

# LAW ENFORCEMENT ACCREDITATION

## Durham (NH) Police Department

### Agency

Durham (NH) Police Department  
86 Dover Road  
Durham, NH 03824

### Chief Executive Officer

Chief of Police  
Rene Kelley

### Methodology Overview

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

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

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



### *Law Enforcement Accreditation*

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

#### **CALEA's Founding Organizations:**

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

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## EXECUTIVE SUMMARY

### *Overview:*

The Durham (NH) Police Department is currently commanded by Rene Kelley. 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) David Hobson remotely reviewed 74 standards for the agency on 9/6/2018 using Law Enforcement Manual 6.10. 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) Portia Swinson remotely reviewed 187 standards for the agency on 8/29/2019 using Law Enforcement Manual 6.10. 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) Brian Childress remotely reviewed 105 standards for the agency on 8/25/2020 using Law Enforcement Manual 6.10. 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) Brian Childress remotely reviewed 126 standards for the agency on 2/17/2021 using Law Enforcement Manual 6.10. 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: This standard mandates the agency has a written directive governing biased policing. Bullet B. mandates the directive include initial training and annual training for affected personnel in biased issues including legal aspects. The agency directive indicates periodic training is sufficient which violates the standard requirement of annual training. AGENCY ACTION NEEDED: The agency was requested to add an existing standard or revise their directive to require annual biased-based training versus periodic training. AGENCY ACTION TAKEN: The agency revised their directive to require annual in-service training. However, it is important to note the agency complied with Bullet B. by practice as they provided proofs of annual training for all sworn personnel.
- 4.1.5 – Rendering Medical Aid Following Police Actions (LE1) (MMMM) – ISSUE: This is a relatively newly revised standard. This standard requires a written directive which must mandate that appropriate medical aid is rendered as quickly as reasonably possible following any law enforcement action in which injuries have been sustained; and includes procedures for activating the emergency medical system when obvious severe injuries have occurred, medical distress is apparent, or the individual is unconscious. The agency directives address the first part of the standard but does not mention the second part: "includes procedures for activating the emergency medical system when obvious severe injuries have occurred, medical distress is apparent, or the individual is unconscious". AGENCY ACTION NEEDED: The agency was requested to add an existing directive or revise their directive to address the second part of this standard. AGENCY ACTION TAKEN: The agency added the necessary standards language to their directive. It is important to note the agency provided proofs of compliance to reflect they were meeting the intent of all of this new standard by practice.

### *Site-Based Assessment Review:*

From 3/29/2021 to 3/31/2021, John Clifton and Robert VanNieuwenhuyze visited the agency following a consultation with the chief executive officer regarding critical issues impacting the organization since the last assessment. These issues were identified as:

- The Durham Police Station - Durham Police headquarters was purchased in 1997. Prior to the building being acquired, it had been used as an office building. It was not until 2015 that DPD outgrew the building and realized

action was needed to better fit their everyday needs. The assessment team was asked to take a look at the new facility and give any feedback on areas that may need improvement.

- Juvenile Operations - Durham Police saw quite a bit of change in this area in 2019. The School Resource Officer (SRO), Officer Holly Malasky, had been the SRO for approximately 10 years when the agency, decided to change things up a bit in an effort to rotate specialized assignments to other officers in the agency. Officer Malasky was reassigned to the vacant position of Problem Oriented Policing (POP). The SRO position was quickly filled, but with some necessary changes. At the time, the SRO doubled as the liaison to the juvenile court and it was realized that this could become a potential conflict. Durham PD also identified that it was important to keep a positive relationship between the SRO and student(s), so they re-assigned the juvenile court liaison to be aligned with the POP role.
- Evidence Room - In 2019, The Durham Evidence Room was moved to a new area of the building, as a result of the expansion.
- Use of Force Policy and Training - Durham Police Department's Use of Force policies were changed in 2020 to address de-escalation techniques, strangulation and chokeholds. The Durham Police Department recognizes and respects the value and special integrity of human life. There is a very sound policy in place and officers are continuing to be trained well.

During the Site-Based Assessment Review, the assessment team conducted 23 interviews regarding the topical areas previously defined. The interviews were with agency members and members of the community. The approach not only further confirmed standards adherence, but also considered effectiveness measures, process management and intended outcomes.

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## CHIEF EXECUTIVE OFFICER PROFILE

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### *Rene Kelley*

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Chief Rene Kelley is a 35-year veteran police officer. Chief Kelley began his career in 1987 when he was first hired by the Durham, New Hampshire Police Department. In 1988 Chief Kelley left Durham to join his hometown police department in Rockland, Maine. Chief Kelley returned to the Durham Police Department on July 1st, 1989. Chief Kelley was promoted to Sergeant in 1992 and to Captain in 1999. In 2000, Chief Kelley was promoted to Deputy Chief where he was responsible for all patrol and investigative functions in the Department. Chief Kelley was promoted to his current position on July 17th, 2020, following the retirement of Chief David L. Kurz. In his current role, Chief Kelley is responsible for the supervision of a CALEA accredited full-service police agency committed to a customer-oriented delivery of services functioning in a university community. Chief Kelley is a veteran of the United States Air Force where he served for eight years as a Military Police Officer. Chief Kelley attended Granite State College and is a 1997 graduate of the FBI National Academy, Session 189. Chief Kelley lives in Lee, New Hampshire with his wife of 42 years, Cheryl. Chief Kelley has two daughters, Stephanie and Emily and four amazing grandchildren, Braedon, Adam, Owen and Elise.

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## COMMUNITY PROFILE

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Located on Great Bay and the Oyster River, the Town of Durham was settled in 1635 as a part of Dover. In 1716, Durham became a separate parish; incorporated in 1735 and was named after Durham, England. When incorporated, Durham included portions of the Towns of Madbury, Lee, and Newmarket. Durham is a town of approximately 14,638 residents and serves as the host community to the main campus of the University of New Hampshire, an institution of approximately 17,500 students. During the UNH school year, the Durham population swells to 30,000 or more throughout the day. The Town of Durham is a highly educated community with approximately 50% of the population holding a Master's Degree or higher, 27% holding Bachelors Degree's, 16% Associates, and 7% High School Diplomas. The population is made up of, but not limited to; Doctors, Lawyers, Air Line Pilots, College Professors, and Business Executives. The community is approximately 93.8% White, 3.2% Asian, 2% Hispanic, and 0.9% African American. The median age is 21 years old. The median single income is \$71,190.00, with the median family income being \$120,000.00. The largest employer in the Town of Durham is the University of New Hampshire. UNH is the only State funded University in New Hampshire and the college drives the economy of Durham. The Town of Durham is located approximately one hour north of Boston and is considered a suburb of its southern neighbor due to the high speed Boston to Portland rail service that stops in town.

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## AGENCY HISTORY

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Until 1732, the Town had a part-time constable that worked for Dover to collect "rates" (taxes). The constable had the power to arrest and attach goods of delinquent taxpayers. The first recording of the term "police officer" is found in documents dated in 1848. The entry was for the salary of Ezra Parson. It was not until 1920 that the Town Report referred to a police department budget. Louis Bourgoin was appointed the first Police Chief in 1928 and served for 27 years. The first full-time police officer was Benjamin J. Thomas, appointed in 1948. Ray Burrows was appointed Chief in 1959 after the unexpected passing of Chief Thomas and was replaced by Lt. Paul Gowen when he also passed away in 1979. Chief Gowen retired in 1996, and was replaced by David L. Kurz. Chief Kurz retired in July 2020 and was succeeded by Rene Kelley on July 18, 2020. The modern day Durham Police Department has been CALEA Accredited since 1998.

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## AGENCY STRUCTURE AND FUNCTION

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A \$3.1 million dollar budget funds an agency that provides police services 24 hours a day. The Durham Police Department is currently authorized 21 full-time certified police officers. We have one, fully certified part-time officer. Support staff consists of three administrative assistants, two of which are full-time and one part-time. We employ one full-time Parking Officer/Evidence Manager/Booking Officer/Animal Control Officer, one part-time parking officer and two volunteers. The department previously employed several University of New Hampshire (UNH) work- study students during the academic school year but due to pandemic associated issues, it is unknown if that will remain feasible. The administration is made up of a Chief, Deputy Chief (Operations), and Captain (Support Services). Four Patrol Sergeants supervise the evening and weekend patrol shifts. A Detective Sergeant supervises the weekly day shift and detective office. Due to staffing issues, the Detective Sergeant position is currently unfilled and the detective office supervision falls to the Deputy Chief. A Problem Oriented Patrol Officer is assigned to the detective office when staffing allows. In addition to the Detective or P.O.P. Officer assignment, other specialized assignments offer career development opportunities such as, but not limited to; School Resource Officer; SRT Team Member, Color Guard, and Evidence Collection Team member. Our agency has a temporary holding facility, and dispatch services are provided by the Strafford County Dispatch Center, a fully accredited communications center. In addition to the services we provide, the University of New Hampshire has a similar size, fully accredited police agency.



## AGENCY SUCCESSES

1. Reduce the incidence of crime: The Durham Police Department showed a decrease in the number of arrests and a continued reduction in the number of investigations, to include, assaults, thefts, identity thefts, and drug related crimes. Alcohol related investigations also decrease. Strategies such as strategic partnering, proactive patrols, and empowering officers to be innovative and problem solve on their own, and programs such as the Problem Oriented Patrol Officer position have all contributed to the success of the department's current trend in crime reduction. Statistics in 2020 were definitely affected and lowered due to the COVID-19 Pandemic, as the dynamic of our community saw obvious changes to people's everyday life.
2. Increase quality of service and customer satisfaction: The Durham Police Department continues to provide high quality and professional service from officers and support staff alike. In 2020, the Durham Police Department had "0" internal investigation complaints. There was one complaints filed against officers in 2020. This one complaint did not rise to the level of an internal investigation. In 2019 the department completed a town wide survey that resulted in a town approval rate of 97%.
3. Maintain international accreditation recognition: The Durham Police Department completed their first 3 CSM reviews and received positive feedback and suggestions for improvement during both processes. The department remains an active member of NNEPAC and will continue to maintain all documents and actions that demonstrate compliance.
4. Comprehensive equipment replacement program: The Durham Police Department continues to update department inventory and replace equipment as needed.
5. High quality training for personnel: Officers and staff in 2020 received in excess of 1,000 hours of training. By the end of 2020, staff had received over 1,000 training hours. Due to the current COVID-19 pandemic, the training numbers for 2021 are anticipated to fall far short of those goals. Currently we are striving to meet academy minimum standards due to the lack of training opportunities and the cost of on-line training. Upon the anticipated eventual return to a somewhat normal world, our retention plan is designed to continue to provide training out of state in the form of conferences or specialization training offered in other locals. However, our overtime budget was cut by 25% in 2020, thus affecting our money allowed for training.
6. Enhance the technological capacity of the agency: The most distinct technological advance for the agency as a whole has been the adoption of ZOOM conferences due to the pandemic. More to the point, we have been able to send detectives to advanced schools in cyber-security, participation and development of an Internet Crimes Against Children Task Force Officer (ICAC) and we registered an officer to attend the FLETC video retrieval course but it was cancelled due to COVID-19. We will pursue that opportunity again when feasible. In July 2020, we were able to install an updated SMART Television in the conference room that will allow the agency to act as an EOC should the need arise.
7. Increase diversity of agency personnel: Although we have not increased our diversity, we have maintained the gender ratio of our department until as recently as August 2020 when we lost two female officers to another agency. We did make good progress when you look at our overall hiring during our previous three CSM reviews. It will continue to be the Durham Police Departments mission to hire the best candidate no matter what the gender or race is of that candidate.

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## FUTURE ISSUES FOR AGENCY

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1. The Durham Police Department will be losing our shooting range in 2021 due to the completion of a new elderly complex. We are currently exploring options in anticipation of that loss to include a newly developed private range and a partnership with a neighboring agency that has invited us to share their range.
2. The increase in large, elderly only complexes will no doubt bring with it more fraud and theft related calls. The lockdown procedures brought on by COVID-19 have temporarily prevented this from happening. We continue to believe this will place an even larger burden on the current workforce.
3. Mental health related calls continue to increase, as we see more and more incidents where officers must use de-escalation techniques to gain the persons compliance. The current lack of mental health resources may pose a future challenge as well if not addressed by the State.
4. A lack of quality candidates is an issue not just for our department, but departments around the country. I do not see an answer to this crisis anytime soon. The Durham Police Department will continue to adhere to its current recruitment strategies while looking for innovative ways to retain and attract outstanding candidates.

## YEAR 1 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: David Hobson

On 9/6/2018, the Year 1 Remote Web-based Assessment of Durham (NH) Police Department was conducted. The review was conducted remotely and included 74 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
<b>1 Law Enforcement Role and Authority</b>	
1.1.1 Oath of Office (LE1) (MMMM)	<b>Compliance Verified</b>
1.1.2 Code of Ethics* (LE1) (MMMM)	<b>Compliance Verified</b>
1.1.4 Consular Notification (MMMM)	<b>Compliance Verified</b>
1.2.2 Legal Authority to Carry/Use Weapons (MMMM)	<b>Compliance Verified</b>
1.2.5 Arrest with/without Warrant (LE1) (MMMM)	<b>Compliance Verified</b>
1.2.6 Alternatives to Arrest (MMMM)	<b>Compliance Verified</b>
1.2.7 Use of Discretion (MMMM)	<b>Compliance Verified</b>
1.2.9 Biased Policing* (LE1) (MMMM)	<b>Compliance Verified</b>
<b>2 Agency Jurisdiction and Mutual Aid</b>	
2.1.1 Geographical Boundaries (MMMM)	<b>Compliance Verified</b>
<b>4 Use of Force</b>	
4.1.1 Use of Reasonable Force (LE1) (MMMM)	<b>Compliance Verified</b>
4.1.3 Warning Shots (LE1) (MMMM)	<b>Compliance Verified</b>
4.1.4 Use of Authorized Less Lethal Weapons (LE1) (MMMM)	<b>Compliance Verified</b>
4.2.1 Reporting Uses of Force* (LE1) (MMMM)	<b>Compliance Verified</b>
4.2.2 Written Use of Force Reports and Administrative Review* (LE1) (MMMM)	<b>Compliance Verified</b>
4.2.4 Analyze Reports* (LE1) (MMMM)	<b>Compliance Verified</b>
4.3.2 Demonstrating Proficiency with Weapons (LE1) (MMMM)	<b>Compliance Verified</b>
4.3.3 Annual/Biennial Proficiency Training* (LE1) (MMMM)	<b>Compliance Verified</b>
<b>11 Organization and Administration</b>	
11.2.1 Direct Command, Component	<b>Compliance Verified</b>
11.3.2 Supervisory Accountability	<b>Compliance Verified</b>
11.3.3 Notify CEO of Incident with Liability (LE1)	<b>Compliance Verified</b>
<b>12 Direction</b>	
12.1.1 CEO Authority and Responsibility (LE1)	<b>Compliance Verified</b>

<b>Standards</b>	<b>Findings</b>
12.1.3 Obey Lawful Orders (LE1)	<b>Compliance Verified</b>
15 Planning and Research, Goals and Objectives, and Crime Analysis	
15.2.1 Annual Updating/Goals and Objectives* (LE1)	<b>Compliance Verified</b>
17 Fiscal Management and Agency Property	
17.4.1 Accounting System*	<b>Compliance Verified</b>
17.4.2 Cash Fund/Accounts Maintenance* (LE1)	<b>Compliance Verified</b>
22 Personnel Management System	
22.1.5 Victim Witness Services/Line of Duty Death (LE1)	<b>Compliance Verified</b>
22.1.6 Clothing and Equipment	<b>Compliance Verified</b>
22.2.1 Physical Examinations	<b>Compliance Verified</b>
22.4.2 Coordination/Control of Records	<b>Compliance Verified</b>
22.4.3 Annual Analysis*	<b>Compliance Verified</b>
26 Disciplinary Procedures and Internal Investigations	
26.1.1 Code of Conduct (LE1)	<b>Compliance Verified</b>
26.1.2 Employee Awards	<b>Compliance Verified</b>
26.2.1 Complaint Investigation (LE1)	<b>Compliance Verified</b>
26.2.2 Records, Maintenance and Security (LE1)	<b>Compliance Verified</b>
26.2.3 CEO Direct Accessibility	<b>Compliance Verified</b>
26.2.5 Annual Statistical Summaries; Public Availability*	<b>Compliance Verified</b>
26.3.3 Investigation Time Limits (LE1)	<b>Compliance Verified</b>
31 Recruitment and Selection	
31.2.2 Annual Analysis	<b>Compliance Verified</b>
31.5.2 Training	<b>Compliance Verified</b>
31.5.3 Truth Verification	<b>Compliance Verified</b>
31.5.6 Medical Examinations	<b>Compliance Verified</b>
31.5.7 Emotional Stability/Psychological Fitness Examinations (LE1)	<b>Compliance Verified</b>
33 Training and Career Development	
33.1.2 Training Attendance Requirements	<b>Compliance Verified</b>
33.1.5 Remedial Training (LE1)	<b>Compliance Verified</b>
33.1.6 Employee Training Record Maintenance (LE1)	<b>Compliance Verified</b>
33.5.1 Annual In-Service Training Program* (LE1) (M M M M)	<b>Compliance Verified</b>
34 Promotion	

<b>Standards</b>	<b>Findings</b>
34.1.1 Agency Role, Authority and Responsibility (LE1)	<b>Compliance Verified</b>
34.1.6 Promotional Probation	<b>Compliance Verified</b>
35 Performance Evaluation	
35.1.2 Annual Evaluation* (LE1)	<b>Compliance Verified</b>
35.1.9 Personnel Early Intervention System* (LE1)	<b>Compliance Verified</b>
40 Crime Analysis and Intelligence	
40.2.3 Criminal Intelligence Procedures* (LE1)	<b>Compliance Verified</b>
41 Patrol	
41.1.2 Shift Briefing	<b>Compliance Verified</b>
41.2.2 Pursuit of Motor Vehicles* (LE1)	<b>Compliance Verified</b>
41.2.3 Roadblocks and Forcible Stopping* (LE1)	<b>Compliance Verified</b>
41.2.7 Mental Health Issues* (LE1)	<b>Compliance Verified</b>
41.3.5 Protective Vests (LE1)	<b>Compliance Verified</b>
42 Criminal Investigation	
42.1.1 On-Call Schedule	<b>Compliance Verified</b>
43 Vice, Drugs, and Organized Crime	
43.1.2 Records, Storage and Security	<b>Compliance Verified</b>
44 Juvenile Operations	
44.2.3 Custodial Interrogation and Interviews (LE1)	<b>Compliance Verified</b>
45 Crime Prevention and Community Involvement	
45.1.1 Crime Prevention Activities*	<b>Compliance Verified</b>
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.1 Planning Responsibility (LE1)	<b>Compliance Verified</b>
46.1.3 Command Function* (LE1)	<b>Compliance Verified</b>
46.1.8 Equipment Inspection*	<b>Compliance Verified</b>
46.1.9 All Hazard Plan Training* (LE1)	<b>Compliance Verified</b>
46.1.10 Active Threats* (LE1)	<b>Compliance Verified</b>
70 Detainee Transportation	
70.1.7 Procedures, Escape* (LE1)	<b>Compliance Verified</b>
71 Processing and Temporary Detention	
71.2.1 Training of Personnel* (LE1)	<b>Compliance Verified</b>
71.4.3 Inspections* (LE1)	<b>Compliance Verified</b>

Standards	Findings
81 Communications	
81.1.1 Agreements, Shared/Regional Facility	<b>Compliance Verified</b>
81.2.2 Continuous, Two-Way Capability (LE1)	<b>Compliance Verified</b>
81.3.2 Alternate Power Source* (LE1)	<b>Compliance Verified</b>
82 Central Records	
82.1.6 Computer File Backup and Storage* (LE1)	<b>Compliance Verified</b>
83 Collection and Preservation of Evidence	
83.2.1 Guidelines and Procedures (LE1)	<b>Compliance Verified</b>
84 Property and Evidence Control	
84.1.6 Inspections and Reports* (LE1)	<b>Compliance Verified</b>

**Response from Agency Regarding Findings:**

CEO Feedback not provided.

