

# STATISTICS AND DATA TABLES

## Portsmouth (NH) Police Department Law Enforcement Accreditation

### *Overview*

The following information reflects empirical data submitted by the candidate agency specifically related to CALEA Standards. Although the data does not confirm compliance with the respective standards, they are indicators of the impact of the agency’s use of standards to address the standards' intent

### *Traffic Warnings & Citations - Reaccreditation Year 1*

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

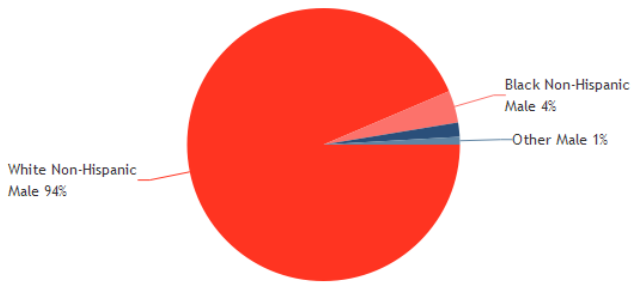
Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	614	257	871
Black Non-Hispanic Male	25	12	37
Hispanic Latino Any Race Male	11	5	16
Other Male	6	3	9
White Non-Hispanic Female	619	137	756
Black Non-Hispanic Female	7	4	11
Hispanic Latino Any Race Female	7	1	8
Other Female	9	5	14
<b>TOTAL</b>	<b>1298</b>	<b>424</b>	<b>1722</b>

### *Reaccreditation Year 1 Notes:*

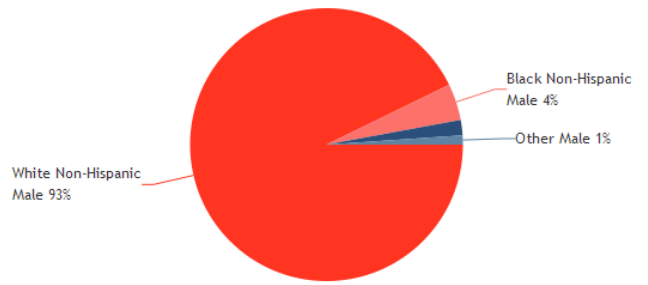
These statistics do not capture motor vehicle stops where a verbal warning was issued. In that aspect, Portsmouth NH Police stopped 7,513 motor vehicles in addition to these statistics where a verbal warning was issued. Our agency captures demographic information voluntarily and without statutory mandate for the purposes of gathering traffic stop data. When comparing written warnings with citations issued in the context of community demographic make-up, the data suggests a correlation with the community composition for enforcement. The data also suggests that warnings are being issued approximately three to four times more often than citations being issued.

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

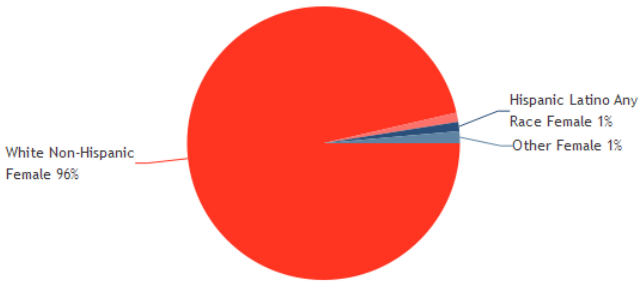
### Male Warnings



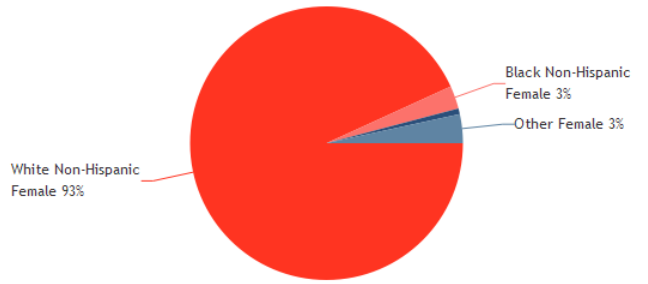
### Male Citations



### 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

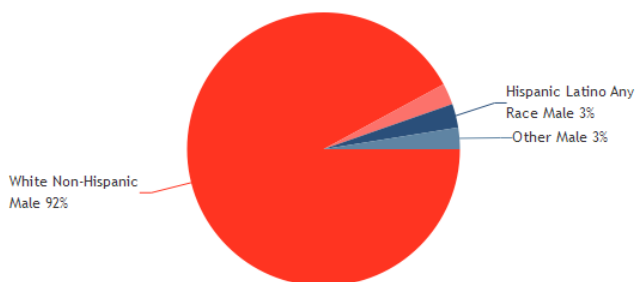
Data Collection Period: 1/1/2020 - 12/31/2020

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	328	96	424
Black Non-Hispanic Male	9	4	13
Hispanic Latino Any Race Male	10	8	18
Other Male	9	1	10
White Non-Hispanic Female	266	44	310
Black Non-Hispanic Female	7	1	8
Hispanic Latino Any Race Female	11	3	14
Other Female	12	4	16
TOTAL	652	161	813

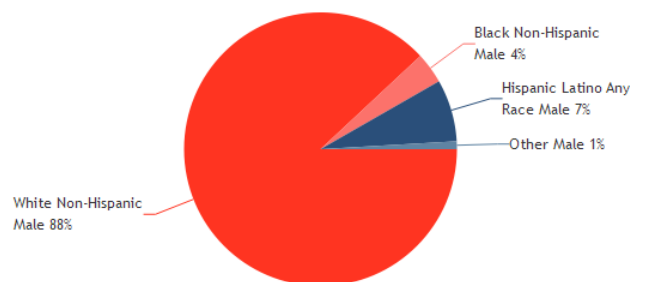
### Reaccreditation Year 2 Notes:

Stats do not include Verbal warnings

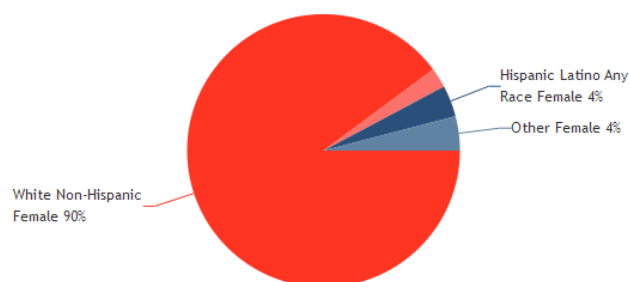
#### Male Warnings



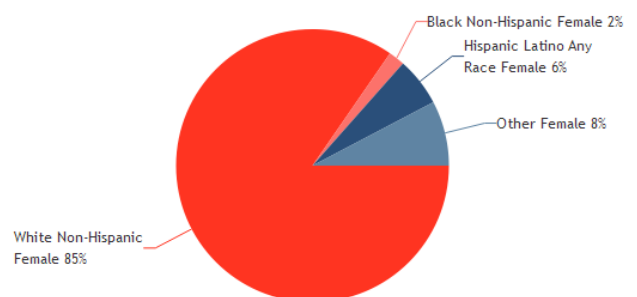
#### Male Citations



#### 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 3

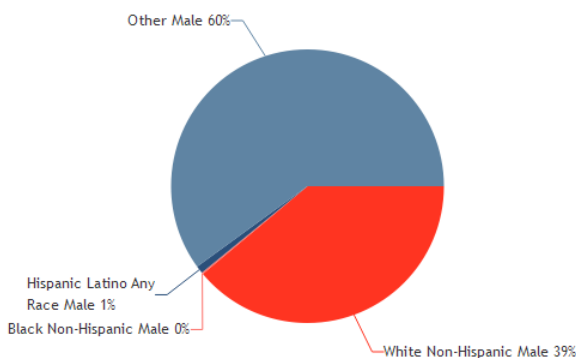
Data Collection Period: 1/1/2021 - 12/31/2021

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	216	100	316
Black Non-Hispanic Male	1	3	4
Hispanic Latino Any Race Male	5	1	6
Other Male	333	182	515
White Non-Hispanic Female	97	33	130
Black Non-Hispanic Female	5	1	6
Hispanic Latino Any Race Female	1	1	2
Other Female	266	64	330
TOTAL	924	385	1309

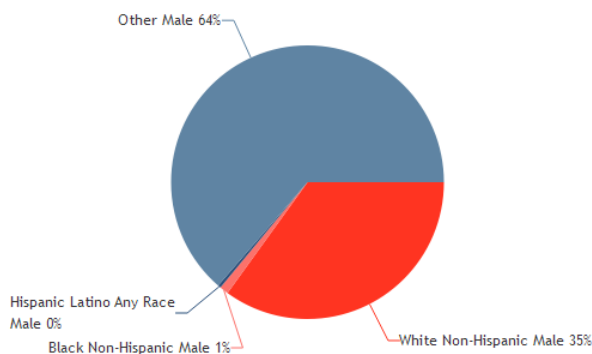
### Reaccreditation Year 3 Notes:

In the above chart - we used the Row of "Other" for situations in which the warning or citation did not have a documented race in our Records Management System. The department is working towards getting a new Records Management System that will help us better track this data. It has become very problematic as the two systems we use (Crime View and IMC) always produce conflicting data.

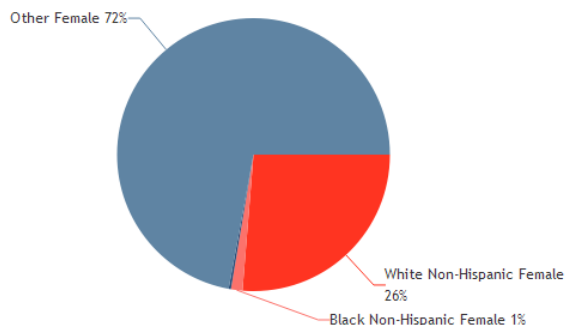
#### Male Warnings



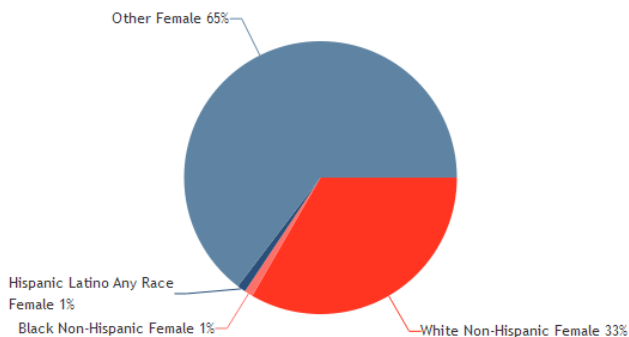
#### Male Citations



#### Female Warnings



#### Female Citations



### Legend

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

**Biased Based Profiling**

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

**Year 2 Data Collection Period:** 1/1/2020-12/31/2020

**Year 3 Data Collection Period:** 1/1/2021-12/31/2021

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

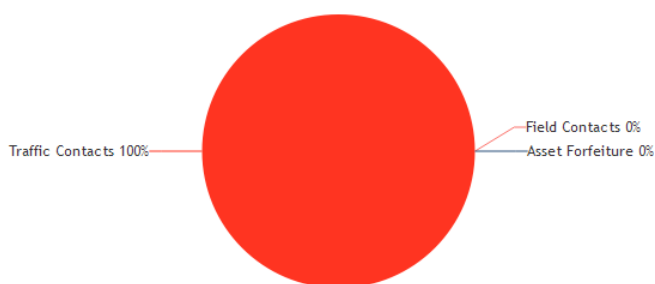
**Reaccreditation Year 1 Notes:**

A single (1) complaint in 2019 was initiated by a driver of a vehicle who believed that he had received two summons, received on separate days, by Portsmouth Police, based solely on his race. After an internal investigation was conducted, the matter was determined to be "not sustained".

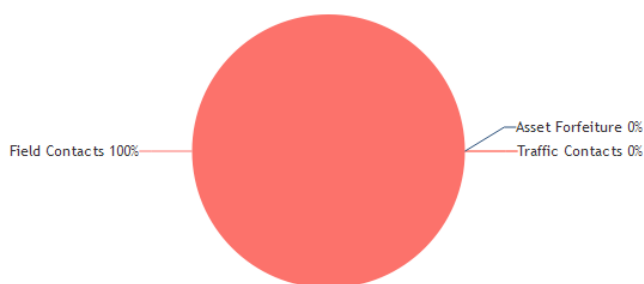
**Reaccreditation Year 3 Notes:**

There have been three Biased Complaints. One was on a traffic stop, one was an arrest and the third was a third-party complaint. Both the traffic stop complaint and arrest complaint were investigated and unfounded. In the third-party complaint, the member of the department was exonerated.

