

STATISTICS AND DATA TABLES

Portsmouth (NH) Police Department Law Enforcement Accreditation

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 - Initial Accreditation

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

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	832	252	1084
Black Non-Hispanic Male	19	5	24
Hispanic Latino Any Race Male	8	1	9
Other Male	15	4	19
White Non-Hispanic Female	751	146	897
Black Non-Hispanic Female	13	3	16
Hispanic Latino Any Race Female	2	3	5
Other Female	8	1	9
TOTAL	1648	415	2063

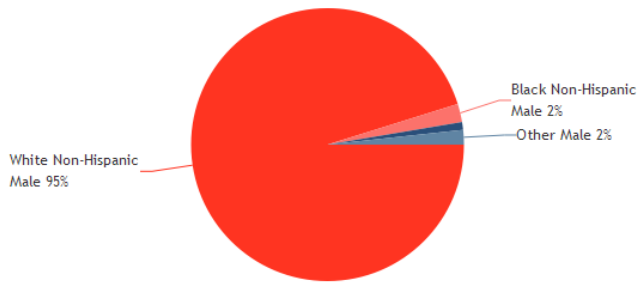
Initial Accreditation Notes:

These statistics do not capture motor vehicle stops where a verbal warning was issued. In that aspect, Portsmouth Police stopped 5,420 motor vehicles in addition to these statistics where a verbal warning was issued.

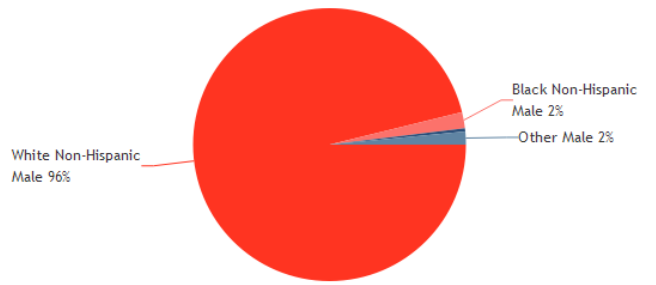
One of the most heard and consistent complaints from residents in the City is that of traffic and speeding vehicles along with other traffic violations. As a result the police department consistently makes traffic enforcement a top priority for each officer. Within the last two years operating a motor vehicle while using a handheld electronic device also became a violation. The police department has responded by increasing patrols and summonses addressing distracted driving. The department also participates in New Hampshire Highway Safety grant funded programs where traffic enforcement targeting specific violations is the goal. Also included in this are patrols to target DWI and drug impaired drivers.

ASSESSOR NOTES: The agency captures demographic information voluntarily and without statutory mandate for the purposes of gathering traffic stop data. When comparing the written warnings and citations issued in the context of the community demographic make-up, the data suggests a correlation with the community composition for enforcement. The data also suggests that warnings are being issued approximately three to four times more often than citations being issued.

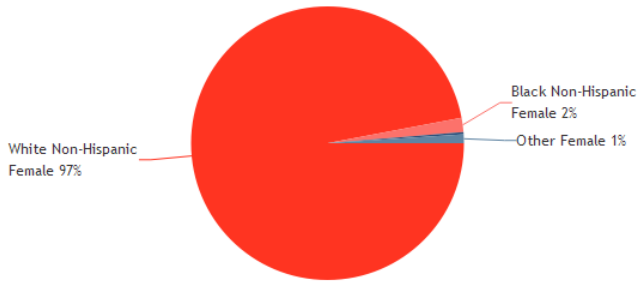
Male Warnings



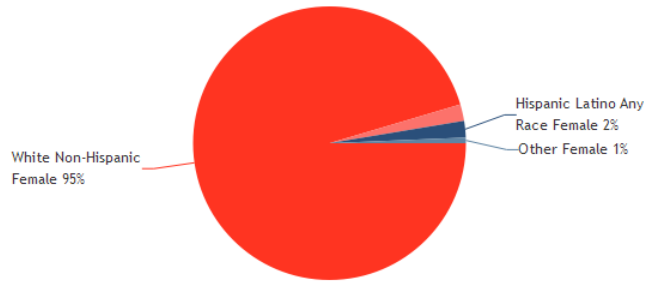
Male Citations



Female Warnings



Female Citations



Legend

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

Biased Based Profiling

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

Complaints from:	Initial
Traffic Contacts	0
Field Contacts	0
Asset Forfeiture	0

Initial Accreditation Notes:

As of January 2019 there were no complaints regarding biased based policing in 2018. There was one complaint in 2017 resulting from a motor vehicle stop. This incident was investigated and determined to be unfounded.