## YEAR 2 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Portia Swinson

On 8/29/2019, the Year 2 Remote Web-based Assessment of Durham (NH) Police Department was conducted. The review was conducted remotely and included 187 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
<b>1 Law Enforcement Role and Authority</b>	
1.1.3 Agency's Role in Criminal Justice Diversion Programs (OOOO)	<b>Compliance Verified</b>
1.2.1 Legal Authority Defined (LE1) (MMMM)	<b>Compliance Verified</b>
1.2.3 Compliance with Constitutional Requirements (LE1) (MMMM)	<b>Compliance Verified</b>
1.2.4 Search and Seizure (LE1) (MMMM)	<b>Compliance Verified</b>
1.2.8 Strip/Body Cavity Search (LE1) (MMMM)	<b>Compliance Verified</b>
<b>2 Agency Jurisdiction and Mutual Aid</b>	
2.1.2 Concurrent Jurisdiction (OOOO)	<b>Compliance Verified</b>
2.1.3 Written Agreements for Mutual Aid (OOOO)	<b>Compliance Verified</b>
<b>4 Use of Force</b>	
4.1.2 Use of Deadly Force (LE1) (MMMM)	<b>Compliance Verified</b>
4.1.5 Rendering Medical Aid Following Police Actions (LE1) (MMMM)	<b>Compliance Verified</b>
4.2.3 Removal from Line of Duty Assignment (LE1) (MMMM)	<b>Compliance Verified</b>
4.2.4 Analyze Reports* (LE1) (MMMM)	<b>Compliance Verified</b>
4.2.5 Assault on Sworn Officer Review* (MMMM)	<b>Compliance Verified</b>
4.3.1 Authorization: Weapons and Ammunition (LE1) (MMMM)	<b>Compliance Verified</b>
4.3.4 Prerequisite to Carrying Lethal/Less Lethal Weapons (LE1) (MMMM)	<b>Compliance Verified</b>
4.3.5 Firearms Range (MMMM)	<b>Compliance Verified</b>
<b>11 Organization and Administration</b>	
11.1.1 Description of Organization (LE1) (MMMM)	<b>Compliance Verified</b>
11.3.1 Responsibility/Authority (LE1)	<b>Compliance Verified</b>
11.3.4 Police Action Death Investigations	<b>Compliance Verified</b>
11.4.2 Accountability for Agency Forms	<b>Compliance Verified</b>
<b>12 Direction</b>	
12.2.2 Dissemination and Storage (LE1)	<b>Compliance Verified</b>
<b>15 Planning and Research, Goals and Objectives, and Crime Analysis</b>	

<b>Standards</b>	<b>Findings</b>
15.1.1 Activities of Planning and Research	<b>Not Applicable by Function</b>
15.1.2 Organizational Placement/Planning and Research	<b>Not Applicable by Function</b>
15.2.2 System for Evaluation/Goals and Objectives	<b>Compliance Verified</b>
17 Fiscal Management and Agency Property	
17.1.1 CEO Authority and Responsibility	<b>Compliance Verified</b>
17.2.1 Budget Process and Responsibility Described	<b>Agency Elected 20%</b>
21 Classification and Delineation of Duties and Responsibilities	
21.2.1 Classification Plan (N/A O O O)	<b>Not Applicable by Function</b>
21.2.3 Position Management System	<b>Agency Elected 20%</b>
21.2.4 Workload Assessment*	<b>Not Applicable by Function</b>
22 Personnel Management System	
22.1.4 Personnel Support Services Program	<b>Compliance Verified</b>
22.1.7 Employee Assistance Program	<b>Agency Elected 20%</b>
22.1.8 Employee Identification (LE1)	<b>Compliance Verified</b>
22.2.2 General Health and Physical Fitness (LE1)	<b>Compliance Verified</b>
22.2.3 Fitness and Wellness Program	<b>Agency Elected 20%</b>
22.2.4 Off-Duty Employment	<b>Compliance Verified</b>
26 Disciplinary Procedures and Internal Investigations	
26.1.3 Harassment (LE1)	<b>Compliance Verified</b>
26.1.4 Disciplinary System (LE1)	<b>Compliance Verified</b>
26.2.4 Complaint/Commendation Registering Procedures (LE1)	<b>Compliance Verified</b>
26.3.2 CEO, Notification (LE1)	<b>Compliance Verified</b>
31 Recruitment and Selection	
31.1.1 Agency Participation	<b>Compliance Verified</b>
31.1.2 Assignment/Recruitment	<b>Compliance Verified</b>
31.2.3 Equal Employment Opportunity Plan	<b>Compliance Verified</b>
31.3.1 Job Announcements	<b>Compliance Verified</b>
33 Training and Career Development	
33.1.3 Outside Training Reimbursement	<b>Compliance Verified</b>
33.1.7 Training Class Records Maintenance	<b>Compliance Verified</b>
33.2.1 Academy Administration and Operation	<b>Not Applicable by Function</b>
33.2.2 Academy Facilities	<b>Not Applicable by Function</b>



<b>Standards</b>	<b>Findings</b>
33.2.3 Outside Academy, Role	<b>Compliance Verified</b>
33.2.4 Outside Academy, Agency Specific Training	<b>Compliance Verified</b>
34 Promotion	
34.1.2 Promotional Process Described	<b>Compliance Verified</b>
34.1.4 Promotional Announcement	<b>Compliance Verified</b>
35 Performance Evaluation	
35.1.4 Evaluation Criteria	<b>Compliance Verified</b>
35.1.6 Unsatisfactory Performance	<b>Compliance Verified</b>
40 Crime Analysis and Intelligence	
40.1.1 Crime Analysis Procedures	<b>Agency Elected 20%</b>
41 Patrol	
41.1.4 Agency Service Animals	<b>Not Applicable by Function</b>
41.1.5 Police Service Canines (LE1)	<b>Not Applicable by Function</b>
41.2.4 Notification Procedures (LE1)	<b>Compliance Verified</b>
41.3.1 Patrol Vehicles Lights, Sirens	<b>Compliance Verified</b>
41.3.2 Equipment Specification/Replenishment (LE1)	<b>Compliance Verified</b>
41.3.3 Occupant Safety Restraints	<b>Compliance Verified</b>
41.3.8 In-Car Audio/Video/Body-Worn (LE1)	<b>Not Applicable by Function</b>
41.3.9 License Plate Recognition Systems	<b>Not Applicable by Function</b>
42 Criminal Investigation	
42.1.2 Case-Screening System	<b>Compliance Verified</b>
42.2.3 Communication with Patrol Personnel	<b>Compliance Verified</b>
42.2.4 Investigative Task Forces	<b>Not Applicable by Function</b>
42.2.5 Deception Detection Examinations	<b>Compliance Verified</b>
43 Vice, Drugs, and Organized Crime	
43.1.5 Covert Operations (LE1)	<b>Compliance Verified</b>
44 Juvenile Operations	
44.1.1 Juvenile Operations Policy (LE1)	<b>Compliance Verified</b>
44.1.2 Policy Input, Others	<b>Agency Elected 20%</b>
45 Crime Prevention and Community Involvement	
45.1.2 Community Involvement and Organizing Community Groups	<b>Agency Elected 20%</b>
45.1.3 Prevention Input	<b>Compliance Verified</b>

<b>Standards</b>	<b>Findings</b>
45.2.1 Community Input Process*	<b>Agency Elected 20%</b>
45.2.2 Citizens Survey*	<b>Agency Elected 20%</b>
<b>46 Critical Incidents, Special Operations, and Homeland Security</b>	
46.1.11 Personnel Identification	<b>Compliance Verified</b>
46.1.12 Crowd Control Response Training	<b>Compliance Verified</b>
46.2.2 Tactical Team Selection	<b>Compliance Verified</b>
46.2.3 Tactical Team Equipment	<b>Compliance Verified</b>
46.2.5 Search and Rescue	<b>Not Applicable by Function</b>
<b>53 Inspectional Services</b>	
53.1.1 Line Inspections	<b>Agency Elected 20%</b>
53.2.1 Staff Inspections*	<b>Not Applicable by Function</b>
<b>54 Public Information</b>	
54.1.3 Media Access (LE1)	<b>Compliance Verified</b>
54.1.4 Public Information Officer Training	<b>Compliance Verified</b>
<b>55 Victim/Witness Assistance</b>	
55.2.2 Assistance, Threats	<b>Compliance Verified</b>
55.2.5 Assistance, Suspect Arrest	<b>Compliance Verified</b>
<b>61 Traffic</b>	
61.1.1 Selective Enforcement Activities*	<b>Agency Elected 20%</b>
61.1.7 Stopping/Approaching (LE1)	<b>Compliance Verified</b>
61.1.9 Impaired Driver Enforcement Program	<b>Not Applicable by Function</b>
61.1.10 DUI Procedures (LE1)	<b>Compliance Verified</b>
61.1.12 Parking Enforcement	<b>Compliance Verified</b>
61.3.3 Escorts (LE1)	<b>Compliance Verified</b>
61.3.4 School Crossing Guards*	<b>Not Applicable by Function</b>
61.4.2 Hazardous Roadway Conditions (LE1)	<b>Compliance Verified</b>
61.4.4 Traffic Safety Materials	<b>Compliance Verified</b>
<b>70 Detainee Transportation</b>	
70.1.1 Pre-Transport Prisoner Searches (LE1)	<b>Compliance Verified</b>
70.1.2 Searching Transport Vehicles (LE1)	<b>Compliance Verified</b>
70.2.1 Detainee Restraint Methods (LE1)	<b>Compliance Verified</b>
<b>71 Processing and Temporary Detention</b>	

<b>Standards</b>	<b>Findings</b>
71.1.1 Designate Rooms or Areas (LE1)	<b>Compliance Verified</b>
71.3.2 Immovable Objects	<b>Compliance Verified</b>
<b>72 Holding Facility</b>	
72.1.1 Training User Personnel* (LE1)	<b>Not Applicable by Function</b>
72.1.2 Access, Nonessential Persons	<b>Not Applicable by Function</b>
72.2.1 Minimum Conditions	<b>Not Applicable by Function</b>
72.3.1 Fire, Heat, Smoke Detection System, Inspections*	<b>Not Applicable by Function</b>
72.3.2 Posted Evacuation Plan	<b>Not Applicable by Function</b>
72.3.3 Sanitation Inspection*	<b>Not Applicable by Function</b>
72.4.1 Securing Weapons (LE1)	<b>Not Applicable by Function</b>
72.4.2 Entering Occupied Cells	<b>Not Applicable by Function</b>
72.4.3 Key Control	<b>Not Applicable by Function</b>
72.4.4 Facility Door Security	<b>Not Applicable by Function</b>
72.4.5 Security Checks	<b>Not Applicable by Function</b>
72.4.6 Security Inspections*	<b>Not Applicable by Function</b>
72.4.7 Tool and Culinary Equipment	<b>Not Applicable by Function</b>
72.4.8 Alerting Control Point	<b>Not Applicable by Function</b>
72.4.9 Panic Alarms* (M M M M)	<b>Not Applicable by Function</b>
72.4.10 Procedures, Escape	<b>Not Applicable by Function</b>
72.4.11 Report, Threats to Facility*	<b>Not Applicable by Function</b>
72.5.1 Detainee Searches	<b>Not Applicable by Function</b>
72.5.2 Intake	<b>Not Applicable by Function</b>
72.5.3 Sight and Sound Separation (LE1)	<b>Not Applicable by Function</b>
72.5.4 Segregation	<b>Not Applicable by Function</b>
72.5.5 Procedure, Outside Detainees	<b>Not Applicable by Function</b>
72.5.6 Procedure, Exceeding Capacity	<b>Not Applicable by Function</b>
72.5.7 Identification, Released Detainees	<b>Not Applicable by Function</b>
72.6.1 Procedure, Medical Assistance	<b>Not Applicable by Function</b>
72.6.2 First Aid Kit*	<b>Not Applicable by Function</b>
72.6.3 Posted Access to Medical Service	<b>Not Applicable by Function</b>
72.6.4 Dispensing Pharmaceuticals	<b>Not Applicable by Function</b>
72.7.1 Procedure, Detainee Rights	<b>Not Applicable by Function</b>

Standards	Findings
72.8.1 Monitoring of Detainees (M M M M)	<b>Not Applicable by Function</b>
72.8.2 Audio/Visual Surveillance	<b>Not Applicable by Function</b>
72.8.3 Supervision, Opposite Gender	<b>Not Applicable by Function</b>
72.8.4 Receiving Mail/Packages	<b>Not Applicable by Function</b>
72.8.5 Visiting	<b>Not Applicable by Function</b>
<b>73 Court Security</b>	
73.1.1 Role, Authority, Policies* (LE1)	<b>Not Applicable by Function</b>
73.2.1 Facilities, Equipment, Security Survey*	<b>Not Applicable by Function</b>
73.3.1 Weapon Lockboxes (LE1)	<b>Not Applicable by Function</b>
73.3.2 Use of Restraints	<b>Not Applicable by Function</b>
73.4.1 Identification, Availability, Operational Readiness	<b>Not Applicable by Function</b>
73.4.2 External Communications (LE1)	<b>Not Applicable by Function</b>
73.4.3 Duress Alarms*	<b>Not Applicable by Function</b>
73.5.1 Training*	<b>Not Applicable by Function</b>
73.5.2 Detainee Searches	<b>Not Applicable by Function</b>
73.5.3 Detainee Property Security	<b>Not Applicable by Function</b>
73.5.4 Segregation	<b>Not Applicable by Function</b>
73.5.5 Procedure for Medical Assistance	<b>Not Applicable by Function</b>
73.5.6 First Aid Kit*	<b>Not Applicable by Function</b>
73.5.7 Access of Nonessential Persons	<b>Not Applicable by Function</b>
73.5.8 Minimum Conditions*	<b>Not Applicable by Function</b>
73.5.9 Fire Alarm System*	<b>Not Applicable by Function</b>
73.5.10 Evacuation Plan	<b>Not Applicable by Function</b>
73.5.11 Pest Control Inspection*	<b>Not Applicable by Function</b>
73.5.12 Securing Weapons (LE1)	<b>Not Applicable by Function</b>
73.5.13 Entering Occupied Cells	<b>Not Applicable by Function</b>
73.5.14 Key Control	<b>Not Applicable by Function</b>
73.5.15 Facility Door Security	<b>Not Applicable by Function</b>
73.5.16 Cell Security Checks	<b>Not Applicable by Function</b>
73.5.17 Facility Security Inspections*	<b>Not Applicable by Function</b>
73.5.18 Designated Control Point (LE1)	<b>Not Applicable by Function</b>
73.5.19 Panic Alarms*	<b>Not Applicable by Function</b>

<b>Standards</b>	<b>Findings</b>
73.5.20 Escape Procedures	<b>Not Applicable by Function</b>
73.5.22 Posted Access to Medical Service	<b>Not Applicable by Function</b>
73.5.23 Audio/Visual Surveillance	<b>Not Applicable by Function</b>
73.5.24 Supervision of Opposite Gender	<b>Not Applicable by Function</b>
74 Legal Process	
74.3.2 Arrest Warrants Require Sworn Service	<b>Compliance Verified</b>
81 Communications	
81.1.2 Operations Meet FCC Requirements	<b>Compliance Verified</b>
81.2.8 Local/State/Federal CJI Systems	<b>Compliance Verified</b>
81.2.9 Alternative Methods of Communication	<b>Not Applicable by Function</b>
81.2.10 Emergency Messages (LE1)	<b>Compliance Verified</b>
81.2.13 First Aid Over Phone (LE1)	<b>Not Applicable by Function</b>
82 Central Records	
82.1.2 Juvenile Records (LE1)	<b>Compliance Verified</b>
82.2.5 Reports by Phone, Mail or Internet	<b>Compliance Verified</b>
82.3.3 Traffic Records System	<b>Not Applicable by Function</b>
82.3.5 Operational Component Record	<b>Not Applicable by Function</b>
83 Collection and Preservation of Evidence	
83.1.1 24-Hour Availability (LE1)	<b>Compliance Verified</b>
84 Property and Evidence Control	
84.1.6 Inspections and Reports* (LE1)	<b>Compliance Verified</b>
91 Campus Law Enforcement	
91.1.1 Risk Assessment and Analysis* (LE1)	<b>Not Applicable by Function</b>
91.1.2 Out of Agency Budget Coordination	<b>Not Applicable by Function</b>
91.1.3 Campus Background Investigation (LE1)	<b>Not Applicable by Function</b>
91.1.4 Campus Security Escort Service (LE1)	<b>Not Applicable by Function</b>
91.1.5 Emergency Notification System (LE1)	<b>Not Applicable by Function</b>
91.1.6 Behavioral Threat Assessment (LE1)	<b>Not Applicable by Function</b>
91.1.7 Security Camera Responsibilities* (LE1)	<b>Not Applicable by Function</b>
91.1.8 Emergency Only Phones and Devices* (LE1)	<b>Not Applicable by Function</b>
91.1.9 Administrative Investigation Procedures (LE1)	<b>Not Applicable by Function</b>
91.2.1 Agency Role and Responsibilities (LE1)	<b>Not Applicable by Function</b>

Standards	Findings
91.2.2 Personnel Assigned to Medical Centers	<b>Not Applicable by Function</b>
91.2.3 First Responses Responsibilities	<b>Not Applicable by Function</b>
91.3.1 Agency Role and Responsibilities* (LE1)	<b>Not Applicable by Function</b>
91.4.1 Position Responsible for Clery Act* (LE1)	<b>Not Applicable by Function</b>

***Response from Agency Regarding Findings:***

CEO Feedback not provided.

## YEAR 3 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Brian Childress

On 8/25/2020, the Year 3 Remote Web-based Assessment of Durham (NH) Police Department was conducted. The review was conducted remotely and included 105 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
2 Agency Jurisdiction and Mutual Aid	
2.1.4 Requesting Assistance: Federal LE/National Guard (MMMM)	<b>Compliance Verified</b>
3 Contractual Agreements for Law Enforcement Services	
3.1.1 Written Agreement for Services Provided (LE1) (MMMM)	<b>Compliance Verified</b>
3.1.2 Employee Rights (MMMM)	<b>Compliance Verified</b>
4 Use of Force	
4.1.1 Use of Reasonable Force (LE1) (MMMM)	<b>Compliance Verified</b>
4.1.2 Use of Deadly Force (LE1) (MMMM)	<b>Compliance Verified</b>
4.1.5 Rendering Medical Aid Following Police Actions (LE1) (MMMM)	<b>Compliance Verified</b>
4.2.1 Reporting Uses of Force* (LE1) (MMMM)	<b>Compliance Verified</b>
4.2.2 Written Use of Force Reports and Administrative Review* (LE1) (MMMM)	<b>Compliance Verified</b>
4.2.3 Removal from Line of Duty Assignment (LE1) (MMMM)	<b>Compliance Verified</b>
4.2.4 Analyze Reports* (LE1) (MMMM)	<b>Compliance Verified</b>
4.3.2 Demonstrating Proficiency with Weapons (LE1) (MMMM)	<b>Compliance Verified</b>
4.3.3 Annual/Biennial Proficiency Training* (LE1) (MMMM)	<b>Compliance Verified</b>
11 Organization and Administration	
11.4.1 Administrative Reporting Program	<b>Compliance Verified</b>
11.4.3 Accreditation Maintenance	<b>Compliance Verified</b>
11.4.4 Computer Software Policy	<b>Compliance Verified</b>
11.4.5 Electronic Data Storage	<b>Compliance Verified</b>
11.5.1 Temporary/Rotating Assignments	<b>Compliance Verified</b>
12 Direction	
12.1.2 Command Protocol (LE1)	<b>Compliance Verified</b>
12.1.4 Functional Communication/Cooperation	<b>Compliance Verified</b>
12.2.1 The Written Directive System (LE1)	<b>Compliance Verified</b>
15 Planning and Research, Goals and Objectives, and Crime Analysis	

<b>Standards</b>	<b>Findings</b>
15.1.3 Multiyear Plan	<b>Compliance Verified</b>
15.1.4 Succession Planning	<b>Compliance Verified</b>
17 Fiscal Management and Agency Property	
17.4.3 Independent Audit	<b>Compliance Verified</b>
17.5.1 Inventory and Control	<b>Compliance Verified</b>
17.5.2 Operational Readiness (LE1)	<b>Compliance Verified</b>
21 Classification and Delineation of Duties and Responsibilities	
21.1.1 Job Analysis	<b>Compliance Verified</b>
21.2.2 Job Description Maintenance and Availability* (LE1) (M M M M)	<b>Compliance Verified</b>
26 Disciplinary Procedures and Internal Investigations	
26.1.5 Role and Authority of Supervisors	<b>Compliance Verified</b>
26.1.6 Appeal Procedures	<b>Compliance Verified</b>
26.1.7 Termination Procedures	<b>Compliance Verified</b>
26.1.8 Records	<b>Compliance Verified</b>
26.2.1 Complaint Investigation (LE1)	<b>Compliance Verified</b>
26.3.1 Complaint Types	<b>Compliance Verified</b>
26.3.4 Informing Complainant	<b>Compliance Verified</b>
26.3.5 Statement of Allegations/Rights (LE1)	<b>Compliance Verified</b>
26.3.6 Submission to Tests, Procedures	<b>Compliance Verified</b>
26.3.7 Relieved from Duty	<b>Compliance Verified</b>
26.3.8 Conclusion of Fact	<b>Compliance Verified</b>
33 Training and Career Development	
33.1.1 Training Committee	<b>Compliance Verified</b>
33.3.1 Instructor Training	<b>Compliance Verified</b>
33.4.1 Recruit Training Required (LE1)	<b>Compliance Verified</b>
33.4.2 Recruit Training Program (LE1)	<b>Compliance Verified</b>
33.4.3 Field Training Program (LE1) (M M M M)	<b>Compliance Verified</b>
33.5.1 Annual In-Service Training Program* (LE1) (M M M M)	<b>Compliance Verified</b>
33.7.1 Non-sworn Orientation	<b>Compliance Verified</b>
33.7.2 Non-Sworn Pre-Service and In-Service Training	<b>Compliance Verified</b>
34 Promotion	
34.1.3 Job Relatedness	<b>Compliance Verified</b>



<b>Standards</b>	<b>Findings</b>
34.1.5 Eligibility Lists	<b>Compliance Verified</b>
35 Performance Evaluation	
35.1.1 Performance Evaluation System	<b>Compliance Verified</b>
35.1.5 Evaluation Components	<b>Compliance Verified</b>
35.1.7 Employee Consultation	<b>Compliance Verified</b>
35.1.8 Rater Evaluation	<b>Compliance Verified</b>
41 Patrol	
41.2.2 Pursuit of Motor Vehicles* (LE1)	<b>Compliance Verified</b>
41.2.3 Roadblocks and Forcible Stopping* (LE1)	<b>Compliance Verified</b>
41.2.5 Missing Persons (LE1)	<b>Compliance Verified</b>
41.2.6 Missing Children (LE1)	<b>Compliance Verified</b>
41.3.6 Protective Vests/Pre-Planned, High Risk Situations (LE1)	<b>Compliance Verified</b>
41.3.7 Mobile Data Access	<b>Compliance Verified</b>
42 Criminal Investigation	
42.2.6 Informants (LE1)	<b>Compliance Verified</b>
42.2.7 Cold Cases	<b>Compliance Verified</b>
42.2.8 Interview Rooms (LE1)	<b>Compliance Verified</b>
42.2.9 Line-ups	<b>Compliance Verified</b>
42.2.10 Show-ups	<b>Compliance Verified</b>
44 Juvenile Operations	
44.2.3 Custodial Interrogation and Interviews (LE1)	<b>Compliance Verified</b>
46 Critical Incidents, Special Operations, and Homeland Security	
46.2.8 Event Deconfliction Process	<b>Compliance Verified</b>
46.3.1 Providing Awareness Information	<b>Compliance Verified</b>
46.3.2 Hazmat Awareness (LE1)	<b>Compliance Verified</b>
54 Public Information	
54.1.1 Activities	<b>Compliance Verified</b>
54.1.2 Policy Input	<b>Compliance Verified</b>
55 Victim/Witness Assistance	
55.1.1 Victim/Witness Assistance	<b>Compliance Verified</b>
55.1.2 Review Need/Services*	<b>Compliance Verified</b>
55.2.1 Initial Assistance	<b>Compliance Verified</b>

<b>Standards</b>	<b>Findings</b>
55.2.3 Assistance, Preliminary Investigation	<b>Compliance Verified</b>
55.2.4 Assistance, Follow-Up Investigation	<b>Compliance Verified</b>
55.2.6 Next-of-Kin Notification	<b>Compliance Verified</b>
61 Traffic	
61.1.8 Speed-Measuring Devices	<b>Compliance Verified</b>
70 Detainee Transportation	
70.1.3 Procedures, Transporting by Vehicle	<b>Compliance Verified</b>
70.1.4 Interruption of Transport	<b>Compliance Verified</b>
70.1.5 Prisoner Communication	<b>Compliance Verified</b>
70.1.6 Procedures, Transport Destination (LE1)	<b>Compliance Verified</b>
70.1.8 Notify Court of Security Risk (LE1)	<b>Compliance Verified</b>
70.3.1 Sick, Injured, Disabled	<b>Compliance Verified</b>
70.3.2 Hospital Security and Control	<b>Compliance Verified</b>
70.3.3 Special Situations	<b>Not Applicable by Function</b>
70.4.1 Vehicle Safety Barriers	<b>Compliance Verified</b>
70.4.2 Rear Compartment Modifications (LE1)	<b>Compliance Verified</b>
70.5.1 Prisoner ID and Documentation	<b>Compliance Verified</b>
71 Processing and Temporary Detention	
71.3.1 Procedures (LE1)	<b>Compliance Verified</b>
71.3.3 Security in Designated Temporary Detention Processing and Testing Rooms/Areas (LE1)	<b>Compliance Verified</b>
71.4.1 Physical Conditions (LE1)	<b>Compliance Verified</b>
71.4.2 Fire Prevention/Suppression (LE1)	<b>Compliance Verified</b>
74 Legal Process	
74.1.1 Information, Recording (LE1)	<b>Compliance Verified</b>
74.1.2 Execution/Attempt Service, Recording	<b>Compliance Verified</b>
74.1.3 Warrant/Wanted Person Procedures	<b>Compliance Verified</b>
74.2.1 Procedure, Civil Process	<b>Compliance Verified</b>
74.3.1 Procedure, Criminal Process	<b>Compliance Verified</b>
82 Central Records	
82.1.1 Privacy and Security (LE1)	<b>Compliance Verified</b>
84 Property and Evidence Control	
84.1.1 Evidence/Property Control System (LE1)	<b>Compliance Verified</b>

Standards	Findings
84.1.2 Storage and Security (LE1)	<b>Compliance Verified</b>
84.1.3 Temporary Security (LE1)	<b>Compliance Verified</b>
84.1.4 Security of Controlled Substances, Weapons for Training (LE1)	<b>Compliance Verified</b>
84.1.5 Records, Status of Property (LE1)	<b>Compliance Verified</b>
84.1.6 Inspections and Reports* (LE1)	<b>Compliance Verified</b>
84.1.7 Final Disposition	<b>Compliance Verified</b>
84.1.8 Property Acquired through the Civil Process	<b>Compliance Verified</b>

***Response from Agency Regarding Findings:***

CEO Feedback not provided.

