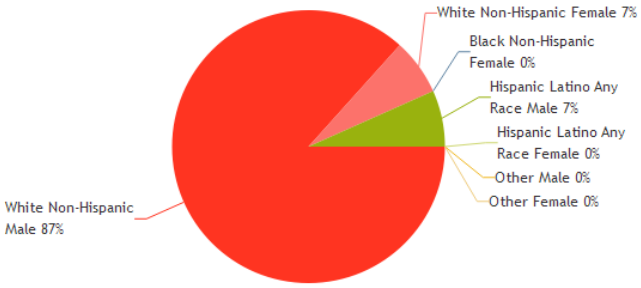
Reaccreditation Year 1 Notes:

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

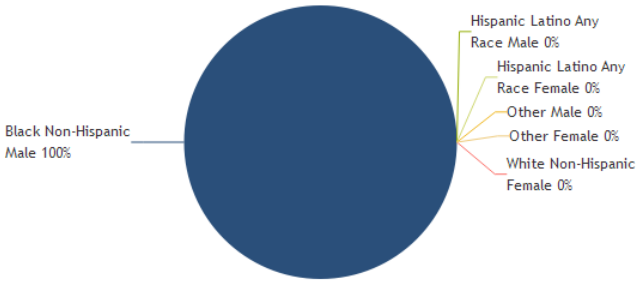
Total Firearm



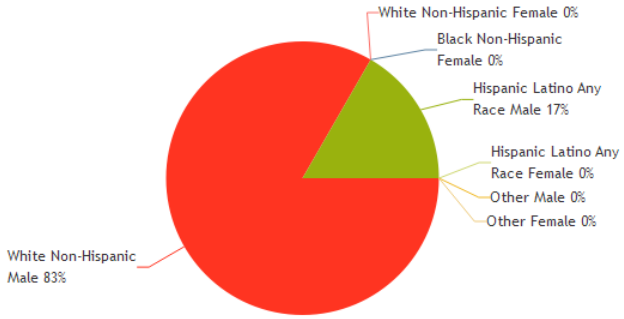
Firearm Display



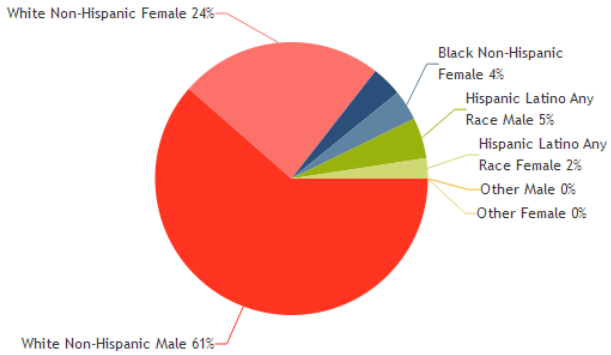
Baton



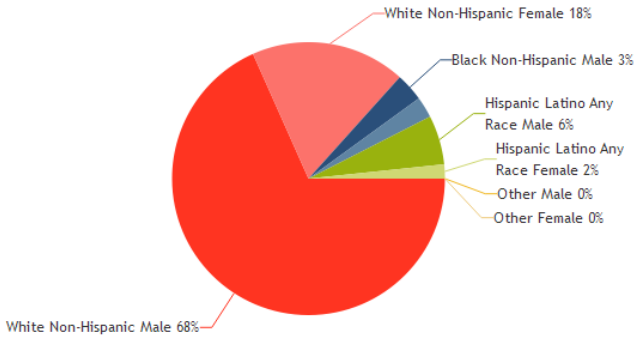
Chemical/OC



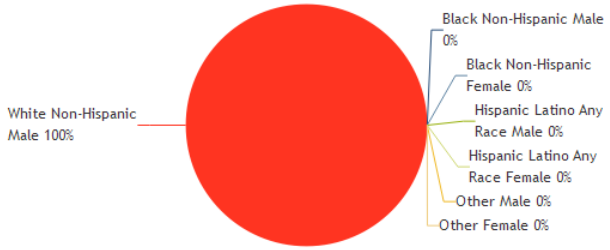
Weaponless



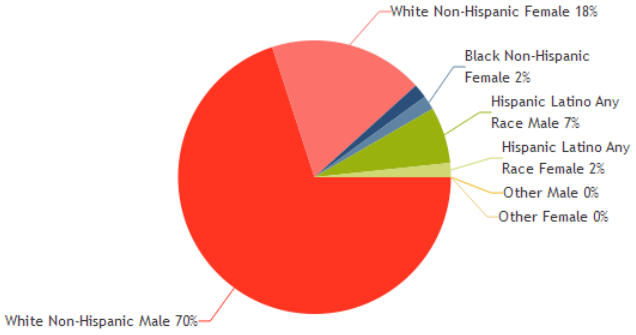
Total Uses of Force



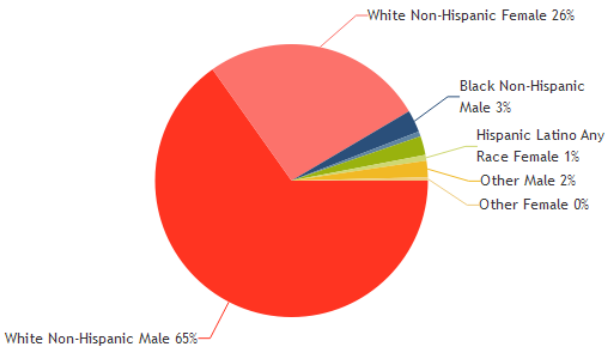
Total Number of Incidents Resulting in Officer Injury or Death



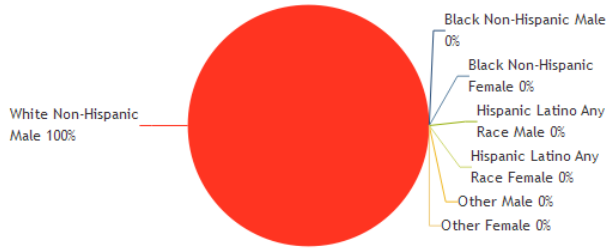
Total Use of Force Arrests



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

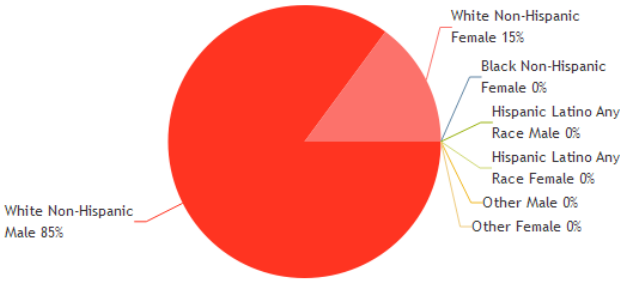
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									47
Discharge	0								0
Display Only	40	7							47
ECW									0
Discharge Only									
Display Only									
Baton	2								2
Chemical/OC	9	2	1	0					12
Weaponless	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:

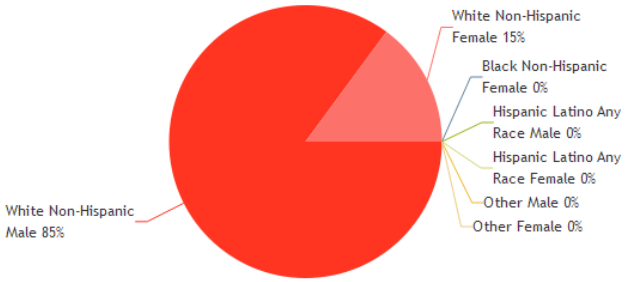
*For W/M Firearm Display only- 6 of 40 were Tactical Team Deployments.
*For Baton- 1 was for expandable baton, 1 was for 40mm less lethal launch, which for this document is the equivalent of a baton strike and not counted as firearm discharge.
*Keene PD does not have Tasers.