ASSESSOR NOTES: The agency has a directive specific to prohibiting biased based policing. The single complaint noted was initiated by the driver of a vehicle who was an African American who believed that he was stopped by an officer for a traffic infraction. After an internal investigation was conducted, the matter was determined to be unfounded.

Complaints

Legend

Traffic Contacts	
Field Contacts	
Asset Forfeiture	

Use Of Force - Initial Accreditation

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

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									28
Discharge	0	0	0	0	0	0	0	0	0
Display Only	28	0	0	0	0	0	0	0	28
ECW									19
Discharge Only	7	0	0	0	0	0	0	0	7
Display Only	12	0	0	0	0	0	0	0	12
Baton	0	0	0	0	0	0	0	0	0
Chemical/OC	0	0	0	0	0	0	0	0	0
Weaponless	88	0	0	0	0	0	0	0	88
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	135	0	0	0	0	0	0	0	135
Total Number of Incidents Resulting In Officer Injury or Death	3	0	0	0	0	0	0	0	3
Total Use of Force Arrests	61	0	0	0	0	0	0	0	61
Total Number of Suspects Receiving Non-Fatal Injuries	3	0	0	0	0	0	0	0	3
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	908	0	0	0	0	0	0	0	908
Total Use of Force Complaints	1	0	0	0	0	0	0	0	1

Initial Accreditation Notes:

By definition the Portsmouth Police Department considers "Weaponless" as "Hands on Techniques". By policy the Portsmouth Police Department also considers the pointing of a firearm at a person to be a Use of Force or Response to Resistance instance. Same goes for displaying a Taser at an person. These instances have been determined to be instances where the department feels that the officers actions are meant to compel a person to comply and therefore should be tracked.

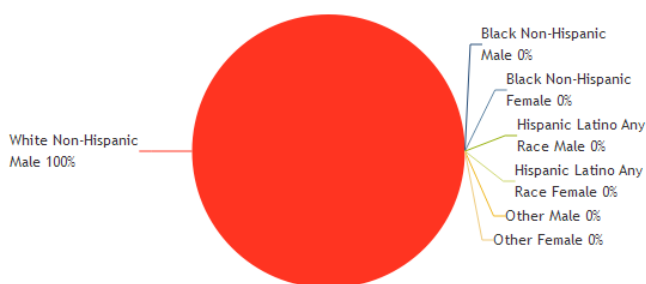
As seen above the largest number of instances where force is used is Hand on Techniques. This is defined as any hands on action an officer would take when encountering even the slightest resistance to being arrested or detained. For example, a suspect slightly resists handcuffing and an officer needs to use force to place their arms behind their back. There were no occurrences of deadly force used in 2018 or even a firearm being discharged.

There was 1 complaint out of 908 custodial arrests for excessive use of force. This instance was investigated in an Internal Affairs investigation and the matter was deemed to be unfounded.

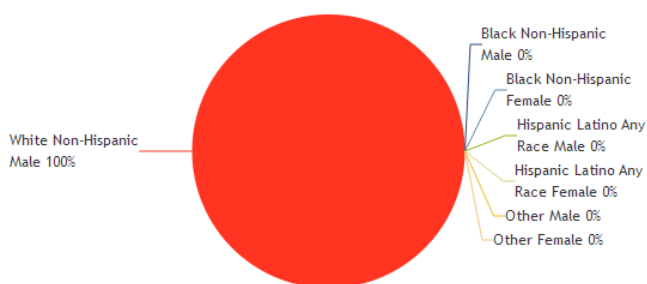
We have identified the need to further break down these statistics by race, sex, ethnicity and will add these categories to our reporting forms so that they may be more easily tracked in the future.

ASSESSOR NOTES: The agency utilizes a review committee for each use of force event to evaluate the circumstances, use of force techniques, outcome, and determination. This committee allows for timely review and necessary referral for remedial training, internal investigation if necessary, and policy review.