## YEAR 4 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Brian Childress

On 2/17/2021, the Year 4 Remote Web-based Assessment of Durham (NH) Police Department was conducted. The review was conducted remotely and included 126 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)	<b>Compliance Verified</b>
<p><b>Notes:</b> ISSUE: This standard mandates the agency has a written directive governing biased policing. Bullet B. mandates the directive include initial training and annual training for affected personnel in biased issues including legal aspects. The agency directive indicates periodic training is sufficient which violates the standard requirement of annual training. AGENCY ACTION NEEDED: The agency was requested to add an existing standard or revise their directive to require annual biased-based training versus periodic training. AGENCY ACTION TAKEN: The agency revised their directive to require annual in-service training. However, it is important to note the agency complied with Bullet B. by practice as they provided proofs of annual training for all sworn personnel.</p>	
1.2.10 Duty to Intervene (LE1) (M M M M)	<b>Compliance Verified</b>
4 Use of Force	
4.1.1 Use of Reasonable Force (LE1) (MMMM)	<b>Compliance Verified</b>
4.1.2 Use of Deadly Force (LE1) (MMMM)	<b>Compliance Verified</b>
4.1.3 Warning Shots (LE1) (MMMM)	<b>Compliance Verified</b>
4.1.4 Use of Authorized Less Lethal Weapons (LE1) (MMMM)	<b>Compliance Verified</b>
4.1.5 Rendering Medical Aid Following Police Actions (LE1) (MMMM)	<b>Compliance Verified</b>
<p><b>Notes:</b> ISSUE: This is a relatively newly revised standard. This standard requires a written directive which must mandate that appropriate medical aid is rendered as quickly as reasonably possible following any law enforcement action in which injuries have been sustained; and includes procedures for activating the emergency medical system when obvious severe injuries have occurred, medical distress is apparent, or the individual is unconscious. The agency directives address the first part of the standard but does not mention the second part: "includes procedures for activating the emergency medical system when obvious severe injuries have occurred, medical distress is apparent, or the individual is unconscious". AGENCY ACTION NEEDED: The agency was requested to add an existing directive or revise their directive to address the second part of this standard. AGENCY ACTION TAKEN: The agency added the necessary standards language to their directive. It is important to note the agency provided proofs of compliance to reflect they were meeting the intent of all of this new standard by practice.</p>	
4.1.6 Vascular Neck Restrictions (LE1) (MMMM)	<b>Compliance Verified</b>

<b>Standards</b>	<b>Findings</b>
4.1.7 Choke Holds (LE1) (MMMM)	<b>Compliance Verified</b>
4.2.1 Reporting Uses of Force* (LE1) (MMMM)	<b>Compliance Verified</b>
4.2.2 Written Use of Force Reports and Administrative Review* (LE1) (MMMM)	<b>Compliance Verified</b>
4.2.3 Removal from Line of Duty Assignment (LE1) (MMMM)	<b>Compliance Verified</b>
4.2.4 Analyze Reports* (LE1) (MMMM)	<b>Compliance Verified</b>
4.2.5 Assault on Sworn Officer Review* (MMMM)	<b>Compliance Verified</b>
4.3.1 Authorization: Weapons and Ammunition (LE1) (MMMM)	<b>Compliance Verified</b>
4.3.2 Demonstrating Proficiency with Weapons (LE1) (MMMM)	<b>Compliance Verified</b>
4.3.3 Annual/Biennial Proficiency Training* (LE1) (MMMM)	<b>Compliance Verified</b>
4.3.4 Prerequisite to Carrying Lethal/Less Lethal Weapons (LE1) (MMMM)	<b>Compliance Verified</b>
4.3.5 Firearms Range (MMMM)	<b>Compliance Verified</b>
<b>17 Fiscal Management and Agency Property</b>	
17.2.2 Functional Recommendations to Budget*	<b>Not Applicable by Function</b>
17.3.1 Requisition and Purchasing Procedures	<b>Compliance Verified</b>
<b>22 Personnel Management System</b>	
22.1.1 Salary Program	<b>Compliance Verified</b>
22.1.2 Leave Program	<b>Compliance Verified</b>
22.1.3 Benefits Program (LE1)	<b>Compliance Verified</b>
22.1.9 Military Deployment and Reintegration (LE1)	<b>Compliance Verified</b>
22.1.10 Bonding/Liability Protection (M M M M)	<b>Compliance Verified</b>
22.2.5 Extra-Duty Employment (LE1)	<b>Compliance Verified</b>
22.3.1 Agency Role	<b>Compliance Verified</b>
22.3.2 Ratification Responsibilities	<b>Compliance Verified</b>
22.4.1 Grievance Procedures (LE1)	<b>Compliance Verified</b>
<b>31 Recruitment and Selection</b>	
31.2.1 Recruitment Plan (LE1)	<b>Compliance Verified</b>
31.2.2 Annual Analysis	<b>Compliance Verified</b>
31.3.2 Notification Expectations	<b>Compliance Verified</b>
31.3.3 Maintaining Applicant Contact	<b>Compliance Verified</b>
31.4.1 Selection Process Described (LE1)	<b>Compliance Verified</b>
31.4.2 Job Relatedness	<b>Compliance Verified</b>
31.4.3 Uniform Administration	<b>Compliance Verified</b>

<b>Standards</b>	<b>Findings</b>
31.4.4 Candidate Information	<b>Compliance Verified</b>
31.4.5 Notification of Ineligibility	<b>Compliance Verified</b>
31.4.6 Records	<b>Compliance Verified</b>
31.4.7 Selection Criteria (LE1) (MMMM)	<b>Compliance Verified</b>
31.4.8 Sworn Appointment Requirements (M M M M)	<b>Compliance Verified</b>
31.5.1 Background Investigations (LE1)	<b>Compliance Verified</b>
31.5.3 Truth Verification	<b>Compliance Verified</b>
31.5.4 Conducted by Certified Personnel	<b>Compliance Verified</b>
<b>33 Training and Career Development</b>	
33.1.4 Lesson Plan Requirements	<b>Compliance Verified</b>
33.4.4 Entry Level Training (LE1) (M M M M)	<b>Compliance Verified</b>
33.5.1 Annual In-Service Training Program* (LE1) (M M M M)	<b>Compliance Verified</b>
33.5.2 Shift Briefing Training	<b>Compliance Verified</b>
33.5.3 Accreditation Training (LE1)	<b>Compliance Verified</b>
33.5.4 Accreditation Manager Training	<b>Compliance Verified</b>
33.6.1 Specialized Training	<b>Compliance Verified</b>
33.6.2 Tactical Team Training Program (LE1)	<b>Compliance Verified</b>
33.8.1 Training for Career Development Personnel Training	<b>Compliance Verified</b>
33.8.2 Skill Development Training Upon Promotion (LE1)	<b>Compliance Verified</b>
33.8.3 Career Development Program	<b>Compliance Verified</b>
33.8.4 Educational Incentives	<b>Compliance Verified</b>
<b>40 Crime Analysis and Intelligence</b>	
40.2.1 Criminal Intelligence Data Collection	<b>Compliance Verified</b>
40.2.2 Intelligence Analysis Procedures	<b>Compliance Verified</b>
<b>41 Patrol</b>	
41.1.1 Shift/Beat Assignment	<b>Compliance Verified</b>
41.1.3 Special-Purpose Vehicles	<b>Compliance Verified</b>
41.2.1 Responding Procedures (LE1)	<b>Compliance Verified</b>
41.3.4 Authorized Personal Equipment	<b>Compliance Verified</b>
<b>42 Criminal Investigation</b>	
42.1.3 Case File Management (LE1)	<b>Compliance Verified</b>
42.1.4 Accountability, Preliminary/Follow-Up Investigations	<b>Compliance Verified</b>

<b>Standards</b>	<b>Findings</b>
42.1.5 Habitual/Serious Offenders	<b>Compliance Verified</b>
42.2.1 Preliminary Investigations Steps (LE1)	<b>Compliance Verified</b>
42.2.2 Follow-Up Investigations Steps	<b>Compliance Verified</b>
<b>43 Vice, Drugs, and Organized Crime</b>	
43.1.1 Complaint Management (LE1)	<b>Compliance Verified</b>
43.1.3 Confidential Funds	<b>Compliance Verified</b>
43.1.4 Equipment, Authorization and Control	<b>Compliance Verified</b>
<b>44 Juvenile Operations</b>	
44.1.2 Policy Input, Others	<b>Compliance Verified</b>
44.2.1 Handling Offenders (LE1)	<b>Compliance Verified</b>
44.2.2 Procedures for Custody (LE1)	<b>Compliance Verified</b>
44.2.4 School Services Program	<b>Compliance Verified</b>
44.2.5 Community Youth Programs	<b>Compliance Verified</b>
<b>45 Crime Prevention and Community Involvement</b>	
45.3.1 Program Description	<b>Compliance Verified</b>
45.3.2 Training	<b>Compliance Verified</b>
45.3.3 Uniforms	<b>Compliance Verified</b>
<b>46 Critical Incidents, Special Operations, and Homeland Security</b>	
46.1.2 All Hazard Plan (LE1)	<b>Compliance Verified</b>
46.2.1 Special Operations Activities	<b>Compliance Verified</b>
46.2.4 Crisis Negotiator Selection	<b>Compliance Verified</b>
46.2.6 VIP Security Plan	<b>Compliance Verified</b>
46.2.7 Special Events Plan (LE1)	<b>Compliance Verified</b>
<b>61 Traffic</b>	
61.1.2 Uniform Enforcement Procedures (LE1)	<b>Compliance Verified</b>
61.1.3 Violator Procedures (LE1)	<b>Compliance Verified</b>
61.1.4 Informing The Violator (LE1)	<b>Compliance Verified</b>
61.1.5 Uniform Enforcement Policies (LE1)	<b>Compliance Verified</b>
61.1.6 Enforcement Practices	<b>Compliance Verified</b>
61.1.11 License Reexamination Referrals	<b>Compliance Verified</b>
61.2.1 Crash Scene Response Reporting and Investigation	<b>Compliance Verified</b>
61.2.2 Collision/Crash Scene Duties	<b>Compliance Verified</b>

<b>Standards</b>	<b>Findings</b>
61.3.1 Traffic Engineering	<b>Compliance Verified</b>
61.3.2 Direction/Control Procedures (LE1)	<b>Compliance Verified</b>
61.4.1 Motorist Assistance (LE1)	<b>Compliance Verified</b>
61.4.3 Towing (LE1)	<b>Compliance Verified</b>
<b>81 Communications</b>	
81.1.1 Agreements, Shared/Regional Facility	<b>Compliance Verified</b>
81.2.1 24 Hour, Toll-Free Service (LE1)	<b>Compliance Verified</b>
81.2.3 Recording Information (LE1)	<b>Compliance Verified</b>
81.2.4 Radio Communications Procedures (LE1)	<b>Compliance Verified</b>
81.2.5 Access to Resources (LE1)	<b>Compliance Verified</b>
81.2.6 Calls for Service Information Victim/Witness Calls (LE1)	<b>Compliance Verified</b>
81.2.7 Recording and Playback (LE1)	<b>Compliance Verified</b>
81.2.11 Misdirected Emergency Calls (LE1)	<b>Compliance Verified</b>
81.2.12 Private Security Alarms	<b>Compliance Verified</b>
81.3.1 Communications Center Security (LE1)	<b>Compliance Verified</b>
81.3.3 Mobile/Portable Radios	<b>Compliance Verified</b>
<b>82 Central Records</b>	
82.1.3 Records Retention Schedule	<b>Compliance Verified</b>
82.1.4 Crime Reporting	<b>Compliance Verified</b>
82.1.5 Report Accounting System	<b>Compliance Verified</b>
82.2.1 Field Reporting System (LE1)	<b>Compliance Verified</b>
82.2.2 Reporting Requirements (LE1)	<b>Compliance Verified</b>
82.2.3 Case Numbering System (LE1)	<b>Compliance Verified</b>
82.2.4 Report Distribution	<b>Compliance Verified</b>
82.3.1 Master Name Index	<b>Compliance Verified</b>
82.3.2 Index File	<b>Compliance Verified</b>
82.3.4 Traffic Citation Maintenance (LE1)	<b>Compliance Verified</b>
82.3.6 ID Number and Criminal History	<b>Compliance Verified</b>
<b>83 Collection and Preservation of Evidence</b>	
83.2.2 Photography, Video and Audio Evidence	<b>Compliance Verified</b>
83.2.3 Fingerprinting	<b>Compliance Verified</b>
83.2.4 Equipment and Supplies (LE1)	<b>Compliance Verified</b>



Standards	Findings
83.2.5 Procedures, Seizure of Electronic Equipment	<b>Compliance Verified</b>
83.2.6 Report Preparation (LE1)	<b>Compliance Verified</b>
83.3.1 Collecting from Known Source	<b>Compliance Verified</b>
83.3.2 Evidence, Laboratory Submission (LE1)	<b>Compliance Verified</b>
<b>84 Property and Evidence Control</b>	
84.1.6 Inspections and Reports* (LE1)	<b>Compliance Verified</b>

**Response from Agency Regarding Findings:**

CEO Feedback not provided.

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## SITE-BASED ASSESSMENT

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5/12/2021

### *Planning and Methodology:*

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In 1999, the Durham Police Department received its initial accreditation and achieved consecutive reaccreditations since. In 2020, Chief Rene Kelley was appointed and he stressed the necessity to remain a CALEA accredited agency. In March of 2021, the assessment team conducted a virtual assessment by video conferencing and not a physical visit to the department, due to the “Covid-19 Pandemic.”

All interviews and meetings were conducted by video conference using “Zoom.” The video conference was set up by the accreditation manager Jack Dalton and assistant accreditation manager Jen Johnson, who did a very nice job. The accreditation team provided a well produced video of the Durham Police Headquarters. This allowed the team to observe certain areas remotely and get a better feel for their headquarters.

The Durham Police Department is a professional organization based on information obtained through the contacts during the assessment and review of documents found in the Power DMS files. All department personnel interviewed were well prepared and knowledgeable of their area of responsibility. Although we were not at the agency, we did feel welcomed and that personnel were dedicated to their jobs, had pride in the community and their accomplishments both individually and as a department.

There were 23 interviews conducted by the assessment team with personnel in the department, town administrator and several members of the community. Thirteen calls were received during the Public Information (call-in) session on Wednesday March 31st. There were no public comments during the public comment session held on March 30th, 2021. Content to the calls and three (3) focus areas are discussed further in the report.

### *The Durham Police Station*

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In 2016, a proposal was brought forth to expand the police station to almost twice its size. A vote was taken and the citizens of Durham not only passed, but also supported the expansion. A one million dollar plus bond was approved by council and the renovations began with the completion of the project in 2019.

The agency provided the assessors a detailed 30 minute video of the Durham Police Headquarters. This was the next best thing for the assessors, since the on-site was actually virtual. A complete walk thru of the new facility was shown on the video. At one point in the video, Captain Dalton shows a pull down attic ladder and explains that is how records personnel retrieved stored records. It was obviously a hazard but was the only space they had in the old building. After reviewing the video and conducting several interviews in regard to the new facility, assessors were able to document the following improvements:

New Technology- New cameras inside and outside the building were installed. Touch Screen Monitors to conduct Video conferencing . Bullet proof glass in the lobby between the public and police personnel.

Conference room- this allows for an incident command location. Meetings with command staff and the public take place in this room. The agency did not have a conference room in the old building.

Sally port- was developed in the new plans. Allows for more security during transport of prisoners and a place to work on vehicles out of the elements.

Evidence room- perhaps the most notable improvement during this assessment cycle was undoubtedly the expansion and renovation of the property storage and processing facility. It was clear that DPD has (and has had) exceptionally competent personnel at the helm of the evidence control function, but equally clear that the “old” facility presented a fair number of obstacles and limitations. DPD utilized suggestions from its personnel in the design of the new facility, and it appears to function much more efficiently. These improvements only serve to increase the overall security and accountability of DPD’s evidence control function, an extremely important and liability-laden area of law enforcement.

Records- no longer are records stored in an attic. The space was finished of and a proper stairs were built.

These are just a handful of many improvements in the new facility. Each person interviewed in regards to the new headquarters was very proud of it and appreciative. According to Retired Chief David Kurz, who oversaw the project, the architect drew the blue prints with CALEA standards in mind.

### Standards Issues:

There were no standard issues.

### Suggestions

### Juvenile Operations

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It is apparent from both the video (CALEA On-Site Durham Police Department Tour 2021 – viewed prior to on-site) and in-person (Zoom) interviews that the Durham Police Department’s (DPD) most recent expansion and renovation of its building has streamlined and greatly improved its operations in all areas, including juvenile operations. For example, Sergeant Brett Pestana relayed that prior to the building upgrade, maintaining sight and sound separation between juveniles and adults was challenging. Although DPD made it work, he said, they often had to employ “creative” ideas to accomplish the required separation in such a small facility. He concluded the current facility has resolved this challenge.

Most notable in the area of juvenile operations, however, were the recurring themes of teamwork, cooperation – both within and outside the agency – and agency maturity. To highlight some of the best work DPD has accomplished in this area, Captain Jack Dalton referenced one of the community’s worst cases – a kidnapping and sexual assault case from 2019 that involved a teenaged, juvenile offender and two, younger juvenile victims. It was apparent from the Captain’s and subsequent interviews that the seriousness of this case has had an impact on the community and those who were involved in the investigation. Captain Dalton explained that although the juvenile offender was arrested and gave a full confession within only a few hours of the crimes, the department relied heavily upon its own resources and those of outside agencies in the subsequent investigation and prosecution. Captain Dalton highlighted that DPD has created “evidence collection teams” to keep officers interested in criminal investigation, and these teams were invaluable in this case. He also highlighted the heavy reliance upon the juvenile officer and School Resource Officer (SRO) in this case. On post-arrest, he advised, much of the focus of the investigation was to find the offender competent to stand trial/face the charges.

Speaking with Sergeant Greg Ruby, a 10-year veteran of DPD, he advised he was first on scene at the above call. He described this case as “the perfect storm of circumstances,” primarily because it involved juvenile victims and a juvenile offender, both kidnapping and sexual assault offenses, and several different crime scenes. Sergeant Ruby highlighted the fact that DPD’s missing persons policy, while often thought of as too detailed and thorough for the “usual,” routine missing persons cases encountered by DPD, proved its worth during this case. He said this case reinforced the importance of a thorough policy, especially pertaining to documentation. The sergeant also highlighted DPD’s high level of collaboration with other agencies, including the county sheriff’s department and the University of New Hampshire (UNH) Police Department.

Officer Holly Malasky, DPD’s Problem-Oriented Policing (POP) Officer and Juvenile Officer, has been an officer for

about 20 years and the School Resource Officer (SRO) for 10. She also spoke about the above case, advising she worked extensively with the courts and child protective services, and it was a year and a half long process to determine the offender's competency. She added there were a lot of hurdles in the prosecution of the case, but a great deal of cooperation within the agency and with outside agencies, and a lot of conversations to protect both victim and suspect rights. Incidentally, the suspect had been a victim of abuse himself and was a re-offender. Officer Malasky described New Hampshire's juvenile laws as "fuzzy," adding to the complexity of the case. She stated, however, that the agency and others worked as a "well-oiled machine."

Unrelated to the above-mentioned case, Officer Malasky explained that DPD utilizes in-house, supervised diversion for low-level juvenile offenders. She also serves as the POP Officer, which she described as "all-encompassing." She named several initiatives where she (DPD) involves youth, such as the Torch Run, NH Seatbelt Challenge, and an eighth grade trip to Washington, DC, though these activities suffered somewhat in 2020, due to the pandemic. She also described the agency's involvement as a certified host for dementia and Alzheimer's support, an important status as the community has three memory care facilities. Lastly, she works closely with UNH fraternities and sororities regarding the issue of sexual assault.

SRO Mike Nicolosi is a three-year officer who has served as the SRO for the last year. He explained it has been challenging due to COVID restrictions, and indicated the biggest challenges he sees are mental health issues due to isolation and/or trauma, and the hazards of social media, especially bullying. However, SRO Nicolosi has helped initiate a "Stretch Your Legs" program, where students in targeted learning situations are encouraged/allowed to get outside and engage in fun, sports activities with him and others. Another angle he wishes to pursue regarding social media is to set up a newsletter and/or online videos for parents, to teach parents more about the risks of social media and children. SRO Nicolosi has also been diligent in assessing and preparing classrooms as a result of his recent Alert, Lockdown, Inform, Counter, Evacuate (ALICE) training, and was instrumental in organizing a drive-thru COVID vaccination event (see below comments from Dr. James Morse).

Dr. James Morse has been the Oyster River School District Superintendent since 2012, and was very complimentary of DPD, describing its members as an "amazing group" to work with. He stated that DPD deals with students in a very proactive and non-punitive way when at all possible, that the relationship is "flawless," and that cooperation is "off the charts." In fact, he said, a small petition was received last year on the heels of national unrest, asking for removal of the SRO position from the schools. Dr. Morse and others met with the petitioning group, and found the concept unacceptable in light of all the positives the SRO brings to the schools and community. Dr. Morse was also extremely complimentary of SRO Nicolosi himself, describing him as a self-initiating, proactive, and "amazing young man." He added that SRO Nicolosi's coordination and handling of the recent COVID vaccination clinic was "flawless," as well.