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

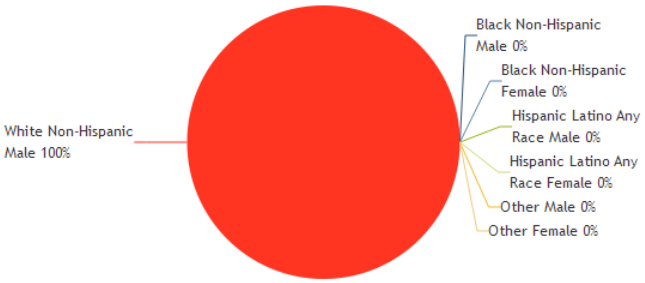
Total Firearm



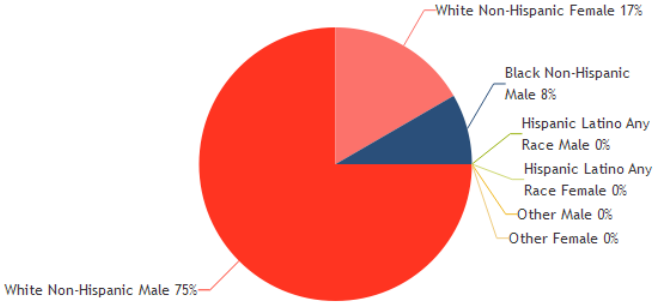
Firearm Display



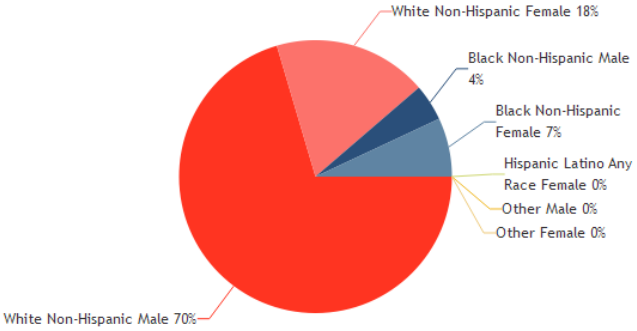
Baton



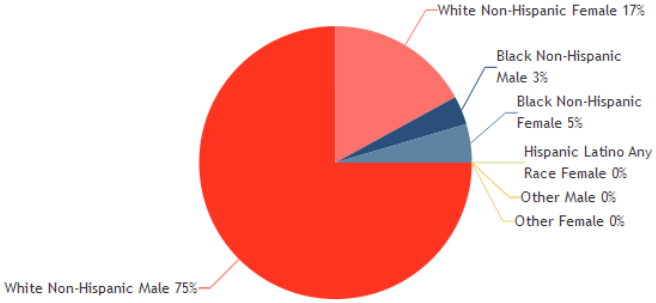
Chemical/OC



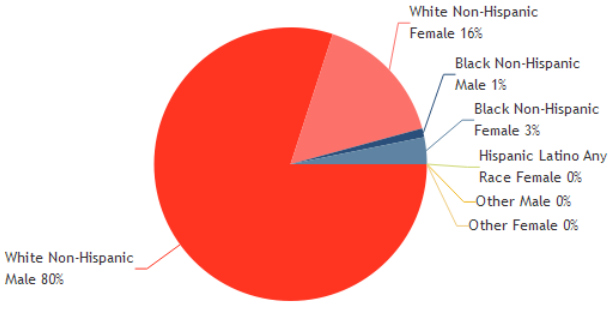
Weaponless



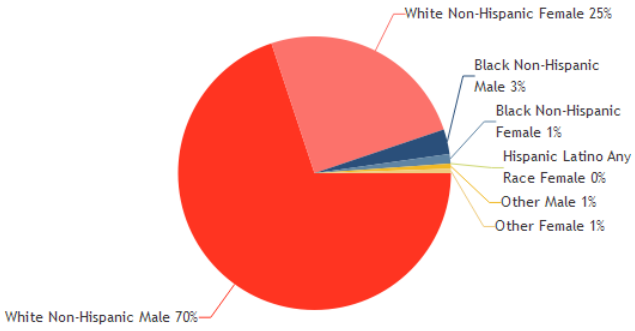
Total Uses of Force

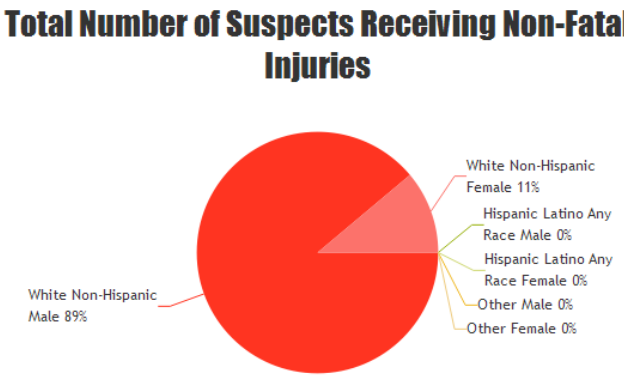


Total Use of Force Arrests



Total Agency Custodial Arrests





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: 1/1/2022 - 12/31/2022

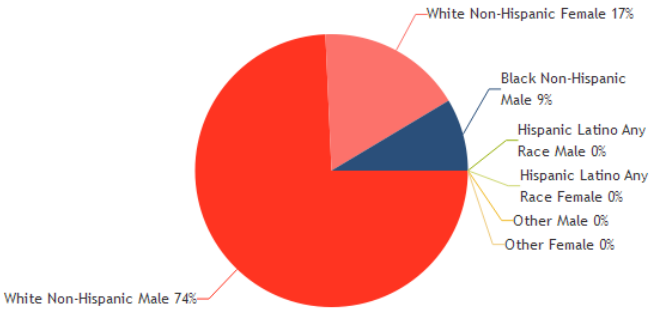
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									35
Discharge	0	0	0	0	0	0	0	0	0
Display Only	26	6	3	0	0	0	0	0	35
ECW									0
Discharge Only	0	0	0	0	0	0	0	0	0
Display Only	0	0	0	0	0	0	0	0	0
Baton	1	0	0	0	0	0	0	0	1
Chemical/OC	2	0	0	0	0	0	0	0	2
Weaponless	72	14	3	0	2	0	4	0	95
Canine									1
Release Only	1	0	0	0	0	0	0	0	1
Release and Bite	0	0	0	0	0	0	0	0	0
Total Uses of Force	102	20	6	0	2	0	4	0	134
Total Number of Incidents Resulting In Officer Injury or Death	1	0	0	0	0	0	0	0	1
Total Use of Force Arrests	65	12	4	0	2	1	2	0	86
Total Number of Suspects Receiving Non-Fatal Injuries	8	0	1	0	0	0	0	0	9
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	795	286	53	5	2	1	13	5	1160
Total Use of Force Complaints	2	0	0	0	0	0	0	0	2

Reaccreditation Year 3 Notes:

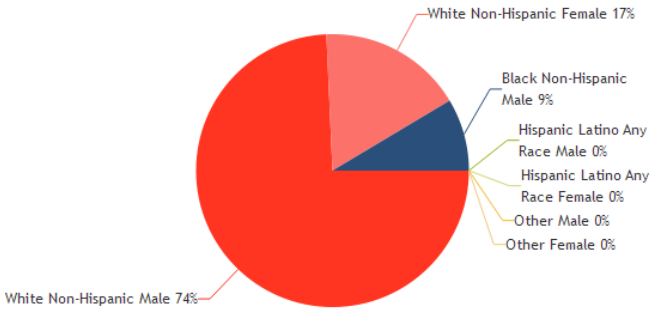
Several UOF incidents could have had different types of force used during the course of the incident. That is why the number of UOFs are greater than the number of incidents or arrests.

Total UOF Arrests Category also includes our UOF's that were documented in Offense reports.

