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POLICE DEPARTMENT

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To: PSAB
From: Bradley C. Osgood, Chief of Police
Subject: 2024 Supplemental Annual Report
Date: April 24, 2024

Organization:

The Concord Police Department consists of a Chief of Police and as many sworn and non-sworn members as may be necessary to accomplish the police department mission. Additions to staffing, both sworn and non-sworn positions, is at the discretion and authority of the elected Mayor and members of the City Council upon recommendation from the City Manager and Chief of Police. The Concord Police Department is organized into an Office of the Chief of Police and three functional Bureaus.

Bureau of Field Operations: The Director of the Bureau of Field Operations is a Deputy Chief who is responsible to the Chief of Police for the efficient and effective operation of services and programs provided by the Patrol Division and Communications Unit (Police Dispatch).

Bureau of Support Services: The Director of the Bureau of Support Services is a Deputy Chief who is responsible to the Chief of Police for the efficient and effective operation of the services and programs provided by the Community Services Division (Community Resources Unit, Domestic Violence Unit, Traffic Enforcement Unit, Police Social Worker Unit) and the Criminal Investigations Division (Criminal Investigations Unit, Youth Services Unit, Drug Enforcement Unit, Computer Crimes Unit, Property/Evidence Unit, Problem Oriented Policing Unit).

Bureau of Administration: The Director of the Bureau of Administration is a Deputy Chief who is responsible to the Chief of Police for the efficient and effective operation of the services and programs provided by the Parking Division, Fiscal Support Unit, Records Unit and Professional Development Unit.

“Community Committed”

Staffing:

The Concord Police Department is authorized to have a staff consisting of 90 sworn officers, 25 full-time non-sworn support staff, and 3.2 part-time non-sworn support staff. In addition, the department utilizes temporary (per diem) staff to support operations when necessary. (Currently we have two temporary employees assigned to the Communications Unit and two assigned to the Records Unit).

Staffing vacancies:

Sworn officers: 14 vacancies that include (12) police officers, (1) Police Lieutenant, and (1) Police Sergeant. In addition, there are (4) sworn officers currently on leave (e.g., long term Military Leave, Injury Leave).

Non-sworn staff: (1) Police Dispatcher, (2) Parking Enforcement Officers, (1) Property/Evidence Tech. – 20 hrs., and (1) Admin. Tech. – 24 hrs.

Recruitment of new employees remains a highest priority and will be for the foreseeable future. Retention of our workforce is always a high priority and can be accomplished by staying competitive in the labor market and providing our staff with training, opportunity and the physical resources needed to perform their work. When analyzing the data for the past 35 years the number one reason that sworn officers leave the police department is retirement.

FY26 Department Goals:

- 1) Implement strategies to fully staff all sworn and non-sworn positions. Continue to develop and implement strategies to expand training opportunities for department staff.
- 2) Continue efforts to work collaboratively with community stakeholders to address and manage individuals in crisis related to mental health, addiction, and homelessness.
- 3) Continue efforts working with City Administration for the construction of a new Police Headquarters.
- 4) Continue efforts to improve communication and exchange of information with the public through social media in addition to direct interaction with the community, community groups, and businesses.
- 5) Continue to implement strategies to augment the Department's efforts in combatting crime with particular attention to serious public safety matters that disrupt communities such as illicit drug dealing and use, crimes against persons, crimes against property, and hazardous motor vehicle operation. Coordinate departmental efforts in response to these challenges and to work collaboratively with community stakeholders, as well as federal, state, and local law

enforcement organizations to enhance public safety.

New Programming Requests for FY26:

- 1) First Responder Wellness Consultation Program: a program that would require all sworn officers and police dispatchers to have an annual mental health/wellness consultation with a clinician specializing in the area of public safety.
- 2) Addition of a third Police Social Worker: the police social worker program has been an enormous success for the department and the community.
- 3) Recruitment Video: work with a professional business to produce a long and short version recruitment video for use on social media and other functions such as job fairs.
- 4) Re-establish a Police Patrol K9 program: the department has been awarded a grant that will go a long way in getting this program running.
- 5) Additional Training Funding: calendar year 2025 brings with it a requirement that all sworn officers receive an additional eight hours of in-service training; add another Police Mountain Bike instructor.
- 6) New software programs: the department is looking to replace its “pen and paper” 16-week field training program with modern day computer software. Secondly, the department seeks to obtain software to document, manage, and review officers’ on-duty actions such as use of force, accidents, loss or damaged equipment, and more; software to manage a Bicycle Registration program.
- 7) New equipment: replace aging lights and optics for pistol and rifles; add additional traffic safety cones for patrol, special events and training; new DOT approved motorcycle helmets; add E-Bike(s) to our Mountain Bike Unit; establish a drone program.

Capital Improvement Program Requests FY26:

- 1) New Police Headquarters
- 2) Replace RMS/CAD system
- 3) Police Cruiser Replacement

Overall, and despite staff shortages, the Concord Police Department had a very successful year delivering police services to the community. The Command Staff thanks and is proud of all department members for their professionalism, hard work, and dedication to the law enforcement profession and the Concord community.

CONCORD POLICE DEPARTMENT 2024 ANNUAL CRIME REPORT



CHIEF OF POLICE
BRADLEY C. OSGOOD

DEPUTY CHIEF OF ADMINISTRATION
STEVEN R. SMAGULA

DEPUTY CHIEF OF FIELD OPERATIONS
BARRETT J. MOULTON

DEPUTY CHIEF OF SUPPORT SERVICES
JOHN G. THOMAS

2023 ANNUAL CRIME REPORT

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MISSION STATEMENT

The mission of the Concord Police Department is to protect life and property, maintain order, and attempt to resolve the community's needs by coordinating the required resources.



VISION STATEMENT

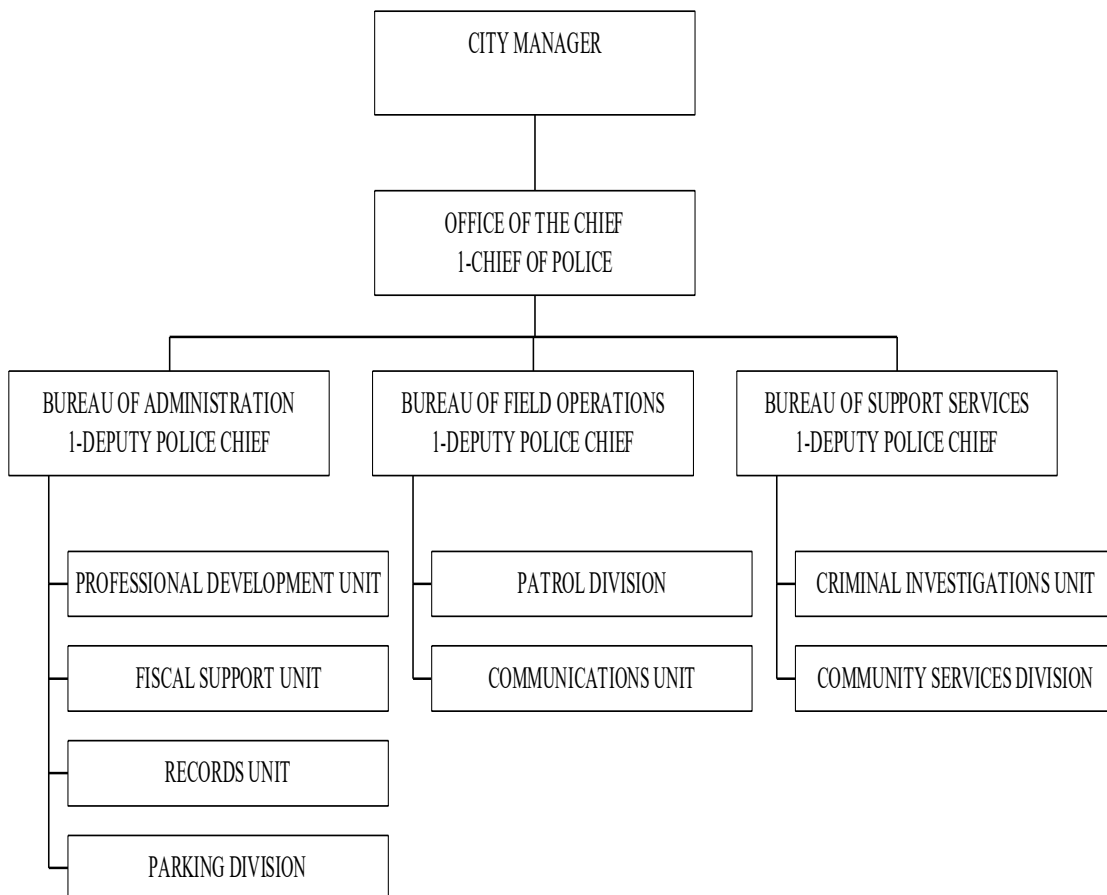
The success of the Concord Police Department is dependent on a shared vision. In order to create an environment in which our employees are proud to work, it is vital that we encourage open communication, individual responsibility, cooperation, and respect among the various divisions within the department.

- Through this positive interaction we will uphold and promote the essence of Esprit De Corps.
- We will strive to be a highly regarded professional organization.
- We will forge a partnership with the community through trust, honesty, and integrity.
- We will respect the rights and dignity of all individuals.

Through a process of continuous improvement we will plan for a future enhanced by technology, education and training, remaining open to new ideas and concepts in law enforcement.



2024 CONCORD POLICE DEPARTMENT ORGANIZATIONAL CHART



2024 CONCORD POLICE DEPARTMENT

OVERVIEW

The Concord Police Department had an authorized strength of 90 sworn officers from the rank of Chief of Police through the newest Police Officer. Additionally, the Department is staffed with 25 non-sworn full-time positions (Administrative Support Staff, Police Dispatchers, Police Social Workers and Parking Staff), and 3.2 (FTE) non-sworn part-time support staff.

The sworn staff consists of 1 Chief of Police, 3 Deputy Chiefs, 8 Lieutenants, 9 Sergeants, and 69 Police Officers. The Department is organized into three Bureaus; Administration, Support Services, and Field Operations and each Division and Unit within the Bureau is staffed with sworn and non-sworn personnel.

When fully staffed, the Criminal Investigations Division consists of 27 sworn members (Detectives and Supervisors) as well as 1 full-time and 2 part-time civilian support staff. These staff members are assigned in 4 Units within the Division: Youth Services Unit (includes School Resource Officers), Criminal Investigations Unit, Computer Crimes Unit, and Drug Enforcement Unit.