Stafford County Attorney Tom Velardi, a UNH graduate, was very complimentary of DPD. He has been in office since 1999, and said DPD is one of his "best departments" to work with, and sees a clear difference between them and other police departments. He said that Durham, "for a sleepy college town," does much more than most people think. According to Mr. Velardi, DPD "invests in the front-end – that is, how to do things right." He added they are a "mature" agency that takes criticism well and often solicits such criticism. He said its patrol officers are of a "better caliber" than most others, and are very familiar with relevant laws. DPD "does more with less," and he thinks of them as a "partner agency." He said their professionalism is consistent, and they are always well-prepared for court cases. Referencing the above mentioned juvenile case, he said DPD took a lot of care with the case, and was responsive to all involved parties despite the nuances – from the victims/family to the offender/family, and all others involved. He added there was a lot of collaboration, and the overall handling of the case was a "shining moment" for DPD.

Speaking with Amy Culp, Director of the Sexual Harassment & Rape Prevention Program (SHARPP) located at UNH, she said she works closely with DPD and UNH PD, providing 24/7 direct support to domestic violence and sexual assault survivors, as well as prevention outreach. She advised that DPD provides its advocates and staff with training on police protocols, including chain of custody requirements, service of protective orders, etc. SHARPP often serves as

a “go-between” for police and victims, and the two agencies share a strong relationship. She added that only 20 years ago, the relationship was not so good, but that it has been built up over the years to what it is now – a “great relationship,” and when there’s an issue, they “pick up the phone and work it out.”

Caitlin Massey, Director of the Child Advocacy Center (CAC) for Strafford County, assists DPD by providing forensic interviews of survivors of violent crimes, such as sexual assault. She shared that DPD’s and CAC’s relationship is “great,” as the two work closely and often due to the number of sexual assaults. She stated UNH fraternities (located off-campus) and other off-campus housing keep them busy. The two agencies hold monthly case review meetings, which often involve elements of training, and she described DPD’s communication and timeliness as “one of the best in the county.” Referencing the above juvenile case, she advised the CAC worked with the victim and his family, conducting a forensic interview of the six-year old, and provided services to the victim’s family. She closed by saying she enjoys working with DPD and they do “a great job.”

### Standards Issues:

There were no standard issues.

### Suggestions

### Evidence Room

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Captain Dalton provided the assessment team with the aforementioned video tour, which did an exceptional job of displaying and describing DPD’s property and evidence function. The positive impact the facility expansion and renovation project has had on the property function cannot be understated. The video and subsequent interviews clearly demonstrated that DPD maintains an efficient and competent property control system.

Detective Sergeant John Lavoie, an 11-year veteran of DPD and Evidence and Property Manager since August, 2020, described the agency’s full property audits conducted within close proximity – both as a result of the property room renovation and upon change of the property custodian. While he is new to the function, he said he relies heavily on his Evidence Room Technician, Sandra Hebert, for day-to-day maintenance and training. He added that his focus is on continuous improvement, and as such, recently improved the means by which DPD secures items taken in during “drug take-back” programs, as an example. Sergeant Lavoie indicated he was pleased with the new facility, especially the addition of a stainless table for processing evidence – a simple item they did not have space for previously. When asked, Sergeant Lavoie explained that the large-item storage building, located beside the DPD facility, is monitored 24/7 by video, and receives power from the main building and backup generator (a long-term refrigerator is contained within for storing sexual assault biological evidence).

Sandra Hebert is the DPD Evidence Room Technician (and is also responsible for parking enforcement and animal control), and is responsible for all property storage from the point evidence is turned in by an officer until it is disposed of. Sandra does not process evidence (lift prints, etc.), as this is performed by detective personnel. She does, however, serve as the courier of evidence to the NH forensics and toxicology labs. She, too, was very familiar with the evidence audit process, and echoed Sergeant Lavoie’s satisfaction (and pride) in the new and improved facility. Sandra described the upgrade to the evidence room as “dramatic,” and that she enjoyed starting with a “clean slate,” referring to the new system of storage.

Sandra appears to be diligent in tracking case dispositions, and ensuring property is returned, auctioned, or otherwise disposed of when eligible. When asked, Sandra advised that she and others were included in the renovation project – whereas their input was solicited by the architect, which no doubt resulted in a beneficial design. Equally of note, Sandra indicated that DPD transitioned from a paper system of evidence logging and file maintenance, to an electronic records management system, which has further improved efficiency and accuracy.

Detective Carrington Cazeau, Assistant Evidence Room Technician since August, 2020, also offered praise for the new facility. He stated it represented “a big improvement” in function. As for he and Sergeant Lavoie being somewhat new

to the property control function, he praised Evidence Technician Hebert as being on top of the evidence function, and always passing along relevant information and training. He stated he “works hand in hand with Sandra.” Carrington said his functions include crime scene management, ensuring evidentiary items get from the crime scene to the evidence room, and making sure items are properly packaged, labeled, and logged into records. He indicated that he and Sergeant Lavoie

are typically called out to process a scene about twice per month – mostly for cases of sexual assault related to UNH, property crimes, or narcotics crimes. Carrington explained major crimes, such as homicide, would typically be handled by the NH State Police. He also portrayed a positive relationship between detectives and patrol officers at DPD, describing a friendly and mutually respectful atmosphere. As with Sergeant Lavoie and Evidence Technician Hebert, Carrington was very familiar with the audit process as well.

Patrol Officers Rob Keith and Chloe Jepson, each with a few years’ experience, briefly explained the evidence logging and submission process at DPD. One of the features of the new facility includes a pass through locker system (as seen in the video tour), but Officer Jepson further explained there are temporary lockers available for those occasional instances when an officer is called out prior to submitting evidence to the property control function. In such cases, the officer may temporarily secure the item(s) and retain the key until he/she is able to return and complete the evidence submission process. Lastly, both officers concurred that the “new” IMC records management software has greatly improved and streamlined the evidence logging and submission process, from a patrol standpoint.

Captain Dalton concluded with a description and confirmation of the evidence inspection and audit processes. Formerly the Detective Sergeant, he also served as the Evidence and Property Manager prior to Sergeant Lavoie. It was clear from the interviews and well-done video that DPD has a robust property control system in place, which is staffed with knowledgeable and competent personnel. As with its juvenile operations, DPD should be proud of its accomplishments and continued diligence in this high liability area.

#### *Standards Issues:*

There we no standard issues.

#### *Suggestions*

#### *Use of Force Policy and Training*

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It is the policy of the Durham Police Department that its members use only the amount of force that is reasonable and necessary to accomplish lawful objectives, while protecting the lives of the officers or others. Also, it is the policy of the department that personnel will follow the model of the Confrontational Continuum, as defined by New Hampshire Police Standards and Training Council, when a use of force is necessary in the performance of their duties.

Durham changed the Use of Deadly Force policy in 2020. Durham Police Officers are prohibited from using chokeholds (or strangleholds) of any type unless the act is for the purpose of defending him/herself or a third person from the imminent use of deadly force.

The assessment team conducted several interviews with Use of Force instructors for the agency. Sgt. Greg Ruby discussed all the training the agency receives annually. Durham Police are very well trained in Use of Force.

The recorded statistics for Use of Force are well documented. Any time an officer uses force, an incident and use of force is completed before the end of their shift and forwarded through the chain of command. In 2020, DPD reported 20 total use of force cases. Eleven (11) weaponless, six (6) display of weapons, three (3) taser in which one was a deployment. These numbers reflect the training in de-escalation and how to use force is working well for DPD.

#### *Standards Issues:*

There were no standards issues.

**Suggestions**

**Summary:**

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**Number of Interviews Conducted: 23**

**Assessors' Names: John Clifton and Robert VanNieuwenhuyze**

**Site-Based Assessment Start Date: 03/29/2021**

**Site-Based Assessment End Date: 03/31/2021**

<b>Mandatory (M) Compliance</b>	299
<b>Other-Than-Mandatory (O) Compliance</b>	49
<b>Standards Issues</b>	0
<b>Waiver</b>	0
<b>(O) Elect 20%</b>	11
<b>Not Applicable</b>	99
<b>Total:</b>	458

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**Percentage of applicable other-than-mandatory standards: 82 %**

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## COMMUNITY FEEDBACK AND REVIEW

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### *Public Information Session*

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A public information session was held on Tuesday March 30th 2021. The session was conducted via a call in conference call. The public was given the link or a telephone number that could be used to contact the assessors. The prepared statement for the public hearing was read and an opportunity was given for anyone to speak. After leaving the session open for several minutes, there were no speakers and the session was closed.

### *Telephone Contacts*

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#### CALEA Phone-in Session

Thirteen(13) people called in:

Date: 03/31/2021

Time: 1pm-3pm

Name: Chris Storm

Affiliation: Sgt. with New Hampshire State Police

Comment: He stated the agency works well with State Police. The chief and command staff are very professional and welcoming. One of his favorite departments to work with in the state.

Name: Andrew Corrow

Affiliation: Former Town Council

Comment: Interaction with officers is always professional and officer are compassionate. Durham is a very safe community and has a great school system. Has enjoyed serving on awards committee for the PD.

Name: Timothy Mone

Affiliation: LT. with Seabrooke Police Department

Comment: He is a Durham resident. Believes Durham PD is a very well trained department. Very professional department and one of the best agencies to work for in the state.

Name: Thomas Kilroy

Affiliation: Former Durham police officer

Comment: Enjoyed his time working for the department. DPD is a progressive department and the command staff takes care of their people.

Name: Wayne Burton

Affiliation: Town Council

Comment: Mr. Burton is a 50 year resident and a 9 year town council member. He believes the department has great leadership. He has never received any complaint against the police department.

Name: Katherine Mone

Affiliation: North Hampton Police Chief

Comment: Chief Mone is a former officer at Durham PD and still resides in Durham. She had great experiences with Durham PD. She believed the mission of the DPD was to make employees feel special. DPD also allows females to excel which was very important to her.

Name: Kerry Wareing



Affiliation: Newington PD accreditation manager

Comment: Durham has been their department's CALEA mentor. Durham suggested PowerDMS to her and it has helped her and the agency tremendously.

Name: Sean Kelly

Affiliation: Retired Durham PD

Comment: Sean stated he went to be a Police Chief in another agency. Durham is a leader in New Hampshire. Durham is always available to help others with the accreditation process. Highly recommended re-accreditation.

Name: Ms. Marple

Affiliation: Durham councilwoman

Comment: Mrs. Marple has been on the town council for 12 years. She called the Durham Police department just plain amazing. She believes the officers are able de-escalate situations well especially with college students.

Name: Mike Bilodeau

Affiliation: Past employee at Durham PD

Comment: Mike went on to be the Police Chief at Newington PD. Because of working with Durham and learning the CALEA process, he was able to start the process for his new agency to become CALEA accredited.

Name: Gregory Murphy

Affiliation: New England PAC chairperson

Comment: Durham led the way in New Hampshire with CALEA. Durham PD always willing to help other agencies with mocks. Durham is very involved with NEPAC.

Name: Ray Pardy

Affiliation: Major with Strafford County Sheriff

Comment: He stated the agency is always willing to assist and help out. Durham has big city problems for being a small town, but knows how to get the job done. DPD handles large events well.

Name: Daly Franklin

Affiliation: Former officer with Durham Police

Comment: Spent 20 years with Durham and then became a deputy chief at North Hampton PD. He believes the department has great leadership and was a fun department to work for.

### ***Correspondence***

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There was no correspondence received regarding the agency.

### ***Media Interest***

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There were no media contacts or inquiries during the site-based assessment.

### ***Public Information Material***

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Durham Police Department advertised the public hearing and call-in session several ways. Social media via Facebook was one outlet of advertising. The agency also sent notification to all news media in the area including a local cable station. The information was put into the Durham Friday Updates which went out to all town residence.

### ***Community Outreach Contacts***

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Amy Culp- director of sexual harassment and rape prevention program.

Ms. Culp explained that her location was located on the University of New Hampshire campus. Her organization has helped train Durham police officers in diversity and assist with sexual assaults with students that live in Durham. She

believes the officers are being well trained. She appreciates the strong relationships with the police department.

Dr. James Morse- Oyster River School District Superintendent.

Dr. Morse has been a superintendent for over 30 years and believes the Durham PD is the best law enforcement agency he has worked with. He believes the current SRO is an amazing young man and he did an amazing job helping the school system navigate thru COVID pandemic. Dr. Morse likes the way the police departments philosophy when dealing with students. He believes they are proactive and not punitive when dealing with juveniles. Dr. Morse enjoys working with the command staff at DPD.

Caitlin Massey- Director of the Strafford County Child Advocacy Center.

Due to many students living in the town of Durham, Ms. Massey works very closely with Durham Police. Ms. Massey's organization conducts sexual assault forensic interviews for DPD. She said every officer she has worked with has been very professional.

Tom Velardi- Strafford County Attorney.

Tom has been the Strafford Attorney since 2008. He said Durham PD always has great caliber patrol officers that are very well trained. Mr. Velardi said DPD is very transparent and thick-skin when it comes down to case reviews. He enjoys working with the command staff and attends a monthly Chiefs meeting.

## 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:** 1/1/2017 - 12/31/2017

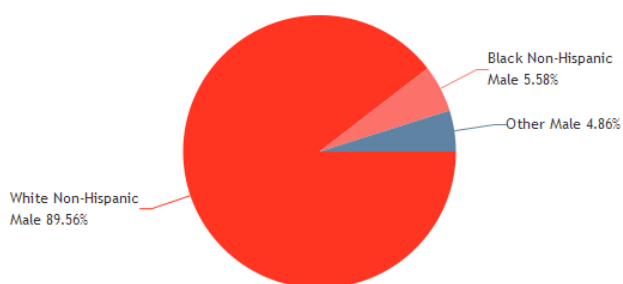
Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	1253	172	1425
Black Non-Hispanic Male	78	9	87
Hispanic Latino Any Race Male			
Other Male	68	17	85
White Non-Hispanic Female	1052	123	1175
Black Non-Hispanic Female	25	2	27
Hispanic Latino Any Race Female			
Other Female	37	1	38
<b>TOTAL</b>	<b>2513</b>	<b>324</b>	<b>2837</b>

### Reaccreditation Year 1 Notes:

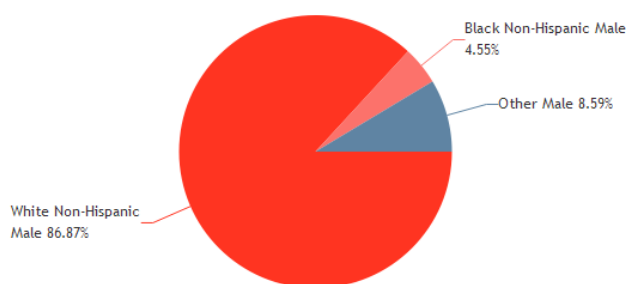
Hispanic Categories could not be determined due to the limitations of our system.

\*\*\*NOTE: The Totals do not add up (work) for any category posted\*\*\*\*\*

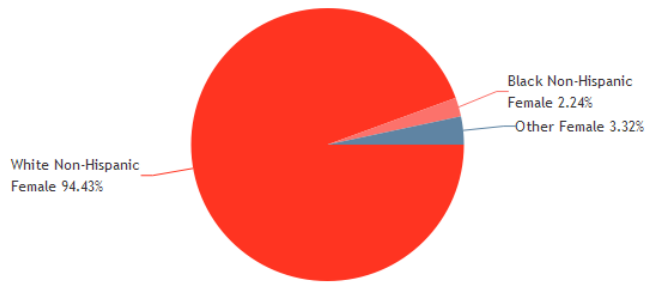
**Male Warnings**



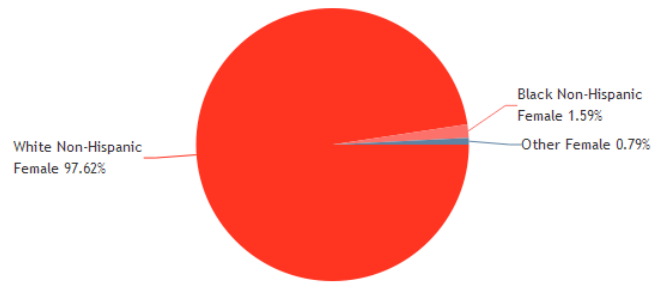
**Male Citations**



## Female Warnings



## Female Citations



### Legend

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

## Traffic Warnings & Citations - Reaccreditation Year 2

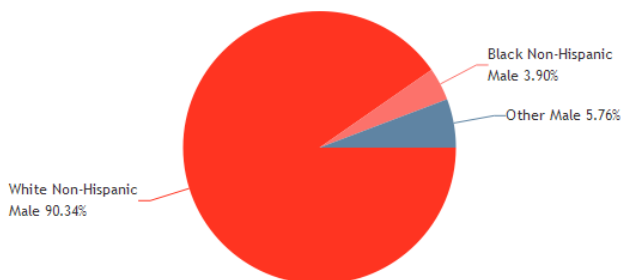
Data Collection Period: 1/1/2018 - 12/31/2018

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	1019	120	1139
Black Non-Hispanic Male	44	7	51
Hispanic Latino Any Race Male			
Other Male	65	13	78
White Non-Hispanic Female	859	73	932
Black Non-Hispanic Female	20	1	21
Hispanic Latino Any Race Female			
Other Female	36	2	38
TOTAL	2043	216	2259

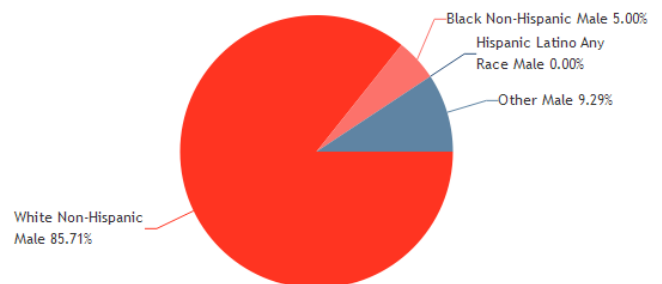
### Reaccreditation Year 2 Notes:

Our software does not allow us to pull the information related to "Hispanic Latino Any Race Male or Female". We do indicate it on our forms and it is in the system but we cannot retrieve it.

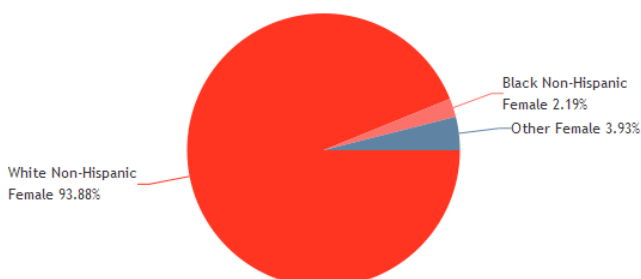
#### Male Warnings



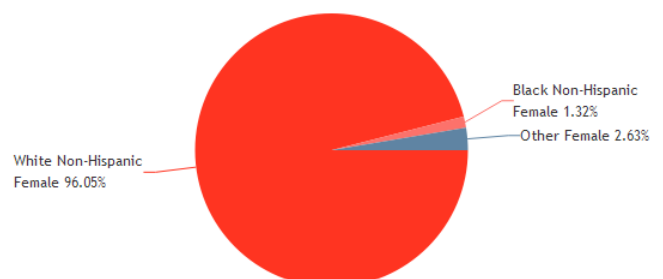
#### Male Citations



#### Female Warnings



#### Female Citations



### Legend

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

## Traffic Warnings & Citations - Reaccreditation Year 3

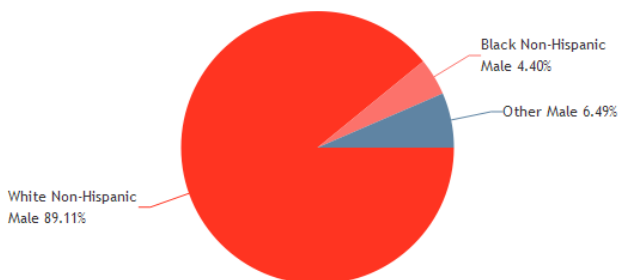
Data Collection Period: 1/1/2019 - 12/31/2019

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	1661	176	1837
Black Non-Hispanic Male	82	3	85
Hispanic Latino Any Race Male			
Other Male	121	15	136
White Non-Hispanic Female	1396	85	1481
Black Non-Hispanic Female	26	1	27
Hispanic Latino Any Race Female			
Other Female	63	3	66
TOTAL	3349	283	3632

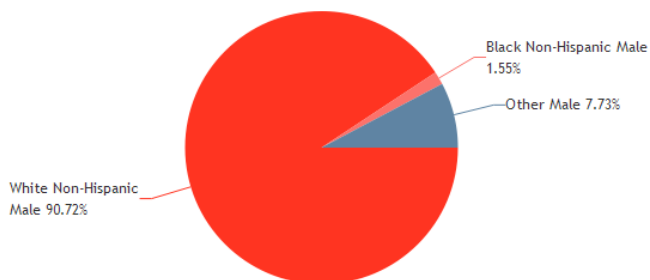
### Reaccreditation Year 3 Notes:

Our system is limited on the demographic make-up regarding Hispanic/Latino information that it can track for citations and warnings.

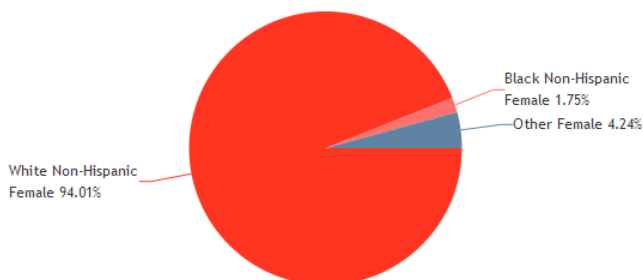
#### Male Warnings



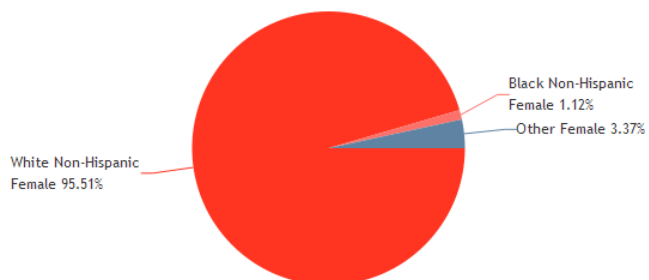
#### Male Citations



#### Female Warnings



#### Female Citations



### Legend

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

## Traffic Warnings & Citations - Reaccreditation Year 4

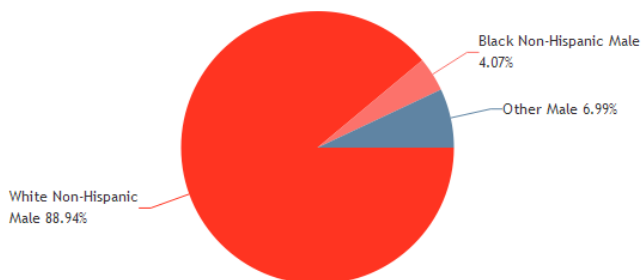
Data Collection Period: 1/1/2020 - 12/31/2020

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	547	65	612
Black Non-Hispanic Male	25	5	30
Hispanic Latino Any Race Male			
Other Male	43	6	49
White Non-Hispanic Female	456	34	490
Black Non-Hispanic Female	9	1	10
Hispanic Latino Any Race Female			
Other Female	25	1	26
TOTAL	1105	112	1217

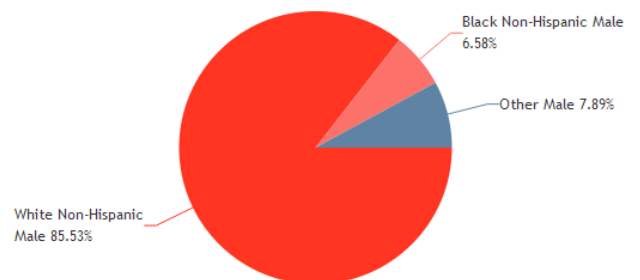
### Reaccreditation Year 4 Notes:

Our records system does not have the capability to break down ethnicity only by race, therefore we do not have statistics for Hispanic versus non-Hispanic.