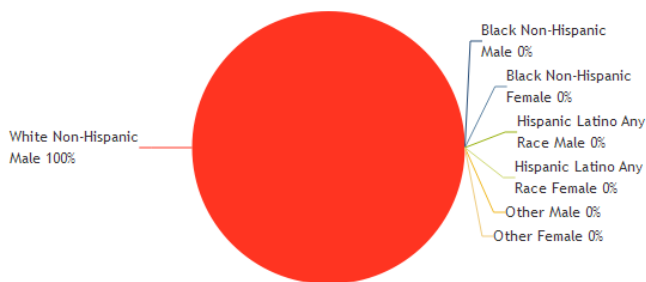
Total Firearm



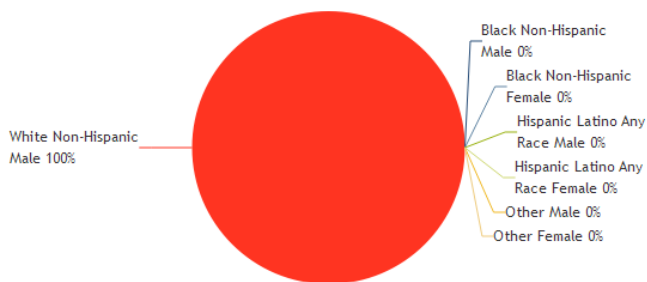
Firearm Display



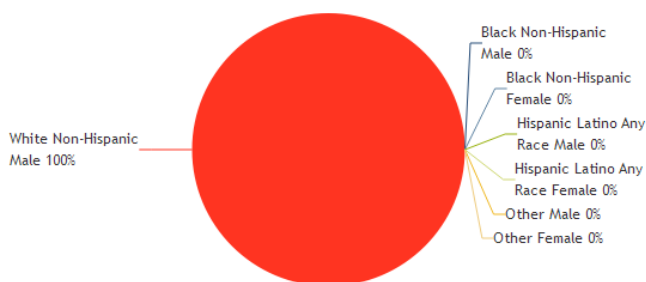
ECW Discharge



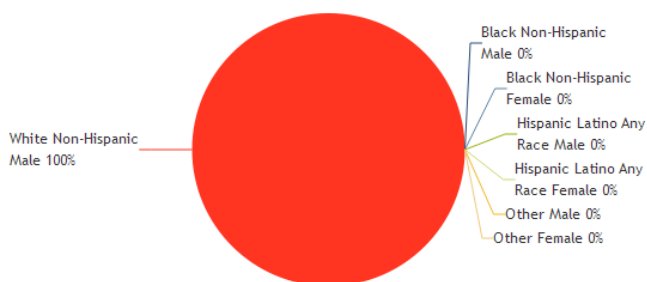
ECW Display



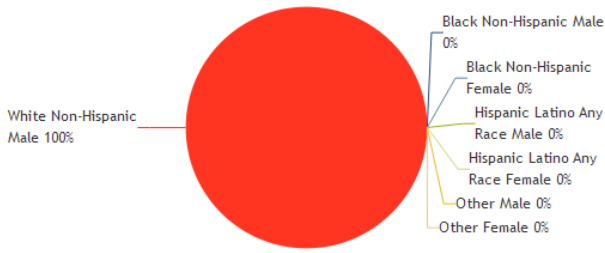
Weaponless



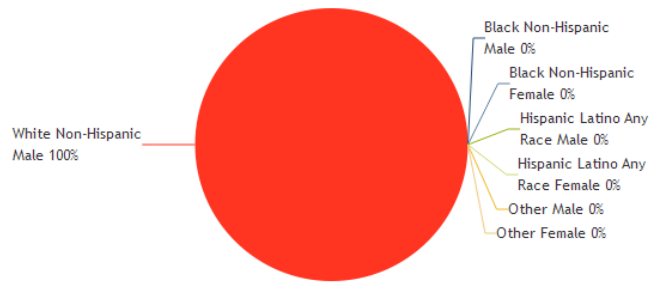
Total Uses of Force



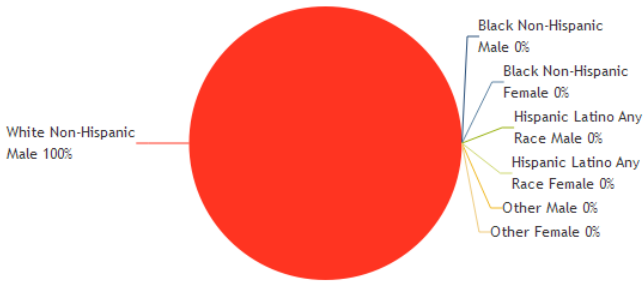
Total Number of Incidents Resulting in Officer Injury or Death