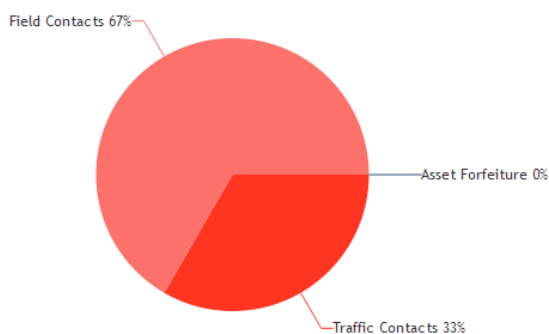
**Complaints**




**Complaints**



**Complaints**



**Legend**

Traffic Contacts	
Field Contacts	
Asset Forfeiture	

## Use Of Force - Reaccreditation Year 1

Data Collection Period: 6/1/2019 - 12/31/2019

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									14
Discharge	0	0	0	0	0	0	0	0	0
Display Only	8	2	2	0	2	0	0	0	14
ECW									3
Discharge Only	0	0	0	0	0	0	0	0	0
Display Only	3	0	0	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	26	22	0	0	3	0	3	3	57
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	37	24	2	0	5	0	3	3	74
Total Number of Incidents Resulting In Officer Injury or Death	0	1	0	0	0	0	0	0	1
Total Use of Force Arrests	17	11	1	0	2	0	1	1	33
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	539	225	38	8	0	0	0	0	810
Total Use of Force Complaints	1	0	0	0	0	0	0	0	1

### Reaccreditation Year 1 Notes:

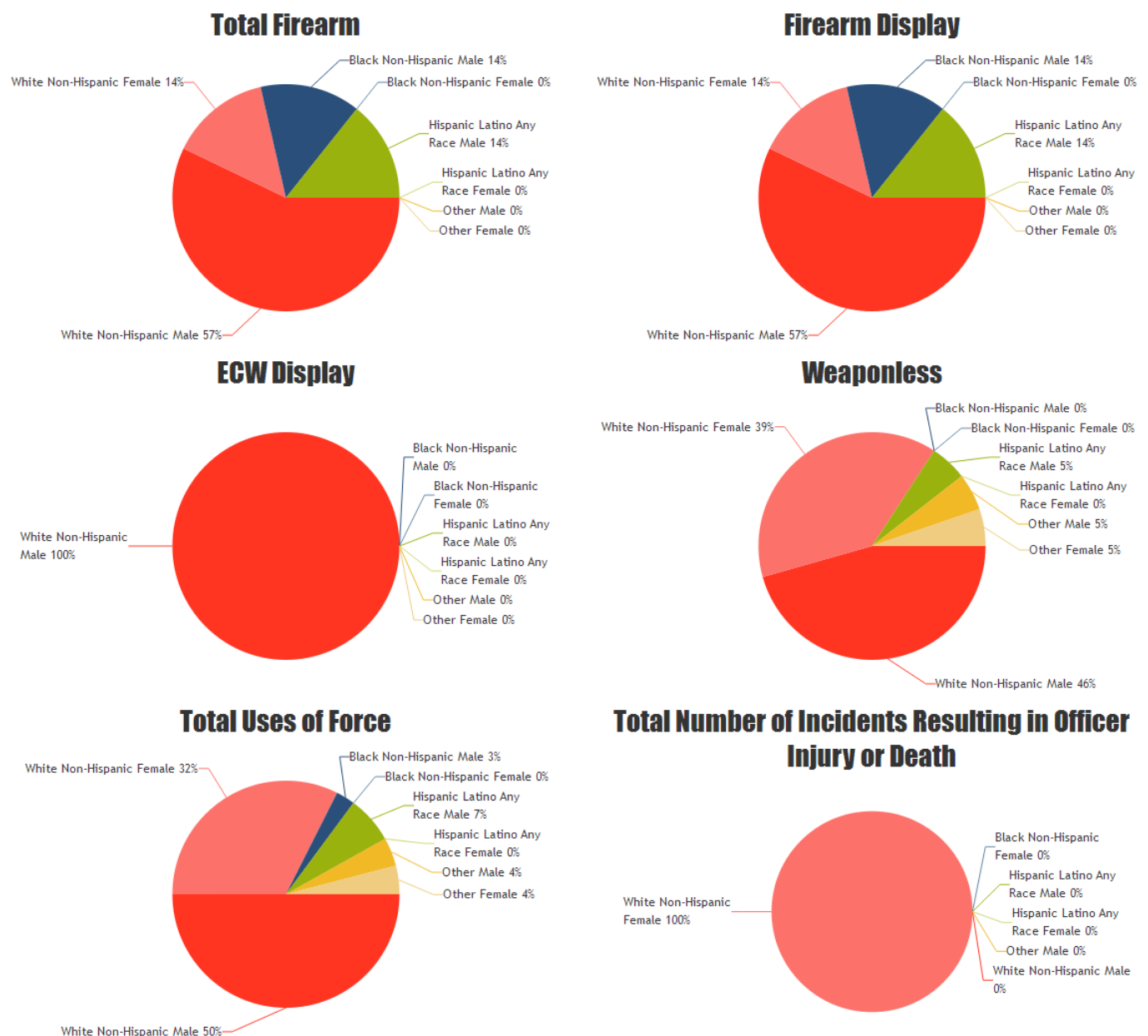
In June of 2019, Portsmouth Police Department implemented a means of collecting and tracking use of force data by race, sex and ethnicity. These categories were added to the agency's Response to Resistance form that is completed following any use of force by an officer. The data above reflects roughly 6 months of data broken down by demographics. The first full year of use of force demographic data shall be reported for the calendar year 2020.

By definition, the Portsmouth Police Department considers "Weaponless" as "Hands on Techniques". By policy, the Portsmouth Police Department also considers the pointing of a firearms at a person to be a use of force or 'response to resistance'. Same goes for displaying a taser at a person. These instances have been determined to be instances where the department feels that the officers action are meant to compel a person to comply and therefore should be tracked.

As seen above, the largest number of instances where force is used is hands on techniques. This is defined as any hands on action an officer would take when encountering even the slightest resistance to being arrested or detained. For example, a suspect slightly resists handcuffing and an officer needs to use force to place their arms behind their back. There were no occurrences of deadly force used in 2019 or even a firearm being discharged.

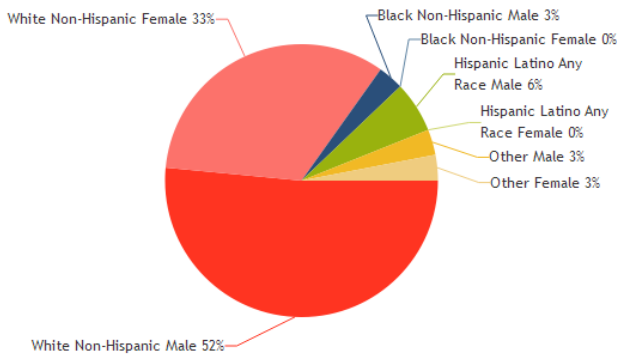
Portsmouth Police Department utilizes a review committee for each use of force event to evaluate the circumstances, use of force technique, outcome and determination. This committee allows for timely review and necessary referral for remedial training, internal investigation if necessary, and policy review.

There was one complaint out of 539 custodial arrests. The complaint involved two officers and was investigated through the Internal Affairs function. Even though it involved two officers, it was kept as one formal investigation because the allegations were from one incident/one complainant. The disposition of the investigation for both officers was 'not sustained'.

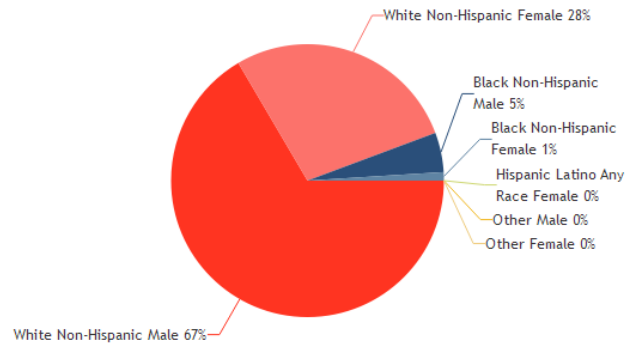




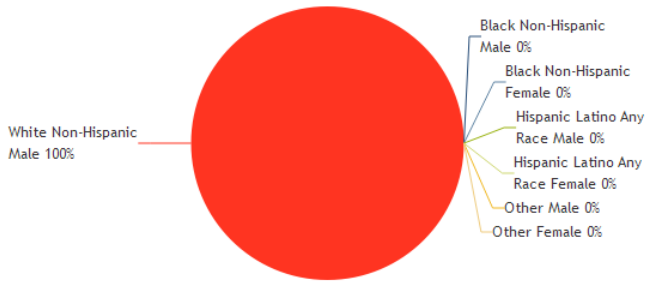
### Total Use of Force Arrests



### Total Agency Custodial Arrests



### Total Use of Force Complaints



#### 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: 1/1/2020 - 12/31/2020**

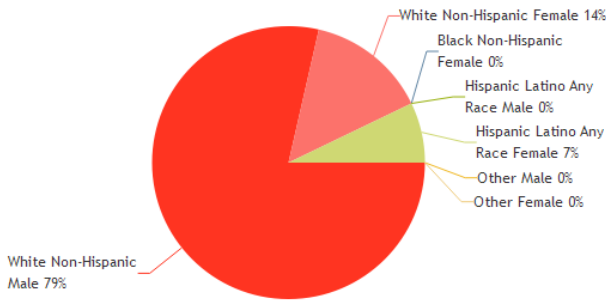
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									28
Discharge	0	0	0	0	0	0	0	0	0
Display Only	22	4	0	0	0	2	0	0	28
ECW									14
Discharge Only	5	1	0	0	0	0	0	0	6
Display Only	6	0	1	0	0	1	0	0	8
Baton	1	0	0	0	0	0	0	0	1
Chemical/OC	0	0	0	0	0	0	0	0	0
Weaponless	56	25	2	2	0	2	1	0	88
Canine									0
Release Only	0	0	0	0	0	0	0	0	0
Release and Bite	0	0	0	0	0	0	0	0	0
Total Uses of Force	90	30	3	2	0	5	1	0	131
Total Number of Incidents Resulting In Officer Injury or Death	5	1	0	0	0	0	0	0	6
Total Use of Force Arrests	54	23	2	2	0	2	0	0	83
Total Number of Suspects Receiving Non-Fatal Injuries	5	0	0	0	0	0	0	0	5
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	377	178	36	4	0	2	0	0	597
Total Use of Force Complaints	0	0	0	0	0	0	0	0	0

**Reaccreditation Year 2 Notes:**

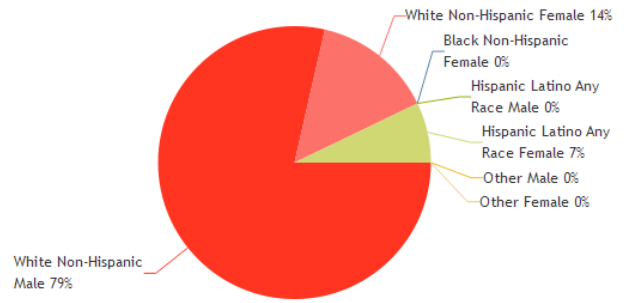
The "Firearm" and "ECW" numbers reflect number of Response to Resistance Forms completed not the number of individuals.

Our RMS cannot tabulate Custodial Arrests by Hispanic, Latino or Other Race categories. Not all instances of Use of Force or Response to Resistance will lead to a Use of Force Arrest, therefore the number of Use of Force arrests are lower than the total Uses of Force.