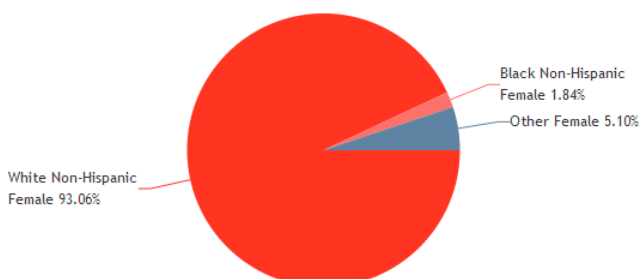
#### Male Warnings



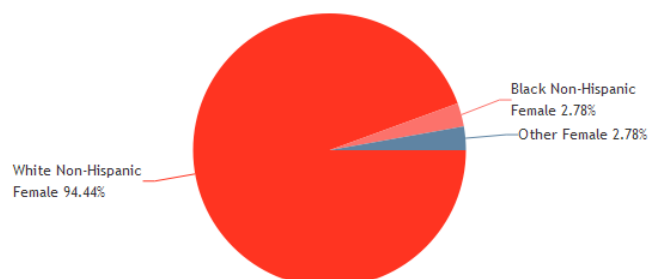
#### Male Citations



#### Female Warnings



#### Female Citations



### Legend

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

## ***Biased Based Profiling***

**Year 1 Data Collection Period:** 4/5/2017-4/5/2018

**Year 2 Data Collection Period:** 1/1/2018-12/31/2018

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

**Year 4 Data Collection Period:** 1/1/2020-12/31/2020

Complaints from:	Year 1	Year 2	Year 3	Year 4
Traffic Contacts	0	0		1669
Field Contacts	0	0	3	15393
Asset Forfeiture	0	0		0

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

The Durham Police Department has had 0 complaints against officers during this ratings period.

### ***Reaccreditation Year 3 Notes:***

The following information breaks down the three field contact complaints:

#1: March 11, 2019 – The complainant called to report that an officer hung the phone up on him and that the officer had a bad attitude while speaking with him. I conducted the investigation, identified as “Minor” in nature. The complainant was contacted and did not wish to identify himself. After hearing the complaint, I spoke with the officer who told me the complainant yelled and cursed at him on the phone and would not stop interrupting him while he tried to explain the situation to him on the phone. The officer admitted he hung up on the caller out of frustration. The officer understood that it would have been more appropriate to give the complainant a warning that he was going to end the phone call if he did not conduct himself on the phone in a civil manner. After our conversation, I determined the officer understood his actions and no further action was taken. (Exonerated)

#2: August 28, 2019 – The complainant called to report that an officer from the Durham Police Department drew their pistol and pointed it at an arrestee during an unspecified time period the previous week. Although it was clear the complainant knew more than they wished to reveal, to include the name of the victim, they refused to provide any specific information and admitted they did not witness the incident themselves. I was able to gather enough facts to conduct an investigation determined to be “Serious” in nature. Further investigation revealed the true identity of the victim. The identified victim denied the incident happened and commended the officers’ actions regarding their treatment on the night in question. The complainant was contacted and notified that the incident was unfounded because it never happened. (Unfounded)

#3: October 21, 2019 – The complainant called to report that an officer from the Durham Police Department approached a citizen that was working outside and without provocation the officer started to criticize the citizen for his actions near or in a fire lane. The officer started alleging that the citizen was violating the law and accusing him of being a hypocrite. This complaint was determined to be “Minor” in nature. I conducted the investigation and spoke with the officer who immediately admitted that the complainant accurately described what they saw and heard. The officer was ordered to immediately return to the location and speak with the citizen in question. I



later spoke with the citizen and he told me the officer appeared to be sincere in his apology and that he really didn't view the initial incident as concerning. I later contacted the complainant and advised them of the outcome. No further action was taken against the officer. (Sustained)

**Reaccreditation Year 4 Notes:**

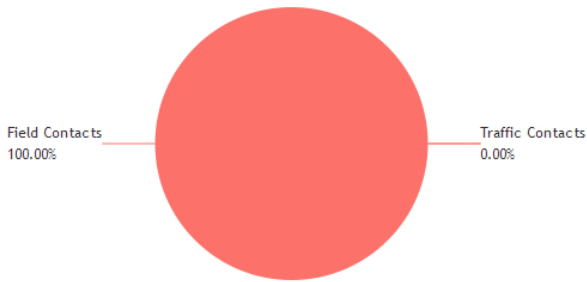
Please also include any other notes relevant to this summary.

**Complaints**

**Complaints**

**Complaints**

**Complaints**



**Legend**

Traffic Contacts	
Field Contacts	
Asset Forfeiture	

## Use Of Force - Reaccreditation Year 1

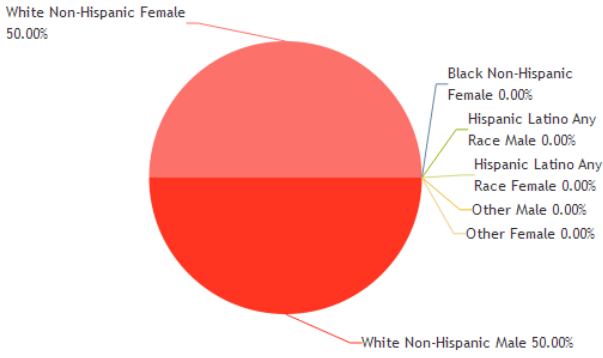
Data Collection Period: 1/1/2017 - 12/31/2017

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									2
Discharge	0	0	0	0	0	0	0	0	0
Display Only	1	1	0	0	0	0	0	0	2
ECW									6
Discharge Only	3	0	0	0	0	0	0	0	3
Display Only	1	0	2	0	0	0	0	0	3
Baton	0	0	0	0	0	0	0	0	0
Chemical/OC	0	0	0	0	0	0	0	0	0
Weaponless	3	4	1	0	0	0	0	0	8
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	8	5	3	0	0	0	0	0	16
Total Number of Incidents Resulting In Officer Injury or Death	0	0	0	0	0	0	0	0	0
Total Use of Force Arrests	8	5	2	0	0	0	0	0	15
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	356	116	14	6	0	0	11	1	504
Total Use of Force Complaints	0	0	0	0	0	0	0	0	0

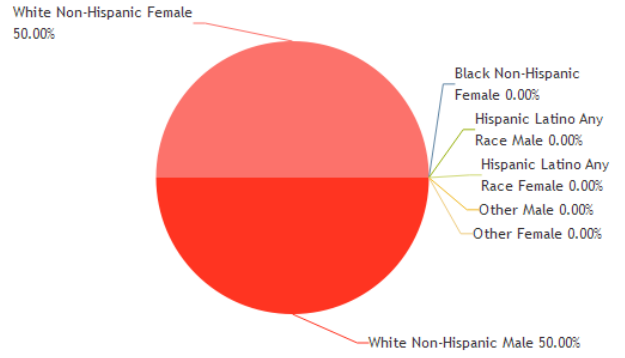
### Reaccreditation Year 1 Notes:

Our program does not track Hispanic/Latino category so therefore I could not retrieve that information. The "Other" category represents "Asian" Men and Women.

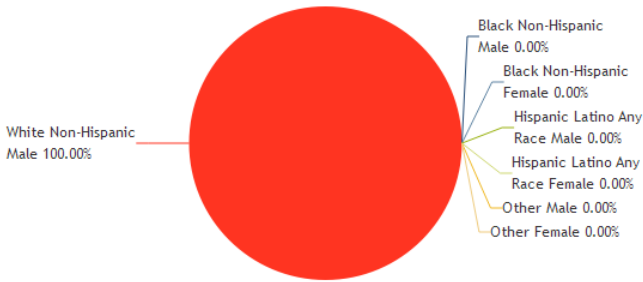
### Total Firearm



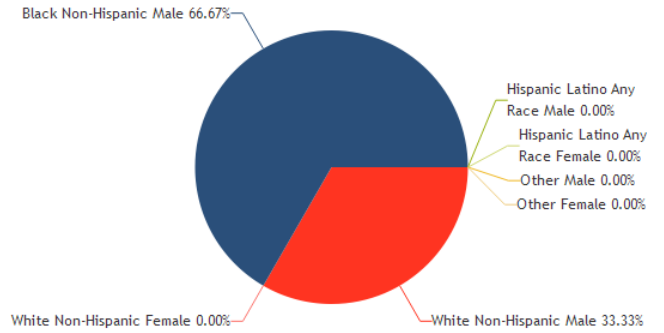
### Firearm Display



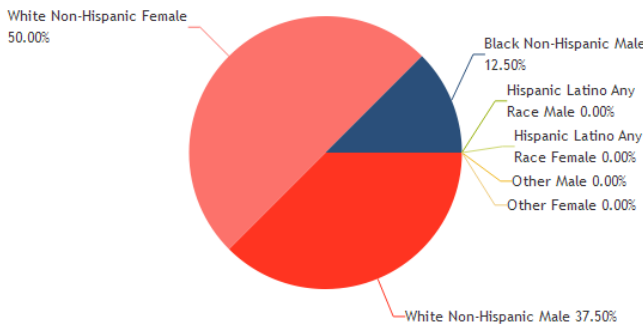
### ECW Discharge



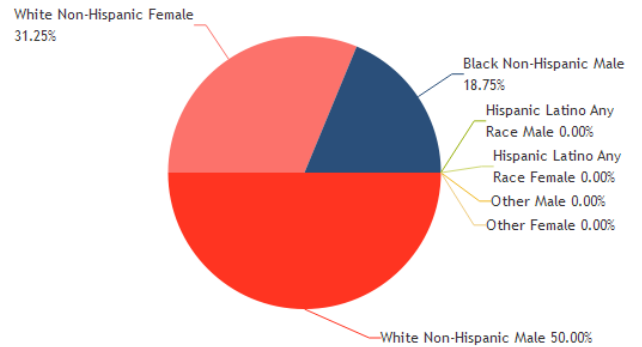
### ECW Display



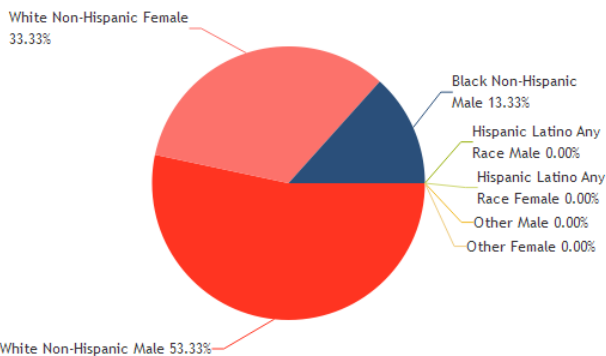
### Weaponless



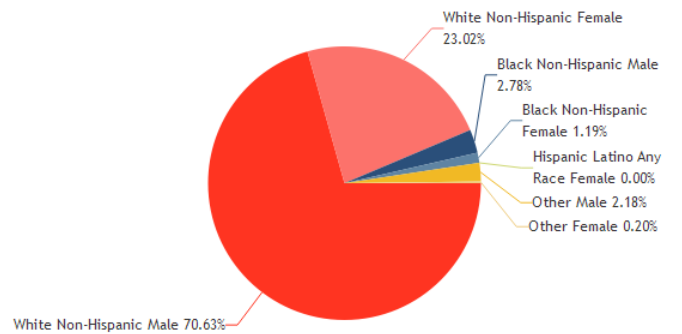
### Total Uses of Force



### Total Use of Force Arrests



### Total Agency Custodial Arrests



### Total Number of Suspects Receiving Non-Fatal Injuries



## Legend

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

**Use Of Force - Reaccreditation Year 2**

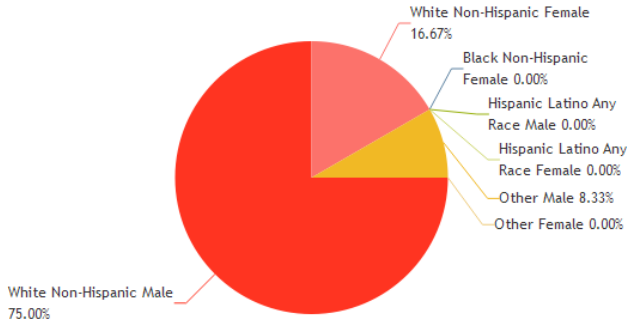
**Data Collection Period: 1/1/2018 - 12/31/2018**

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									12
Discharge	0	0	0	0	0	0	0	0	0
Display Only	9	2	0	0	0	0	1	0	12
ECW									7
Discharge Only	0	0	0	0	0	0	0	0	0
Display Only	5	2	0	0	0	0	0	0	7
Baton	0	0	0	0	0	0	0	0	0
Chemical/OC	0	0	0	0	0	0	0	0	0
Weaponless	14	5	1	0	1	0	0	0	21
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	28	9	1	0	1	0	1	0	40
Total Number of Incidents Resulting In Officer Injury or Death	3	0	0	0	0	0	0	0	3
Total Use of Force Arrests	13	2	1	0	1	0	1	0	18
Total Number of Suspects Receiving Non-Fatal Injuries	9	1	0	0	0	0	0	0	10
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	264	99	20	5	1	0	12	5	406
Total Use of Force Complaints	0	0	0	0	0	0	0	0	0

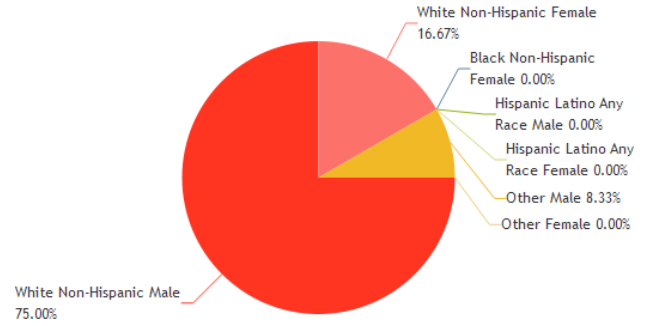
**Reaccreditation Year 2 Notes:**

Multiple instances of officers responding to resistance resulted from mutual aid calls or dealing with person(s) suffering from mental health issues, therefore, no arrest by Durham PD was made in those instances.

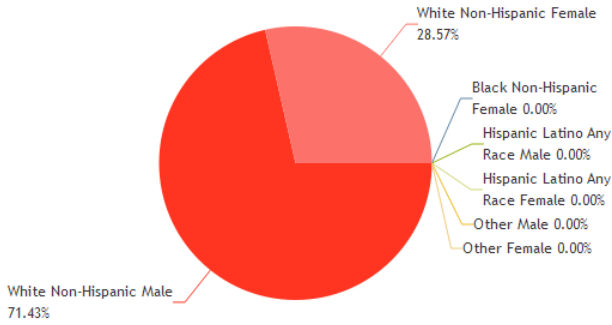
### Total Firearm



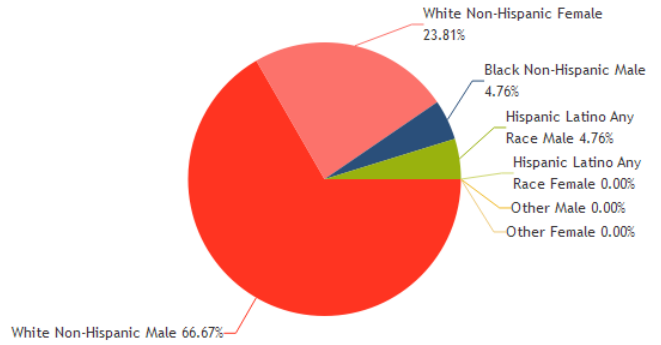
### Firearm Display



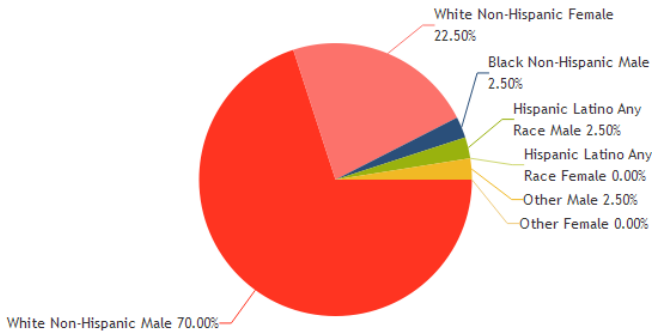
### ECW Display



### Weaponless



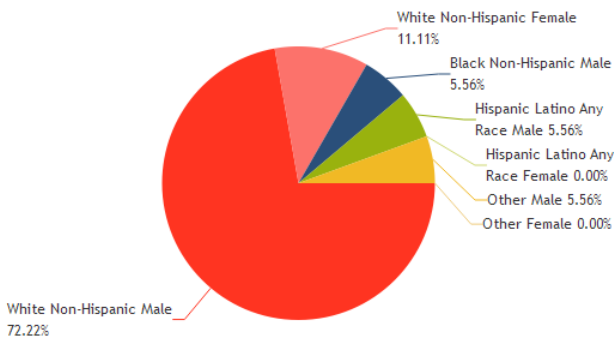
### Total Uses of Force



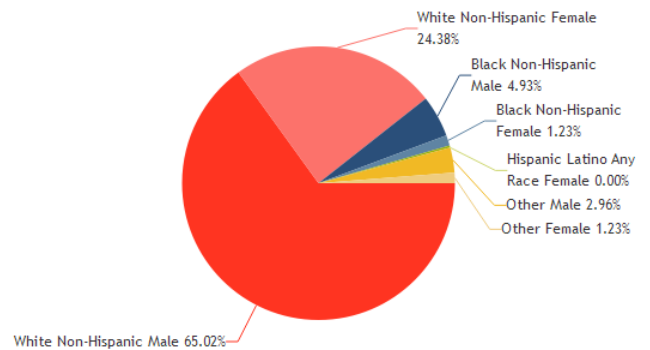
### Total Number of Incidents Resulting in Officer Injury or Death



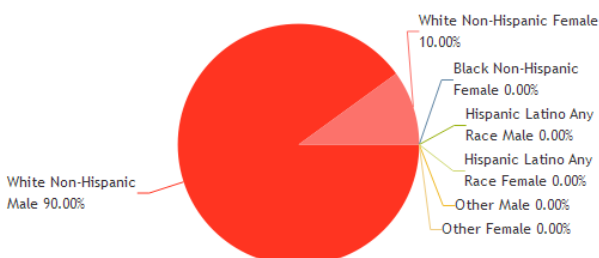
### Total Use of Force Arrests




### Total Agency Custodial Arrests



### Total Number of Suspects Receiving Non-Fatal Injuries



*Legend*

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

### Use Of Force - Reaccreditation Year 3

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

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									6
Discharge	0	0	0	0	0	0	0	0	0
Display Only	6	0	0	0	0	0	0	0	6
ECW									1
Discharge Only	1	0	0	0	0	0	0	0	1
Display Only	0	0	0	0	0	0	0	0	0
Baton	0	0	0	0	0	0	0	0	0
Chemical/OC	0	0	0	0	0	0	0	0	0
Weaponless	4	3	0	0	0	0	0	0	7
Canine									0
Release Only	0	0	0	0	0	0	0	0	0
Release and Bite	0	0	0	0	0	0	0	0	0
Total Uses of Force	11	3	0	0	0	0	0	0	14
Total Number of Incidents Resulting In Officer Injury or Death	0	0	0	0	0	0	0	0	0
Total Use of Force Arrests	13	3	0	0	0	0	1	0	17
Total Number of Suspects Receiving Non-Fatal Injuries	1	0	0	0	0	0	0	0	1
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	324	118	14	2	0	0	11	2	471
Total Use of Force Complaints	0	0	0	0	0	0	0	0	0

#### Reaccreditation Year 3 Notes:

Out of the 17 reported incidents of an officer Responding to Resistance by a suspect, 4 of the calls were members of the regional Special Response Team in the course of their duties. No officers were involved in any use of force incident involving the Regional SRT Team beyond pointing a weapon or the simple application of handcuffs. One of those incidents resulted in the suspect shooting himself. An additional call was related to a mutual aid request from the University of NH Police Department. SRT Officers from the Durham Police Department responded and pointed



weapons in the direction of the suspect who ultimately shot himself in the arm and surrendered.

One person was previously injured prior to the officer using force and medical aid was obtained for the suspect.

The Durham Police Department does not have a K-9 Unit.

The Durham Police Department had no complaints related to the Use of Force.