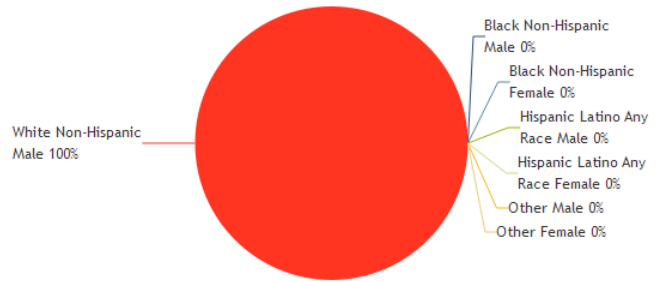
Total Use of Force Arrests



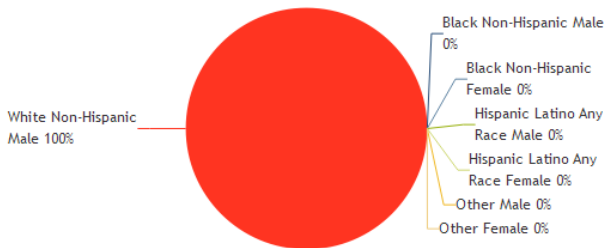
Total Agency Custodial Arrests



Total 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

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

Grievances	Initial
Number	2

Initial Accreditation Notes:

Two grievances were filed in 2018. One has been closed and the other is currently at the State of NH Public Employees Labor Relations Board. Both grievances were filed for the employee by their respective unions. One being the Ranking Officers Union and the other being the Civilian Employee Association.

ASSESSOR NOTES: Under the direction of the current chief, there has been a reduction of grievances from prior years. Current grievances are the result of disciplinary decisions.

Personnel Actions

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

	Initial
Suspension	2
Demotion	0
Resign In Lieu of Termination	2
Termination	0
Other	1
Total	5
Commendations	8

Initial Accreditation Notes:

The data documented under 'other' represents written reprimands which by policy are deemed to be punitive discipline.

The two suspensions were the result of internal personnel matters that were not investigated by formal internal affairs function.

Commendations are defined as instances that fall under our Department Recognition policy. These instances do not include informal recognition by a supervisor that don't rise to the level of a formal commendation. These instances are documented and tracked regardless. The eight commendations breakdown to two Life Saving Awards, three Chief's Achievement Awards and two Chief's Letters of Recognition for the efforts of both sworn and civilian employees of the department. Other such commendations include "Chief's Letter of Appreciation", "Chief's Letter of Commendation", "Medal of Valor Award", "Meritorious Service Award", etc.

ASSESSOR NOTES: The Chief of Police has sole disciplinary authority and has made it a priority in his administration to address sustained misfeasance and nonfeasance related behavior in a fair, consistent but firm manner to promote professional and ethical conduct in the agency.

Complaints and Internal Affairs - Initial Accreditation

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

	Initial
External/Citizen Complaint	
Citizen Complaint	2
Sustained	0
Not Sustained	0
Unfounded	1
Exonerated	1
Internal/Directed Complaint	
Directed Complaint	5
Sustained	0
Not Sustained	2
Unfounded	2
Exonerated	1

Initial Accreditation Notes:

External/Citizen Complaint is defined as a complaint against the agency or an employee that did not result in a formal Internal Affairs Investigation. Internal/Directed complaint is defined as a complaint against the agency or an employee that did result in a formal Internal Affairs Investigation.

In 2018, there were two suspensions as a result of internal personnel matters that were not investigated by a formal internal affairs investigation.

ASSESSOR NOTES: The agency has a dedicated internal affairs function that directly reports to the Chief of Police. The internal affairs investigation is limited to fact-finding and final determination for discipline rests with the chief of police. Complaints can be made directly to the standing Police Commission that oversees the police department. All personnel matters are discussed as part of the Police Commission's role with the Chief of Police.

Calls For Service / Crime Data - Initial Accreditation

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

	Initial
Calls for Service	
Calls for Service	51446
Crime Data	
Murder	0
Forcible Rape	11
Robbery	2
Aggravated Assault	8
Burglary	18
Larceny-Theft	283
Motor Vehicle Theft	16
Arson	3

Initial Accreditation Notes:

The above statistics are reported via NIBRS.

ASSESSOR NOTES: When looking at violent crimes, Portsmouth, NH has 2% higher than violent crime rate than New Hampshire average, while remaining 47% lower than the national average. In property crime, Portsmouth, NH is equal to the average of New Hampshire and is 41% lower than the national average. In terms of Portsmouth Police Department's clearance rate, the agency had an overall clearance rate of 32% (79% for violent crime and 21% for property crime).