When fully staffed, the Community Services Division consists of 6 sworn members (Police Officers and Supervisors) and 2 full-time Police Social Workers. Staff members are assigned to the Community Resource Unit, Traffic Unit, and Domestic Violence Unit.

When fully staffed, the Police Communications Unit (Dispatch) is staffed by 1 Supervisor and 7 Dispatchers and the uniformed Patrol Division is staffed with 56 sworn members (46 Police Officers and 10 Supervisors).

The Department has a variety of specialized resources including: Accident Reconstruction Unit, Motorcycle Unit, Police Mountain Bike Unit, Domestic Violence Unit, Computer Crimes Unit, Polygraph Unit, Traffic Enforcement Unit, ATV Unit, Evidence Technicians, Honor Guard Unit, Professional Development Unit, and a Patrol Rifle Program. Additionally, the Department is a primary stakeholder in the Central New Hampshire Special Operations Unit, which provides tactical assets and assistance to its member communities and throughout the State, as requested for backup and mutual aid.

CALLS FOR SERVICE

Figure 1 displays the annual calls for service volume from 2020—2024.

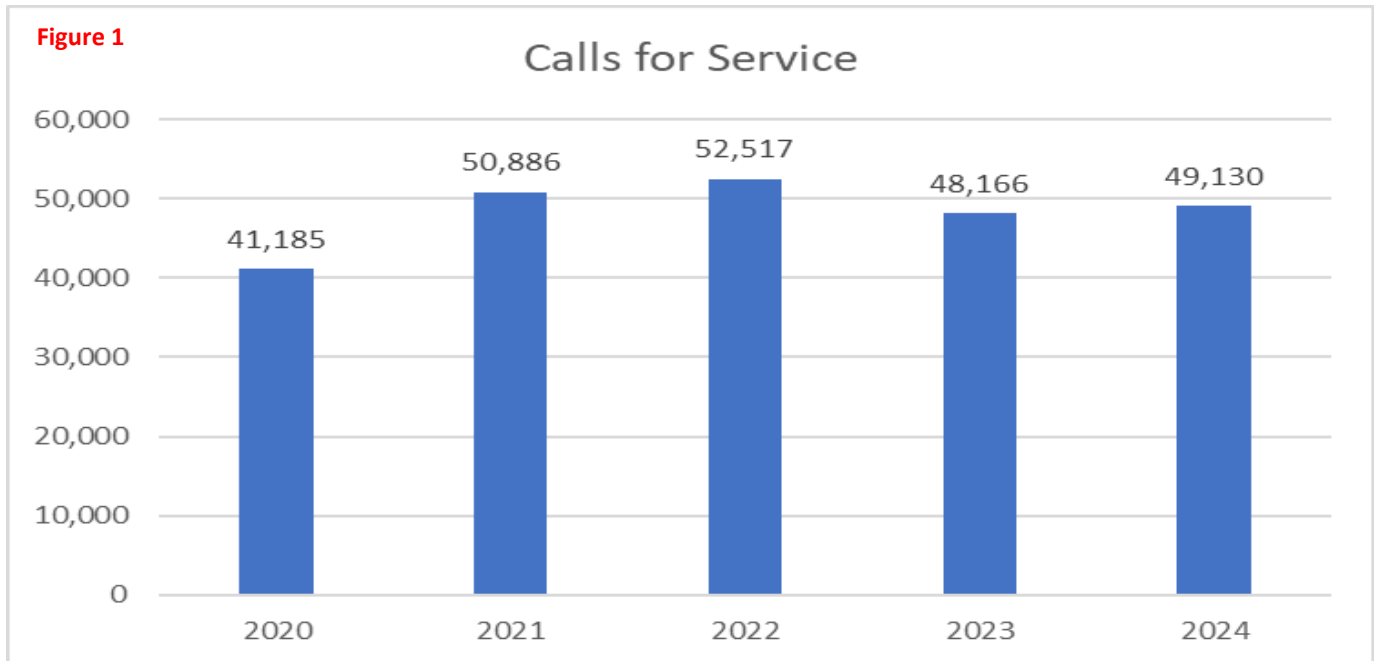
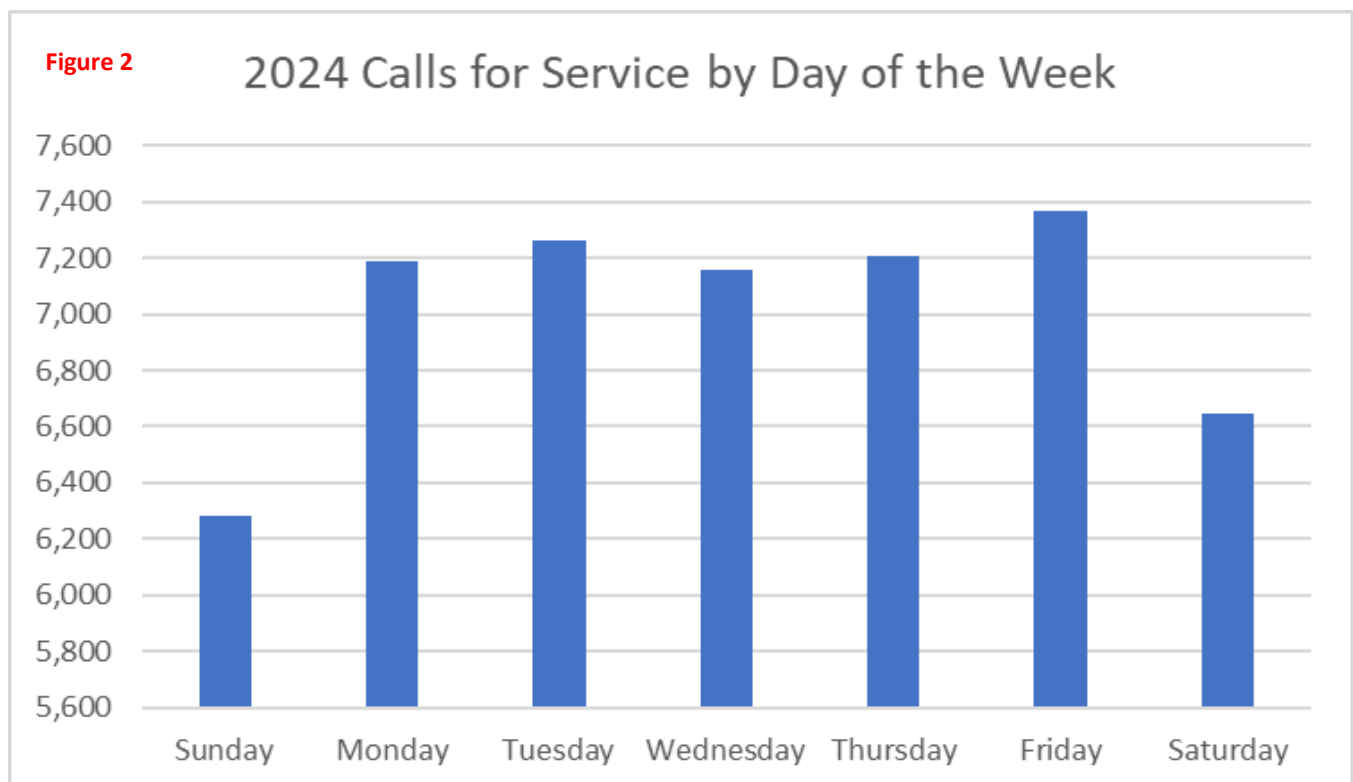


Figure 2 displays the 2024 calls for service by day of the week.



CALLS FOR SERVICE (cont.)

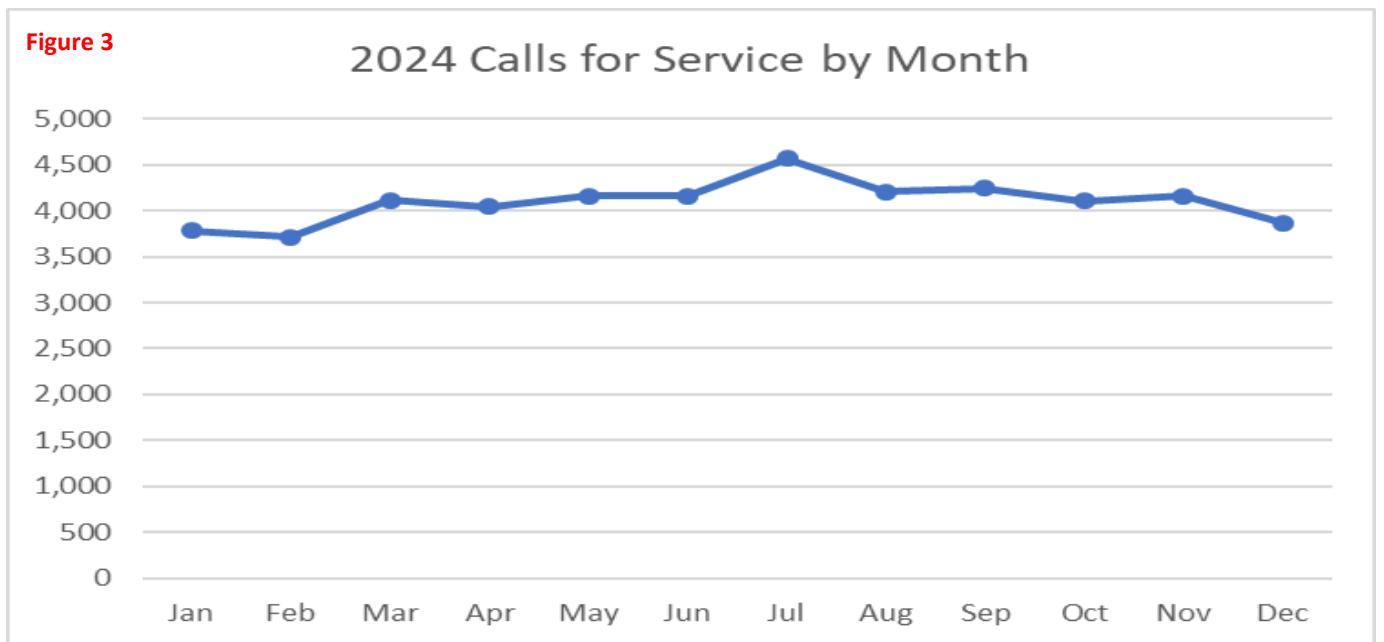


Figure 3 displays the 2024 call for service volume by calendar month.