**Total Firearm**



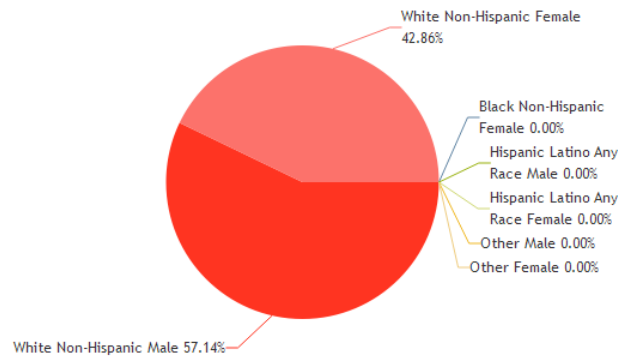
**Firearm Display**



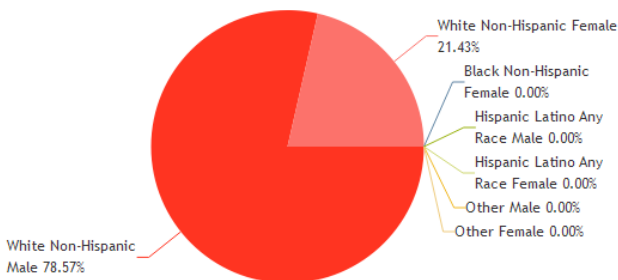
**ECW Discharge**



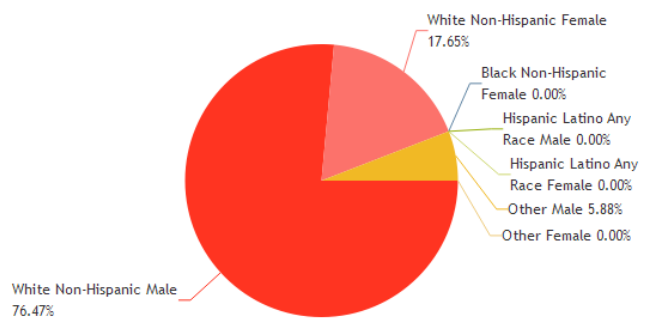
**Weaponless**



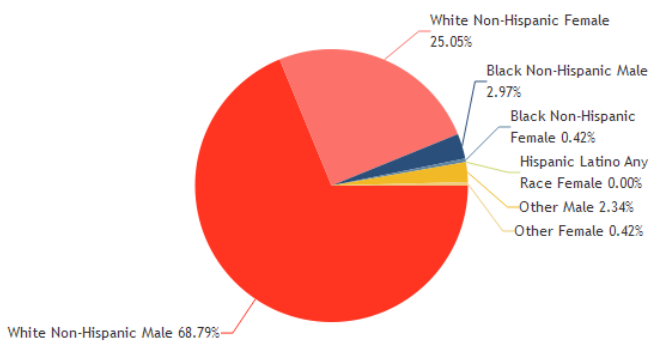
**Total Uses of Force**



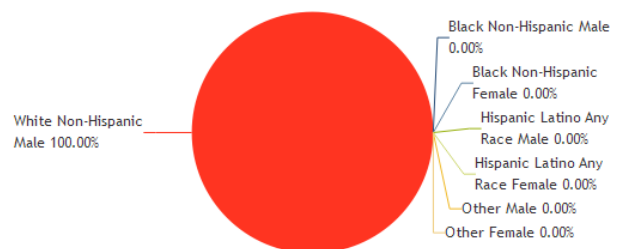
**Total Use of Force Arrests**



**Total Agency Custodial Arrests**



**Total Number of Suspects Receiving Non-Fatal Injuries**



*Legend*

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

**Use Of Force - Reaccreditation Year 4**

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

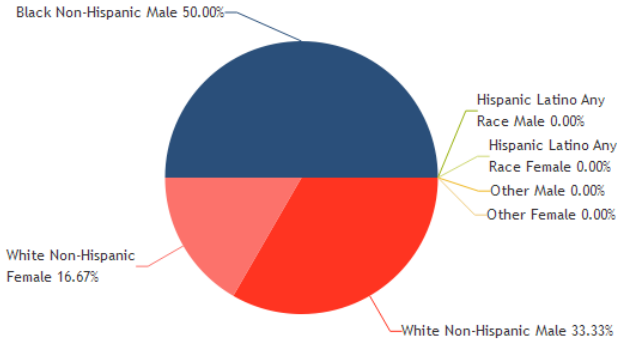
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									6
Discharge	0	0	0	0	0	0	0	0	0
Display Only	2	1	3	0	0	0	0	0	6
ECW									3
Discharge Only	1	0	0	0	0	0	0	0	1
Display Only	2	0	0	0	0	0	0	0	2
Baton	0	0	0	0	0	0	0	0	0
Chemical/OC	0	0	0	0	0	0	0	0	0
Weaponless	9	1	1	0	0	0	0	0	11
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	14	2	4	0	0	0	0	0	20
Total Number of Incidents Resulting In Officer Injury or Death	1	0	0	0	0	0	0	0	1
Total Use of Force Arrests	13	0	4	0	0	0	0	0	17
Total Number of Suspects Receiving Non-Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	165	69	24	1	0	0	13	3	275
Total Use of Force Complaints	0	0	0	0	0	0	0	0	0

**Reaccreditation Year 4 Notes:**

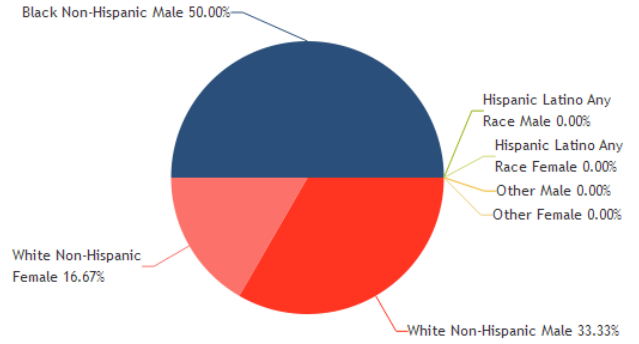
Our 26 page Response to Resistance Analysis has been added as a proof in PowerDMS (Proof. 4.2.4) and can also provide it upon request.

\*Other: Our computer system is unable to breakdown Hispanic arrests.

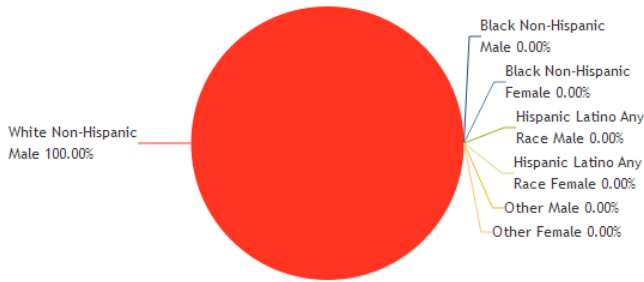
### Total Firearm



### Firearm Display



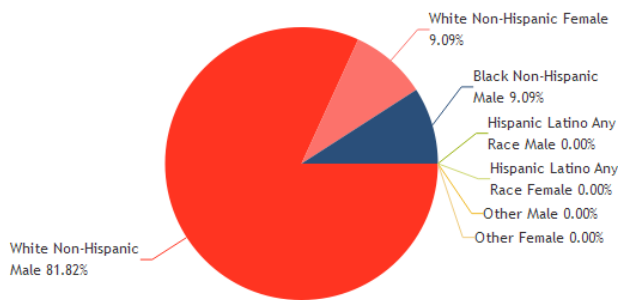
### ECW Discharge



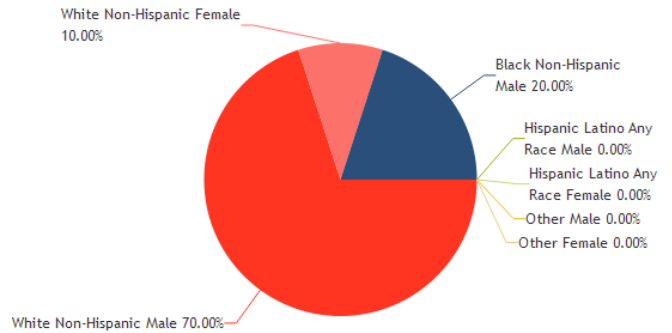
### ECW Display



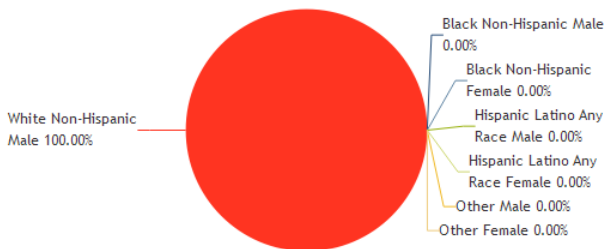
### Weaponless



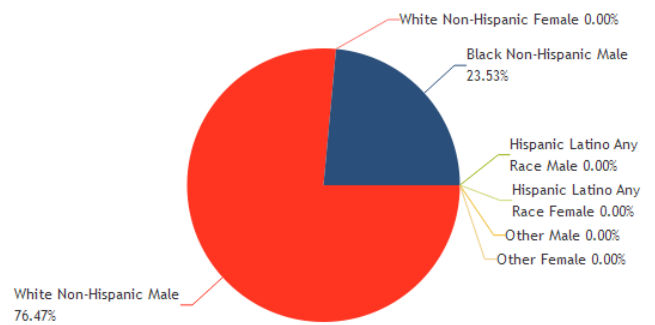
### Total Uses of Force



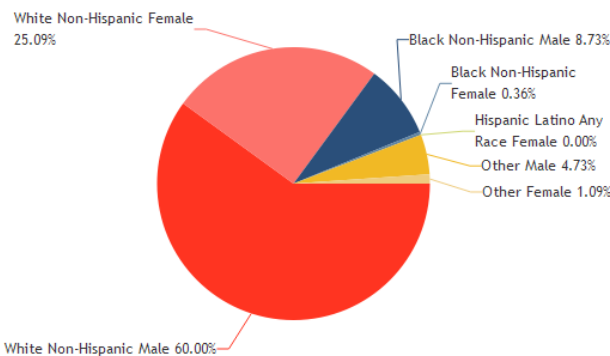
### Total Number of Incidents Resulting in Officer Injury or Death



### Total Use of Force Arrests



### Total Agency Custodial Arrests



## 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:** 1/1/2017-12/31/2017

**Year 2 Data Collection Period:** 1/1/2018-12/31/2018

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

**Year 4 Data Collection Period:** 1/1/2020-12/31/2020

Grievances	Year 1	Year 2	Year 3	Year 4
Number	0	0	0	0

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

The Durham Police Department has had 0 grievances filed in the past 22 years.

### ***Reaccreditation Year 3 Notes:***

The Durham Police Department has not had a grievance filed in the past 23 years.

### ***Reaccreditation Year 4 Notes:***

Please also include any other notes relevant to this summary.

## ***Personnel Actions***

**Year 1 Data Collection Period:** 1/1/2017-12/31/2017

**Year 2 Data Collection Period:** 1/1/2018-12/31/2018

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

**Year 4 Data Collection Period:** 1/1/2020-12/31/2020

	Year 1	Year 2	Year 3	Year 4
Suspension	0	0	0	0
Demotion	0	0	0	0
Resign In Lieu of Termination	0	0	0	0
Termination	0	0	0	0
Other	0	0	0	7
Total	0	0	0	7
Commendations	15	12	23	26

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

The Durham Police Department awards the previous years earned awards at the August department meeting the following year. The 2017 awards will be presented in August 2018. We are scheduled to present 44 commendation awards at that meeting.

### ***Reaccreditation Year 2 Notes:***

Commendations for the previous year are always awarded at the August department meeting. Therefore, the 2018 awards will be presented at the August 2019 department meeting.

### ***Reaccreditation Year 3 Notes:***

The Durham Police Department will present the 2019 Awards at the August 2020 meeting.

### ***Reaccreditation Year 4 Notes:***

\*Other: We had 7 resignations. All but the retirement of Chief Kurz and resignation of an officer during his FTO were for opportunities in other agencies with promotional movement.

Awards:

a. Longevity Awards

(a) Chief Rene Kelley – 30 years

(b) Deputy Chief David Holmstock – 30 years

(c) Sergeant Frank Daly – 20 years

(d) Officer CJ Young – 5 years

b. Detective Pin

(a) Sergeant Brett Pestana

c. Bicycle Patrol

(a) Officer Randy Pelletier

d. SRT Member

(a) Detective Carrington Cazeau

e. Good Conduct Service Awards

(a) Chief Rene Kelley – 6th Award

(b) Sergeant Frank Daly – 3rd Award

f. Life Saving Award

- (a) Officer Rob Keith
- (b) Sergeant Frank Daly
- g. Certificate of Commendation
  - (a) Officer Chloe Robidas
  - (b) Officer Kathryn Callahan
- h. Commendation Meritorious Unit
  - (a) Detective Holly Malasky – 4th Award
  - (b) Officer Thomas Kilroy
  - (c) Captain Jack Dalton – 7th Award
- i. Commendation Meritorious Unit
  - (a) Sergeant Greg Ruby – 4th Award
  - (b) Officer Katie Bolton
  - (c) Officer Kathryn Callahan
  - (d) Officer Max Castricone – 2nd Award
  - (e) PEO/Evidence Technician Sandra Hebert – 2nd Award
  - (f) Officer Thomas Kilroy
  - (g) Detective Holly Malasky – 3rd Award
  - (h) Officer Randy Pelletier – 2nd Award
  - (i) Officer Michael Nicolosi – 1st Award
  - (j) Officer Emily Festa – 1st Award



**Complaints and Internal Affairs - Reaccreditation Year 4**

**Data Collection Period: -**

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

**Reaccreditation Year 4 Notes:**

Please also include any other notes relevant to this summary.

*Calls For Service - Reaccreditation Year 4*

**Data Collection Period: -**

	Year 1	Year 2	Year 3	Year 4
Calls for Service	17271	14849	10213	15393
<b>UCR/NIBRS Part 1 Crimes</b>				
Murder	1	0	0	0
Forcible Rape	4	8	10	6
Robbery	1	0	2	0
Aggravated Assault	4	3	2	2
Burglary	22	9	11	7
Larceny-Theft	54	44	29	27
Motor Vehicle Theft	5	0	1	2
Arson	1	0	1	0

***Reaccreditation Year 4 Notes:***

Please also include any other notes relevant to this summary.

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

**Year 1 Data Collection Period:** 1/1/2017-12/31/2017

**Year 2 Data Collection Period:** 1/1/2017-12/31/2017

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

**Year 4 Data Collection Period:** 1/1/2020-12/31/2020

	Year 1	Year 2	Year 3	Year 4
<b>Pursuits</b>				
Total Pursuits	0	1	1	0
Forcible stopping techniques used	0	0	0	0
Terminated by Agency	0	1	1	0
Policy Compliant	0	1	1	0
Policy Non-Compliant	0	0	0	0
<b>Collisions</b>				
<b>Injuries</b>				
Total Collisions	0	0	0	0
Officer	0	0	1	0
Suspect	0	0	0	0
ThirdParty	0	0	0	0
<b>Reason Initiated</b>				
Traffic	0	0		0
Felony	0	0	1	0
Misdemeanor	0	1		0

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

There have been 4 pursuits by Durham Officers in the past 18 years. The last pursuit in the Town of Durham took place in 2012.

### ***Reaccreditation Year 2***

Everything about the actions of the officer during this pursuit was positive. The sergeant controlled his emotions and made clear and reasonable decisions while under stress. The pursuit was called off almost as soon as it started as the officer weighed the benefits against the possible negative outcomes and he appears to have made a very smart decision based on all of the facts known to him at the time. The officer strictly adhered to the policy during this incident and documented his actions very well. The pursuit was of such duration as to barely go beyond the parameters of a motor vehicle stop where a driver is distracted and fails to stop because they did not notice the officer signaling them to pull over. That is not the case in this pursuit, but the officer recognized the situation for what it was and called off the pursuit almost as soon as it had started. There is no aspect of this pursuit that would require an improved response or alternate actions.

### ***Reaccreditation Year 3***

An analysis of our motor vehicle pursuits for the 2019 calendar year reveals the Durham Police Department was directly involved in one pursuit (19DU-170-AR), and assisted in a second pursuit (19DUR-322-OF) initiated by New

Hampshire State Police. During the assisted pursuit, Durham officers provided traffic control and followed at a safe distance to provide assistance if needed. The Durham Police Department has been involved in six pursuits in the past 20 years. The last pursuit by an officer of the Durham Police Department took place on 5/16/2019.

**Pursuit:**

On the date and time in question, Sergeant Lavoie had previously spoken with the operator of a 2015 GMC Terrain, bearing NH registration 4507136. The operator was identified as an Uber Driver and was unloading passengers illegally on Main Street. As Sergeant Lavoie attempted to speak with the operator, he accelerated and struck Sergeant Lavoie. The operator additionally failed to stop for the voice commands of Sergeant Lavoie.

Sergeant Lavoie's actions were lawful at the time of the initial interaction. Based on the operator's failure to stop, Sergeant Lavoie attempted to initiate a pursuit but lost sight of the vehicle almost immediately. Sergeant Lavoie relayed the suspect's vehicle information to the surrounding units.

Sergeant Ruby, hearing Officer Callahan's description of the event and description of the suspect vehicle, to include the registration, responded to the area and located the suspect vehicle on 108-Newmarket Road. He pulled the vehicle over lawfully and ordered the suspect to exit his vehicle three times. Additionally, Sergeant Ruby clearly identified himself as a police officer. He was in full duty uniform and driving a fully marked police vehicle. His emergency lights were activated and he intermittently used his siren while stopping the vehicle.

Knowing he was stopped lawfully, the suspect ignored police commands to exit the vehicle and accelerated from the scene at a high speed in an effort to avoid apprehension.

At the time of the stop, Sergeant Ruby knew that Fournier had struck an officer and fled the scene. Additionally, he knew the suspect had just fled a second time and based on this information he believed the need to apprehend the suspect outweighed the risk of a pursuit.

Sergeant Ruby, using lights and siren, followed the suspect vehicle and continued to update Strafford County Dispatch regarding speed and location. After crossing over the town line, the suspect's vehicle ultimately came to a stop in Newmarket. Sergeant Ruby conducted a felony stop and placed the suspect into custody.

Sergeant Ruby completed a letter to the Chief within 24 hours and completed a Response to Resistance Report.

Sergeant Ruby's actions were lawful and professional. The sergeant made a rational evaluation of the situation based on facts and circumstances known to him at the time of the stop.

The officer strictly adhered to the policy during this incident and documented his actions very well.

There were no roadblocks or other devices, such as "stop sticks" used during this pursuit. The officer showed he was well trained, the equipment worked as designed and policy was adhered to.

***Reaccreditation Year 4***

Please also include any other notes relevant to this summary.0

**Agency Breakdown Report - Reaccreditation Year 1**

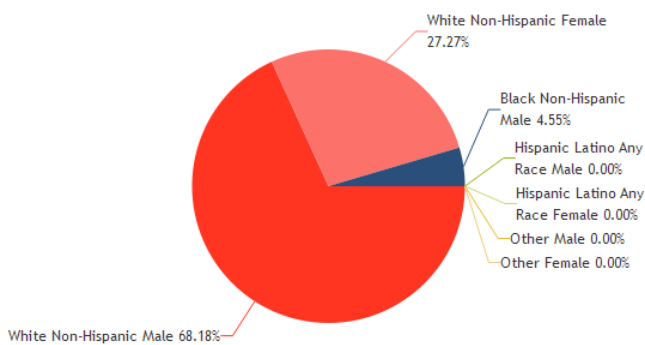
**Data Collection Period: 8/13/2018 - 8/13/2018**

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
<b>Sworn Personnel</b>									
Executive	1	0	0	0	0	0	0	0	1
Command	2	0	0	0	0	0	0	0	2
Supervisory Positions	4	1	0	0	0	0	0	0	5
Non-Supervisory Positions	8	5	1	0	0	0	0	0	14
<b>Sub Total</b>									<b>22</b>
<b>Non Sworn Personnel</b>									
Executive	0	0	0	0	0	0	0	0	0
Managerial	0	0	0	0	0	0	0	0	0
Supervisory Positions	0	0	0	0	0	0	0	0	0
Non-Supervisory Positions	0	4	0	0	0	0	0	0	4
<b>Sub Total</b>									<b>4</b>
<b>Total</b>									<b>26</b>

**Reaccreditation Year 1 Notes:**

The Durham Police Department has 21 full-time sworn positions and 1 part-time sworn position. We have 1 full-time parking officer and 3 administrative assistants.

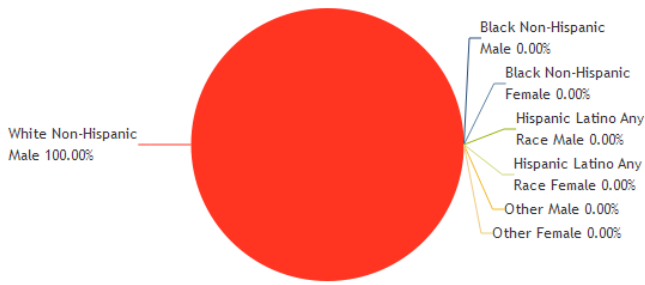
**Total Sworn Personnel**



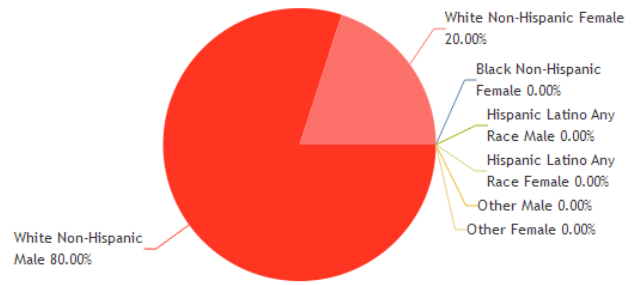
**Sworn Personnel: Executive**



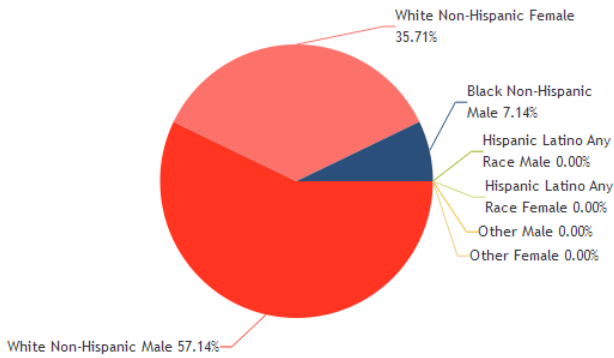
### Sworn Personnel: Command



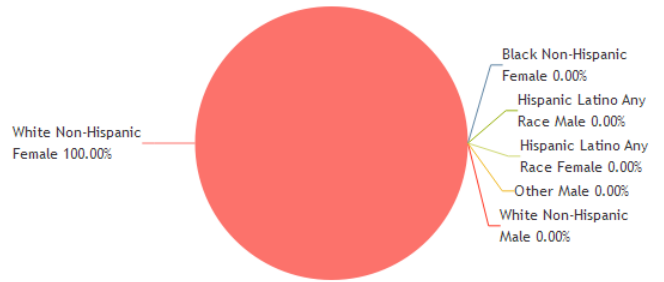
### Sworn Personnel: Supervisory Positions



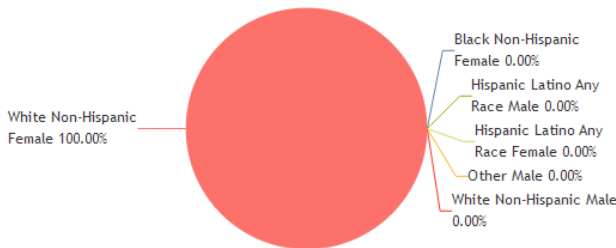
### Sworn Personnel: Non-Supervisory Positions



### Total Non-Sworn Personnel



### Non-Sworn Personnel: Non-Supervisory Positions



### Legend

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

**Agency Breakdown Report - Reaccreditation Year 2**

**Data Collection Period:** 8/13/2018 - 8/13/2018

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
<b>Sworn Personnel</b>									
Executive	1	0	0	0	0	0	0	0	1
Command	2	0	0	0	0	0	0	0	2
Supervisory Positions	5	0	0	0	0	0	0	0	5
Non-Supervisory Positions	7	5	1	0	0	0	0	0	13
<b>Sub Total</b>									21
<b>Non Sworn Personnel</b>									
Executive	0	0	0	0	0	0	0	0	0
Managerial	0	0	0	0	0	0	0	0	0
Supervisory Positions	0	0	0	0	0	0	0	0	0
Non-Supervisory Positions	0	3	0	0	0	0	0	0	3
<b>Sub Total</b>									3
<b>Total</b>									24