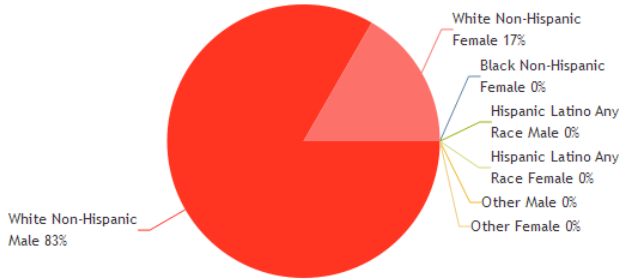
### Total Firearm



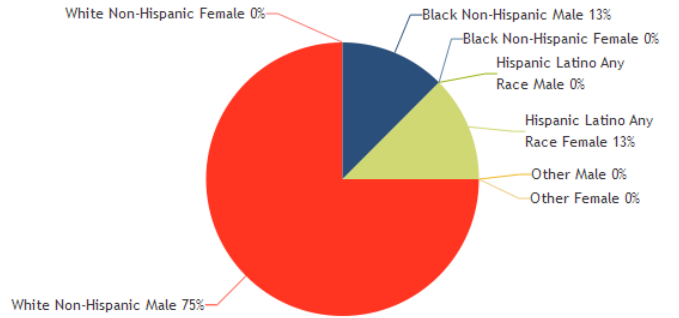
### Firearm Display



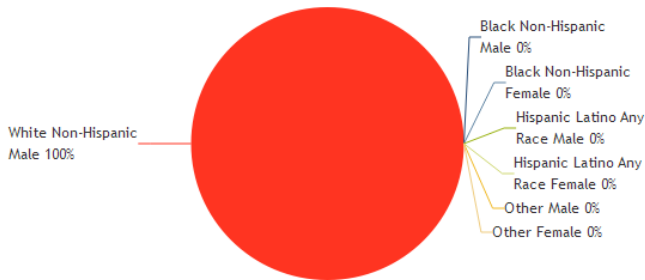
### ECW Discharge



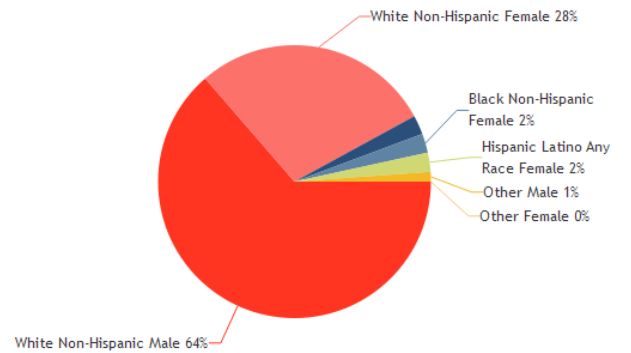
### ECW Display



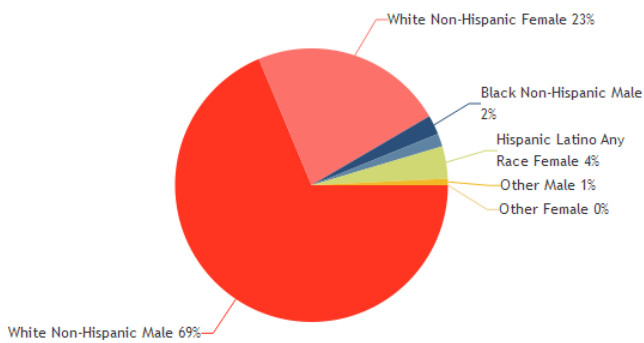
### Baton



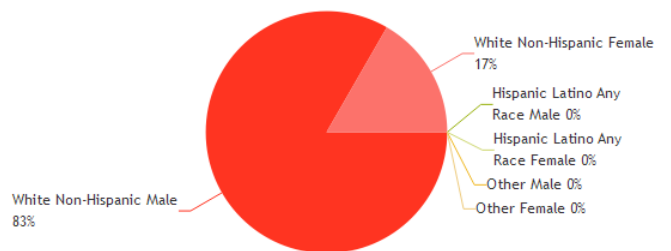
### Weaponless



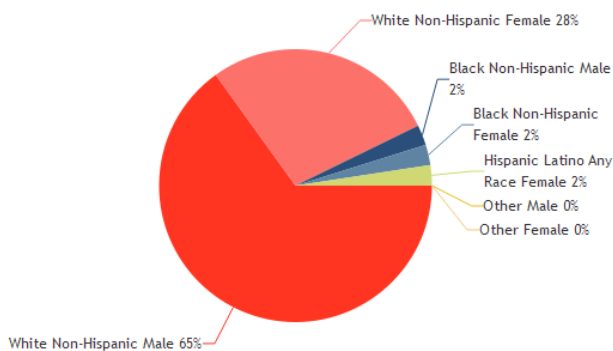
### Total Uses of Force



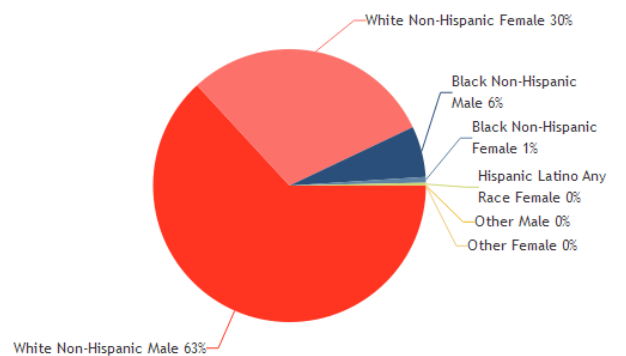
### Total Number of Incidents Resulting in Officer Injury or Death



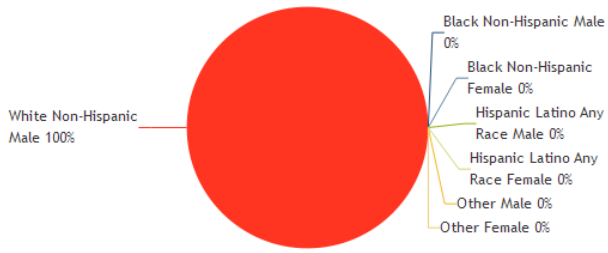
### Total Use of Force Arrests



### 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: 1/1/2021 - 12/31/2021

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									20
Discharge	0	0	0	0	0	0	0	0	0
Display Only	14	0	0	0	2	0	4	0	20
ECW									11
Discharge Only	6	0	1	0	0	0	0	0	7
Display Only	2	2	0	0	0	0	0	0	4
Baton	0	0	0	0	0	0	0	0	0
Chemical/OC	0	0	0	0	0	0	0	0	0
Weaponless	79	46	8	5	6	2	0	0	146
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	101	48	9	5	8	2	4	0	177
Total Number of Incidents Resulting In Officer Injury or Death	0	0	0	0	0	0	0	0	0
Total Use of Force Arrests	32	18	3	2	3	1	1	0	60
Total Number of Suspects Receiving Non-Fatal Injuries	2	3	0	0	0	0	0	0	5
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	381	174	41	2	12	0	0	0	610
Total Use of Force Complaints	0	0	1	0	0	0	0	0	1

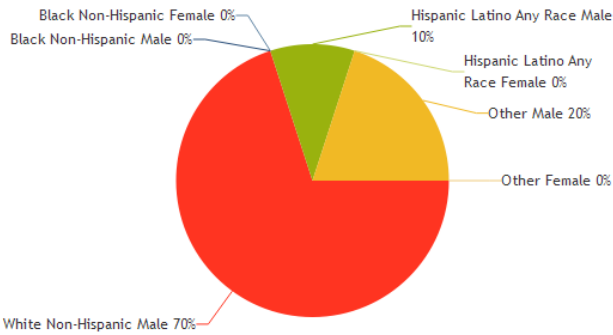
#### Reaccreditation Year 3 Notes:

As outlined in the Response to Resistance Analysis approximately 1/3 of the Use of Force (RTR) incidents the offender was intoxicated. Another 1/3 of the Use of Force (RTR) incidents in the individual was in crisis and or has a mental health condition. Of the total 74 incidents in which force was used 17 were for taking a person into custody for an Involuntary Emergency Admission.

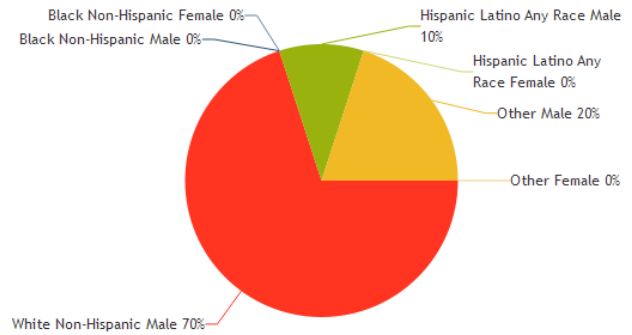
Our Use of Force (RTR) statistics indicate that PPD is most likely to use force using hands-on techniques, on a caucasian male between the ages of 18 and 29, on a Saturday, between the times of 11 P.M. and 3 A.M.

There were a total of 771 in-custody arrests. The chart shows 610 total arrests. Searching and summarizing the race of each individual for all 771 is not something our current records system allows us to do without going through each individual arrest. We are in the process of updating our records management system. We ran the numbers through our crime view program and we were able to account for 610 of the arrests race, those numbers are in the chart.