Motor Vehicle Pursuit

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

	Initial
Pursuits	
Total Pursuits	9
Forcible stopping techniques used	0
Terminated by Agency	1
Policy Compliant	9
Policy Non-Compliant	0
Collisions	
Injuries	
Total Collisions	1
Officer	0
Suspect	0
ThirdParty	0
Reason Initiated	
Traffic	8
Felony	0
Misdemeanor	0

Initial Accreditation

ASSESSOR NOTES: The agency has a restrictive pursuit policy that involves evaluating and mitigating risks for instances that allow for initiating and allowing for a police pursuit. A pursuit committee is utilized by the agency to review and ensure all police pursuits comply with agency policy. Recommendations on training and policy revision are also a part of the committee's responsibility when reviewing prior pursuits.

Eight of the nine pursuits in 2018 were for traffic related offenses. One pursuit was the result of a BOLO for a suicidal subject who refused to stop. There was one occurrence of a crash where a pursued motorcycle crashed and the operator fled on foot. The suspect was never identified and it is not believed that he was injured.

When a pursuit occurs the Pursuit Review Committee reviews all aspects of the pursuit and ensures that policy along with State Laws were followed. The Committee will then, if necessary makes recommendations regarding the pursuit where appropriate. This can include policy revision, remedial training or any other recommendations. There was one occurrence in 2018 where the Committee recommended a policy change to the Pursuit policy to more clearly define, "Terminate".

Agency Breakdown Report - Initial Accreditation

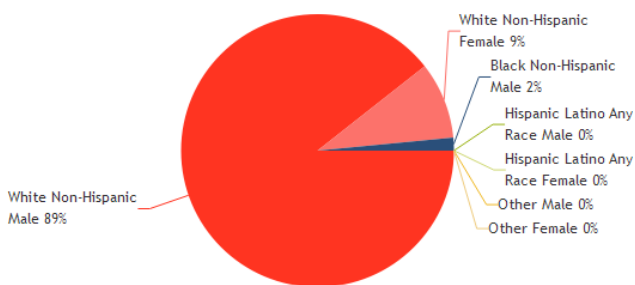
Data Collection Period: 12/4/2018 - 12/4/2018

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	1								1
Command	6		1						7
Supervisory Positions	9	1							10
Non-Supervisory Positions	43	5							48
Sub Total									66
Non Sworn Personnel									
Executive									
Managerial	0	1							1
Supervisory Positions	0	1							1
Non-Supervisory Positions	9	14							23
Sub Total									25
Total									91

Initial Accreditation Notes:

There are currently two open positions in dispatch which the police department is actively working to fill.