**Reaccreditation Year 2 Notes:**

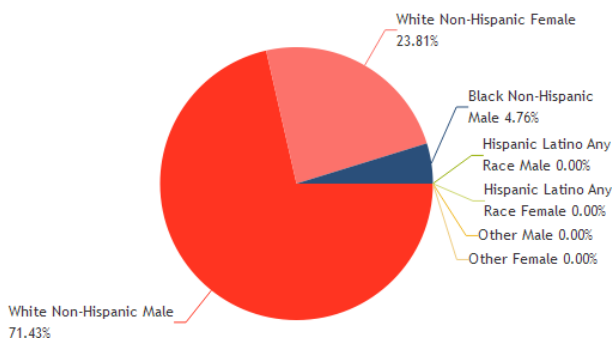
Non Sworn, non supervisory Personnel Consist of:

- 2 - Administrative Assistants
- 1- Parking Officer

In 2018, the Durham Police Department had:

- 1 - Part-time Officer, White Non-Hispanic Female.
- 1 - Part-time Assistant Clerk, White Non-Hispanic Female;
- 3 - Part-time Seasonal Parking Officers - (2) White, Non-Hispanic Female; (1) Black Non-Hispanic Female
- 3- Work study student Part-time Seasonal Parking Officers - (1) White, Non-Hispanic Male; (2) White, Non-Hispanic Female

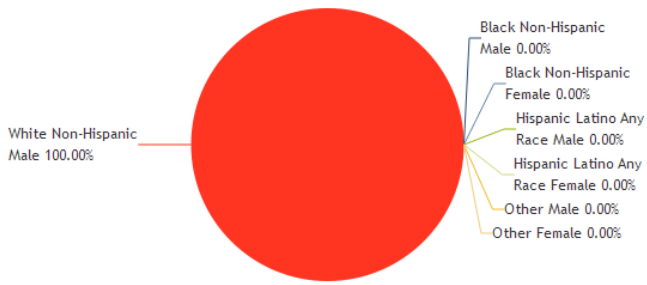
**Total Sworn Personnel**



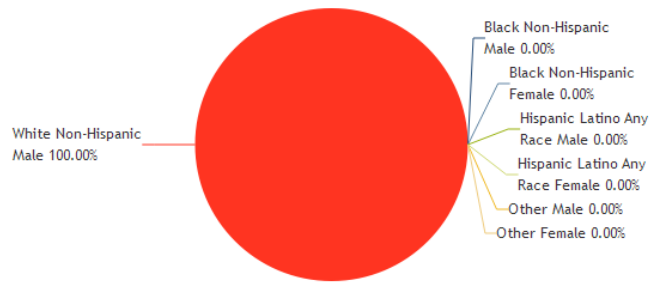
**Sworn Personnel: Executive**



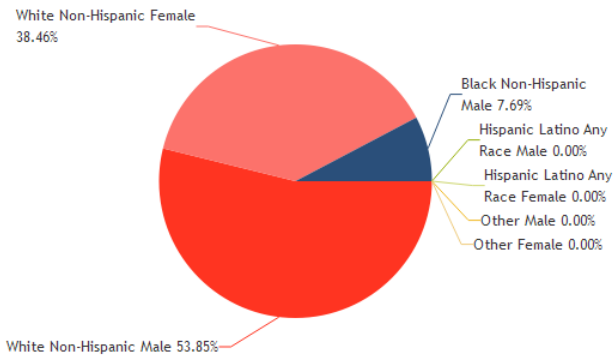
### Sworn Personnel: Command



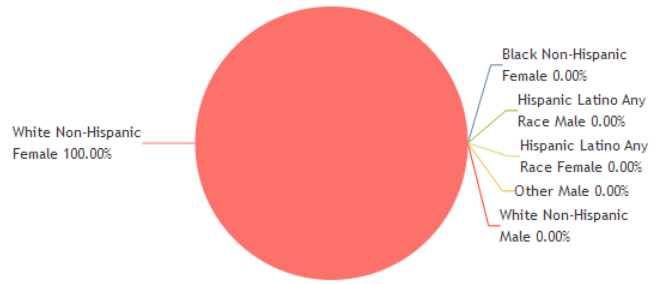
### Sworn Personnel: Supervisory Positions



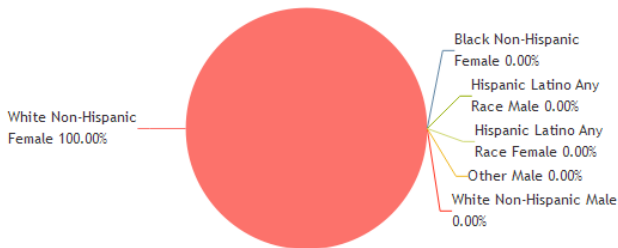
### Sworn Personnel: Non-Supervisory Positions



### Total Non-Sworn Personnel



### Non-Sworn Personnel: Non-Supervisory Positions



### Legend

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



**Agency Breakdown Report - Reaccreditation Year 3**

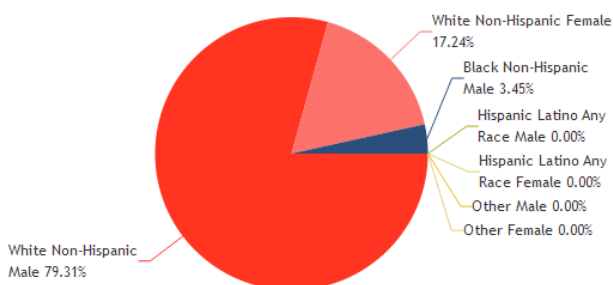
**Data Collection Period: 1/1/2019 - 12/31/2019**

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
<b>Sworn Personnel</b>									
Executive	1	0	0	0	0	0	0	0	1
Command	2	0	0	0	0	0	0	0	2
Supervisory Positions	5	0	0	0	0	0	0	0	5
Non-Supervisory Positions	15	5	1	0	0	0	0	0	21
<b>Sub Total</b>									29
<b>Non Sworn Personnel</b>									
Executive	0	0	0	0	0	0	0	0	0
Managerial	0	0	0	0	0	0	0	0	0
Supervisory Positions	0	0	0	0	0	0	0	0	0
Non-Supervisory Positions	0	3	0	0	0	0	0	0	3
<b>Sub Total</b>									3
<b>Total</b>									32

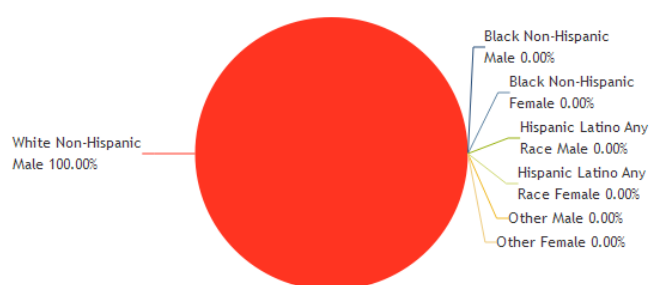
**Reaccreditation Year 3 Notes:**

Sergeant Kathryn Mone left in 2017 to become a police chief in a neighboring agency. We continue to work hard at providing fair and equitable opportunities for all employees to continue upward progress in their careers. There were no promotional opportunities in 2019.

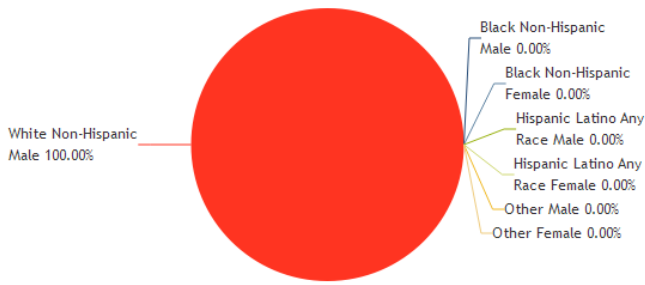
**Total Sworn Personnel**



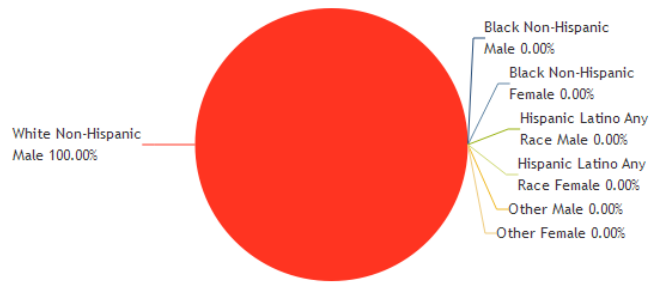
**Sworn Personnel: Executive**



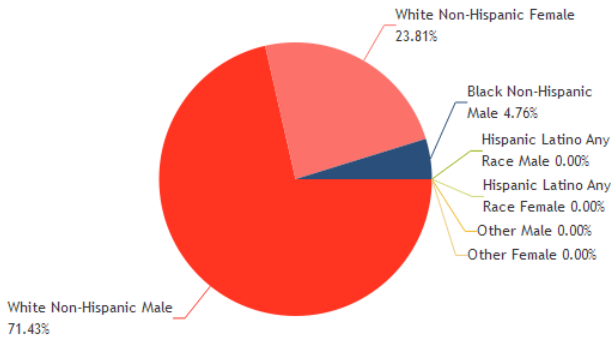
### Sworn Personnel: Command



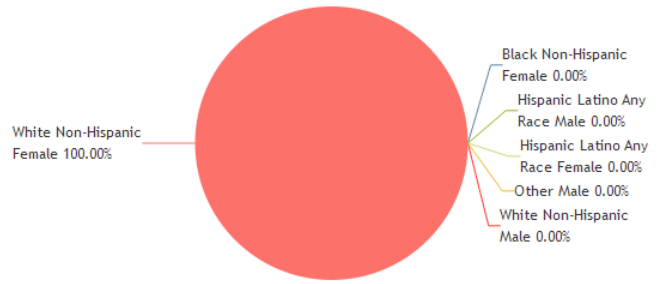
### Sworn Personnel: Supervisory Positions



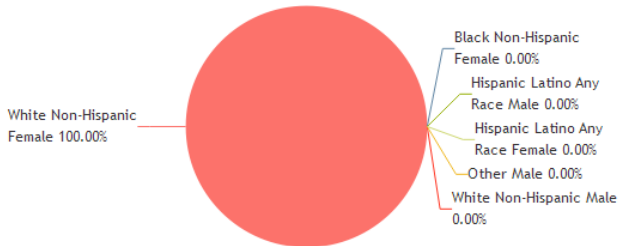
### Sworn Personnel: Non-Supervisory Positions



### Total Non-Sworn Personnel



### Non-Sworn Personnel: Non-Supervisory Positions



### Legend

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

**Agency Breakdown Report - Reaccreditation Year 4**

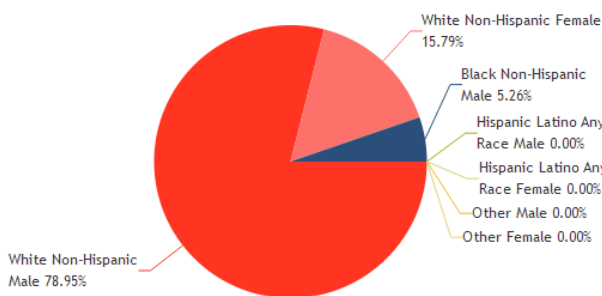
**Data Collection Period: 1/1/2020 - 12/31/2020**

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
<b>Sworn Personnel</b>									
Executive	1	0	0	0	0	0	0	0	1
Command	2	0	0	0	0	0	0	0	2
Supervisory Positions	5	0	0	0	0	0	0	0	5
Non-Supervisory Positions	7	3	1	0	0	0	0	0	11
<b>Sub Total</b>									<b>19</b>
<b>Non Sworn Personnel</b>									
Executive	0	0	0	0	0	0	0	0	0
Managerial	0	0	0	0	0	0	0	0	0
Supervisory Positions	0	0	0	0	0	0	0	0	0
Non-Supervisory Positions	0	3	0	0	0	0	0	0	3
<b>Sub Total</b>									<b>3</b>
<b>Total</b>									<b>22</b>

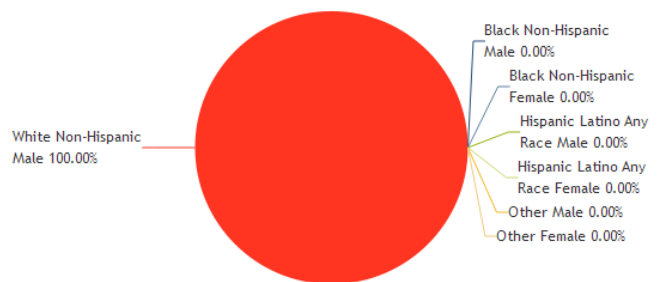
**Reaccreditation Year 4 Notes:**

We are currently scheduled to hire 1 additional Officer in April of 2021 and 1 more Officer in in October of 2021.

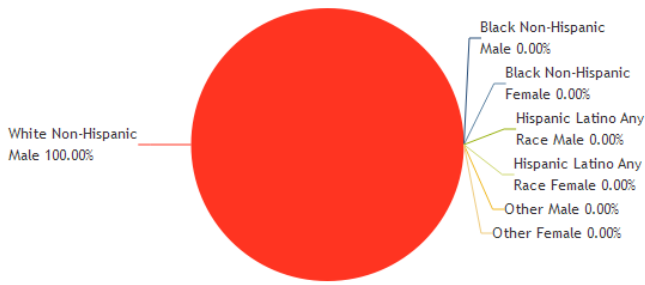
**Total Sworn Personnel**



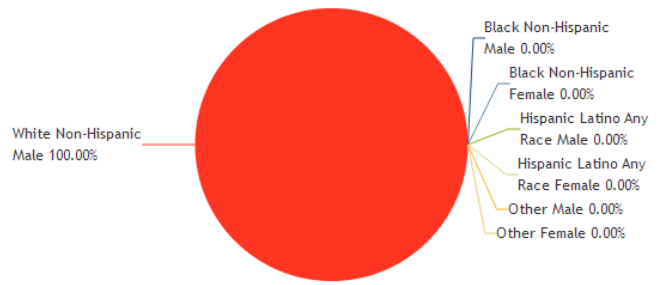
**Sworn Personnel: Executive**



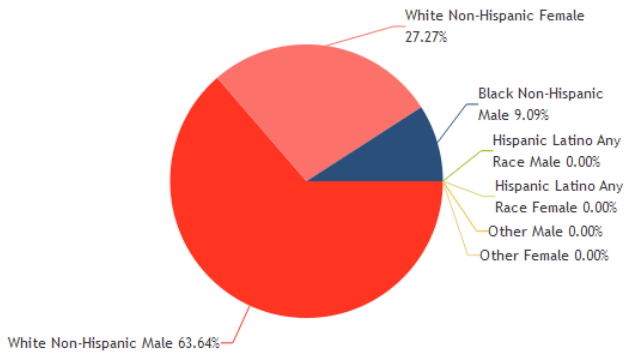
### Sworn Personnel: Command



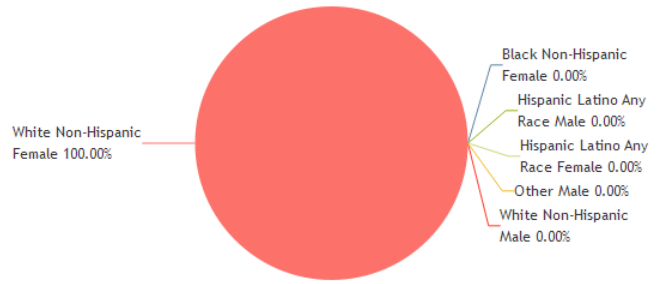
### Sworn Personnel: Supervisory Positions



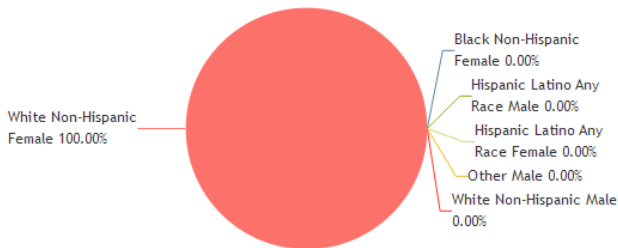
### Sworn Personnel: Non-Supervisory Positions



### Total Non-Sworn Personnel



### Non-Sworn Personnel: Non-Supervisory Positions



### Legend

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

**Agency Demographics Report - Reaccreditation Year 1**

**Data Collection Period: 1/1/2017 - 12/31/2017**

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	13.73	1%	27864	93 %	20	95%	5	23%	20	100%	5	25%
Black Non-Hispanic	126	13%	316	1 %	1	4%	0	0%	0	0%	0	0%
Hispanic Latino Any Race	300	32%	663	2 %	0	0%	0	0%	0	0%	0	0%
Other	482	52%	1100	3 %	0	0%	0	0%	0	0%	0	0%
<b>Total</b>	<b>921.73</b>		<b>29943</b>		<b>21</b>		<b>5</b>		<b>20</b>		<b>5</b>	

**Reaccreditation Year 1 Notes:**

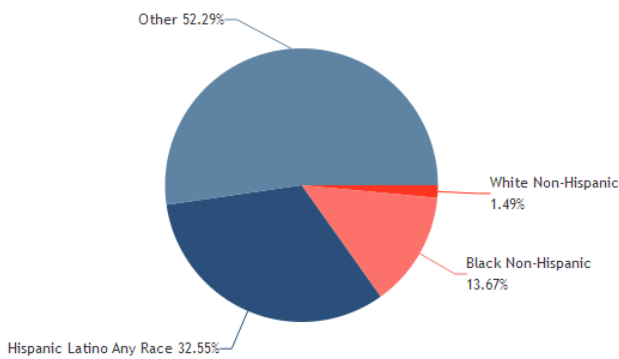
We have 21 full-time sworn officers. We have 1 sworn officer that is part-time that I did not indicate in the chart - White-Female

We have 1 full-time parking officer - White-Female

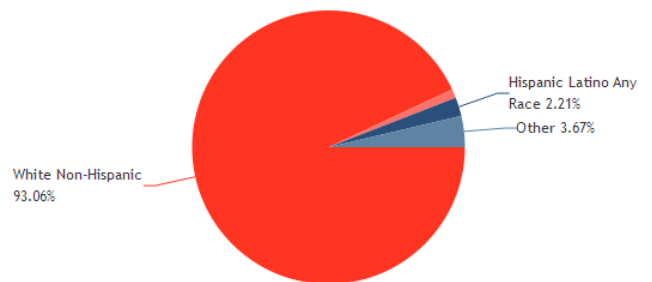
We have 3 administrative assistants - White- Female

\*\*\*\*\*I cannot total anything because the program apparently is not allowing it\*\*\*\*\*

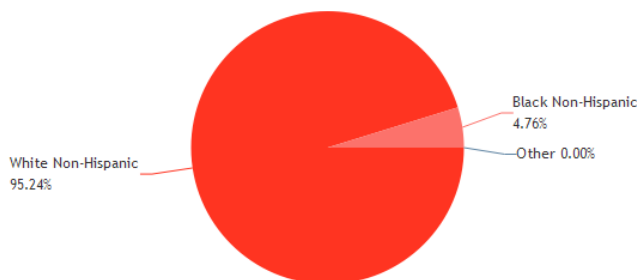
**Service Population**



**Available Workforce**



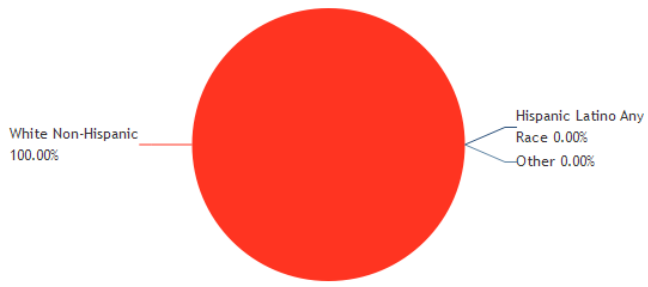
**Current Sworn Officers**



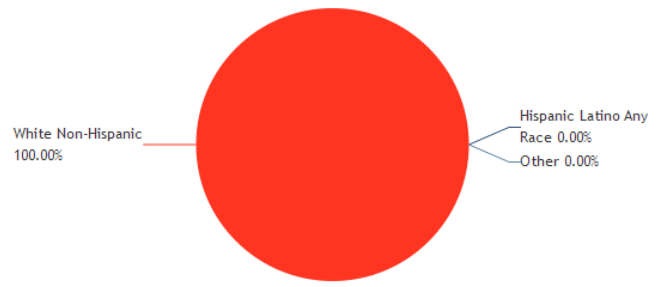
**Current Sworn Female Officers**



## Prior Sworn Officers



## Prior Sworn Female Officers

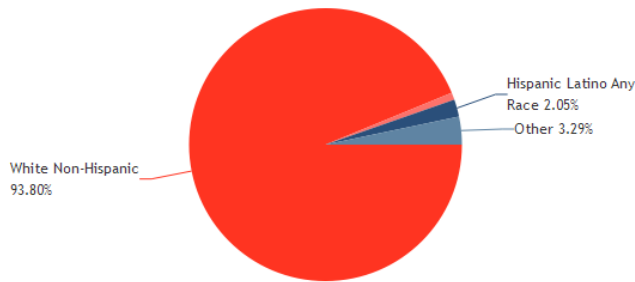


**Agency Demographics Report - Reaccreditation Year 2**

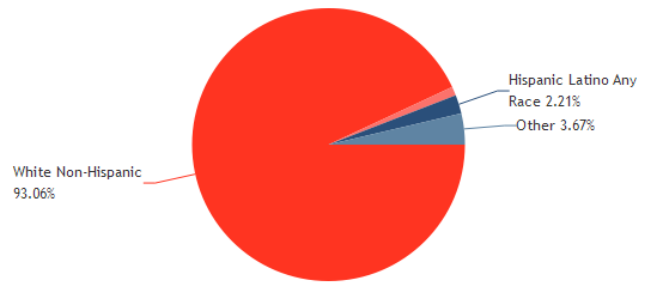
**Data Collection Period: 1/1/2018 - 12/31/2018**

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	13730	93%	27864	93%	20	95%	5	23%	20	95%	5	23%
Black Non-Hispanic	126	0%	316	1%	1	4%	0	0%	1	4%	0	0%
Hispanic Latino Any Race	300	2%	663	2%	0	0%	0	0%	0	0%	0	0%
Other	482	3%	1100	3%	0	0%	0	0%	0	0%	0	0%
<b>Total</b>	<b>14638</b>		<b>29943</b>		<b>21</b>		<b>5</b>		<b>21</b>		<b>5</b>	