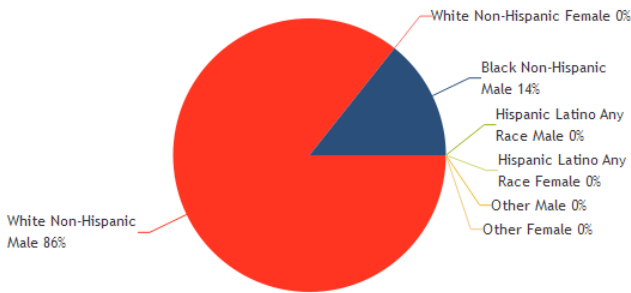
**Total Firearm**



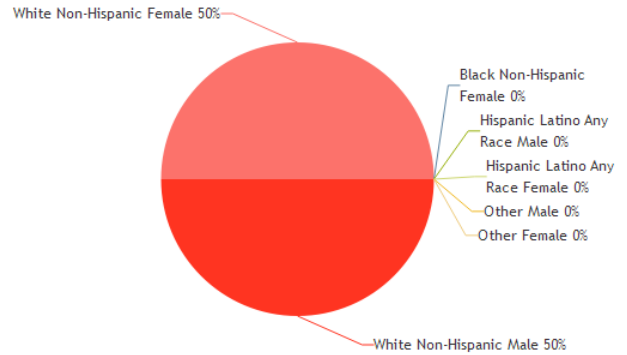
**Firearm Display**



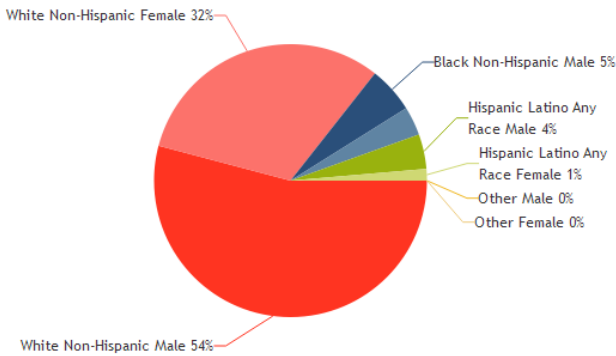
**ECW Discharge**



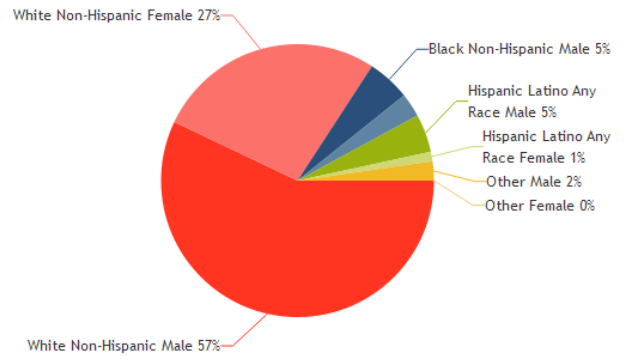
**ECW Display**



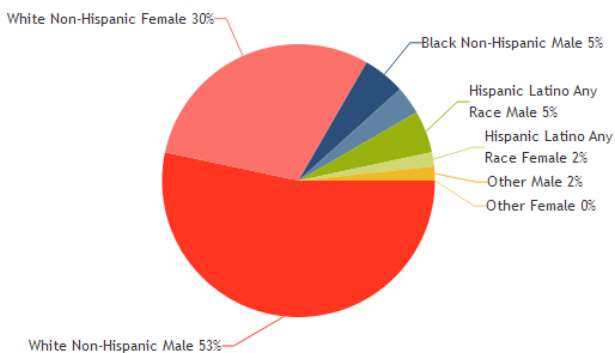
**Weaponless**



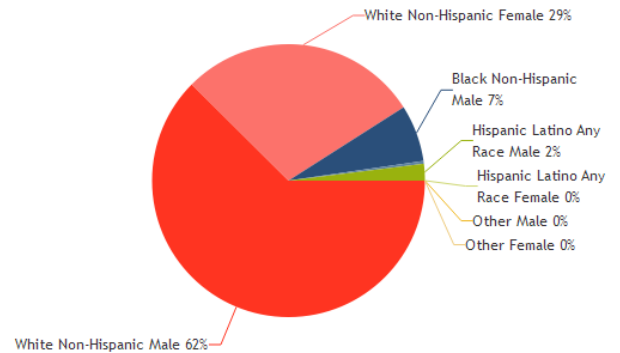
**Total Uses of Force**



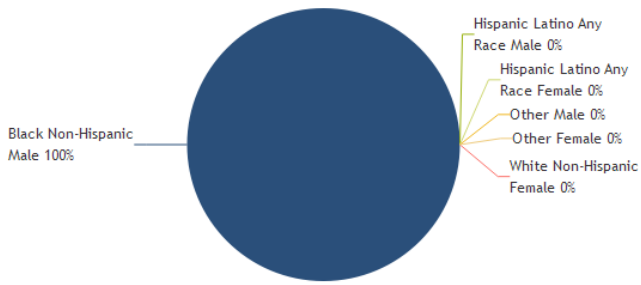
**Total Use of Force Arrests**



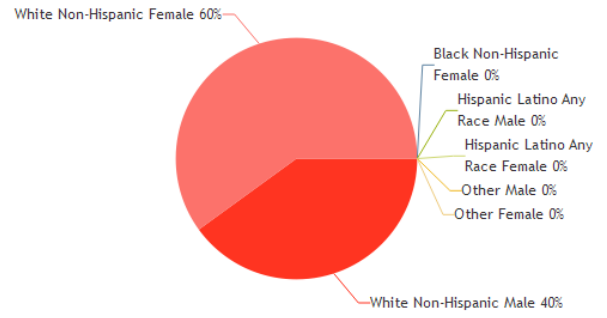
**Total Agency Custodial Arrests**



## Total Use of Force Complaints



## Total Number of Suspects Receiving Non-Fatal Injuries



### Legend

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

## *Grievances*

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

**Year 2 Data Collection Period:** 1/1/2020-12/31/2020

**Year 3 Data Collection Period:** 1/1/2021-12/31/2021

Grievances	Year 1	Year 2	Year 3
Number	2	0	1

### *Reaccreditation Year 1 Notes:*

Two formal grievances were filed in 2019. Both were filed by a union member and were closed following informal talks with the CEO and union representatives prior to the next step in the grievance process. Under the direction of the current Chief, there has been a reduction in grievances from prior years.

### *Reaccreditation Year 3 Notes:*

The Portsmouth Police Department had one grievance brought on by all three unions, pertaining to the health and safety of the working conditions of the building. The Department of Labor has issued the City several violations which they are working closely with City Officials on correcting. The grievance is still 'open' at this point in time.



## ***Personnel Actions***

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

**Year 2 Data Collection Period:** 1/1/2020-12/1/2020

**Year 3 Data Collection Period:** 1/1/2021-12/1/2021

	Year 1	Year 2	Year 3
Suspension	1	0	3
Demotion	0	0	0
Resign In Lieu of Termination	1	0	1
Termination	0	0	1
Other	2	4	5
Total	4	4	10
Commendations	4	2	11

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

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

The suspension was a result of an internal personnel matter that was not investigated by the formal internal affairs function.

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

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

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

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

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

Personnel Actions: "The two suspensions were internal matters due to violation of policy and or for not correcting behavior. The Resignation in Lieu of termination started with a citizen complaint that became an Internal Affairs Investigation.

Commendations: Six Life Saving Awards - two were medical in nature, two were for saving someone from jumping off a high-level bridge, and two for stopping a drunk driver driving the wrong way on Highway. Three other commendations were for Meritorious Service, two during a suicidal person call, and one for assisting with a bridge jumper. Lastly, there were two honorable service awards for work done at a suicidal person call and one letter of commendation for work at a suicidal person call.

### Complaints and Internal Affairs - Reaccreditation Year 3

Data Collection Period: 1/1/2019 - 12/31/2021

	Year 1	Year 2	Year 3
<b>External/Citizen Complaint</b>			
Citizen Complaint	3	4	12
Sustained	0	0	2
Not Sustained	2	0	0
Unfounded	1	4	8
Exonerated	0	0	2
<b>Internal/Directed Complaint</b>			
Directed Complaint	6	9	3
Sustained	3	0	2
Not Sustained	2	1	0
Unfounded	1	6	0
Exonerated	0	1	-1

#### Reaccreditation Year 3 Notes:

Citizen Complaints: There were 12 Citizen Complaints in 2021. One led to an internal affairs investigation with the Officer resigning in Lieu of Termination. Two were sustained and the city had to reimburse two individuals one for a policy failure and the second for the accidental damage of property. Two complaints the member of the department was exonerated. There were 8 complaints that were unfounded.

Internal Complaints: 3 Internal Affairs incidents in 2021 one resulted in resignation in lieu of termination, one resulted in a termination and one is still pending due to court proceedings.

### ***Calls For Service / Crime Data - Reaccreditation Year 3***

**Data Collection Period:** 1/1/2019 - 12/31/2021

	Year 1	Year 2	Year 3
<b>Calls for Service</b>			
Calls for Service	49404	30917	35507
<b>Crime Data</b>			
Murder	0	0	1
Forcible Rape	10	10	25
Robbery	2	1	1
Aggravated Assault	15	12	21
Burglary	25	15	11
Larceny-Theft	309	212	298
Motor Vehicle Theft	20	18	31
Arson	1	2	1

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

Portsmouth Police Department reports to NIBRS. Portsmouth has seen an increase in Forcible Rape with a number that has more than doubled. The city also saw an increase in Aggravated Assaults and Thefts. This past year there has been a decrease in Burglaries. According to <https://www.neighborhoodscout.com/nh/portsmouth/crime>, 'Portsmouth has an overall crime rate of 15 per 1,000 residents, making the crime rate here near the average for all cities and towns of all sizes in America. According to FBI crime data, the chance of becoming a victim of crime in Portsmouth is 1 in 69. Portsmouth's crime rate is lower than approximately 14% of New Hampshire communities.'

## *Motor Vehicle Pursuit*

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

**Year 2 Data Collection Period:** 1/1/2020-12/31/2020

**Year 3 Data Collection Period:** 1/1/2021-12/31/2021

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

### *Reaccreditation Year 1*

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

Three of the four pursuits in 2019 were for traffic-related offenses. One pursuit was initiated by New Hampshire State Police which came through Portsmouth. Our officer was called off by his supervisor once additional State Troopers became involved and the pursuit left our jurisdiction.

When a pursuit occurs, the Pursuit Review Committee reviews all aspects of the pursuit to ensure that policy along with State Laws were followed. The Committee will then, if necessary, make recommendations regarding the pursuit where appropriate. This can include policy revision, remedial training or any other recommendations.

In 2019, the Pursuit Review Committee determined that in each instance policy and procedure were followed. However, in three instances, it was determined follow up with the involved officers or supervisors was warranted in an effort to address needed improvements with radio communication.

### *Reaccreditation Year 2*

Portsmouth's motor vehicle pursuit numbers remain relatively the same in 2020 compared to the previous year.

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

This past year the Portsmouth Police Department had double the amount of pursuits than in 2020. It is difficult to determine the exact reason for the uptick in pursuits as all pursuits are violators initiated per Portsmouth Police Department Policy. The rise in numbers could also have to do with much of the population being back "out and about" after many COVID-19 restrictions have been lifted.

**Agency Breakdown Report - Reaccreditation Year 1**

**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								1
Command	7		1						8
Supervisory Positions	9								9
Non-Supervisory Positions	40	3			1		1	1	46
<b>Sub Total</b>									<b>64</b>
<b>Non Sworn Personnel</b>									
Executive									
Managerial		4							4
Supervisory Positions		1							1
Non-Supervisory Positions	7	13							20
<b>Sub Total</b>									<b>25</b>
<b>Total</b>									<b>89</b>

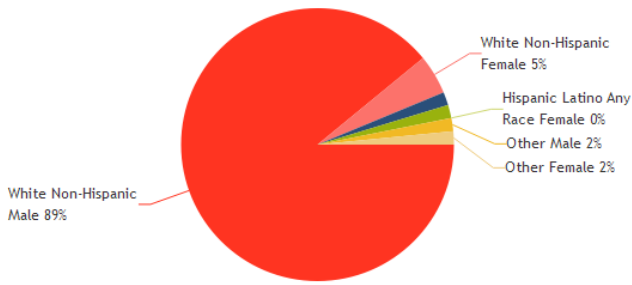
**Reaccreditation Year 1 Notes:**

In 2019, Portsmouth Police Department hired 3 sworn officers. Also hired were two non-sworn personnel - a Victim/Witness Advocate and a Dispatcher. The department also had a female sworn officer retire and take on the non-sworn position of part-time Evidence Technician.

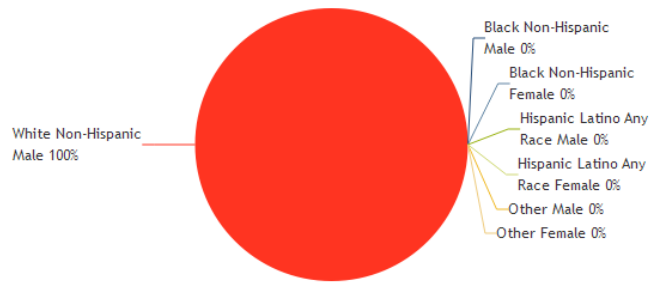
Portsmouth Police Department was near full compliment for full-time sworn personnel in 2019. The current positions the department continued looking to fill were full time and part time sworn positions as well as Dispatcher positions.

In 2019, the department underwent a reorganization which added two new Captain's positions. That created the following agency structure: 1 Chief of Police, 3 Captains, 5 Lieutenants, 9 Sergeants and 46 Officers. The department also added a part-time Evidence Technician positions once the Police Commission approved the addition in the proposed budget.

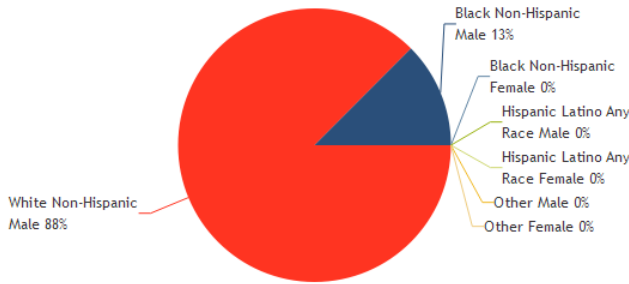
### Total Sworn Personnel



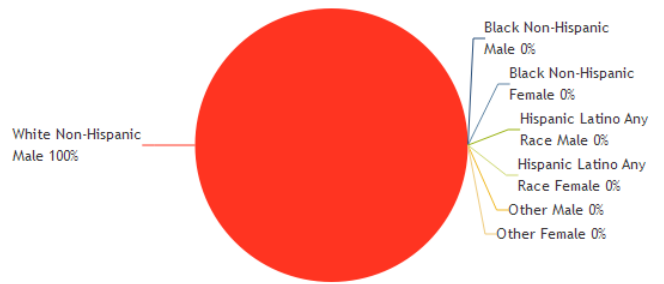
### Sworn Personnel: Executive



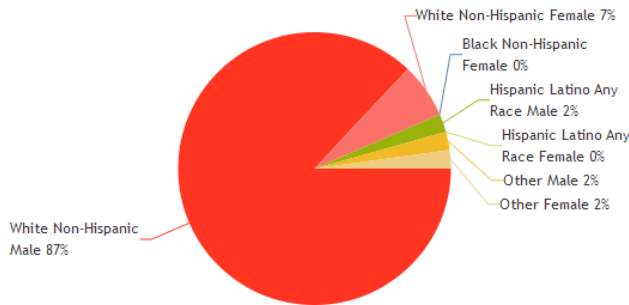
### Sworn Personnel: Command



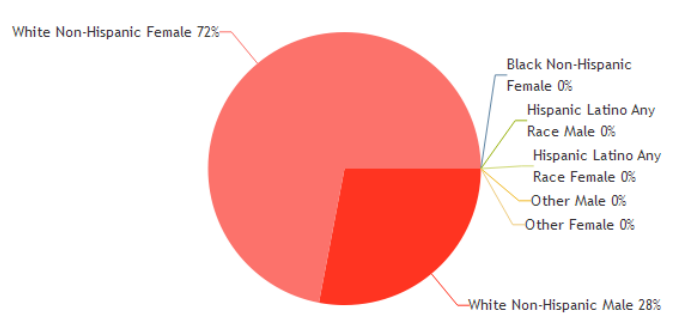
### Sworn Personnel: Supervisory Positions