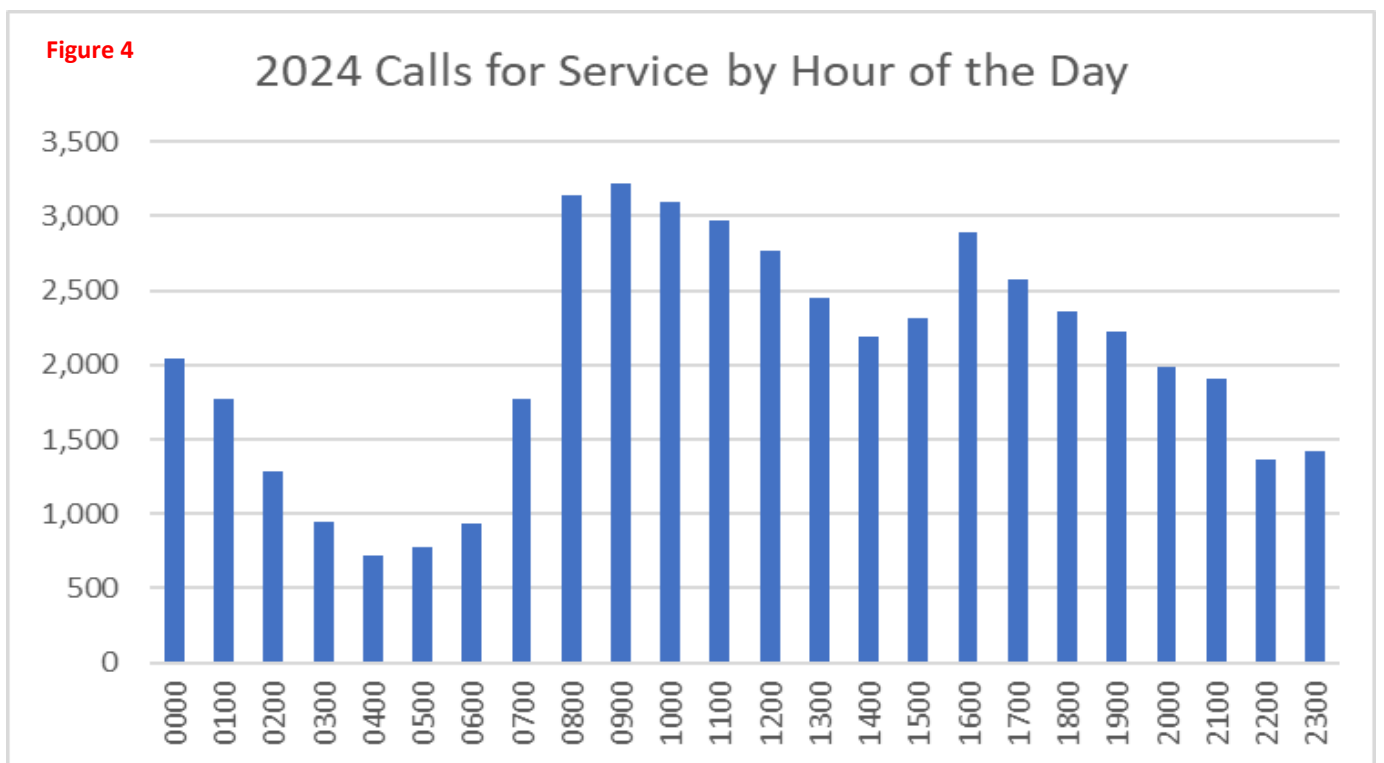


Figure 4 displays the 2024 calls for service volume by Hour of the Day.

Mental Health Calls for Service

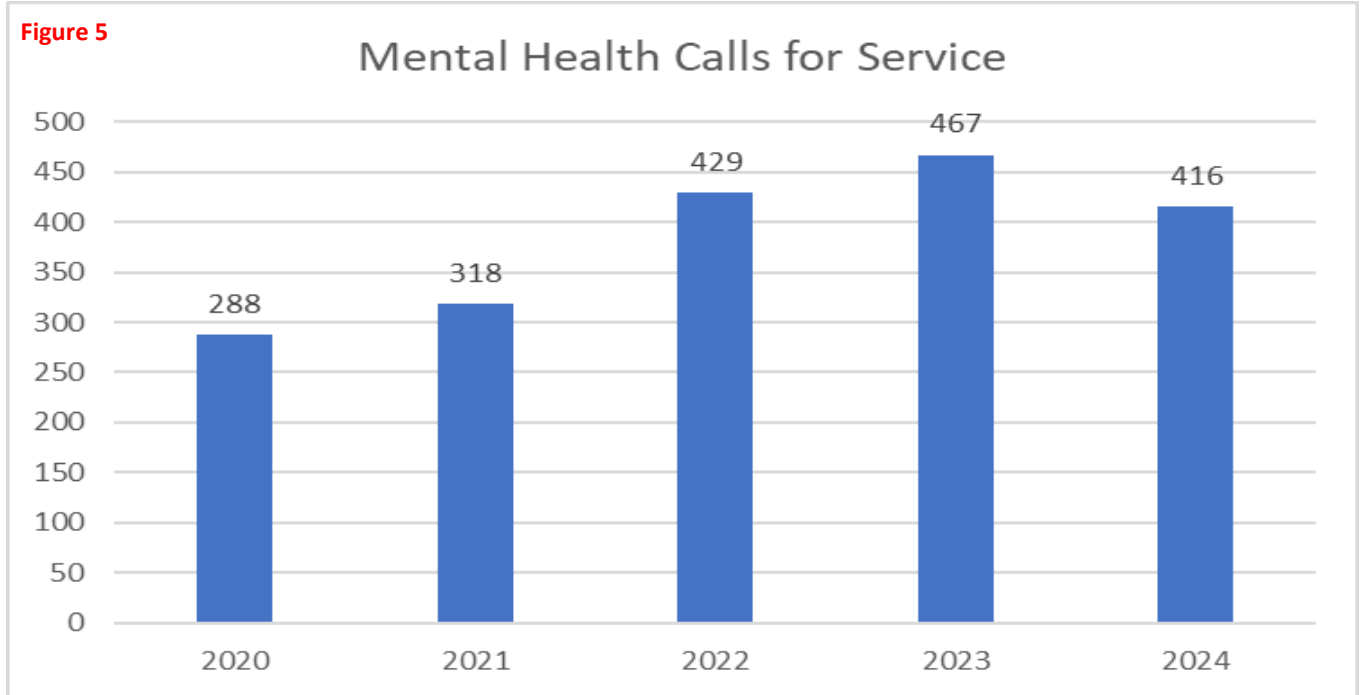


Figure 5 displays the annual Mental Health Calls for Service between 2020—2024.

Traffic Enforcement and Traffic Accidents

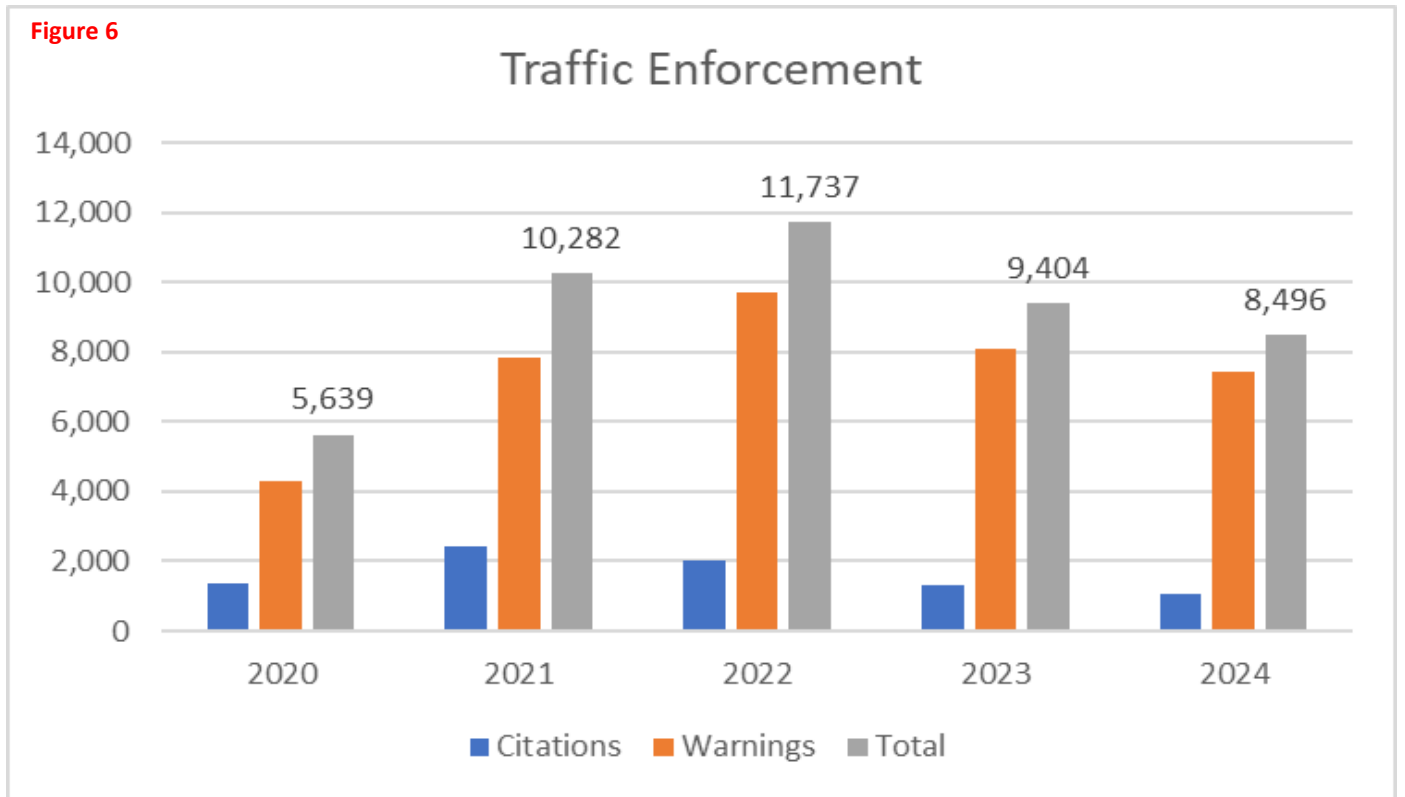


Figure 6 displays the annual traffic enforcement data from 2020—2024.