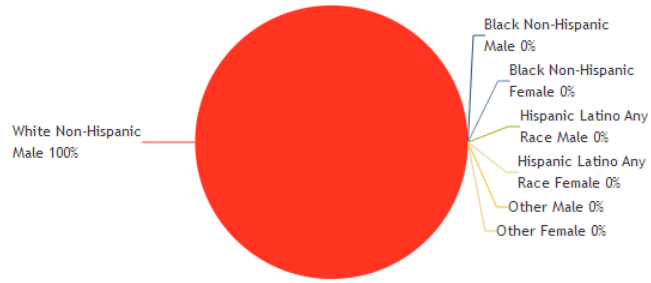
Total Firearm



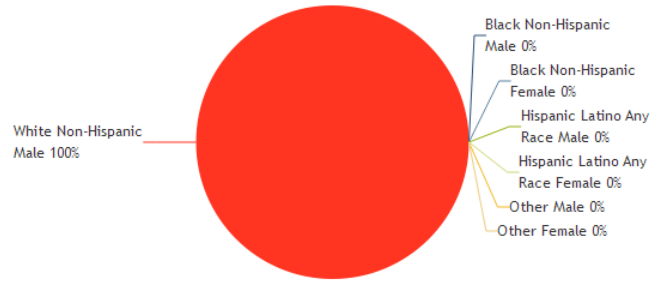
Firearm Display



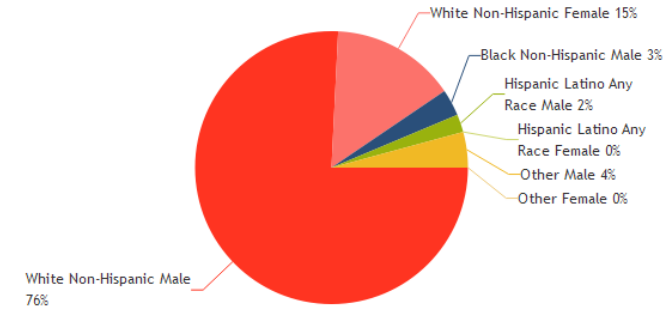
Baton



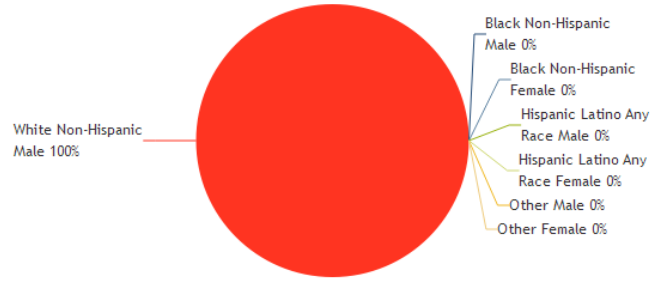
Chemical/OC



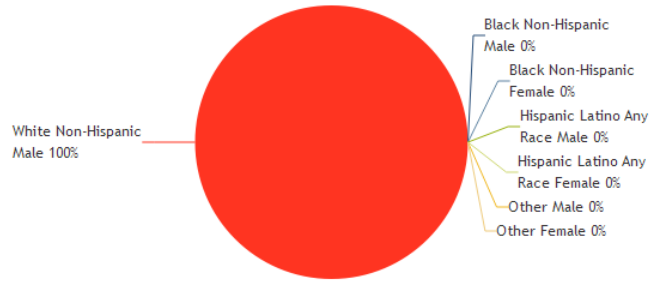
Weaponless



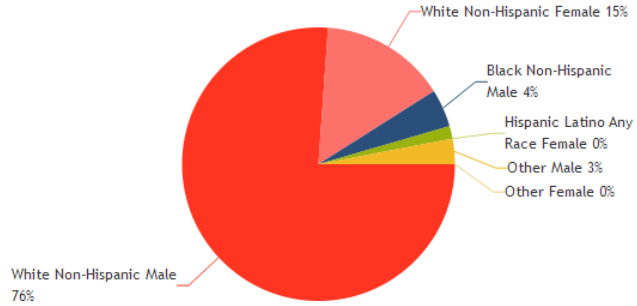
Total Canine



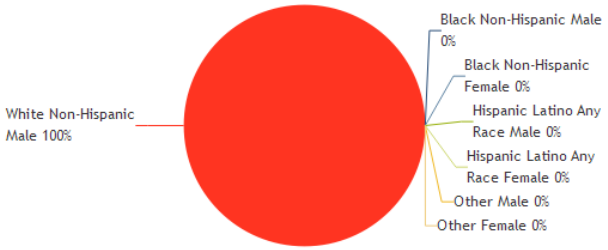
Canine: Release Only



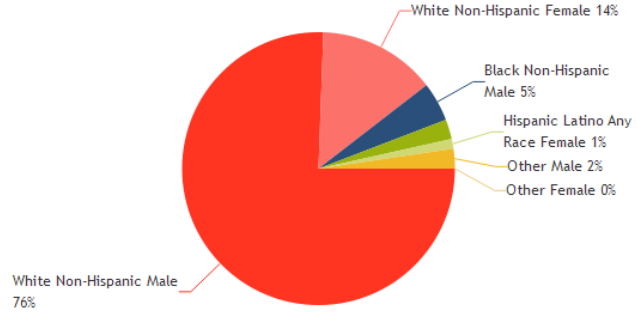
Total Uses of Force



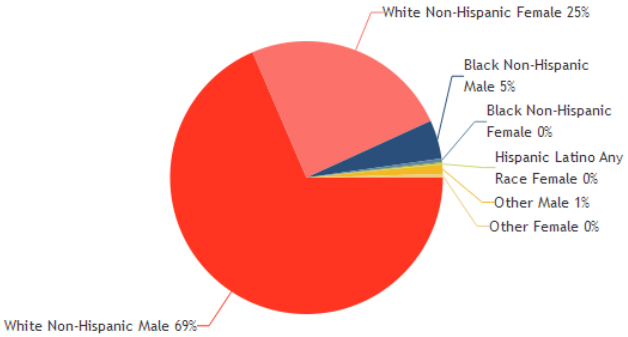
Total Number of Incidents Resulting in Officer Injury or Death



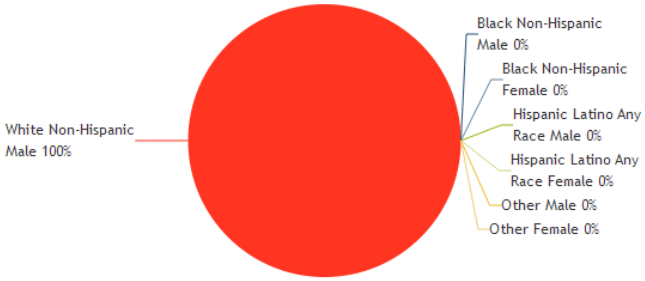
Total Use of Force Arrests



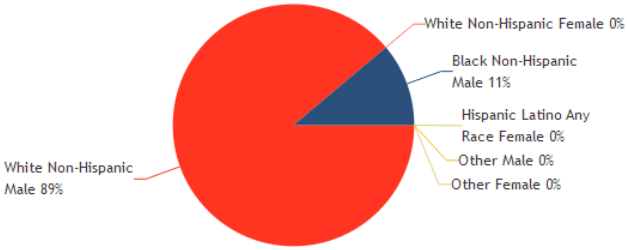
Total Agency Custodial Arrests



Total Use of Force Complaints



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

Year 3 Data Collection Period: 1/1/2022-12/31/2022

Grievances	Year 1	Year 2	Year 3
Number	0	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 3 Data Collection Period: 1/1/2022-12/31/2022

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

Complaints and Internal Affairs - Reaccreditation Year 3

Data Collection Period: 1/1/2020 - 12/31/2022

	Year 1	Year 2	Year 3
External/Citizen Complaint			
Citizen Complaint	4	9	6
Sustained	2	1	2
Not Sustained	0	3	1
Unfounded	1	2	2
Exonerated	1	3	1
Internal/Directed Complaint			
Directed Complaint	0	2	0
Sustained	0	1	0
Not Sustained	0	0	0
Unfounded	0	0	0
Exonerated	0	0	0

Calls For Service / Crime Data - Reaccreditation Year 3

Data Collection Period: 1/1/2020 - 12/31/2022

	Year 1	Year 2	Year 3
Calls for Service			
Calls for Service	27615	31141	29193
Crime Data			
Murder	0	0	1
Forcible Rape	12	4	3
Robbery	6	4	12
Aggravated Assault	12	12	13
Burglary	31	31	28
Larceny-Theft	353	371	486
Motor Vehicle Theft	11	14	22
Arson	1	2	3

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 3 Data Collection Period: 1/1/2022-12/31/2022

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

Reaccreditation Year 3

One pursuit not categorized above was initiated by another agency; our agency acted in an assisting role. We deployed a spike mat for an armed suicidal subject that fled from another agency. That suspect was then detained by the initiating agency.

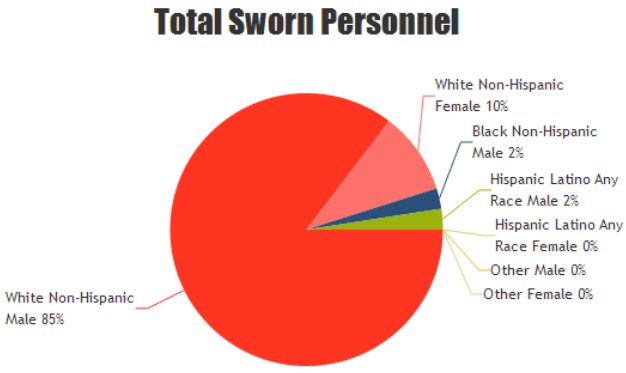
Agency Breakdown Report - Reaccreditation Year 1

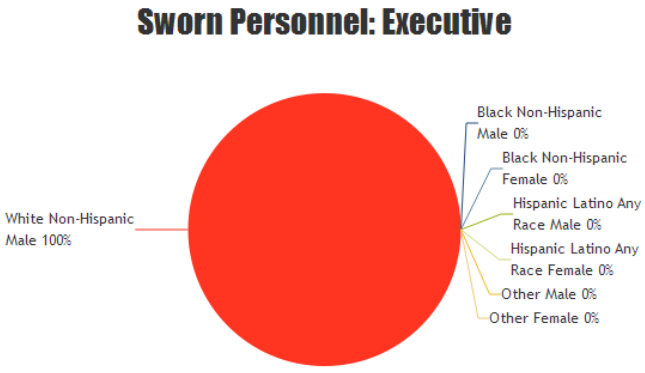
Data Collection Period: 1/1/2020 - 12/31/2020

	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

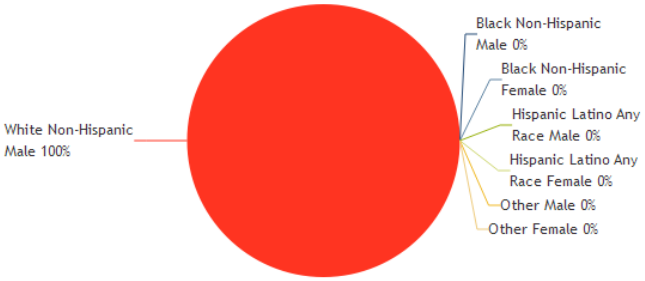
Reaccreditation Year 1 Notes:

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

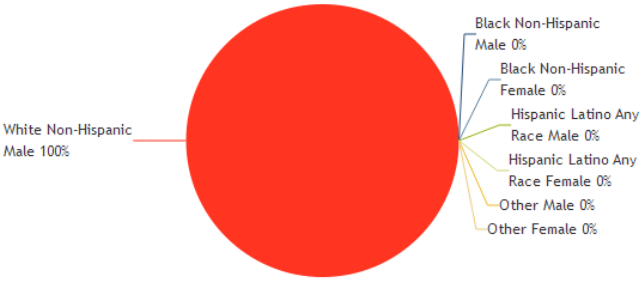




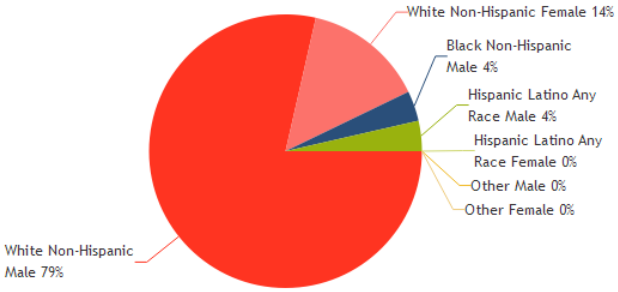
Sworn Personnel: Command



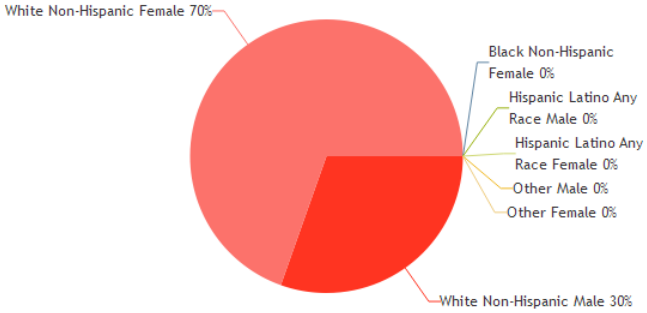
Sworn Personnel: Supervisory Positions



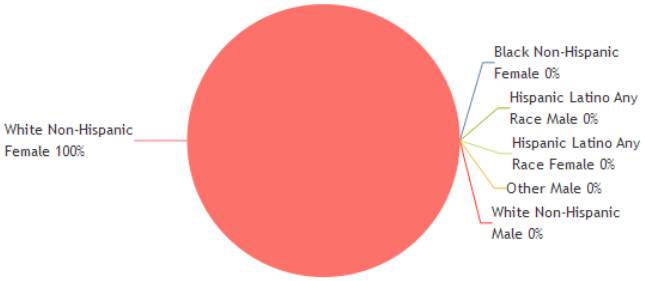
Sworn Personnel: Non-Supervisory Positions