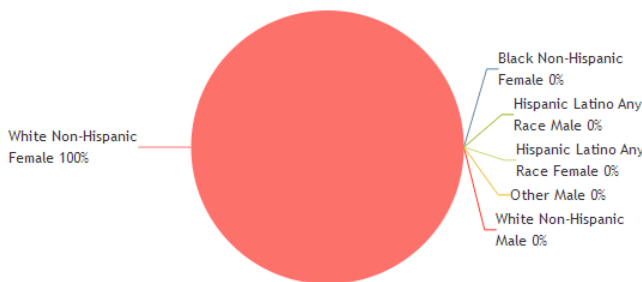
### Sworn Personnel: Non-Supervisory Positions



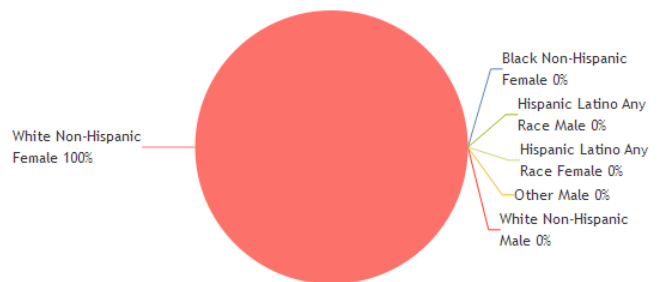
### Total Non-Sworn Personnel



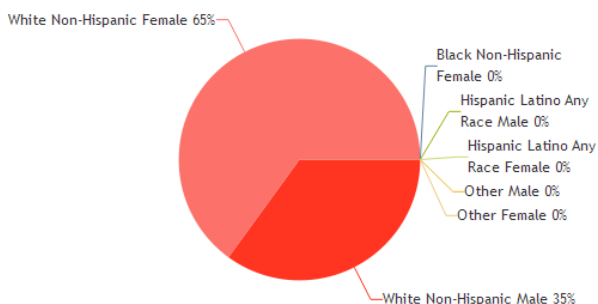
### Non-Sworn Personnel: Managerial



### Non-Sworn Personnel: Supervisory Positions



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



## Legend

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

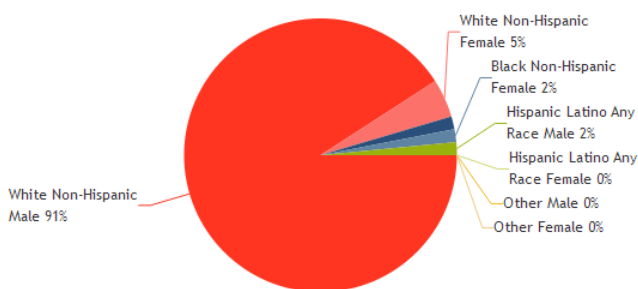


**Agency Breakdown Report - Reaccreditation Year 2**

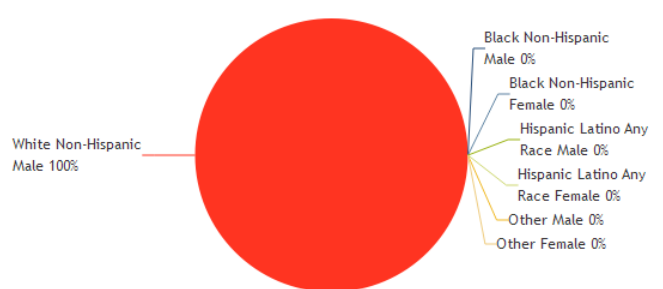
**Data Collection Period: 1/1/2020 - 12/31/2020**

	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	7	0	1	0	0	0	0	0	8
Supervisory Positions	8	0	0	0	0	0	0	0	8
Non-Supervisory Positions	44	3	0	1	1	0	0	0	49
<b>Sub Total</b>									66
<b>Non Sworn Personnel</b>									
Executive	0	0	0	0	0	0	0	0	0
Managerial	0	1	0	0	0	0	0	0	1
Supervisory Positions	0	2	0	0	0	0	0	0	2
Non-Supervisory Positions	4	13	0	0	0	0	0	0	17
<b>Sub Total</b>									20
<b>Total</b>									86

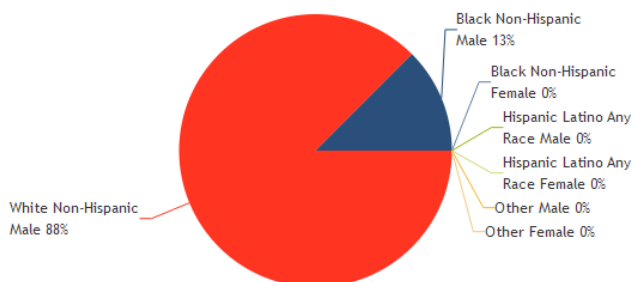
**Total Sworn Personnel**



**Sworn Personnel: Executive**



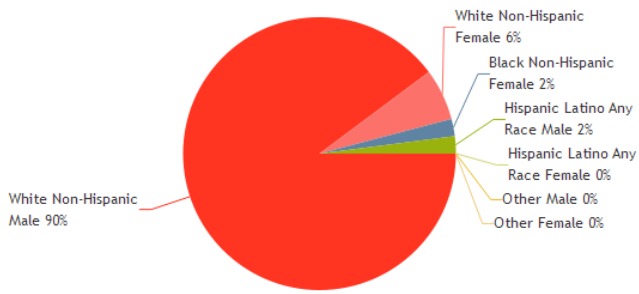
**Sworn Personnel: Command**



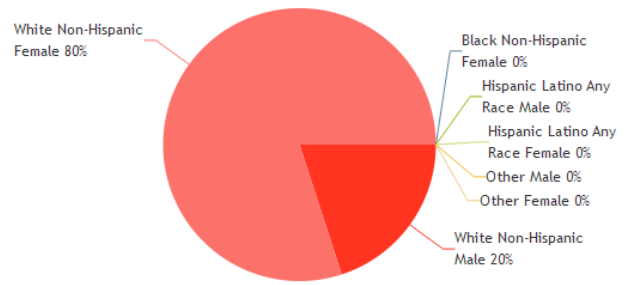
**Sworn Personnel: Supervisory Positions**



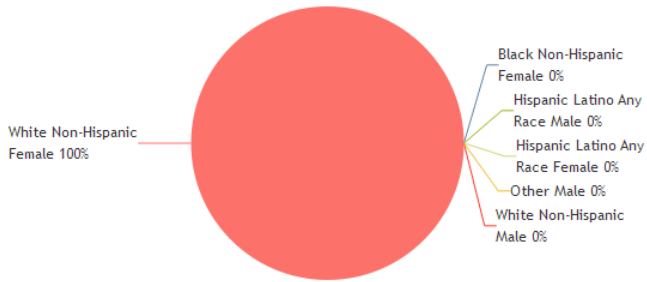
### Sworn Personnel: Non-Supervisory Positions



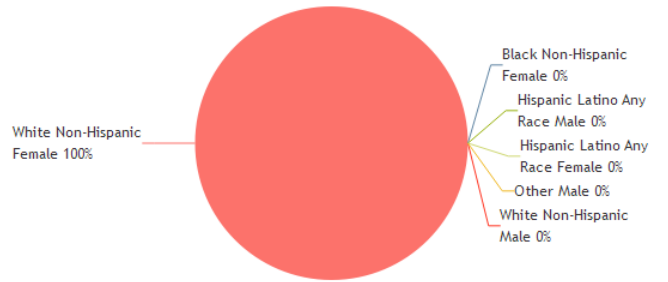
### Total Non-Sworn Personnel



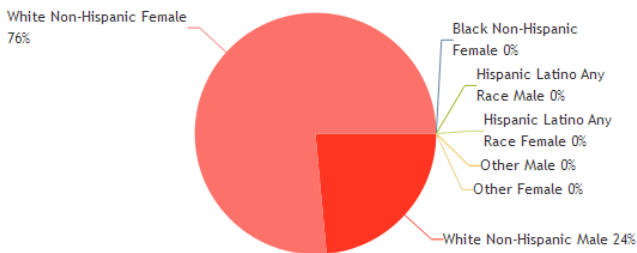
### Non-Sworn Personnel: Managerial



### Non-Sworn Personnel: Supervisory Positions



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



### Legend

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

## Agency Breakdown Report - Reaccreditation Year 3

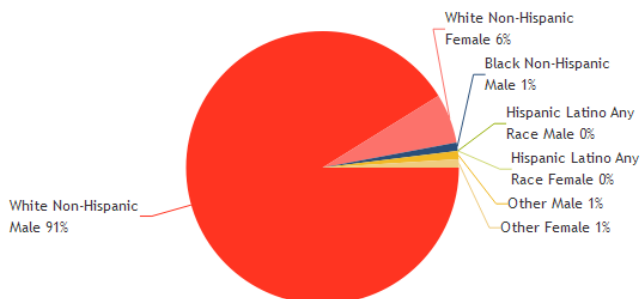
Data Collection Period: 1/1/2021 - 12/31/2021

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
<b>Sworn Personnel</b>									
Executive	0	0	1	0	0	0	0	0	1
Command	8	1	0	0	0	0	0	0	9
Supervisory Positions	9	1	0	0	0	0	0	0	10
Non-Supervisory Positions	76	4	0	0	0	0	1	1	82
<b>Sub Total</b>									102
<b>Non Sworn Personnel</b>									
Executive	0	0	0	0	0	0	0	0	0
Managerial	0	1	0	0	0	0	0	0	1
Supervisory Positions	1	1	0	0	0	0	0	0	2
Non-Supervisory Positions	4	12	0	0	0	0	0	0	16
<b>Sub Total</b>									19
<b>Total</b>									121

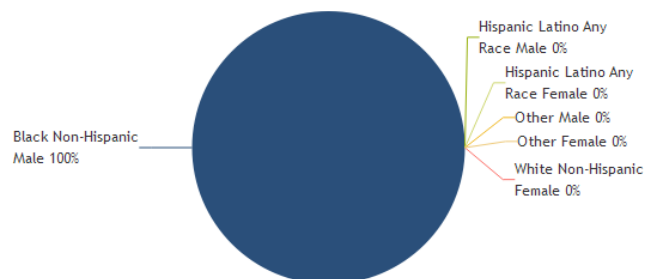
### Reaccreditation Year 3 Notes:

Recruitment has been a common struggle amongst many agencies in our area and across the country. Building a more diverse department will always be a goal for the PPD. The city is also working on a 4% pay increase for patrol officers to help with retention.