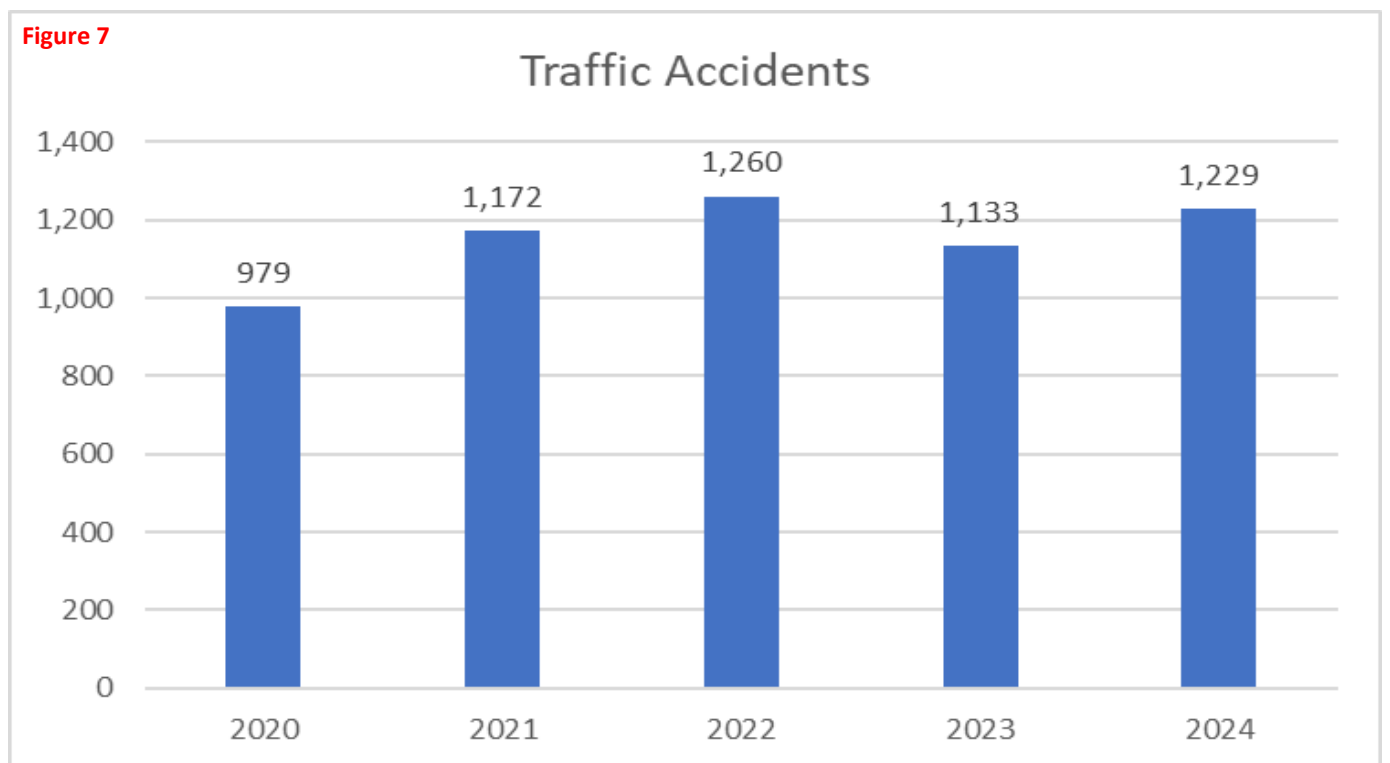


Figure 7 displays State of NH reportable traffic accidents from 2020—2024.

Offenses Reported

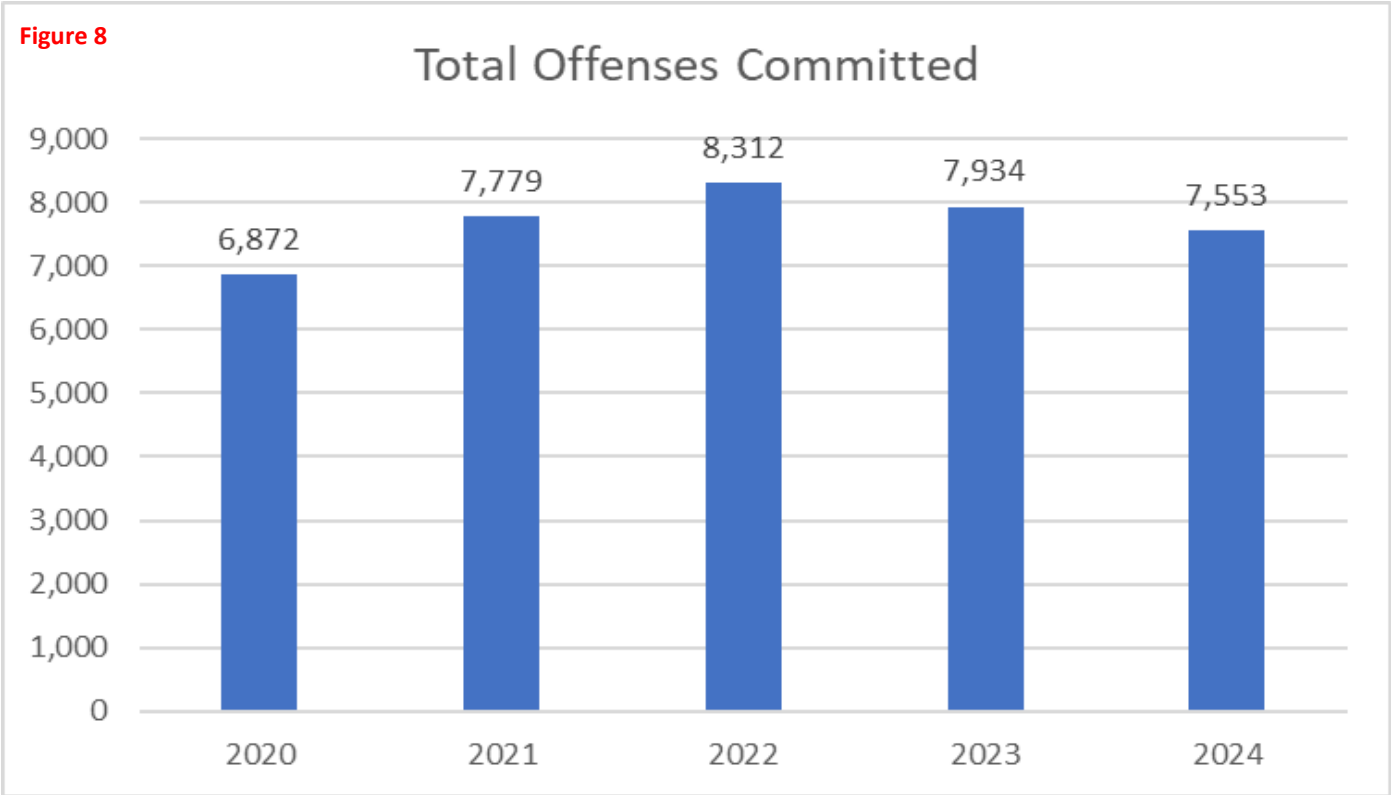


Figure 8 displays the annual offenses committed from 2020—2024.

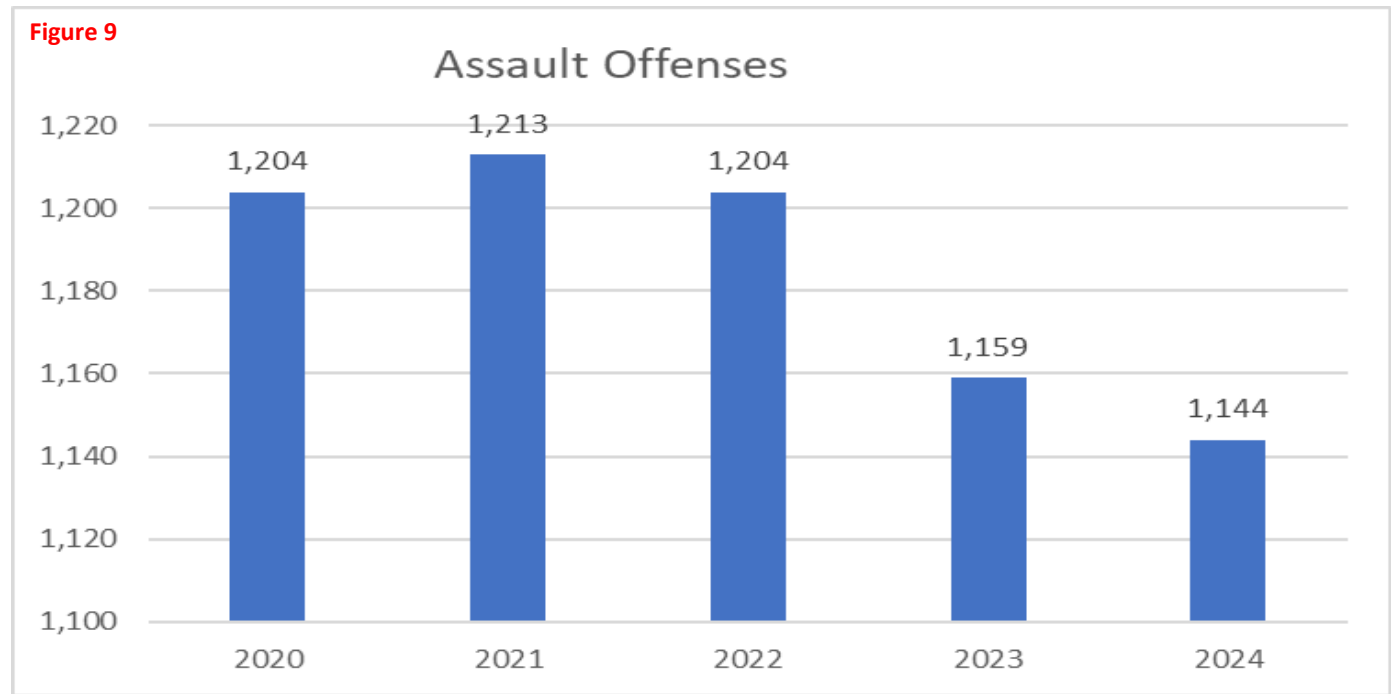


Figure 9 displays Assault Offenses committed from 2020—2024 .

Offenses Reported (cont.)