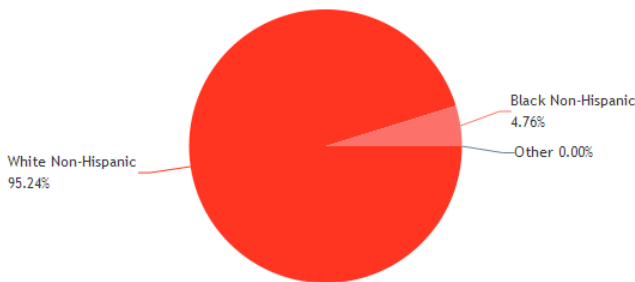
**Service Population**



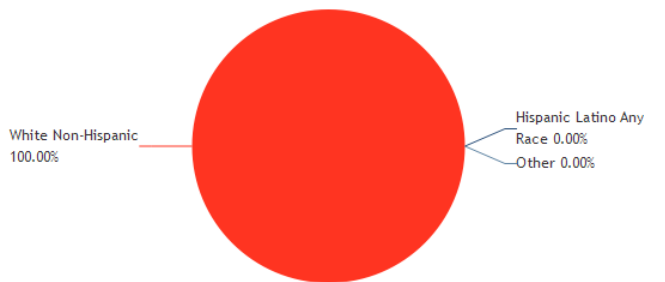
**Available Workforce**



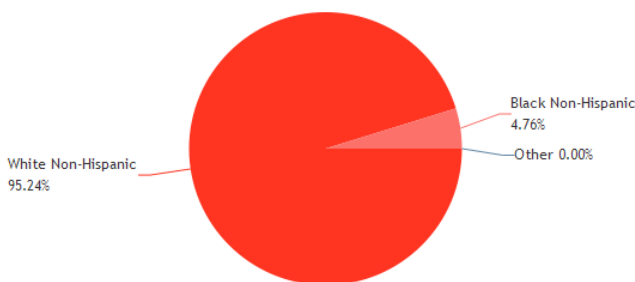
**Current Sworn Officers**



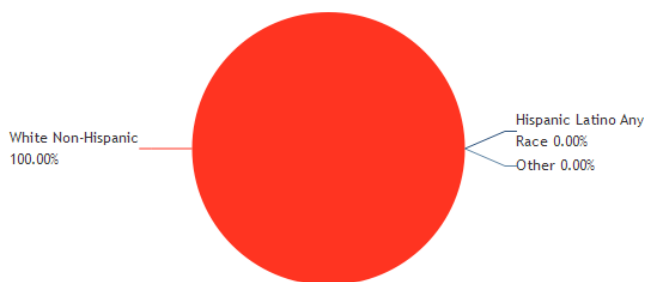
**Current Sworn Female Officers**



**Prior Sworn Officers**



**Prior Sworn Female Officers**



## Agency Demographics Report - Reaccreditation Year 3

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

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	93.8	93%	0	0%	20	95%	5	23%	20	95%	5	23%
Black Non-Hispanic	1.1	1%	0	0%	1	4%	0	0%	1	4%	0	0%
Hispanic Latino Any Race	2.8	2%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	2.1	2%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Total</b>	<b>99.8</b>		<b>0</b>		<b>21</b>		<b>5</b>		<b>21</b>		<b>5</b>	

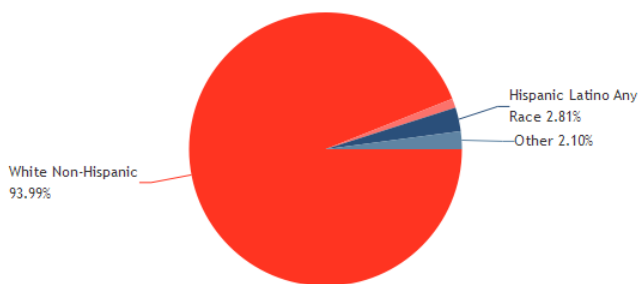
### Reaccreditation Year 3 Notes:

The statistics presented are for the standing of the department at the end of the 2019 calendar year.

The 2010 census was used for the top numbers. We do not have a breakdown by race for the available workforce. The population for NH was listed at 1,316,470. The population of Durham was listed at 14,638, not to include the population of the University of New Hampshire when in session. The population of males in Durham was listed as 6,756. The population of females in Durham was listed as 7,882.

I have listed percentages regarding the demographics because it could not be broken down any different.

**Service Population**



**Current Sworn Officers**



**Current Sworn Female Officers**

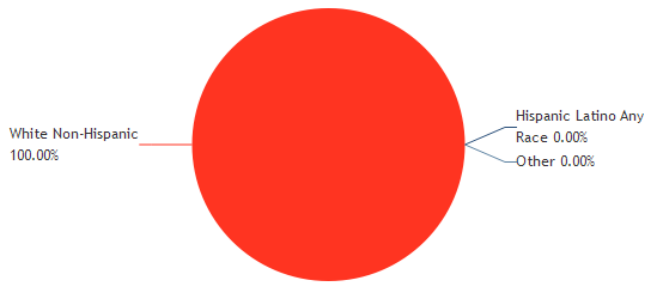


**Prior Sworn Officers**





## Prior Sworn Female Officers



## Agency Demographics Report - Reaccreditation Year 4

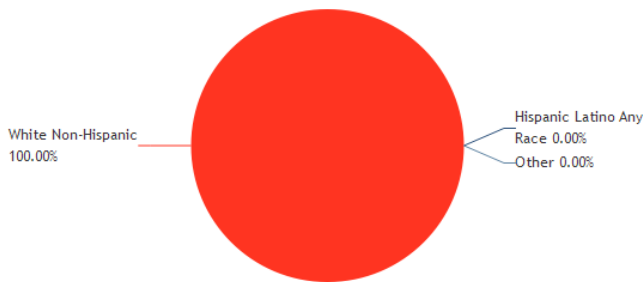
Data Collection Period: 1/1/2020 - 12/31/2020

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	99.8	100%	0	0%	15	93%	3	18%	20	95%	5	23%
Black Non-Hispanic	0	0%	0	0%	1	6%	0	0%	1	4%	0	0%
Hispanic Latino Any Race	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Total</b>	<b>99.8</b>		<b>0</b>		<b>16</b>		<b>3</b>		<b>21</b>		<b>5</b>	

### Reaccreditation Year 4 Notes:

The statistics presented are for the standing of the department at the end of the 2020 calendar year. The 2010 census was used for the top numbers. We do not have a breakdown by race for the available workforce. The population for NH was listed at 1,316,470. The population of Durham was listed at 14,638, not to include the population of the University of New Hampshire when in session. The population of males in Durham was listed as 6,756. The population of females in Durham was listed as 7,882. We have listed percentages regarding the demographics because it could not be broken down any different.

#### Service Population



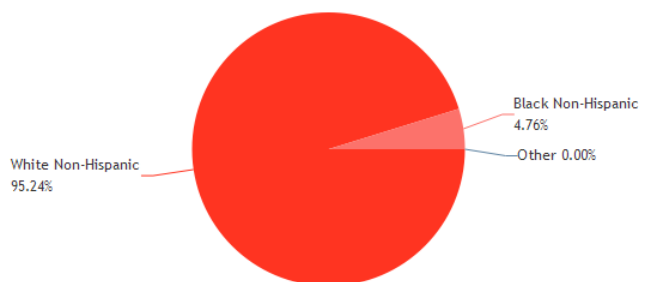
#### Current Sworn Officers



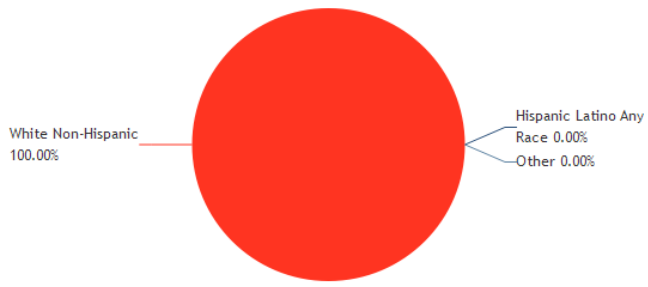
#### Current Sworn Female Officers



#### Prior Sworn Officers



## Prior Sworn Female Officers



**Sworn Officer Selection - Reaccreditation Year 1**

**Data Collection Period: 1/1/2017 - 4/16/2018**

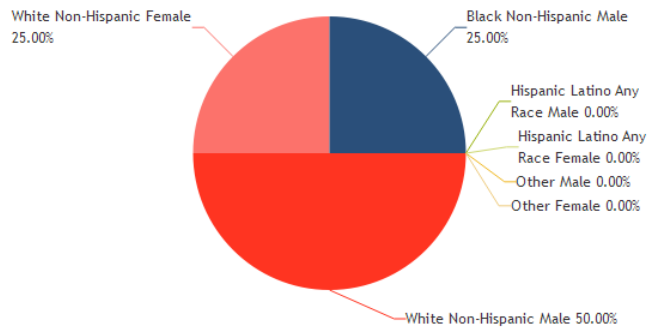
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received									
Applicants Hired	2	1	1	0	0	0	0	0	4
Percent Hired	%	%	%	%	%	%	%	%	N/A
Percent of Workforce Population	14%		5%		0%		0%		N/A

**Reaccreditation Year 1 Notes:**

\*\*\*\*\*Unable to total any category\*\*\*\*\*

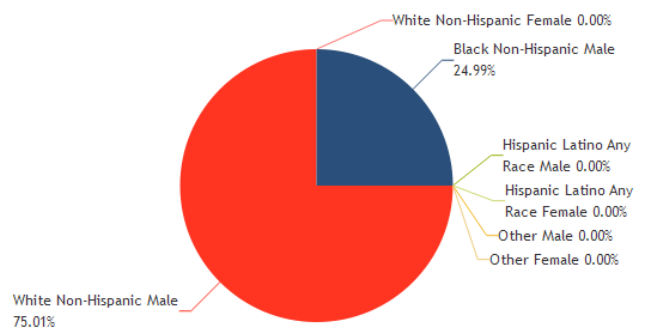
**Applications Received**

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

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received									
Applicants Hired	2	2	0	0	0	0	0	0	4
Percent Hired	%	%	%	%	%	%	%	%	N/A
Percent of Workforce Population	19%		0%		0%		0%		N/A

### Reaccreditation Year 2 Notes:

The Durham Police Department conducted 4 hiring processes in 2018.

#### Hiring Process #1:

The first hiring process began in 2017, but concluded in 2018. At the time of this process, the Durham Police Department was only authorized 20 full-time sworn officer positions. Officer Kevin Abbott left the department to pursue an opportunity with the Strafford County Sheriff's Department, and Officer Pam Donley resigned her full-time position to take a full-time position with the New Hampshire National Guard. Officer Donley is still a sworn officer and was maintained in a part-time position.

In April, 2018, we completed the hiring process for both positions. After an extensive process, we hired Officer Emily Festa and Officer Michael Nicolosi. The results of the hiring process maintained the previous composition regarding the number of male and female full-time sworn officers in the department (25%).

#### Hiring Process #2:

A second hiring process took place on February 2, 2018. The process was started in an effort to replace the position vacated by Officer David Skelly in March, and to identify a candidate to fill the newly authorized position allowing 21 full-time sworn officers rather than 20. The additional position would not be approved until July 2018. The hiring process concluded with no viable candidates being identified. Due to the addition of an extra position and the loss of Officer Skelly, the diversity percentages changed. The percentage of full-time male officers was reduced to (66%). The composition of full-time female officers was reduced to (24%).

#### Hiring Process #3:

After the failure of the second hiring process to produce a qualified candidate, the Durham Police Department started a third hiring process on June 4, 2018. Officer Castricone, a former full-time Durham Police Officer was re-hired to fill the vacancy left by Officer Skelly's departure. At the conclusion of the hiring process, Robert Keith was identified as a qualified candidate. Officer Keith was hired on August 13th and attended the 177th Academy. At the conclusion of the hiring process, the department gender composition reflected our current status, (76%) male, (24%) female.

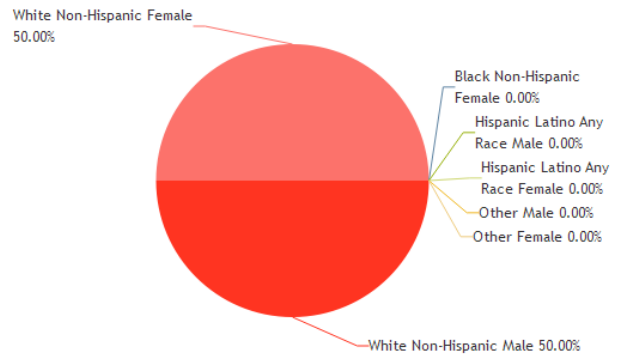
#### Hiring Process #4:

On October 6, 2018, the Durham Police Department started a new hiring process in anticipation of filling one vacant spot due to the resignation of Sergeant Kathryn Mone, who left to become the Chief of the North Hampton Police Department. On December 11, 2018, we hired Chloe Robidas to fill the position of police officer. Officer Robidas will attend the 178th Police Academy and is anticipated to graduate in April 2019. The demographics of the department remained the same at (24%) female.

## Applications Received

## Percent Hired

## Applicants Hired



## Percent of Workforce Population



### Legend

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

**Sworn Officer Selection - Reaccreditation Year 3**

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

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

**Reaccreditation Year 3 Notes:**

The Durham Police Department did not conduct a hiring process in 2019.

**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 4**

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

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	24	1	0	0	1	0	0	0	26
Applicants Hired	4	0	0	0	0	0	0	0	4
Percent Hired	17%	0%	%	%	0%	%	%	%	N/A
Percent of Workforce Population	25%		0%		0%		0%		N/A

**Reaccreditation Year 4 Notes:**

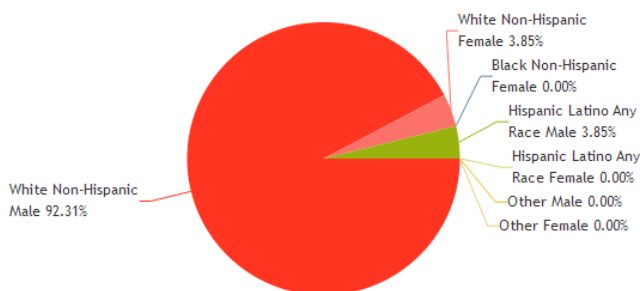
In 2020, we conducted three hiring processes. The Durham Police hired four new police officers; four white males were identified during three separate hiring processes. The processes were conducted from April, 2020, to September, 2020.

The first process commenced in April of 2020 and concluded in April of 2020, as no candidate was identified. The process was the result of Thomas Kilroy leaving to work for the Federal Government.

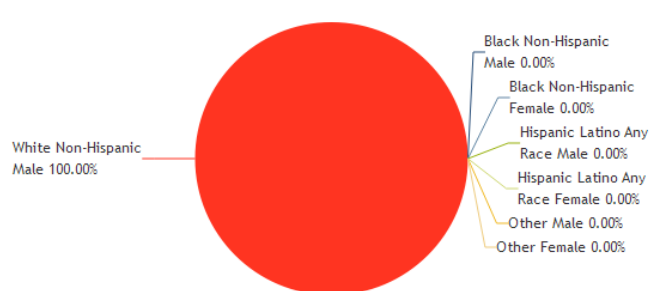
The second process commenced in July of 2020 and concluded in August of 2020. The process was the result of Sergeant Daniel Brooks leaving in February of 2020 to become Deputy Chief of Police in Barrington, NH. Then, in July of 2020, Chief Kurz retired after serving our community for 24 years. The selection process resulted in the hiring of two white males (Abbott and Guilbault). It should be noted that after self-reflection, Guilbault decided to resign during his field training period.

A third process commenced in September of 2020, after Officer Katie Bolton and Katie Callahan resigned in July of 2020 to become patrol officers in Epping, NH. In September of 2020, Sergeant Frank Daly departed to become Deputy Police Chief in North Hampton, NH. The process identified three white males (Holdsworth, Bobola and Burke). One of the men was disqualified during the hiring process after failing the psychological examination.

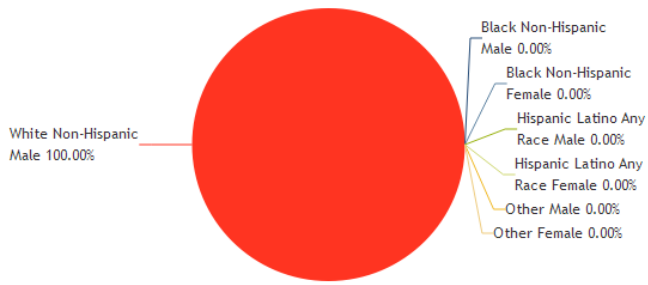
**Applications Received**



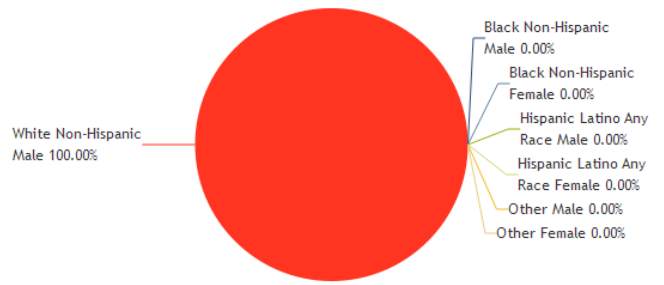
**Applicants Hired**




## Percent Hired



## Percent of Workforce Population



### Legend

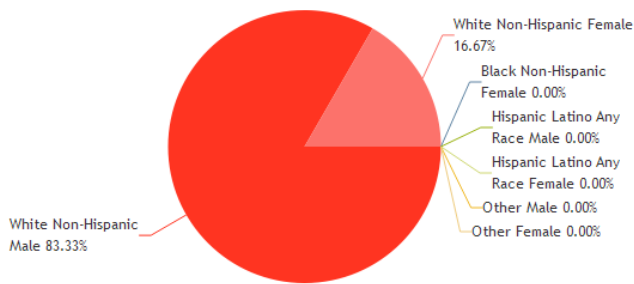
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

**Sworn Officer Promotions - Reaccreditation Year 1**

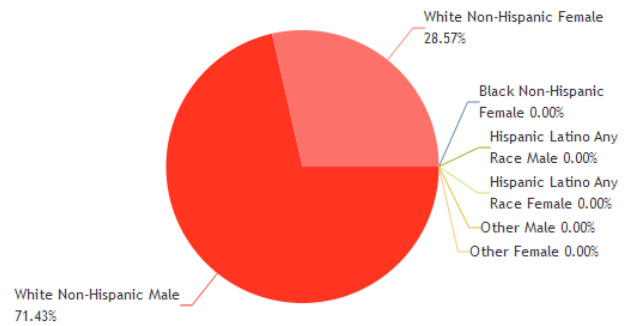
**Data Collection Period: 1/1/2017 - 12/31/2017**

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	5	1	0	0	0	0	0	0	6
Eligible After Testing	5	2	0	0	0	0	0	0	7
Promoted	1	0	0	0	0	0	0	0	1
Percent Promoted	20 %	0 %	%	%	%	%	%	%	N/A

**Tested**



**Eligible After Testing**



**Promoted**



**Percent Promoted**



**Legend**

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

**Sworn Officer Promotions - Reaccreditation Year 2**

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

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

**Reaccreditation Year 2 Notes:**

There were no promotions in 2018.

**Tested**

**Eligible After Testing**

**Promoted**

**Percent Promoted**

**Legend**

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

**Sworn Officer Promotions - Reaccreditation Year 3**

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

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

**Reaccreditation Year 3 Notes:**

The Durham Police Department did not conduct a promotional process in 2019.

**Tested**

**Eligible After Testing**

**Promoted**

**Percent Promoted**

**Legend**

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

## Sworn Officer Promotions - Reaccreditation Year 4

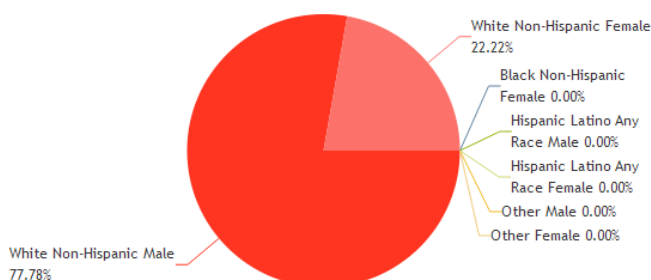
Data Collection Period: 1/1/2020 - 12/31/2020

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	7	2	0	0	0	0	0	0	9
Eligible After Testing	7	2	0	0	0	0	0	0	9
Promoted	3	0	0	0	0	0	0	0	3
Percent Promoted	43 %	0 %	%	%	%	%	%	%	N/A

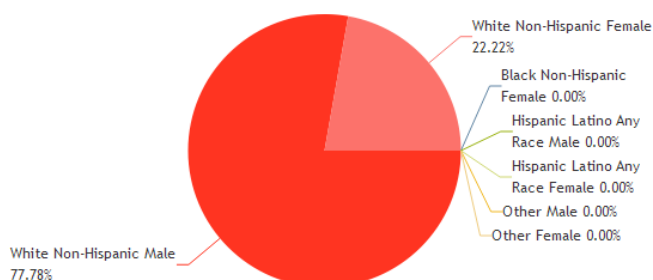
### Reaccreditation Year 4 Notes:

Our ranking officer staff does not have any females counted amongst the supervisors. Officer Katie Bolton and Officer Katie Callahan participated in the first of two promotional processes in 2020. Detective Brett Pestana, a white male, was promoted during the April, 2020 process. Officer Bolton was not selected; however, Officer Callahan was selected to fill a sergeant position left vacant upon Chief Kurz's retirement in July. Unfortunately, prior to being appointed, Officer Callahan resigned to work in Epping, NH. A second sergeant's process was conducted in September of 2020 and three white males participated and two white men were promoted (Officer Pelletier and Officer Forrest). There is no indication of bias regarding our promotional process and no complaints or grievances were made to the contrary at the conclusion of the 2020 processes.

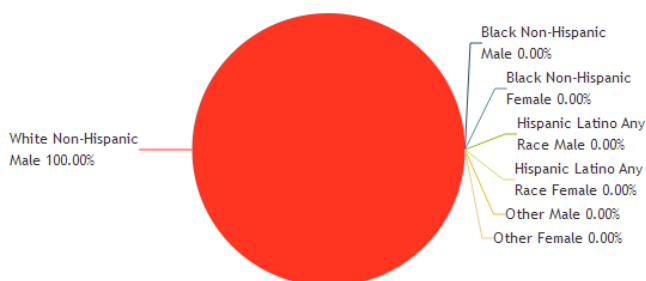
**Tested**



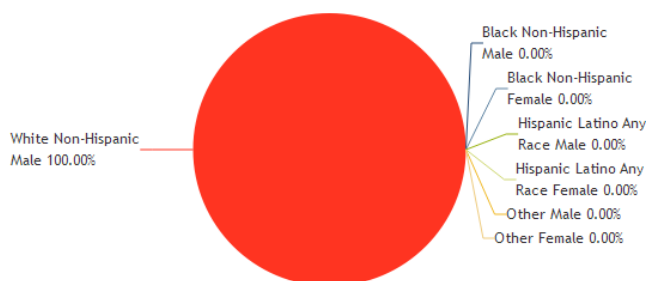
**Eligible After Testing**



**Promoted**



**Percent Promoted**



### Legend

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