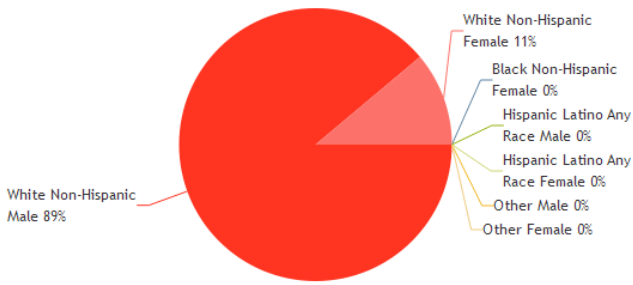
**Total Sworn Personnel**



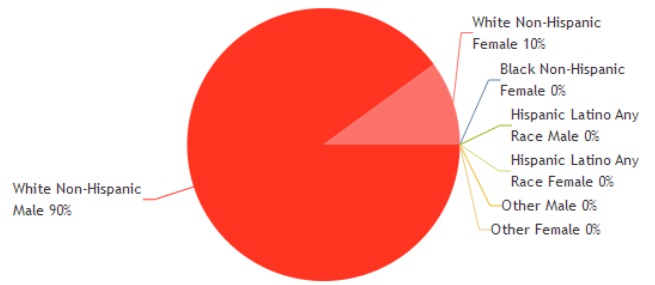
**Sworn Personnel: Executive**



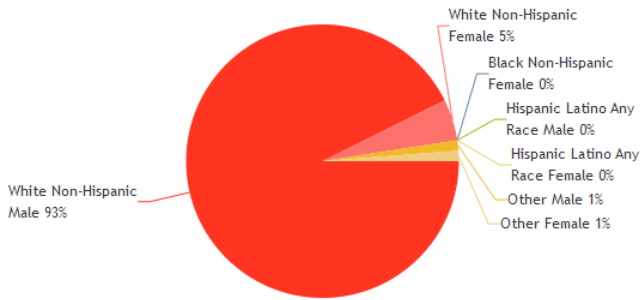
### Sworn Personnel: Command



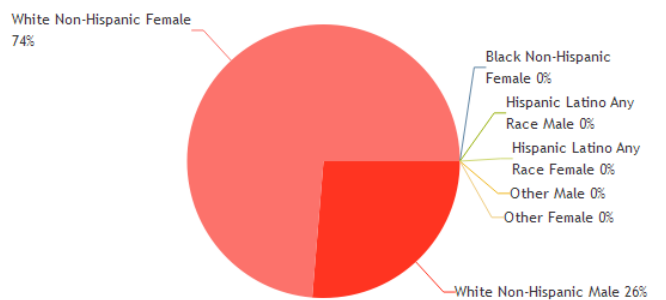
### Sworn Personnel: Supervisory Positions



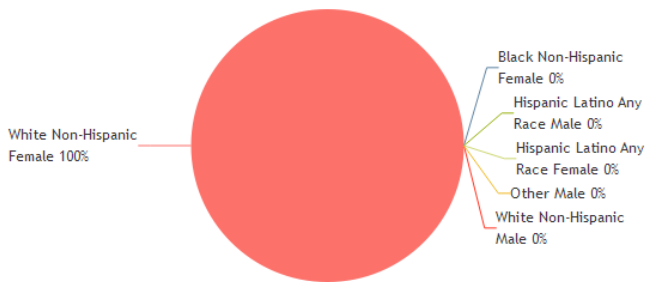
### Sworn Personnel: Non-Supervisory Positions



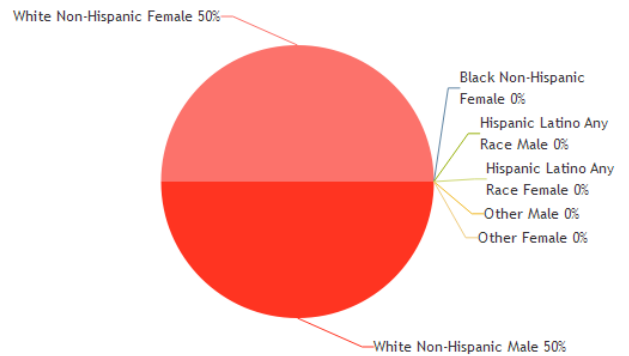
### Total Non-Sworn Personnel



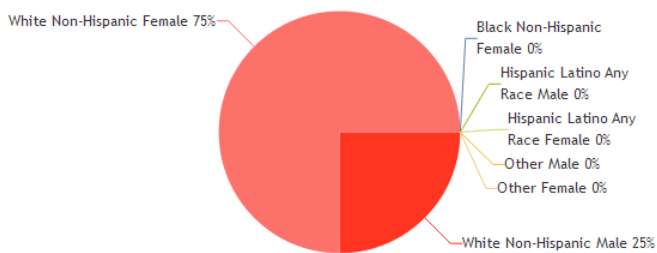
### Non-Sworn Personnel: Managerial



### Non-Sworn Personnel: Supervisory Positions



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



### Legend

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

## Agency Demographics Report - Reaccreditation Year 1

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

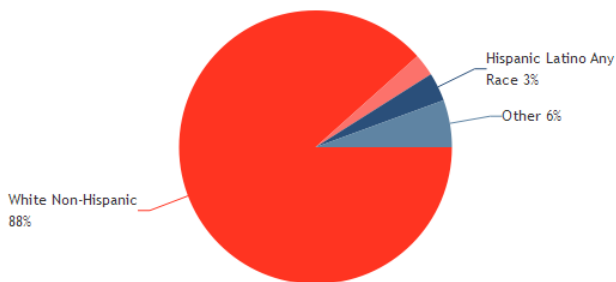
	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	19254	88%	139810	92 %	61	95%	3	5%	63	95%	5	8%
Black Non-Hispanic	575	3%	4980	3 %	2	3%	0	0%	1	2%	0	0%
Hispanic Latino Any Race	736	3%	1820	1 %	1	2%	0	0%	1	2%	0	0%
Other	1213	6%	4710	3 %	0	0%	1	2%	1	2%	1	2%
<b>Total</b>	<b>21778</b>		<b>151320</b>		<b>64</b>		<b>4</b>		<b>66</b>		<b>6</b>	

### Reaccreditation Year 1 Notes:

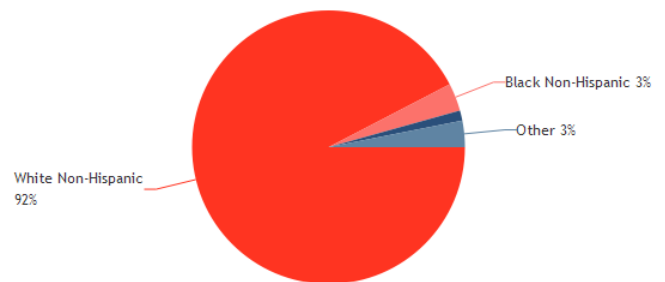
Source of Service Population Data: US Census 2018 ACS 5-Year Survey. The available workforce represents the relevant labor market in Rockingham County and was compiled via various open source documents and data.

Since 2018/2019, three sworn officers have retired and two have transferred to other agencies. One sworn officer that retired took the non-sworn position of part-time Evidence Technician at our department. With these reductions in staff, the department has been working diligently to hire qualified individuals, with a focus on females/minorities.

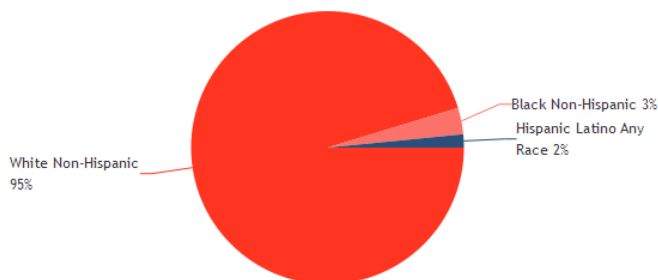
### Service Population



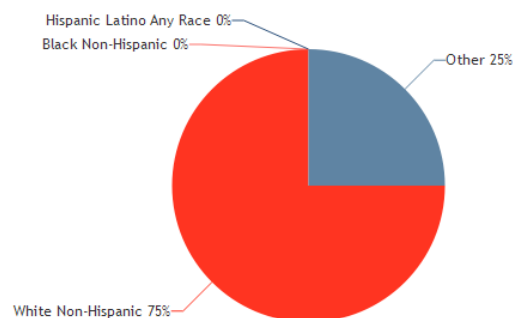
### Available Workforce



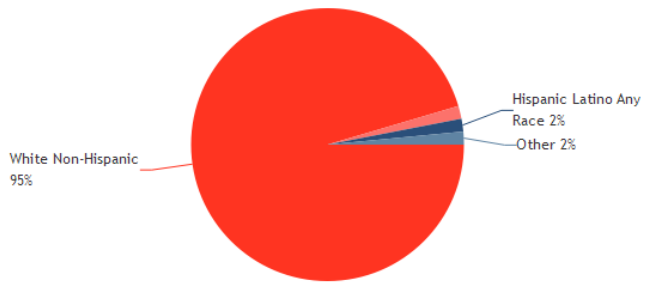
### Current Sworn Officers



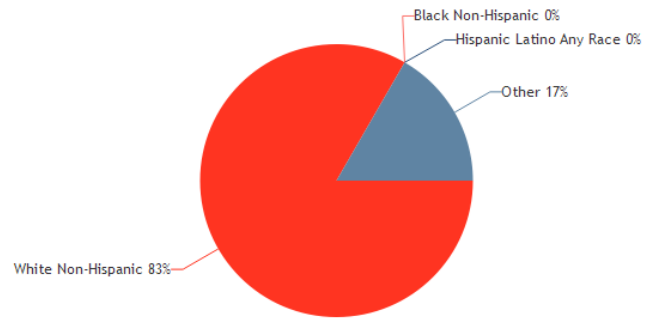
### Current Sworn Female Officers



## Prior Sworn Officers



## Prior Sworn Female Officers



## Agency Demographics Report - Reaccreditation Year 2

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

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	18900	90%	206609	92 %	49	94%	3	6%	61	95%	3	5%
Black Non-Hispanic	526	3%	1793	1 %	2	4%	1	2%	2	3%	0	0%
Hispanic Latino Any Race	554	3%	8025	4 %	1	2%	0	0%	1	2%	0	0%
Other	940	4%	7177	3 %	0	0%	0	0%	0	0%	1	2%
<b>Total</b>	<b>20920</b>		<b>223604</b>		<b>52</b>		<b>4</b>		<b>64</b>		<b>4</b>	

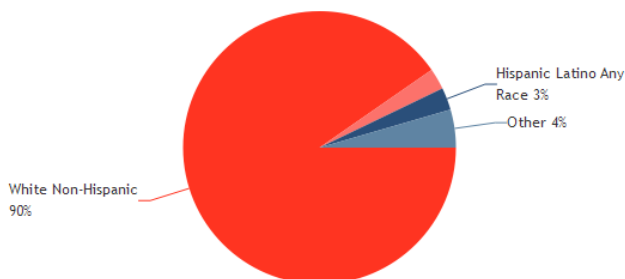
### Reaccreditation Year 2 Notes:

Information gathered from various open source sites.

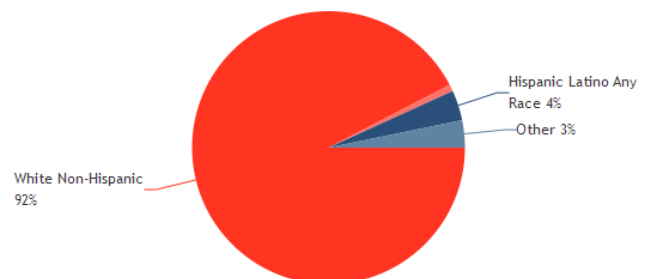
Available workforce was calculated from Rockingham County's Population and used the below source