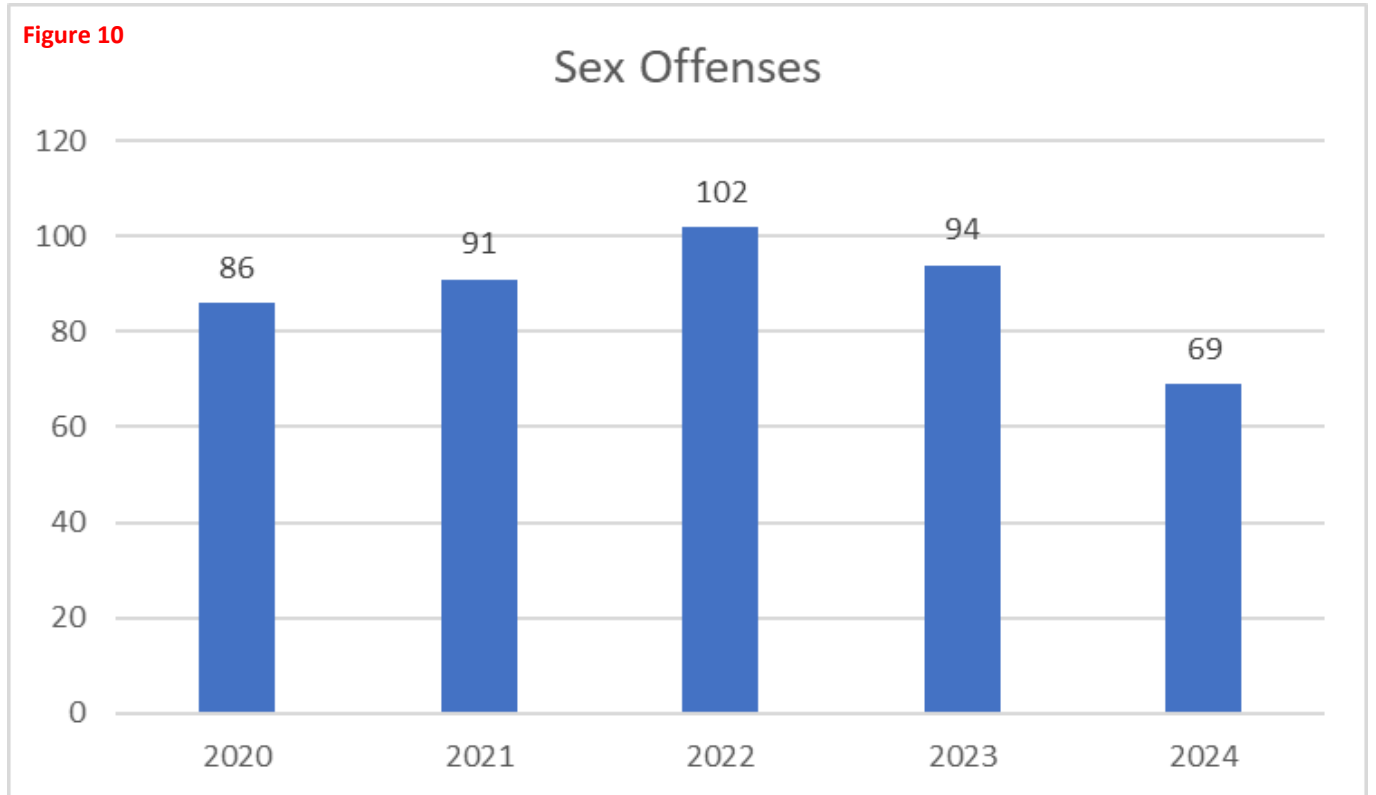


Figure 10 displays the annual Sex Offenses committed from 2020—2024.

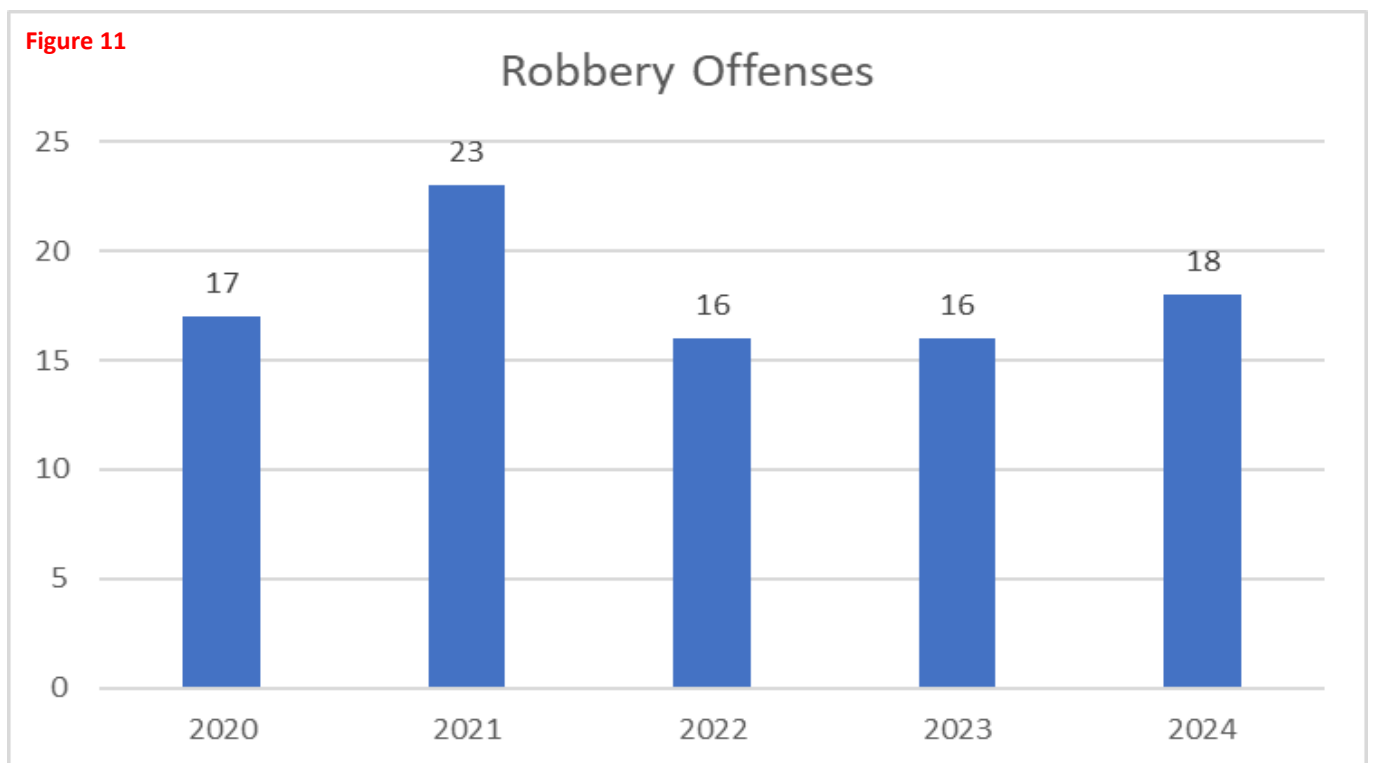


Figure 11 displays the annual Robbery Offenses committed from 2020—2024.

Offenses Reported (cont.)

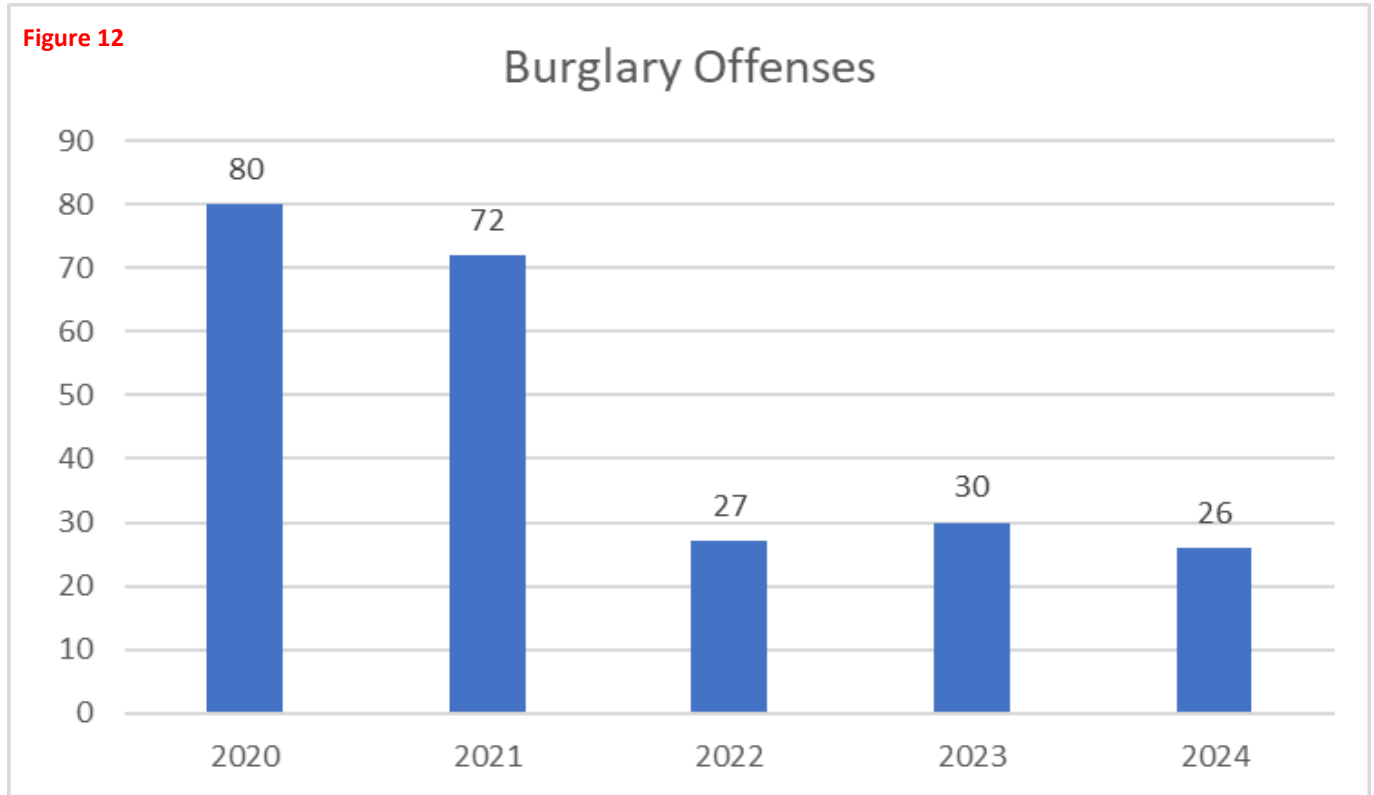


Figure 12 displays the annual Burglary Offenses committed from 2020—2024 .