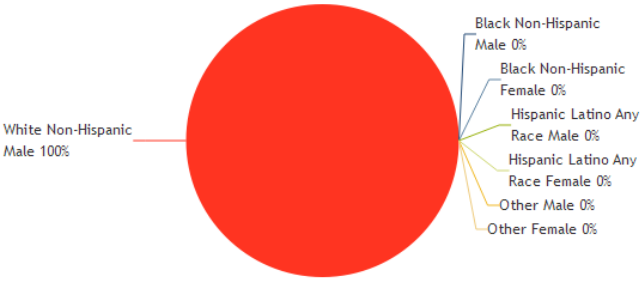
Total Non-Sworn Personnel



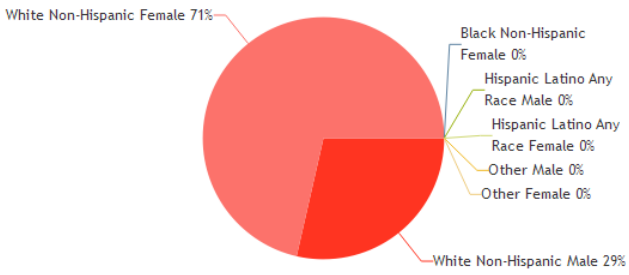
Non-Sworn Personnel: Managerial



Non-Sworn Personnel: Supervisory Positions



Non-Sworn Personnel: Non-Supervisory Positions



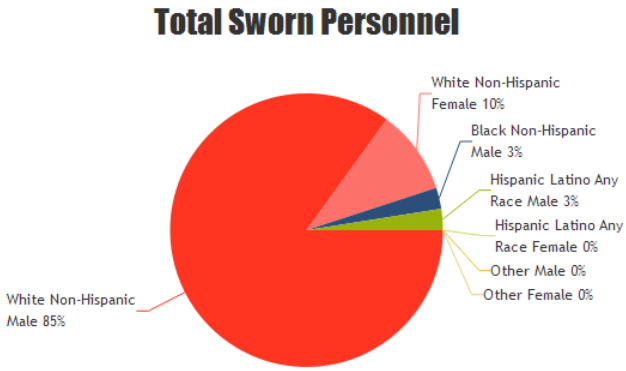
Legend

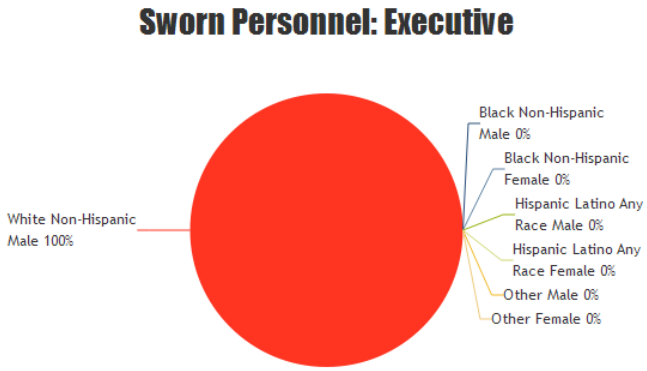
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

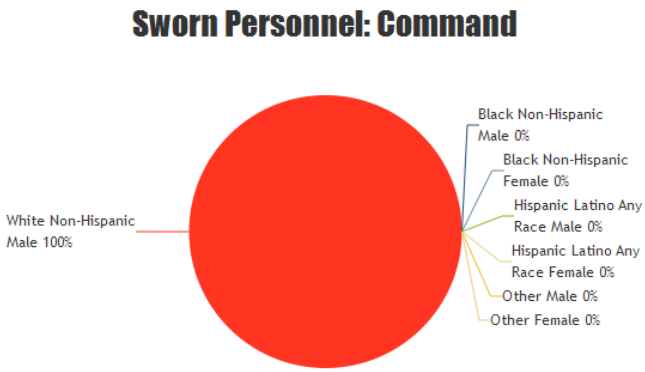
Agency Breakdown Report - Reaccreditation Year 2

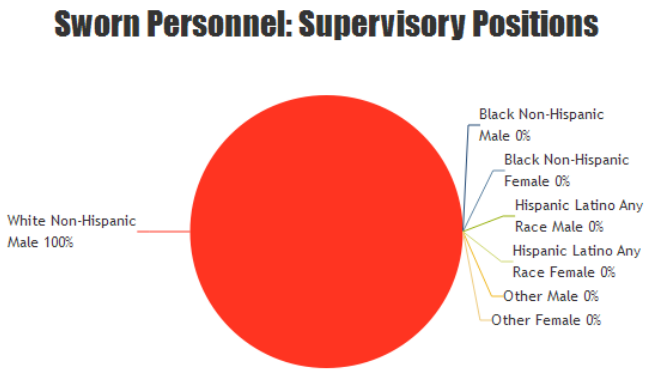
Data Collection Period: 1/1/2021 - 12/31/2021

	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

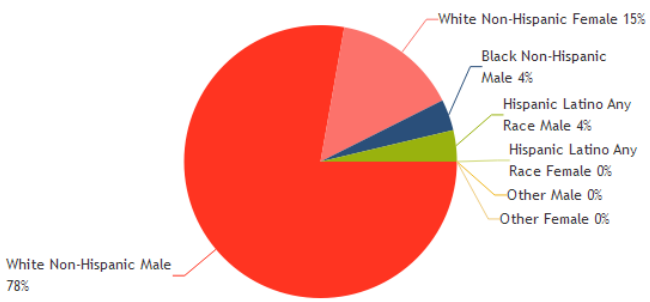




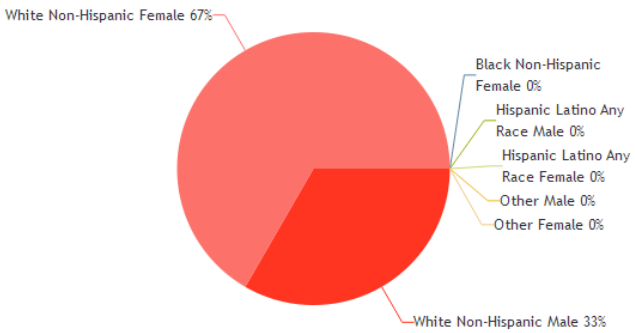




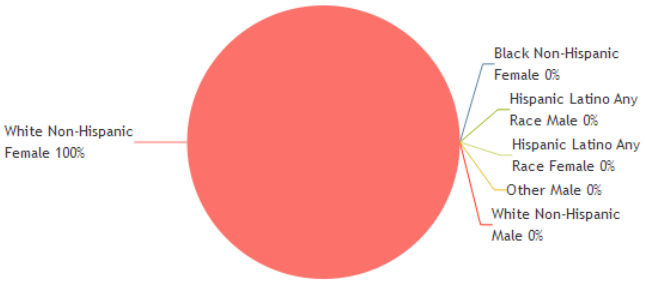
Sworn Personnel: Non-Supervisory Positions



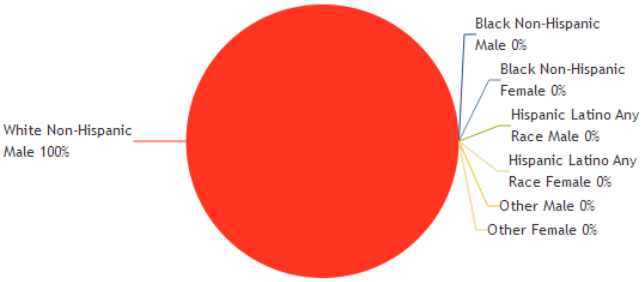
Total Non-Sworn Personnel



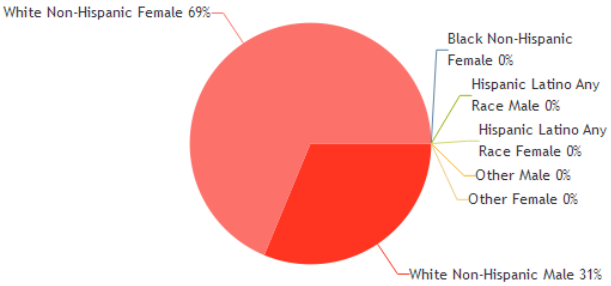
Non-Sworn Personnel: Managerial



Non-Sworn Personnel: Supervisory Positions



Non-Sworn Personnel: Non-Supervisory Positions



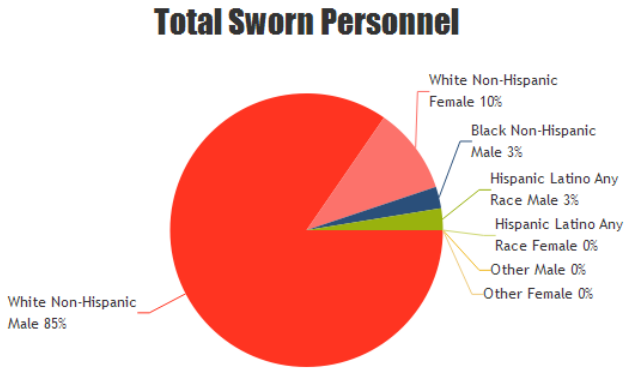
Legend

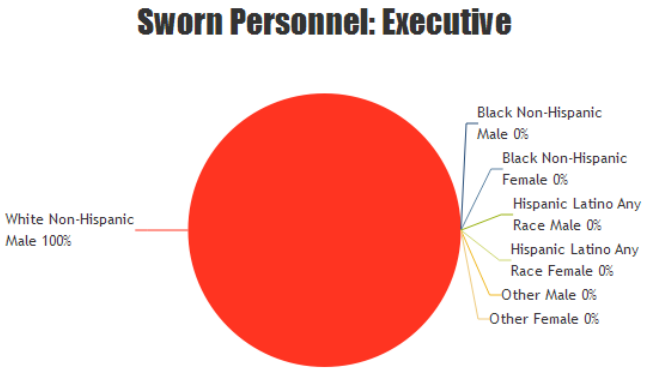
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