<https://worldpopulationreview.com/us-counties/nh/rockingham-county-population>

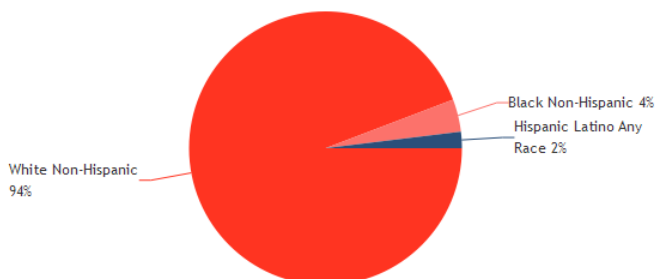
#### Service Population



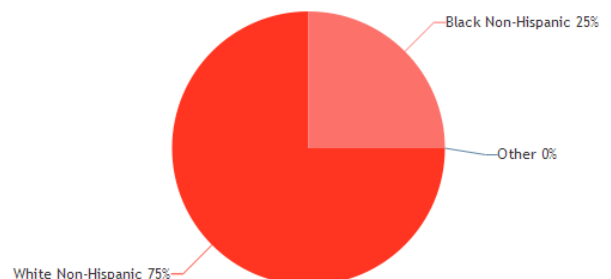
#### Available Workforce



#### Current Sworn Officers

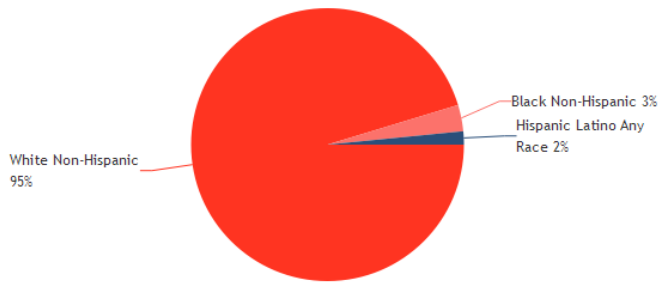


#### Current Sworn Female Officers

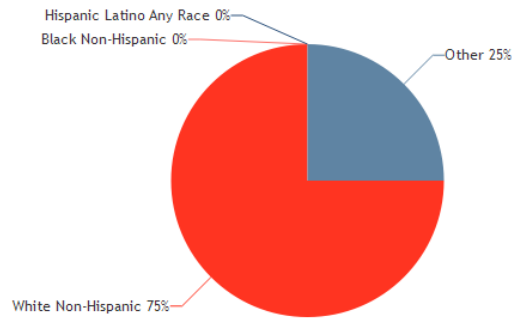




## Prior Sworn Officers



## Prior Sworn Female Officers



## Agency Demographics Report - Reaccreditation Year 3

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

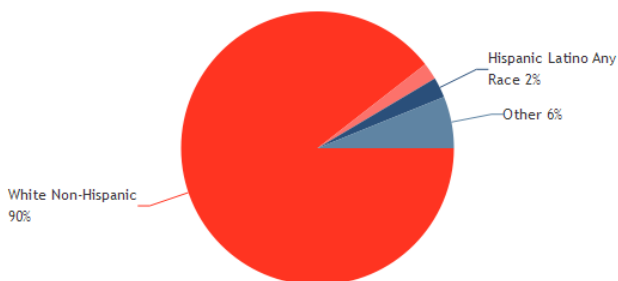
	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	19650	89%	242115	92%	74	96%	6	8%	63	95%	5	8%
Black Non-Hispanic	439	2%	2210	1%	1	1%	0	0%	1	2%	0	0%
Hispanic Latino Any Race	526	2%	7050	3%	0	0%	0	0%	0	0%	0	0%
Other	1341	6%	11568	4%	2	3%	1	1%	2	3%	1	2%
<b>Total</b>	<b>21956</b>		<b>262943</b>		<b>77</b>		<b>7</b>		<b>66</b>		<b>6</b>	

### Reaccreditation Year 3 Notes:

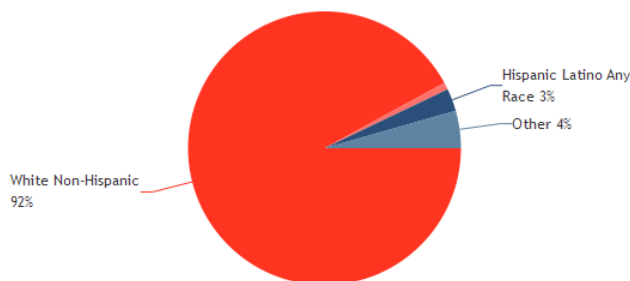
In 2021, there was an abundance of hiring to get our ranks fully staffed. Of those new officers, one recruited officer is female and all of the new officers recruited are White Non-Hispanic.

The data for "Available Workforce" was pulled for all of Rockingham County and was pulled from <https://data.census.gov/cedsci/table?g=0500000US33015&tid=ACST5Y2020.S2301>.

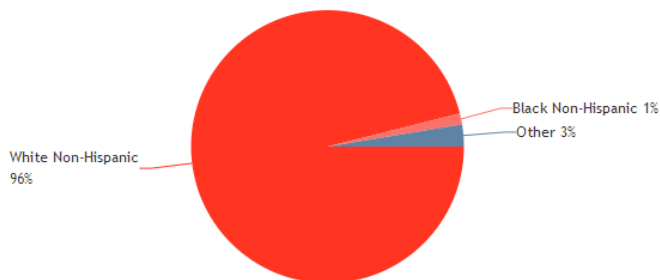
**Service Population**



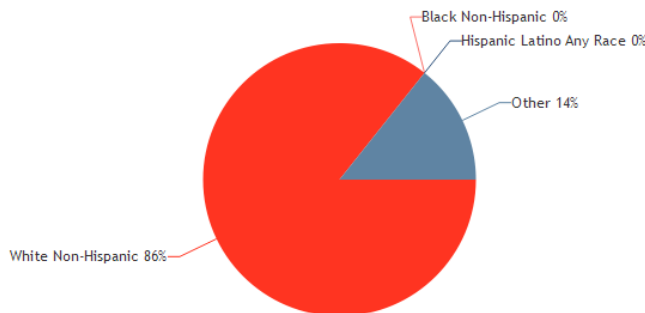
**Available Workforce**



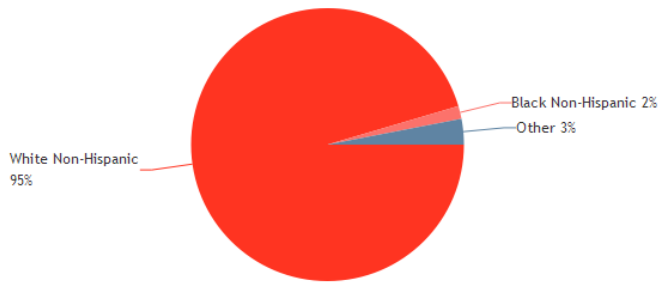
**Current Sworn Officers**



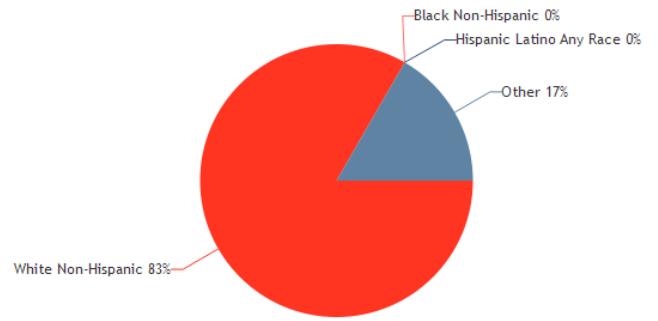
**Current Sworn Female Officers**



## Prior Sworn Officers



## Prior Sworn Female Officers



**Sworn Officer Selection - Reaccreditation Year 1**

**Data Collection Period: 1/1/2019 - 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	143	25	8	1	15	1	8	6	207
Applicants Hired	3		1						4
Percent Hired	2%	0%	13%	0%	0%	0%	0%	0%	N/A
Percent of Workforce Population	0%		0%		0%		0%		N/A

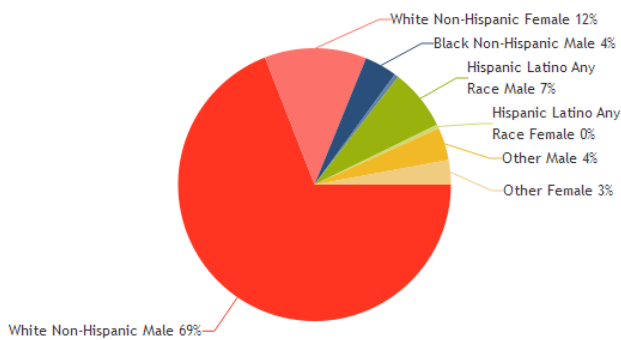
**Reaccreditation Year 1 Notes:**

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

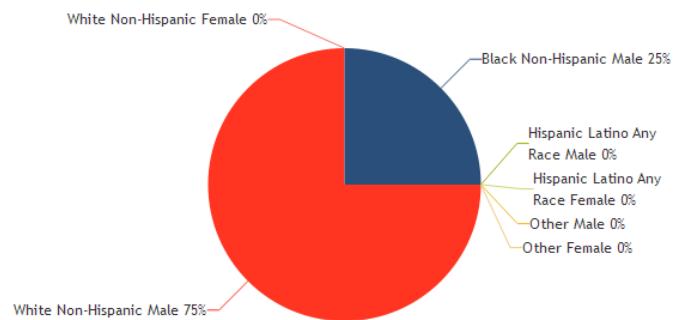
The goal of our hiring practice is to always hire a diverse workforce. With the current challenges of hiring and retaining applicants in law enforcement, this becomes even more difficult as the overall applicant pool has drastically decreased.

The agency competes with the metropolitan Boston area as well as all other New Hampshire law enforcement agencies with a very limited listing of candidates - many don't show for the physical agility examination. The area where most of candidates fail out of the process is at the background/polygraph phase.

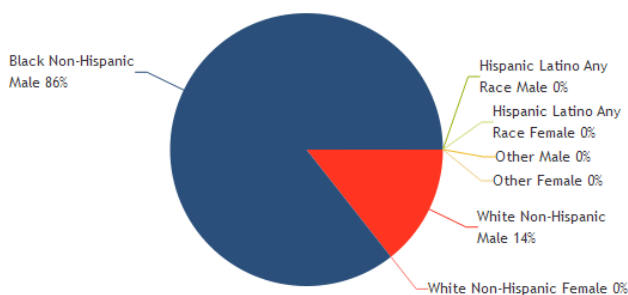
**Applications Received**



**Applicants Hired**



**Percent Hired**



**Percent of Workforce Population**

**Legend**

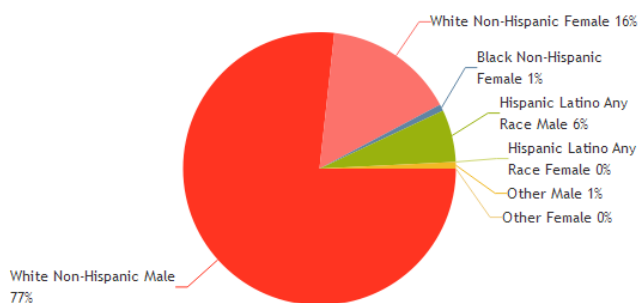
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

**Sworn Officer Selection - Reaccreditation Year 2**

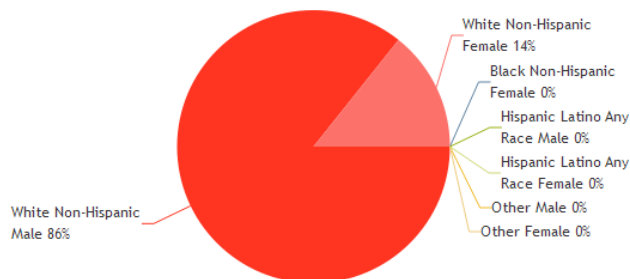
**Data Collection Period: 1/1/2019 - 12/31/2019**

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	99	20	0	1	8	0	1	0	129
Applicants Hired	6	1	0	0	0	0	0	0	7
Percent Hired	6%	5%	%	0%	0%	%	0%	%	N/A
Percent of Workforce Population	13%		0%		0%		0%		N/A

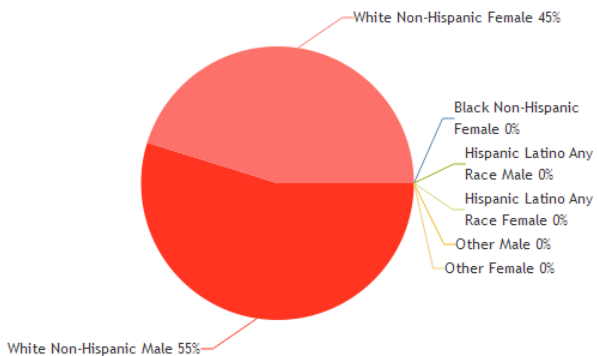
**Applications Received**



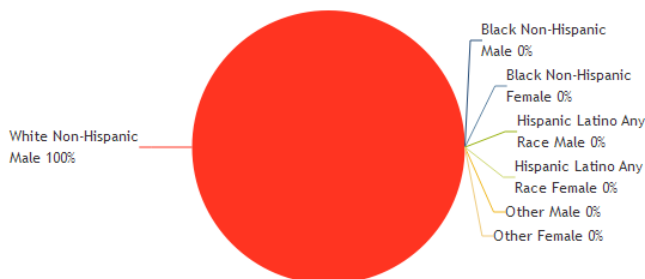
**Applicants Hired**



**Percent Hired**



**Percent of Workforce Population**



**Legend**

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

**Sworn Officer Selection - Reaccreditation Year 3**

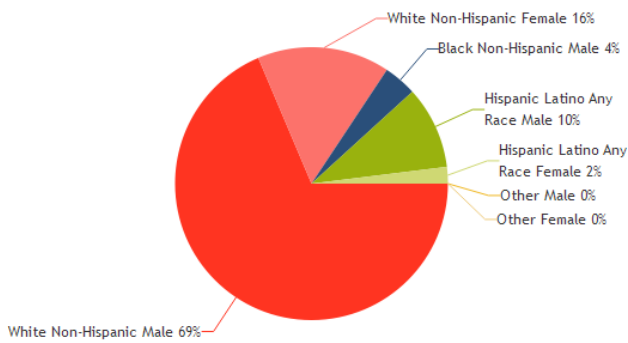
**Data Collection Period: 1/1/2021 - 12/31/2021**