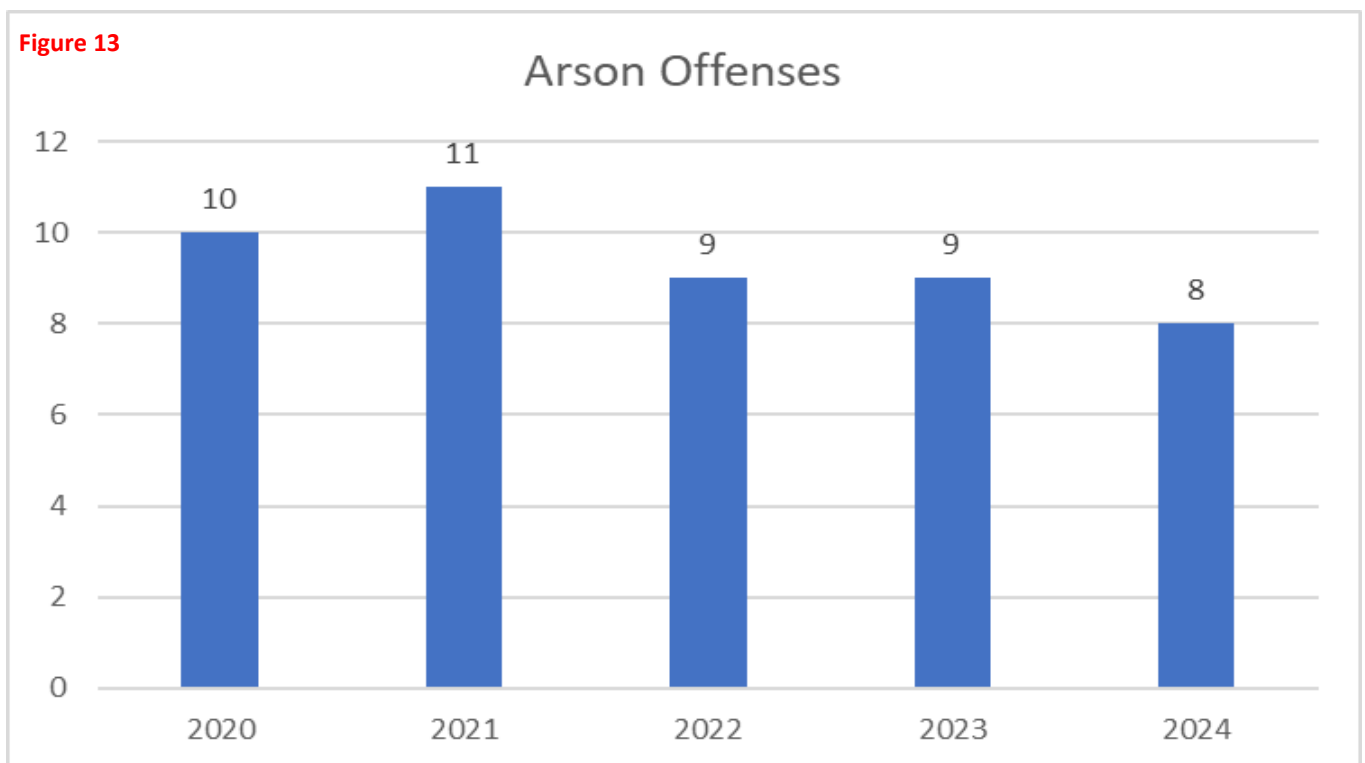


Figure 13 displays the annual Arson Offenses committed from 2020—2024.

Offenses Reported (cont.)

Figure 14

Motor Vehicle Theft Offenses

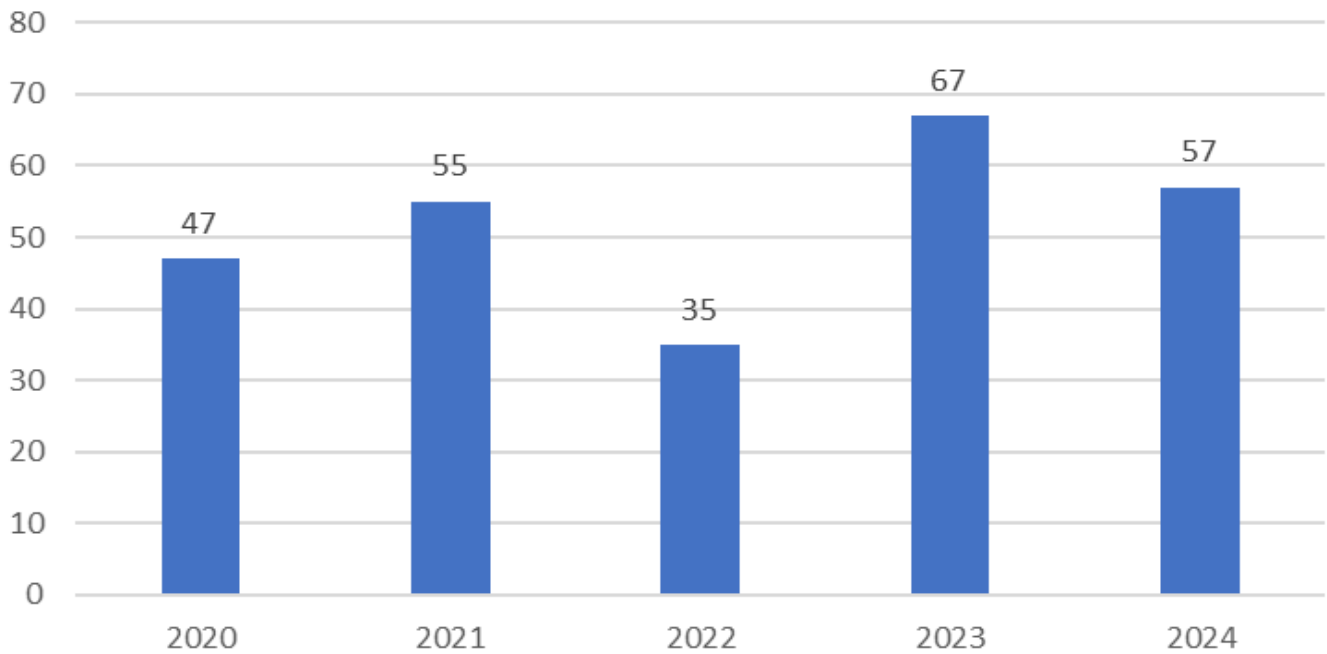


Figure 14 displays the annual MV Theft Offenses committed from 2020—2024.

Figure 15

Larceny/Theft Offenses

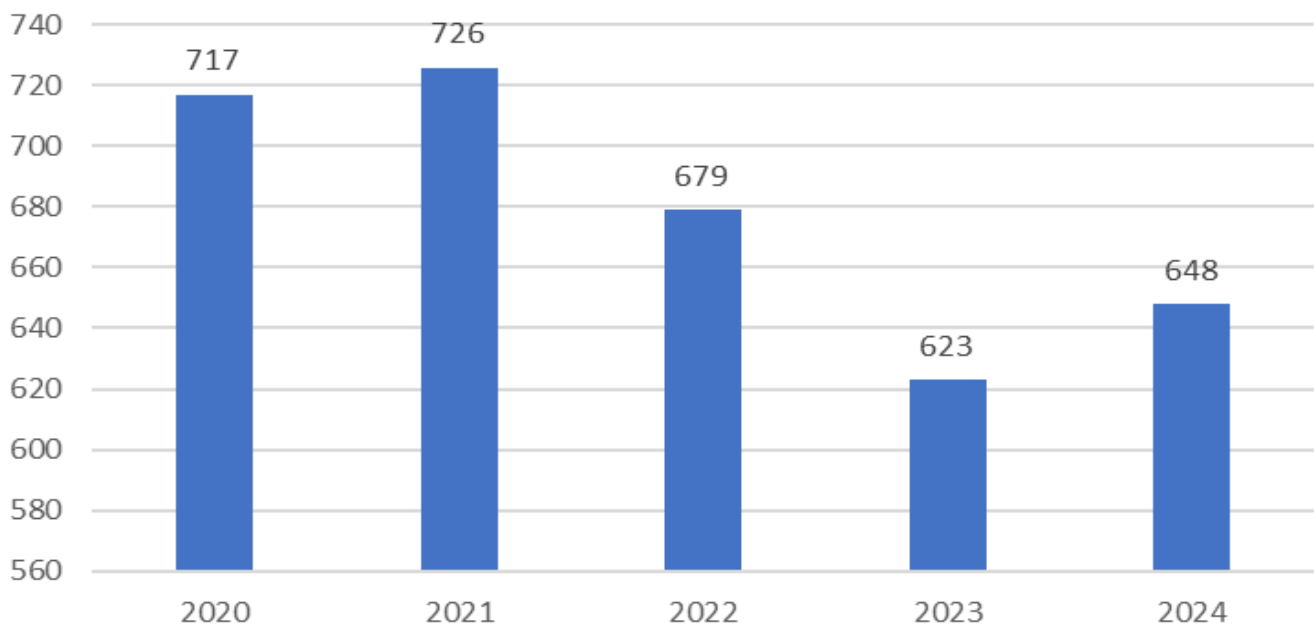


Figure 15 displays the annual Theft Offenses committed from 2020—2024.

Offenses Reported (cont.)