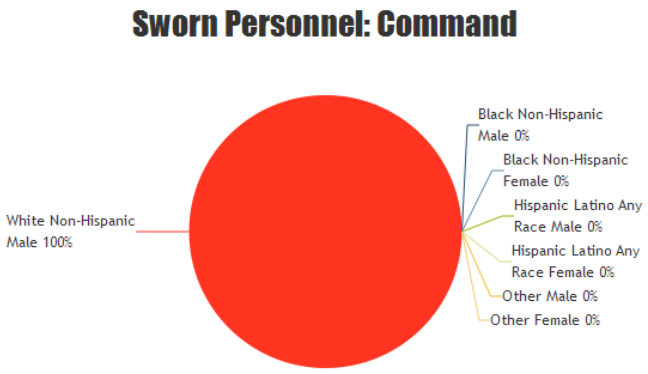
Agency Breakdown Report - Reaccreditation Year 3

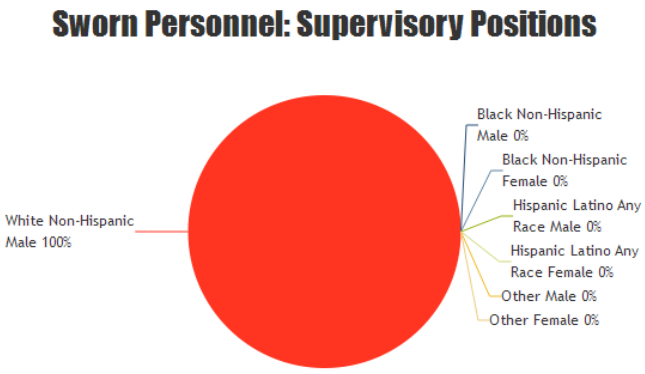
Data Collection Period: 1/1/2022 - 12/31/2022

	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	20	4	1		1				26
Sub Total									39
Non Sworn Personnel									
Executive									
Managerial		1							1
Supervisory Positions	1								1
Non-Supervisory Positions	4	14							18
Sub Total									20
Total									59

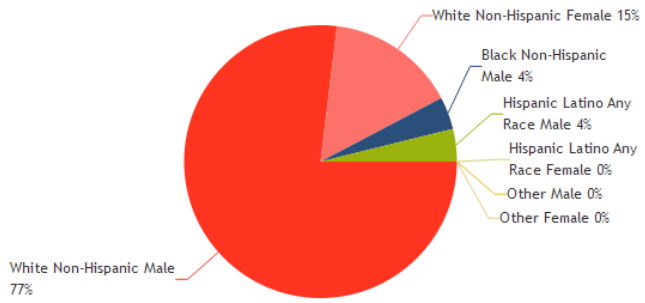




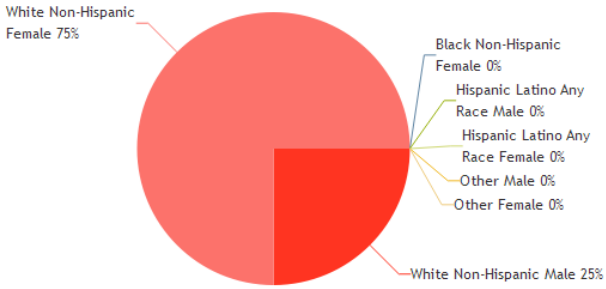




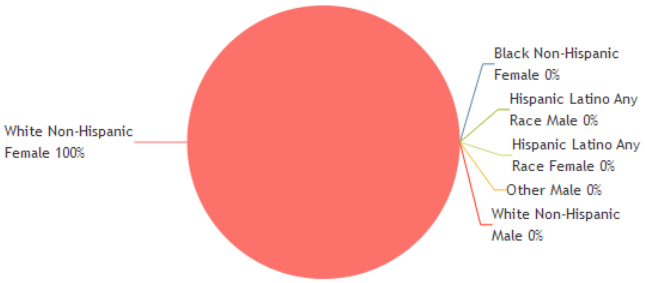
Sworn Personnel: Non-Supervisory Positions



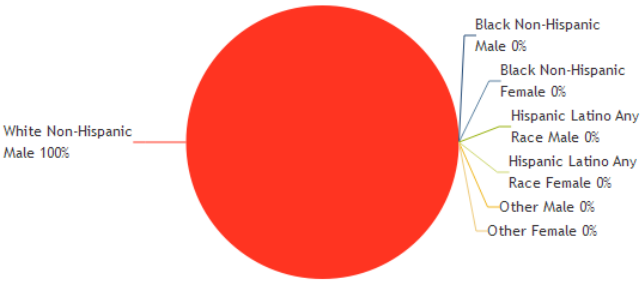
Total Non-Sworn Personnel



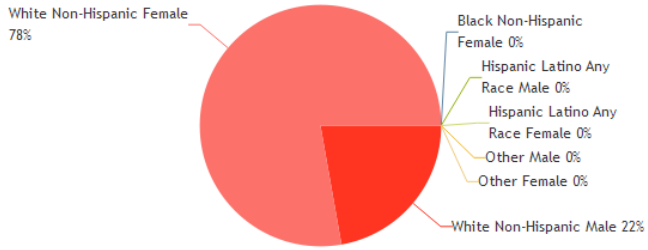
Non-Sworn Personnel: Managerial



Non-Sworn Personnel: Supervisory Positions



Non-Sworn Personnel: Non-Supervisory Positions



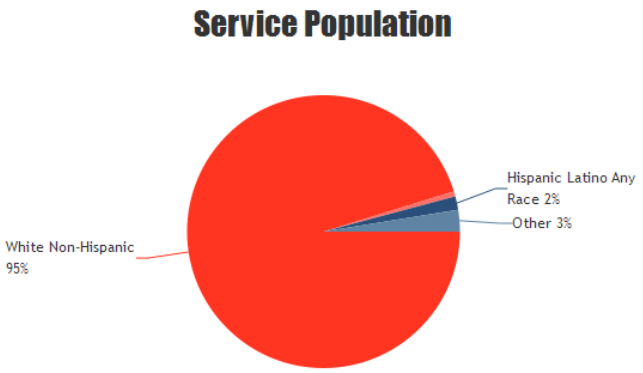
Legend

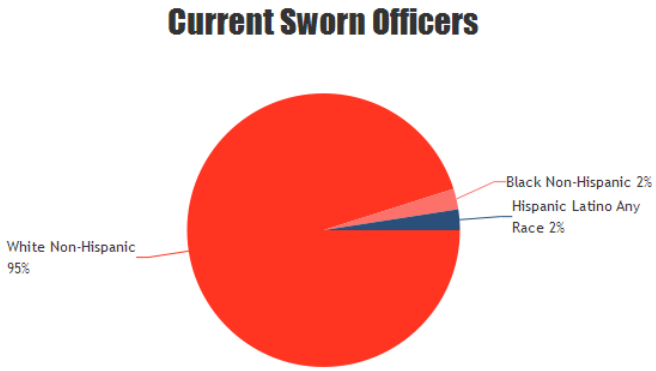
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

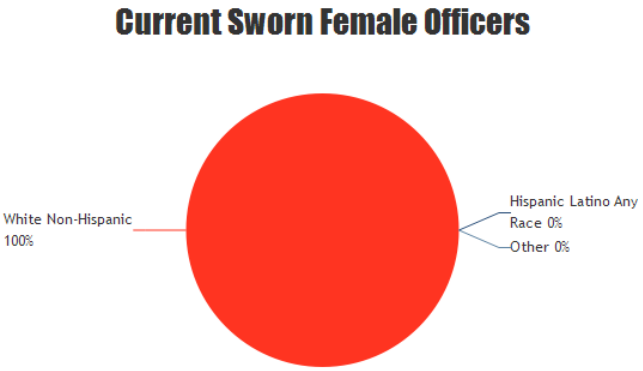
Agency Demographics Report - Reaccreditation Year 1

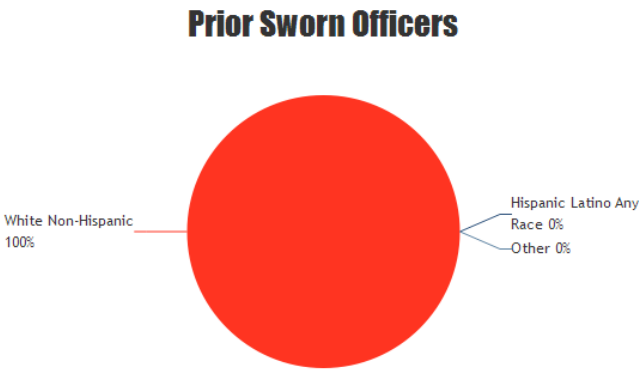
Data Collection Period: 1/1/2020 - 12/31/2020