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	35	8	2	0	5	1	0	0	51
Applicants Hired	5	3	0	0	0	0	0	0	8
Percent Hired	14%	38%	0%	0%	0%	0%	0%	0%	N/A
Percent of Workforce Population	10%		0%		0%		0%		N/A

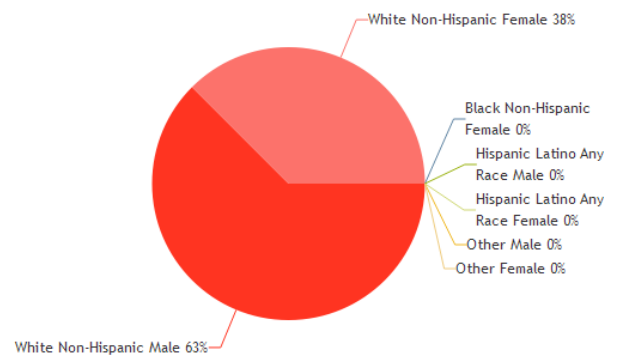
**Reaccreditation Year 3 Notes:**

In comparison to previous years, the Portsmouth Police Department has seen an increase in applications from the Hispanic Latino Community. We believe this could be attributed to a new Personnel and Training Lieutenant who did a great job advertising the department in more places including a flyer advertised in the Equal Opportunity Employment & Education Journal Fourth Quarter Edition. The PPD runs an extensive selection process and of the 51 candidates that applied only 8 were hired.

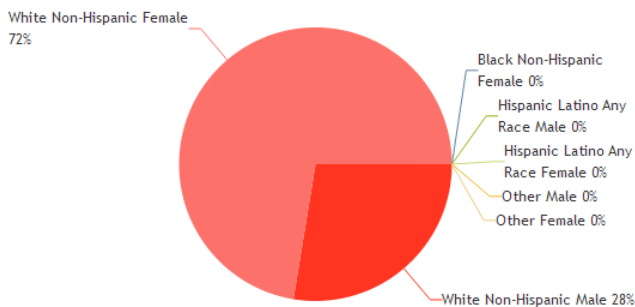
**Applications Received**



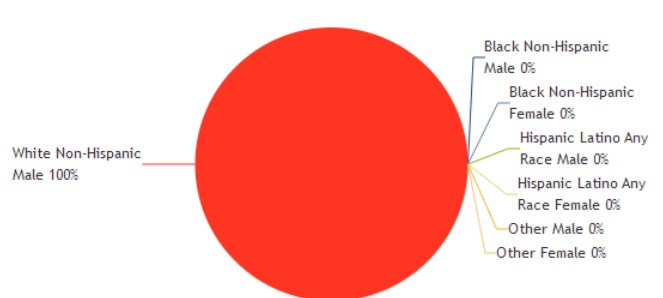
**Applicants Hired**



**Percent Hired**



**Percent of Workforce Population**



**Legend**

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



## Sworn Officer Promotions - Reaccreditation Year 1

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

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	6	1		1					8
Eligible After Testing	5	1		1					7
Promoted	2								2
Percent Promoted	33 %	0 %	%	0 %	%	%	%	%	N/A

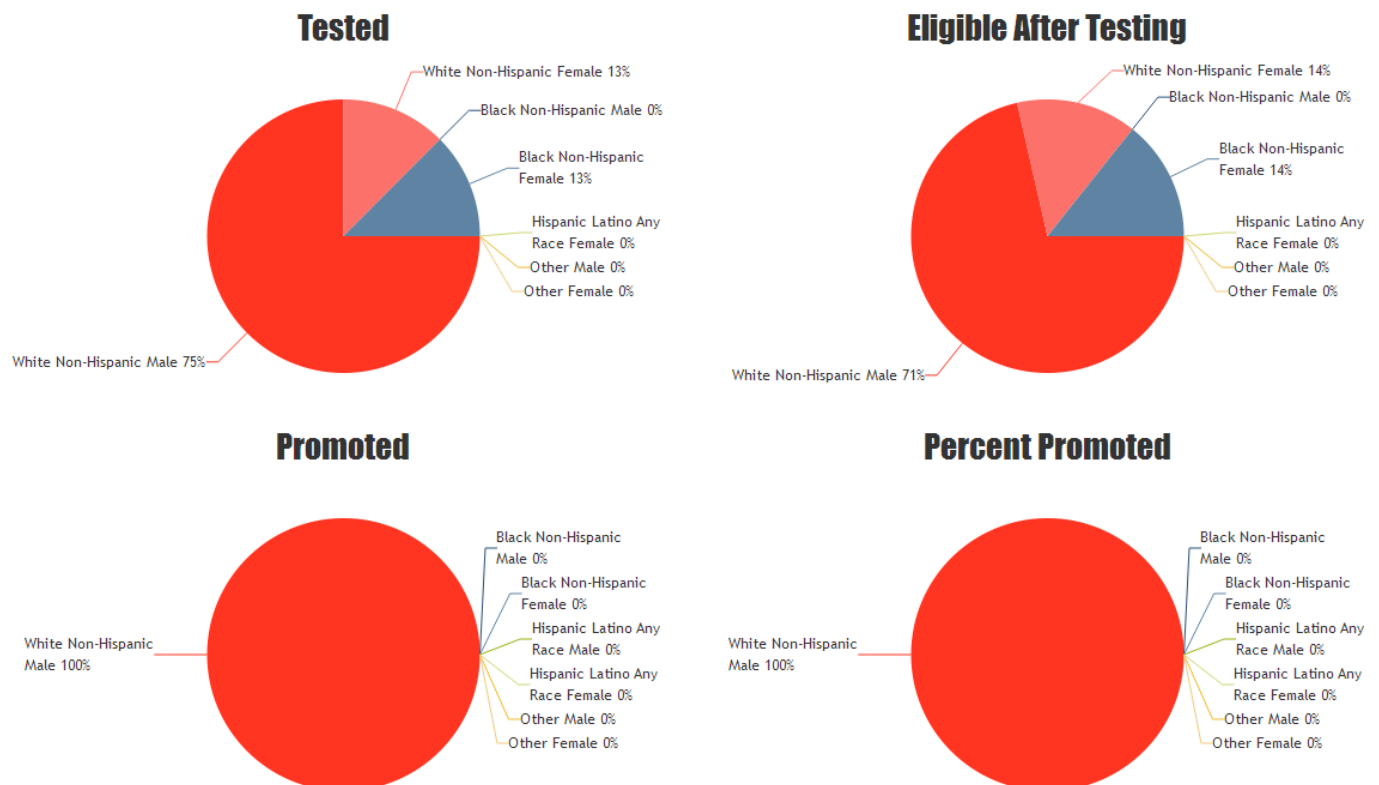
### Reaccreditation Year 1 Notes:

In early 2019, the Chief of Police initiated a reorganization of the department. This created two new Captain positions, thus triggering a promotional wave throughout the sworn ranks.

The above data reflects Sergeant promotions, as those are the only promotional process that involve a written test. On top of holding Sergeant promotions, we also held a promotion process for both Lieutenants and Captains positions. Lieutenants and Captains involve the completion of an assessment center.

Promotion to Lieutenant: 8 Sergeants participated in the assessment center. 2 participants were promoted - percent promoted: 25 % (All participants were White Non-Hispanic Males)

Promotion to Captain: 4 Lieutenants participated in the assessment center. 2 participants were promoted - percent promoted: 50% (All participants were White Non-Hispanic Males)



### 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

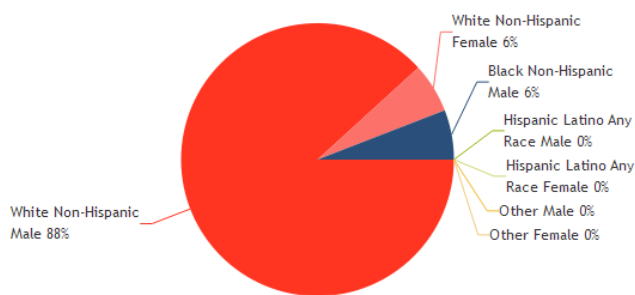
Data Collection Period: 1/1/2018 - 12/4/2018

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	15	1	1	0	0	0	0	0	17
Eligible After Testing	7	1	1	0	0	0	0	0	9
Promoted	6	0	1	0	0	0	0	0	7
Percent Promoted	40 %	0 %	100 %	%	%	%	%	%	N/A

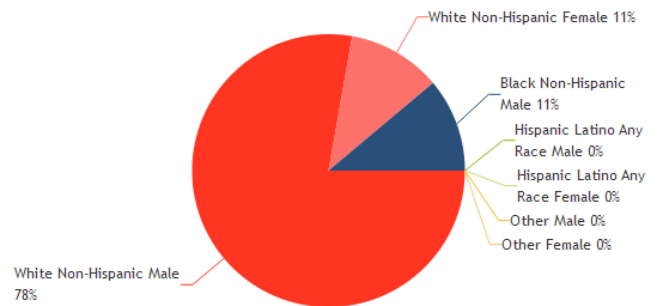
### Reaccreditation Year 2 Notes:

The agency's Captain and Lieutenant promotion process dose not require a test. Only the Detective and Sergeants promotion process require a passing test for eligibility.

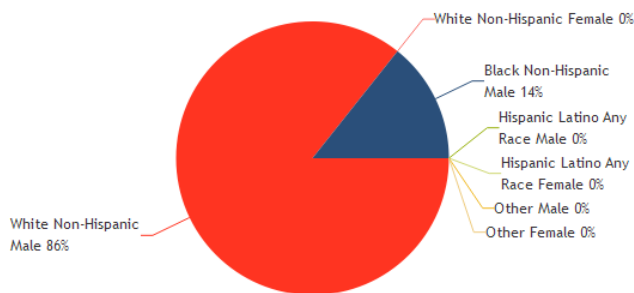
**Tested**



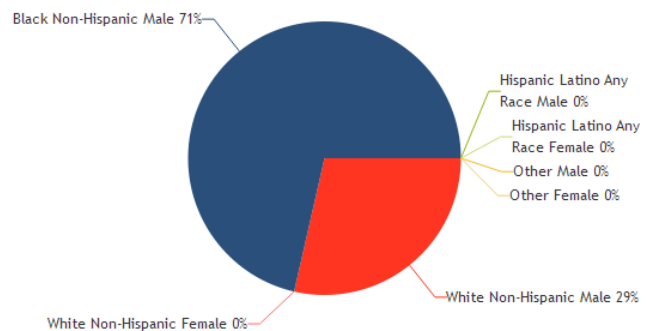
**Eligible After Testing**



**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

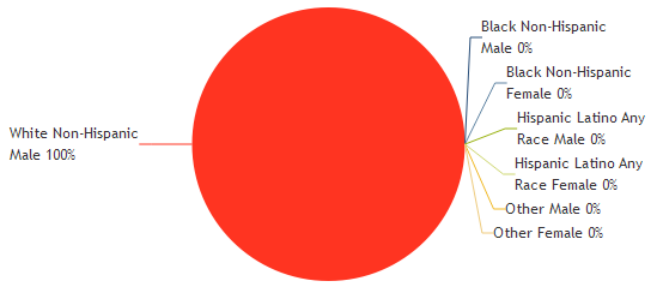
Data Collection Period: 1/1/2021 - 12/4/2021

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	13	0	0	0	0	0	0	0	13
Eligible After Testing	12	0	0	0	0	0	0	0	12
Promoted	9	0	0	0	0	0	0	0	9
Percent Promoted	69 %	%	%	%	%	%	%	%	N/A

### Reaccreditation Year 3 Notes:

After the 2021 testing, 6 Officers were promoted, 3 to Detective in 2021, and 3 Sergeants were promoted in 2022 based on the 2021 test. 3 Supervisors were promoted to higher ranks and only an oral board process was done for those. In total there were 9 promotions.

**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	