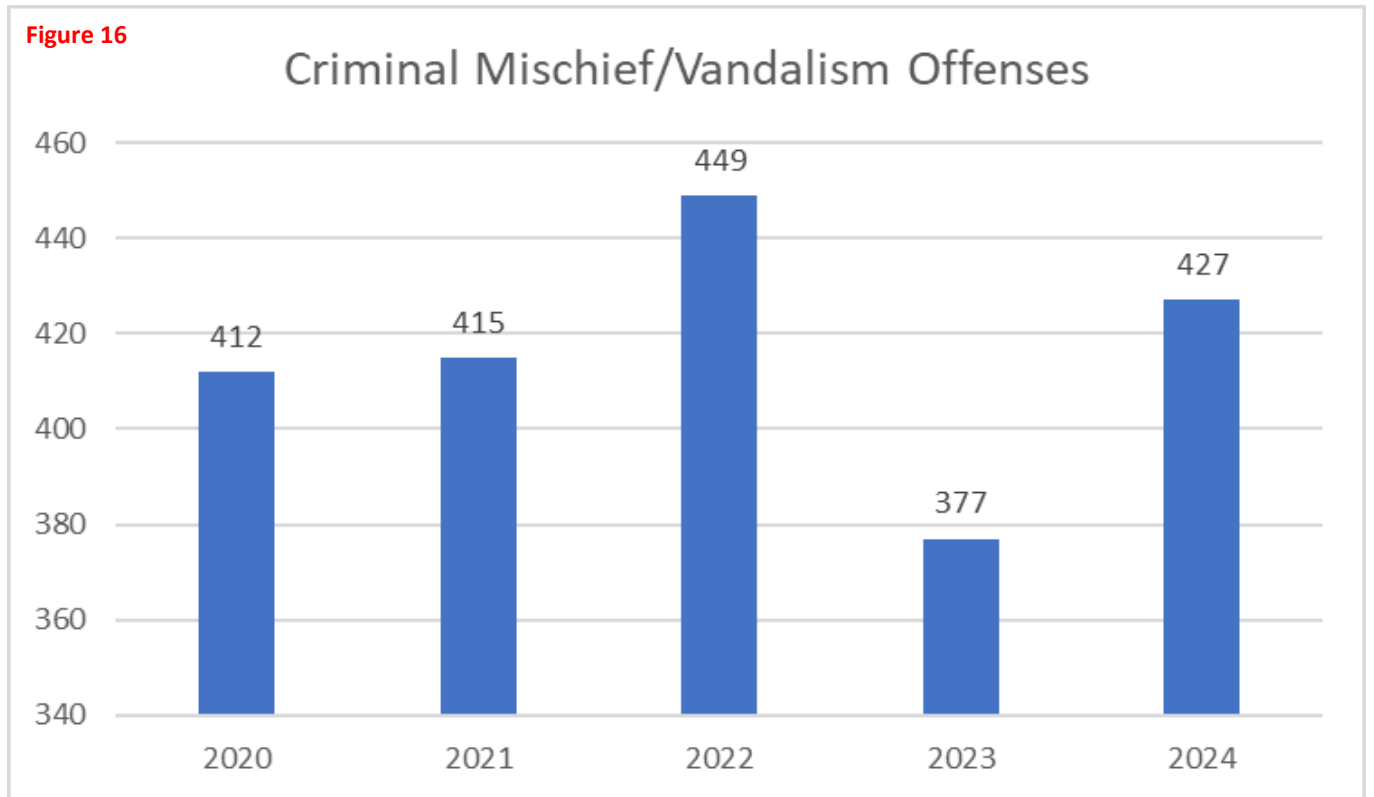


Figure 16 displays the annual Crim. Mischief Offenses committed from 2020—2024.

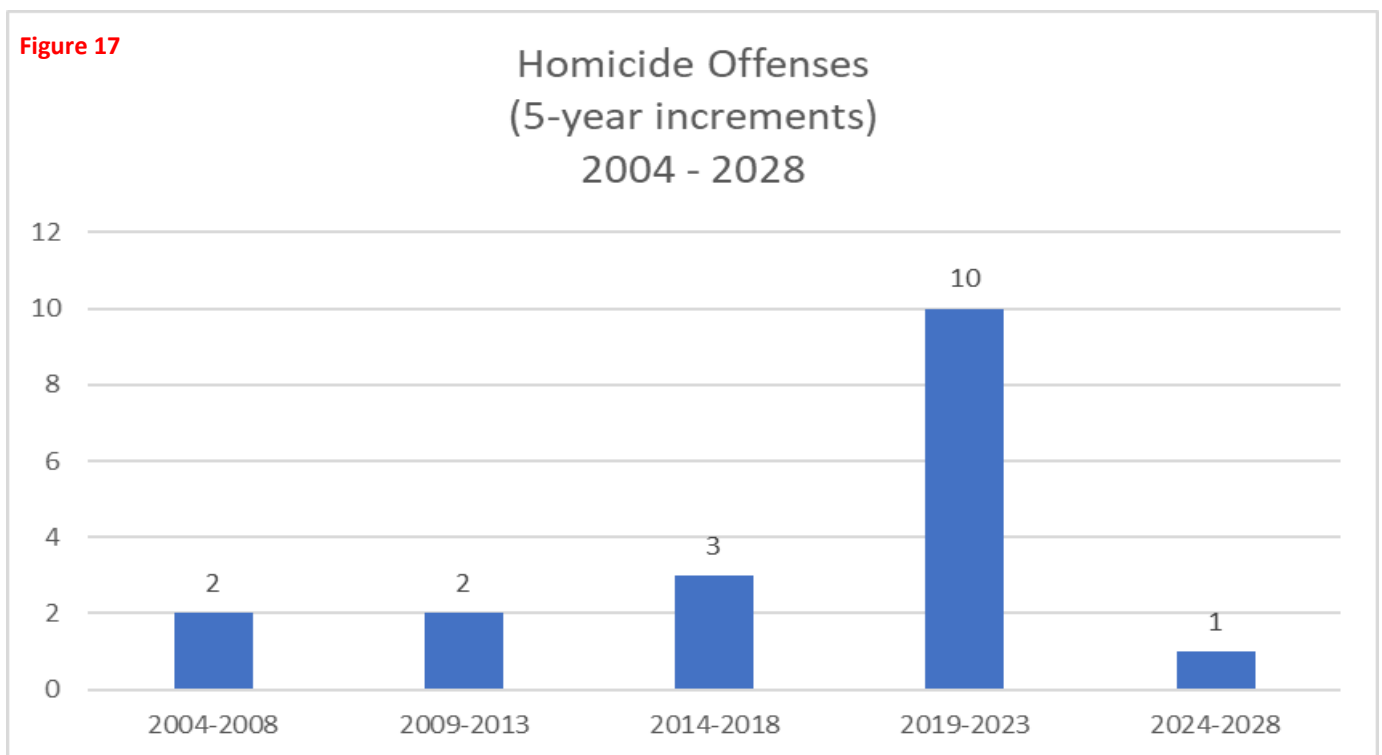


Figure 17 displays Homicide Offenses between 2004—2028.

Offenses Reported (cont.)

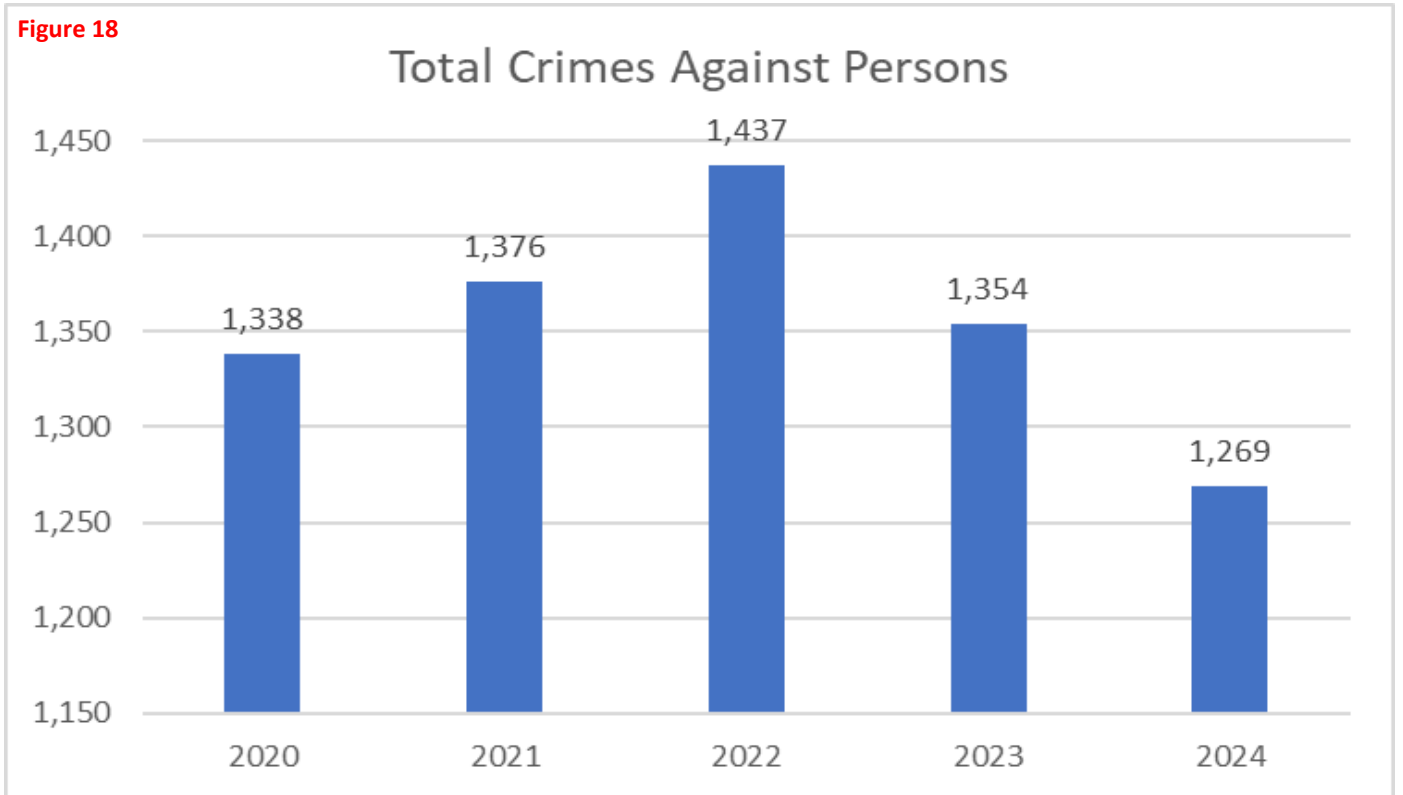


Figure 18 displays the annual Crimes Against Persons committed between 2020–2024. Crimes Against Persons include: Homicide Offenses, Assault Offenses, Criminal Threatening, Kidnapping, and Sex Offenses.

Offenses Reported (cont.)