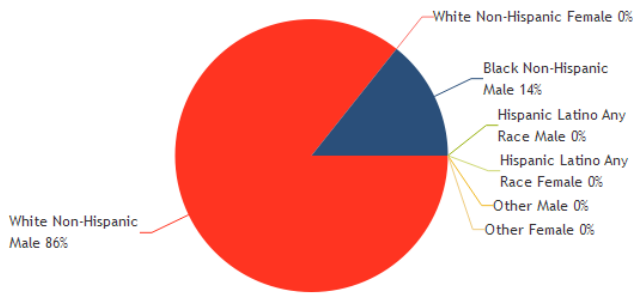
Total Sworn Personnel



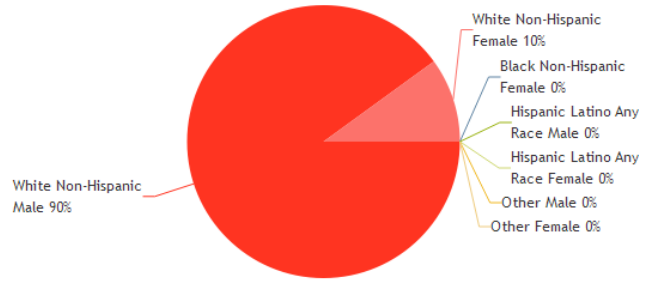
Sworn Personnel: Executive



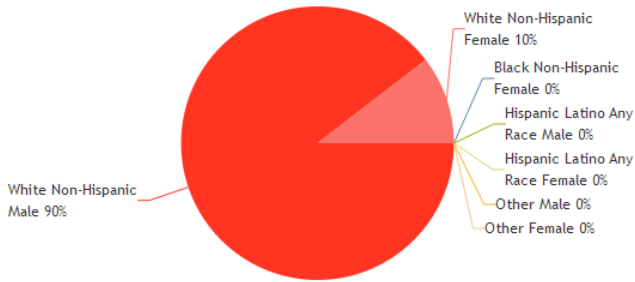
Sworn Personnel: Command



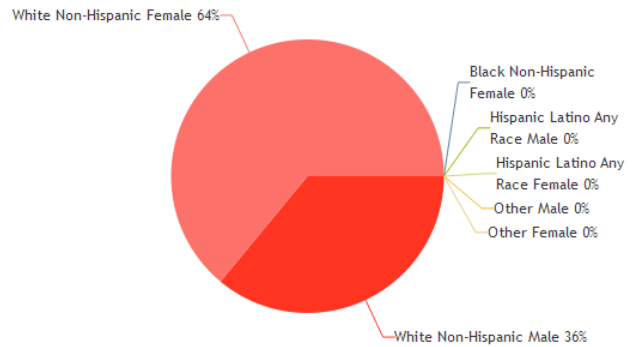
Sworn Personnel: Supervisory Positions



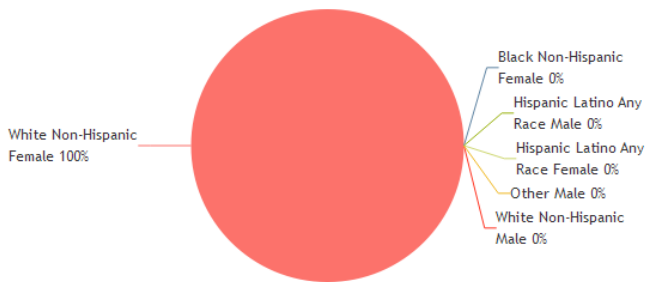
Sworn Personnel: Non-Supervisory Positions



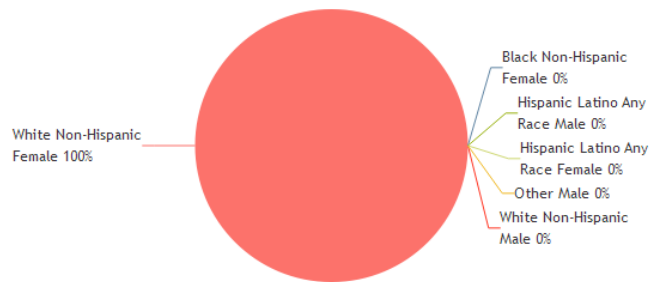
Total Non-Sworn Personnel



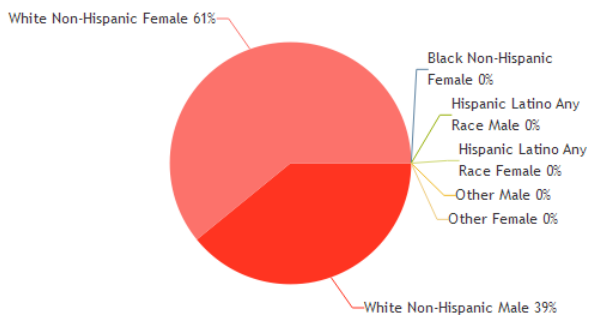
Non-Sworn Personnel: Managerial



Non-Sworn Personnel: Supervisory Positions



Non-Sworn Personnel: Non-Supervisory Positions



Legend

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

Agency Demographics Report - Initial Accreditation

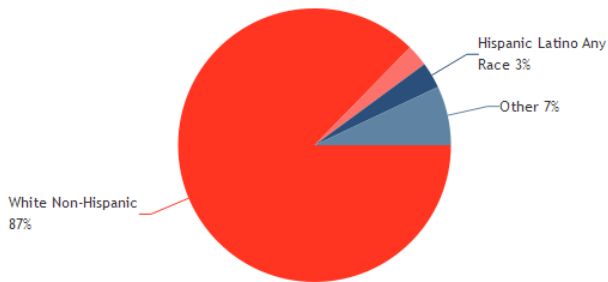
Data Collection Period: 11/16/2017 - 11/17/2018

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	18739	87%	139810	92 %	63	95%	5	8%	0	0%	0	0%
Black Non-Hispanic	555	3%	4980	3 %	1	2%	0	0%	0	0%	0	0%
Hispanic Latino Any Race	661	3%	1820	1 %	1	2%	0	0%	0	0%	0	0%
Other	1503	7%	4710	3 %	1	2%	1	2%	0	0%	0	0%
Total	21458		151320		66		6		0		0	

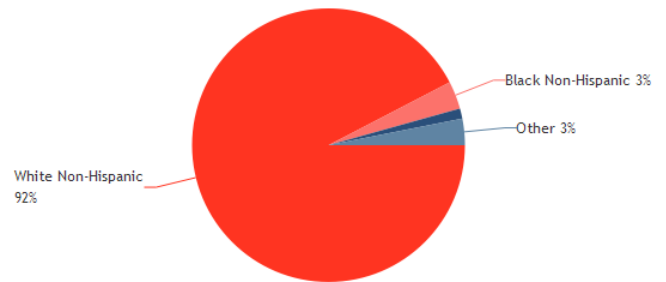
Initial Accreditation Notes:

Available workforce represents the relevant labor market in Rockingham County and was compiled via various open source documents and data.