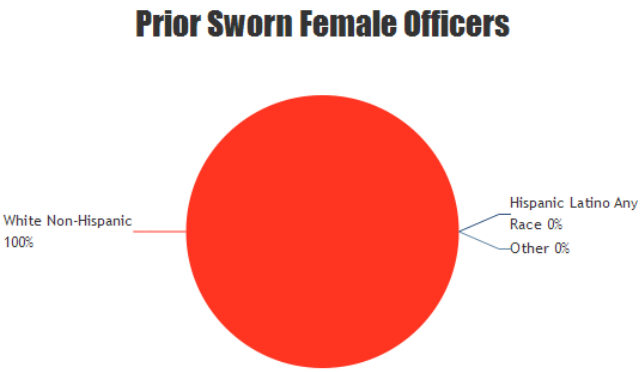
	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	22314	95%	14748	96 %	39	95%	4	10%	40	100%	4	10%
Black Non-Hispanic	144	1%	117	1 %	1	2%	0	0%	0	0%	0	0%
Hispanic 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	







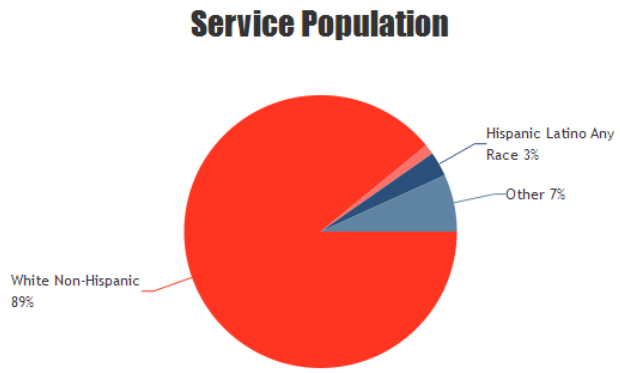


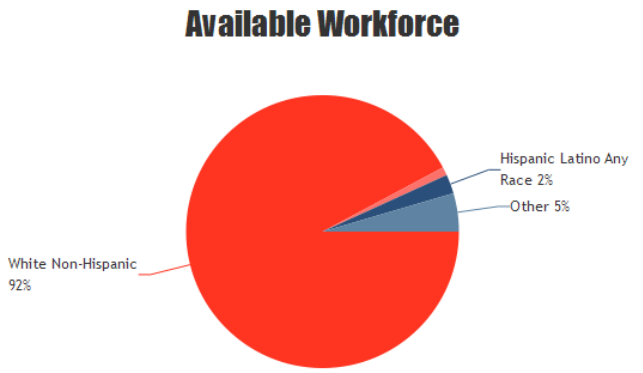


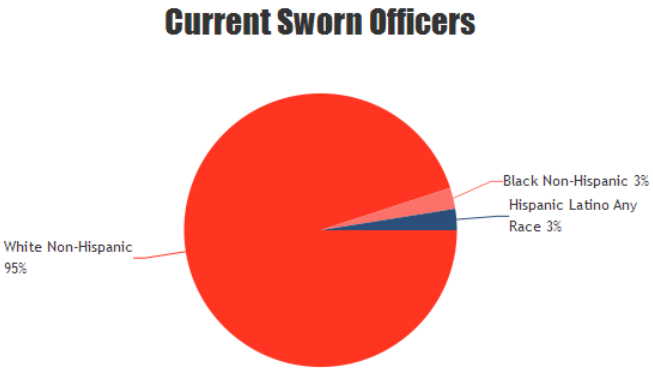
Agency Demographics Report - Reaccreditation Year 2

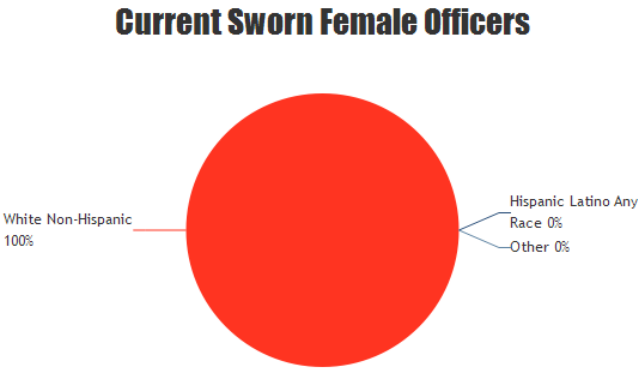
Data Collection Period: 1/1/2021 - 12/31/2021

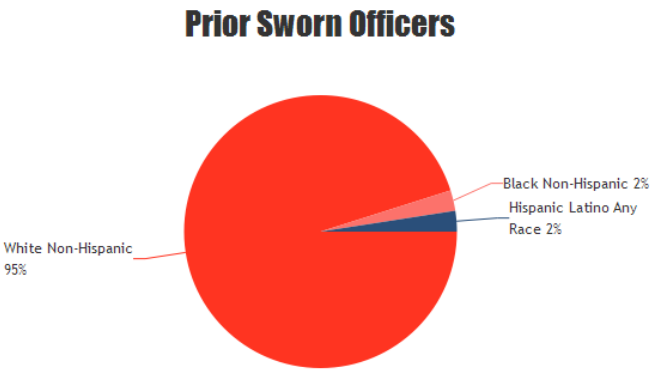
	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	20534	89%	18206	92 %	38	95%	4	10%	39	95%	4	10%
Black Non-Hispanic	277	1%	196	1 %	1	2%	0	0%	1	2%	0	0%
Hispanic 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	

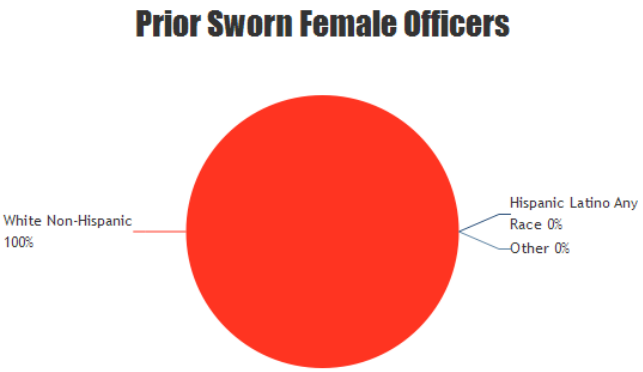












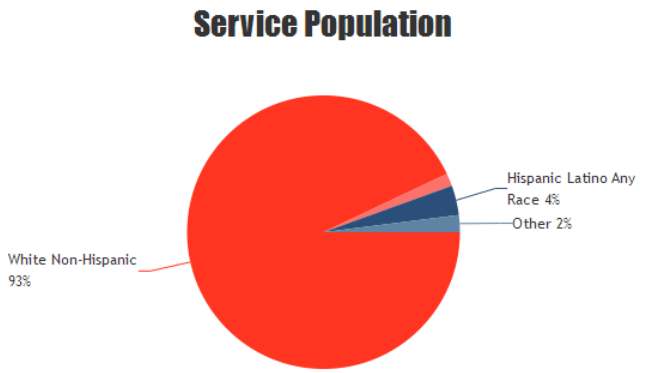
Agency Demographics Report - Reaccreditation Year 3

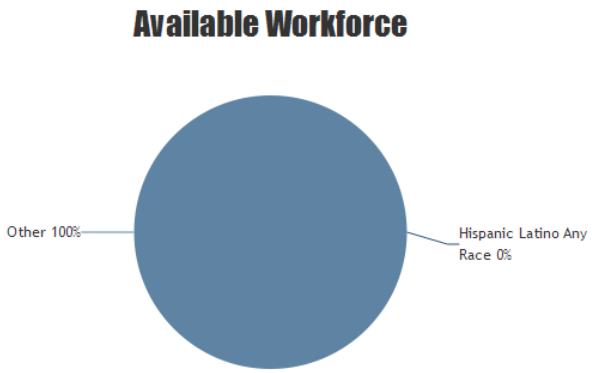
Data Collection Period: 1/1/2022 - 12/31/2022

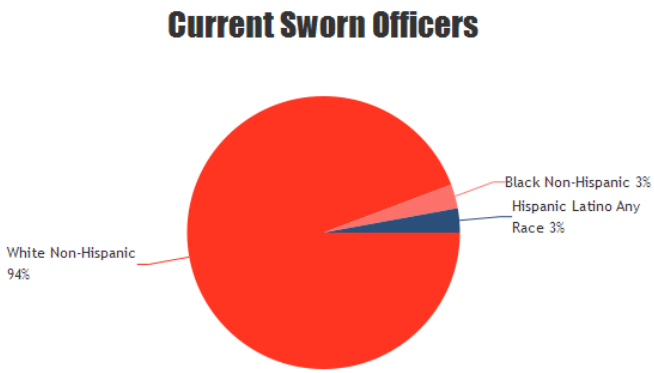
	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	21488	93%	0	0 %	33	94%	4	11%	38	95%	4	10%
Black Non-Hispanic	348	2%	0	0 %	1	3%	0	0%	1	2%	0	0%
Hispanic Latino Any Race	808	3%	0	0 %	1	3%	0	0%	1	2%	0	0%
Other	462	2%	11476	100 %	0	0%	0	0%	0	0%	0	0%
Total	23106		11476		35		4		40		4	

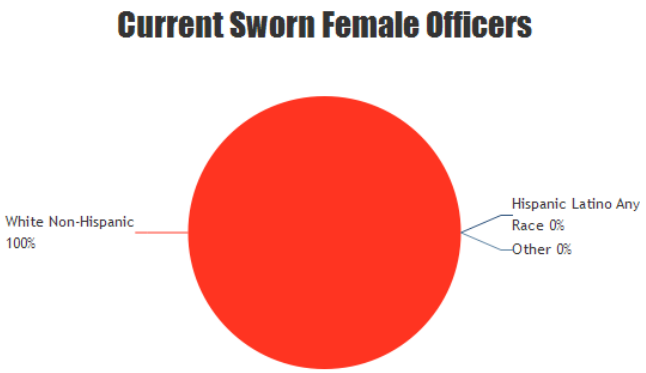
Reaccreditation Year 3 Notes:

Could not obtain race data on available workforce.