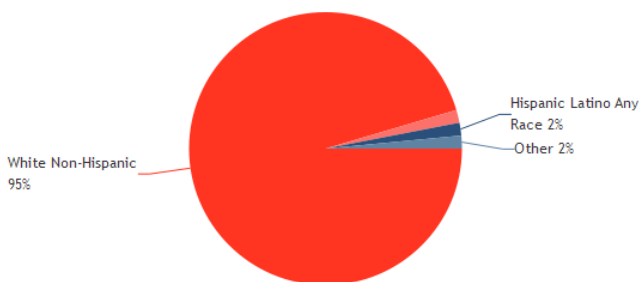
Service Population



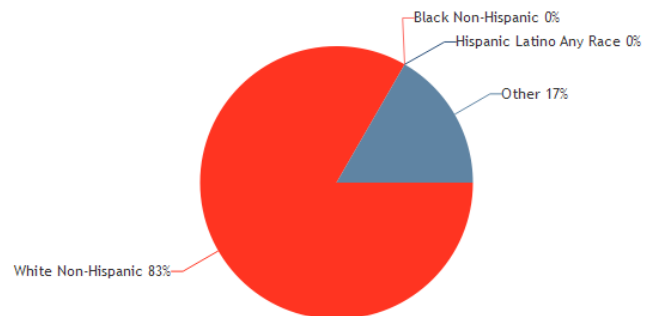
Available Workforce



Current Sworn Officers



Current Sworn Female Officers



Sworn Officer Selection - Initial Accreditation

Data Collection Period: 1/1/2017 - 12/4/2018

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received									
Applicants Hired	3	1	0	0	1	0	0	0	5
Percent Hired	%	%	%	%	%	%	%	%	N/A
Percent of Workforce Population	6%		0%		2%		0%		N/A

Initial Accreditation Notes:

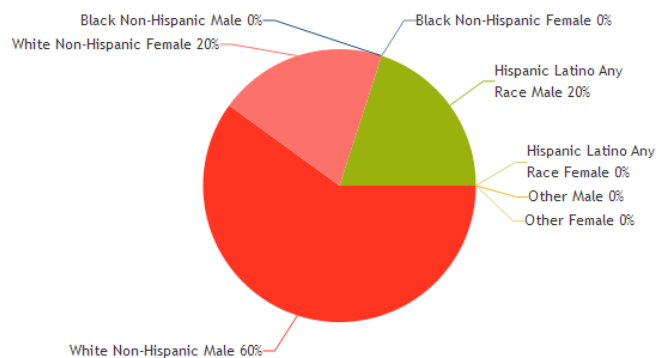
The department has gone to great lengths the last several years to increase recruiting by advertising nationwide. We also actively try to recruit sworn officers and allow for lateral hiring. This significantly cuts down the amount of time needed to get an office online and working in a solo capacity. We also work with the NAACP in recruiting efforts. The Strategic Services Division also advertises specifically on websites that target minorities. Our hiring efforts include attending job fairs and incentives for current employees who recruit candidates that do get selected for hire.

The goal of our hiring practice is to always hire a diverse workforce. With the current challenges of hiring and retain applicants in law enforcement this becomes even more difficult as the overall applicant pool has drastically decreased. Our national hiring advertising although has recently paid dividends in that we have hired certified officers from Virginia and New Mexico, one being a minority.

ASSESSOR NOTES: The agency has a comprehensive recruitment plan that often targets lateral transfers as well as entry level officers. The agency competes with the metropolitan Boston area as well as all other New Hampshire law enforcement agencies with a very limited listing of candidates - many don't show for the physical agility examination. The area where most of candidates fail out of the process was reported at the background/polygraph phase.

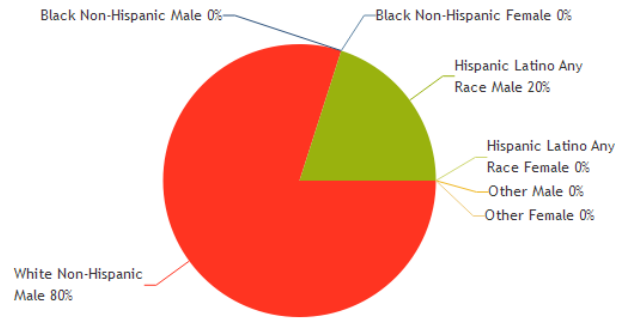
Applications Received

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 - Initial Accreditation

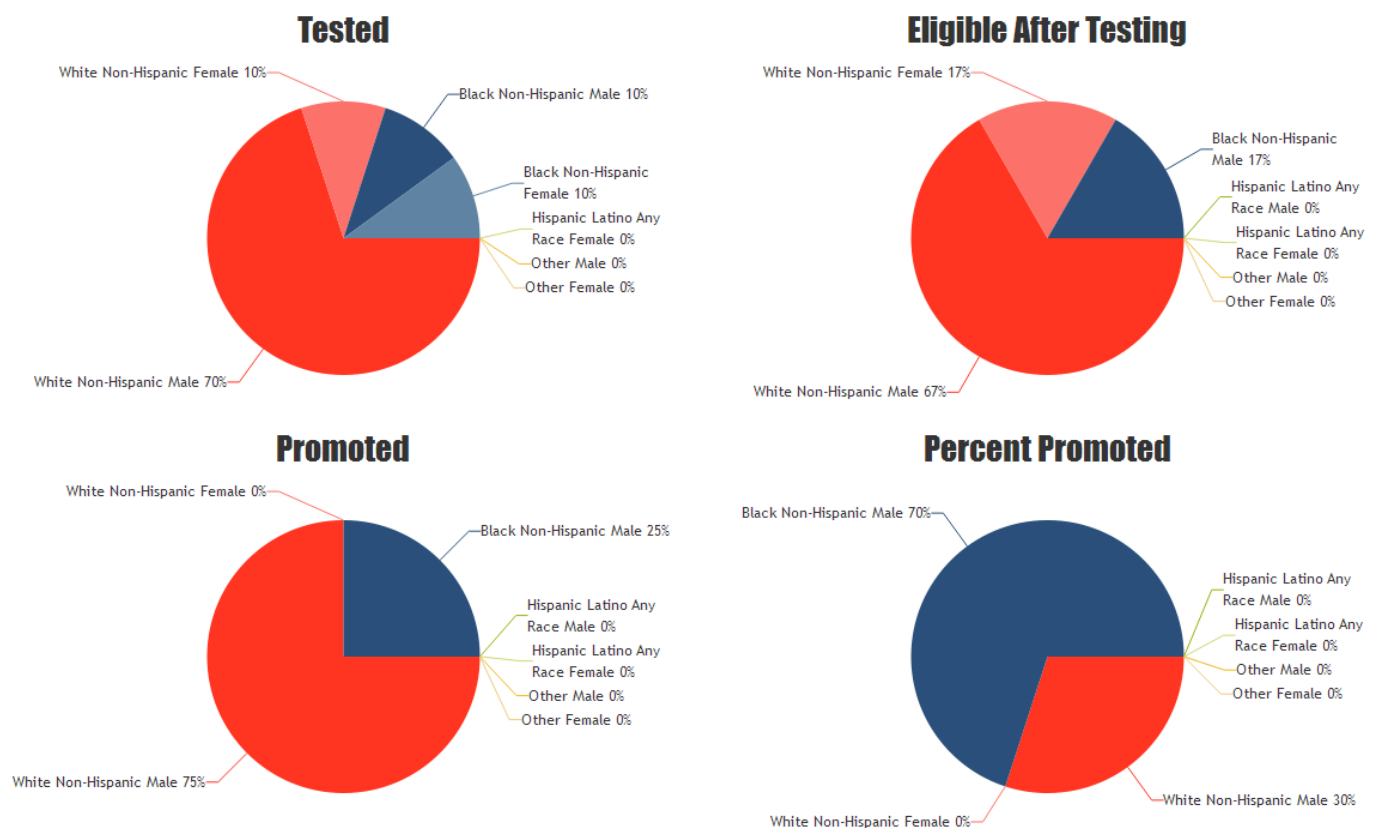
Data Collection Period: 1/1/2018 - 12/4/2018

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	7	1	1	1	0	0	0	0	10
Eligible After Testing	4	1	1	0	0	0	0	0	6
Promoted	3	0	1	0	0	0	0	0	4
Percent Promoted	43 %	0 %	100 %	0 %	%	%	%	%	N/A

Initial Accreditation Notes:

The department employs a competitive promotional process that include written testing, assessment centers and oral boards. We do not consider appointment to Detective as a promotion as the rank does not change.

Following testing, applicants are scored and the top three applicants interview with the Chief and the Police Commission for final determination. The Chief, along with the Police Commission, then makes the appointment for promotion. The promotional process is agreed upon by unions and management and also part of the working agreements.



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	