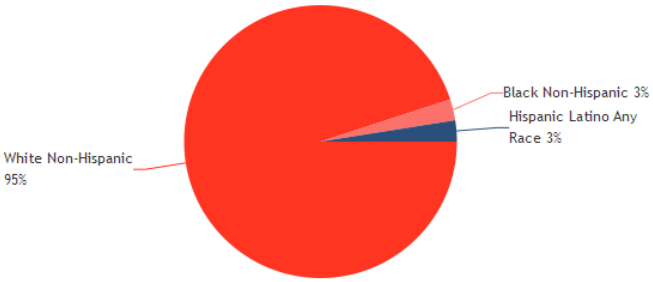




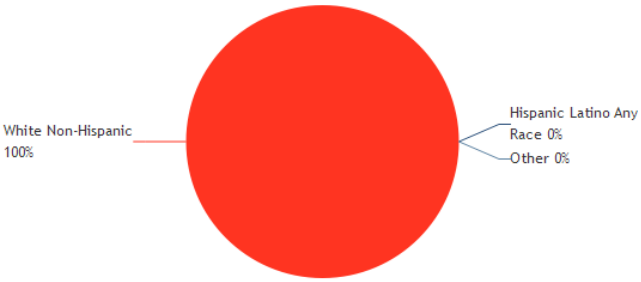




Prior Sworn Officers



Prior Sworn Female Officers



Sworn Officer Selection - Reaccreditation Year 1

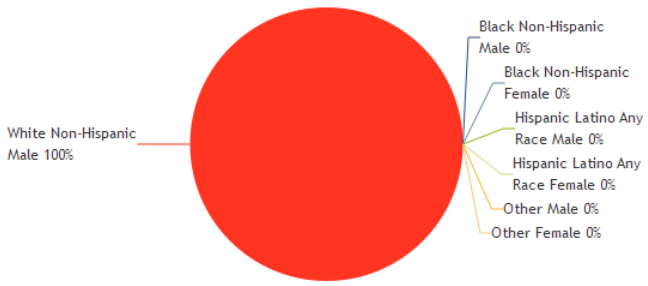
Data Collection Period: 12/31/2019 - 12/31/2020

	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

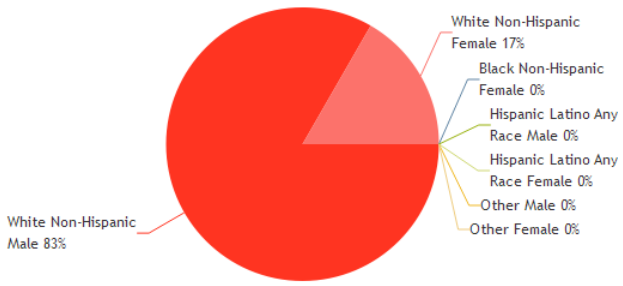
Reaccreditation Year 1 Notes:

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

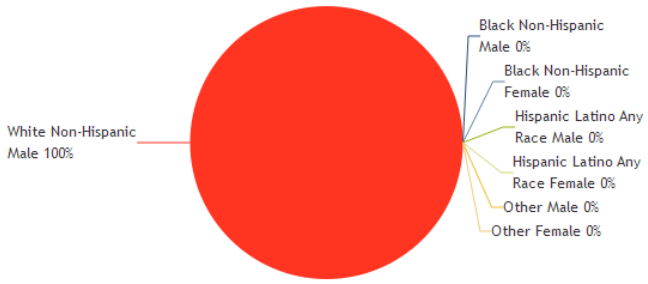
Applications Received



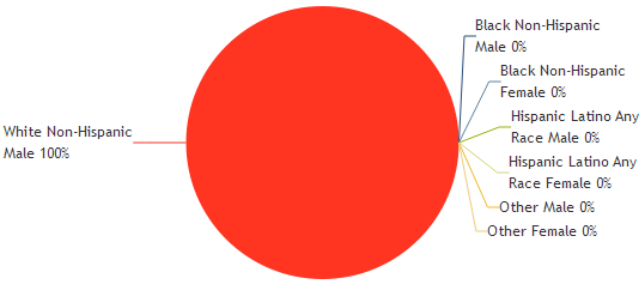
Applicants Hired



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	

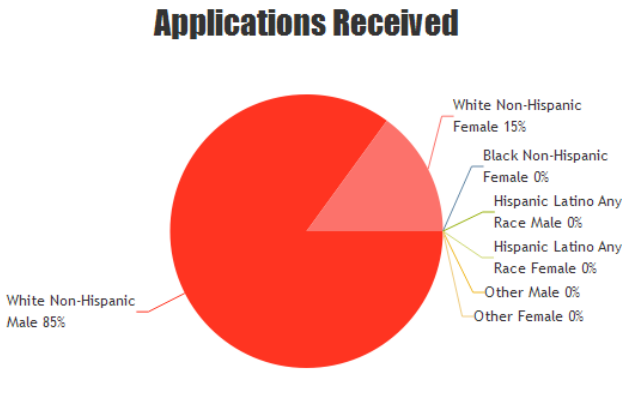
Sworn Officer Selection - Reaccreditation Year 2

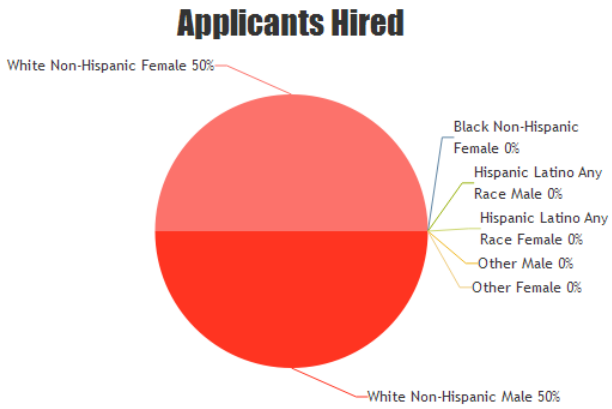
Data Collection Period: 1/1/2021 - 12/31/2021

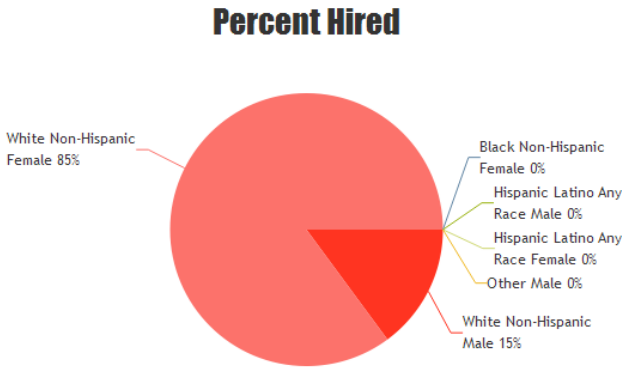
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	142	25	0	0	0	0	0	0	167
Applicants Hired	1	1	0	0	0	0	0	0	2
Percent Hired	1%	4%	%	%	%	%	%	%	N/A
Percent of Workforce Population	5%		0%		0%		0%		N/A

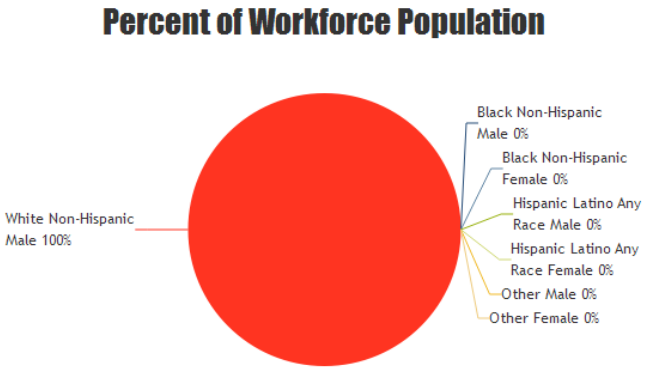
Reaccreditation Year 2 Notes:

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









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

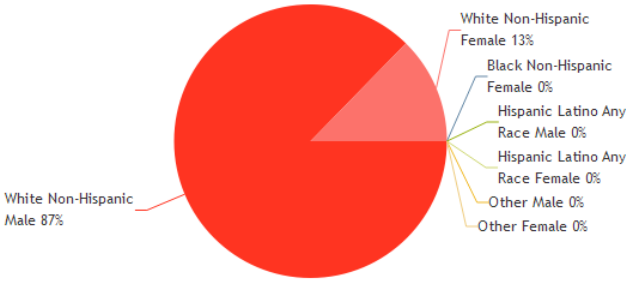
Data Collection Period: 1/1/2022 - 12/31/2022

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	124	18							142
Applicants Hired	3								3
Percent Hired	2%	0%	%	%	%	%	%	%	N/A
Percent of Workforce Population	0%		0%		0%		0%		N/A

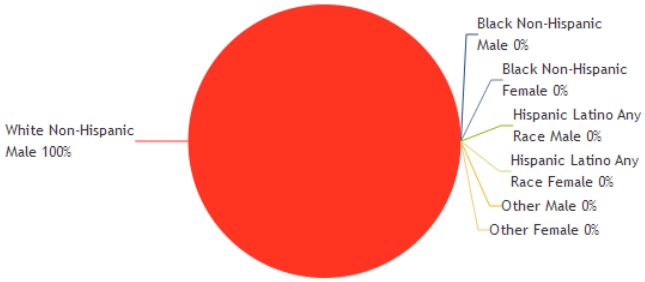
Reaccreditation Year 3 Notes:

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

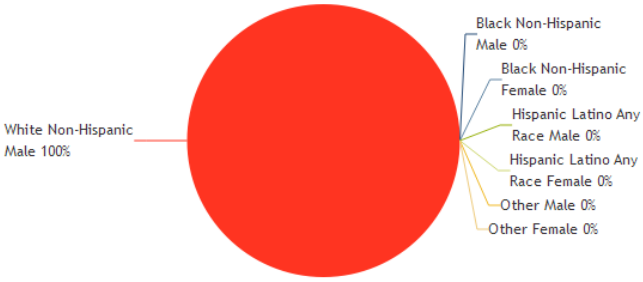
Applications Received



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	

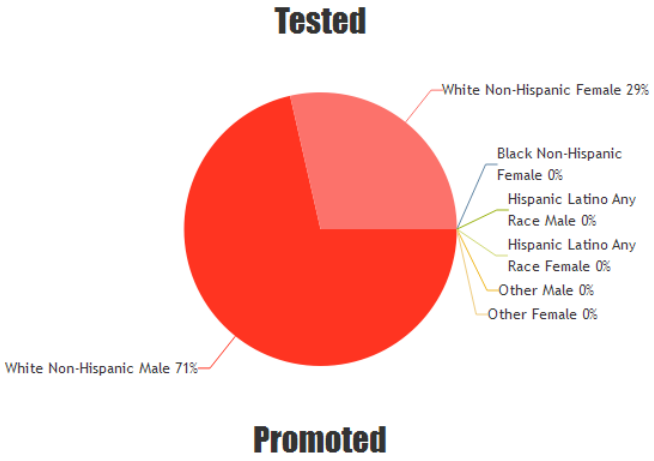
Sworn Officer Promotions - Reaccreditation Year 1

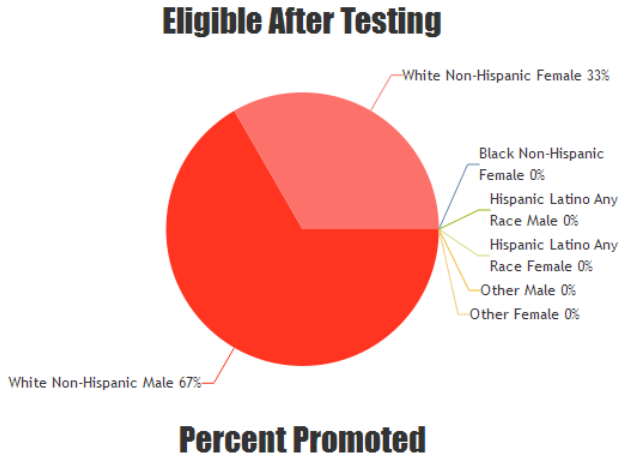
Data Collection Period: 1/1/2020 - 12/31/2020

	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.





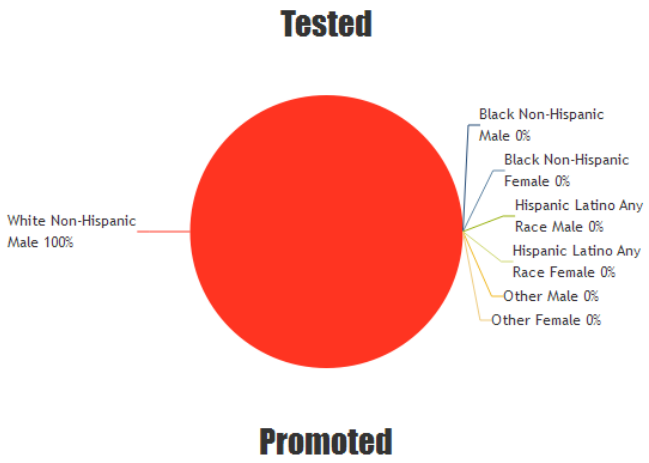
Legend

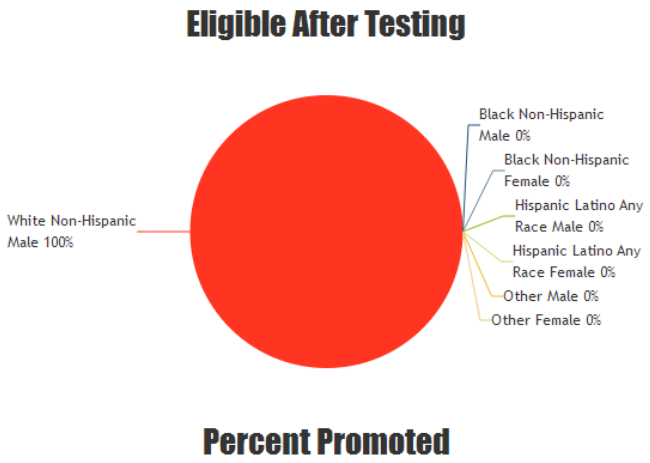
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

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





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	

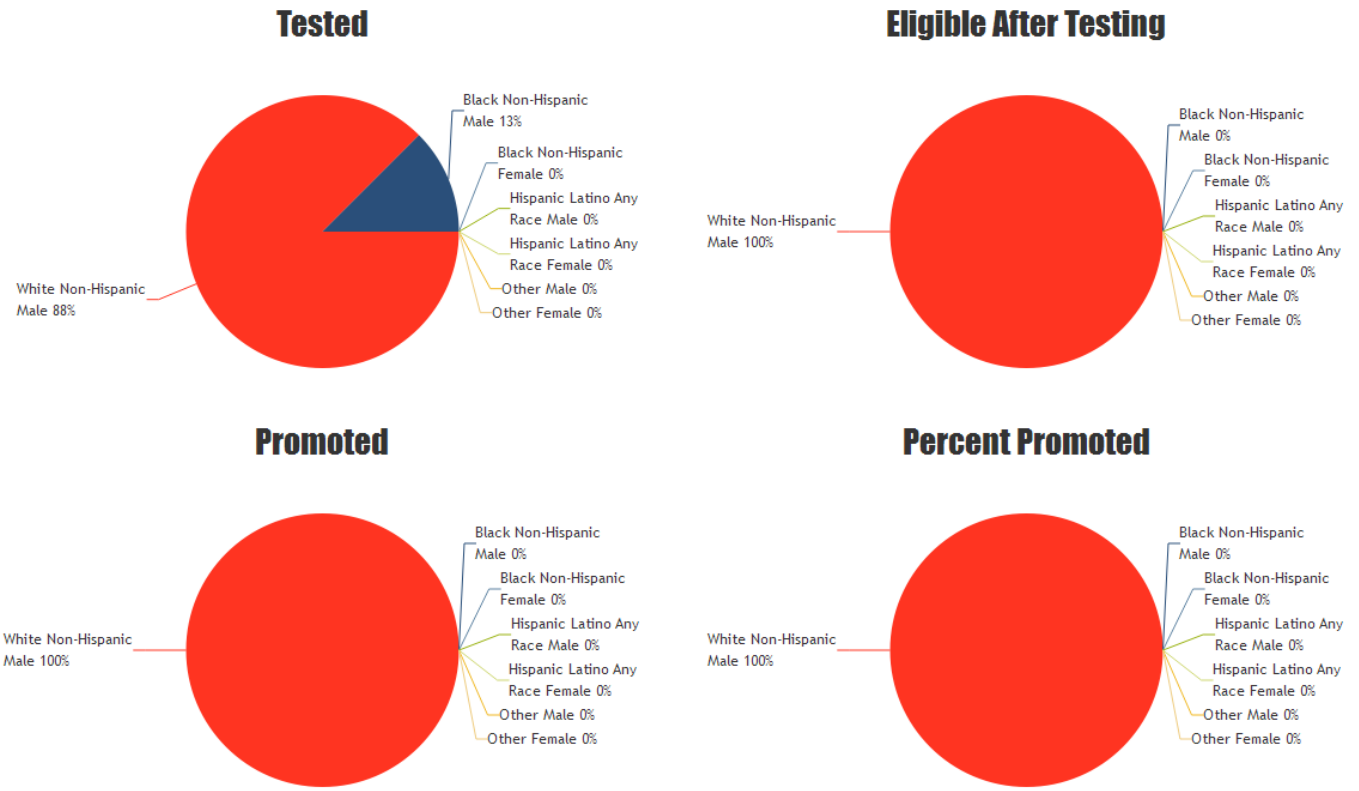
Sworn Officer Promotions - Reaccreditation Year 3

Data Collection Period: 1/1/2022 - 12/31/2022

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	7		1						8
Eligible After Testing	5		0						5
Promoted	3		0						3
Percent Promoted	43 %	%	0 %	%	%	%	%	%	N/A

Reaccreditation Year 3 Notes:

There was a White Non-Hispanic male officer who was promoted in 2022 from a different promotional process held in 2020. This Officer is not accounted for in the table above.



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	