Figure 19

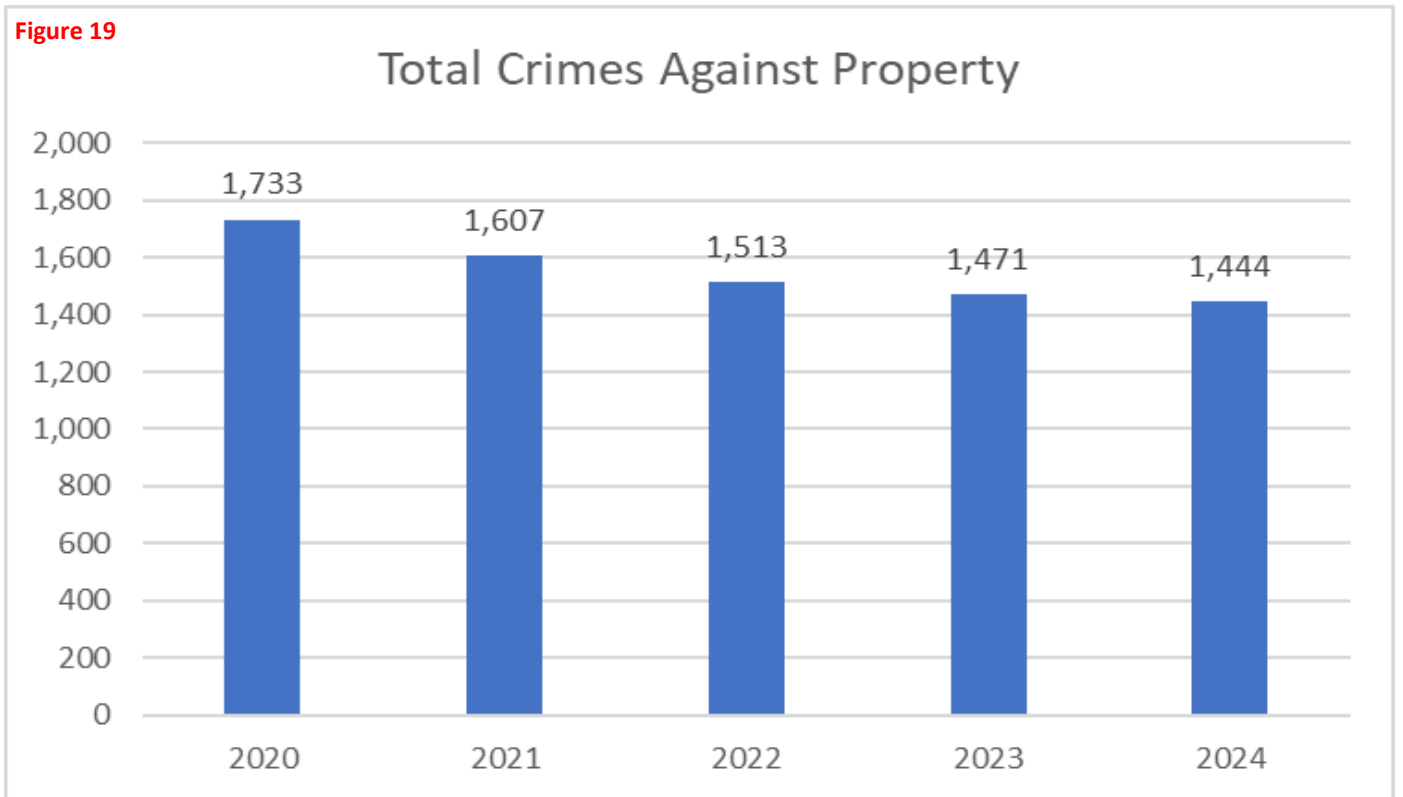


Figure 19 displays the annual Crimes Against Property committed between 2020–2024. Crimes Against Property include: Arson, Robbery, Criminal Mischief, Larceny/Theft Offenses, and Counterfeit/Forgery/Fraud Offenses.

Offenses Reported (cont.)

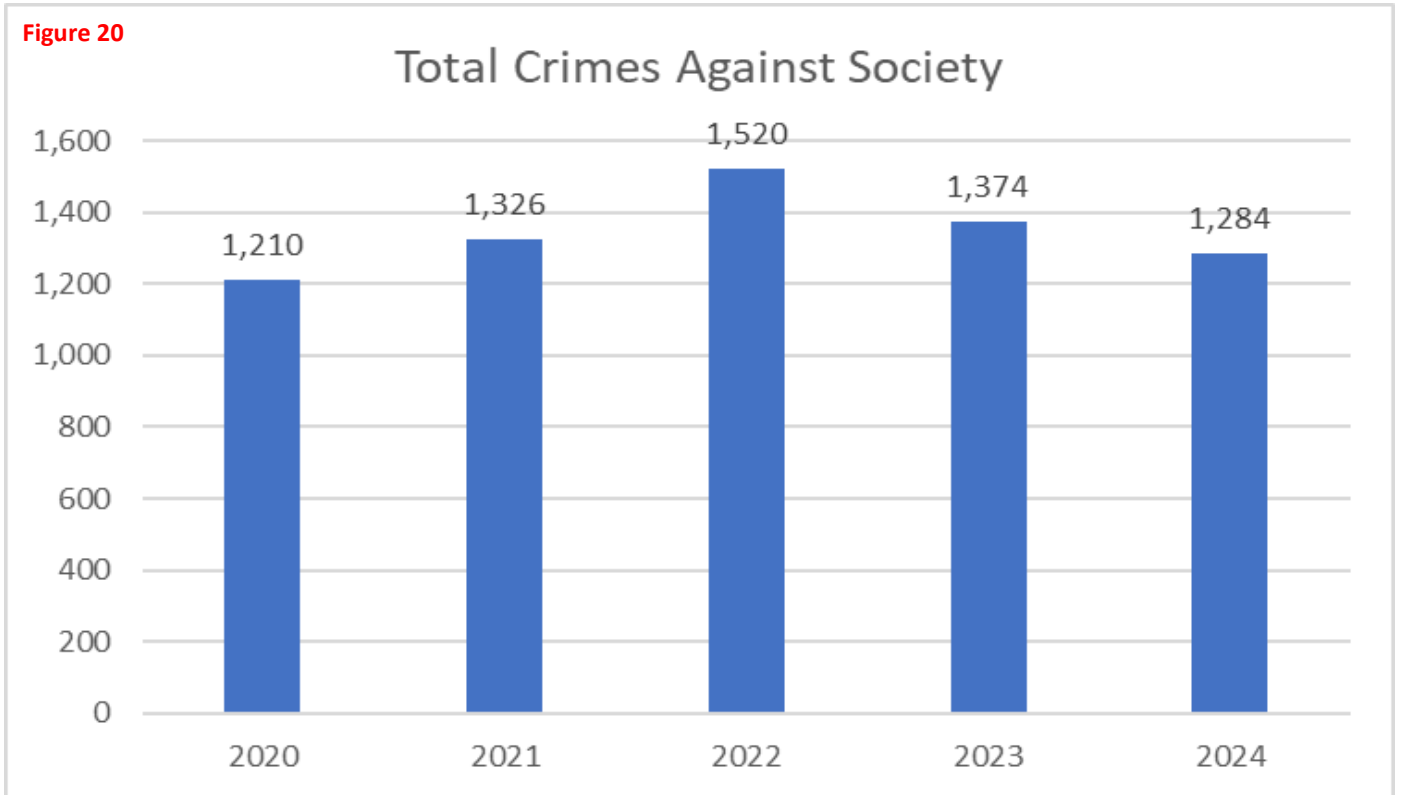


Figure 20 displays the annual Crimes Against Society committed between 2020–2024. Crimes Against Society include: Drug Offenses, Drunkenness, Driving Under the Influence, Criminal Trespass, Weapons Offenses, Disorderly Conduct, and Liquor Law Violations.

Overdose Calls for Service

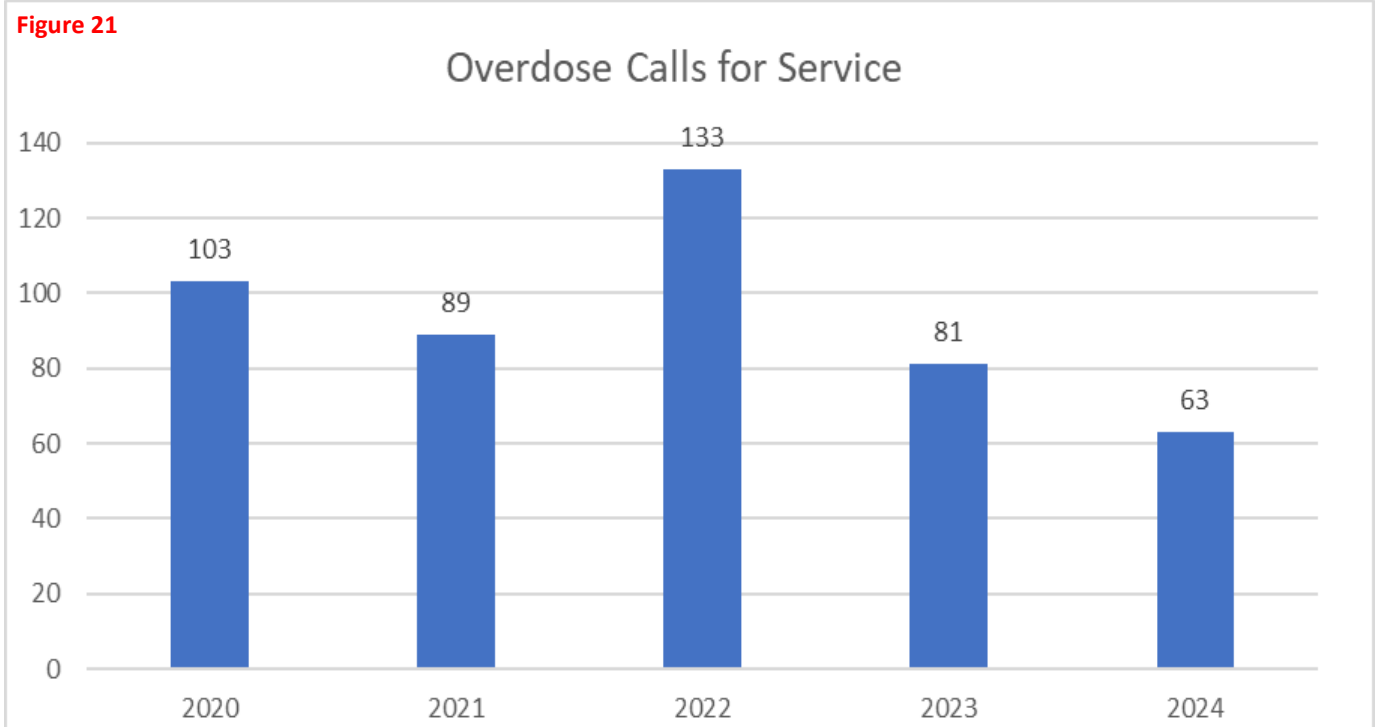


Figure 21 displays the annual Overdose Calls for Service between 2020—2024.

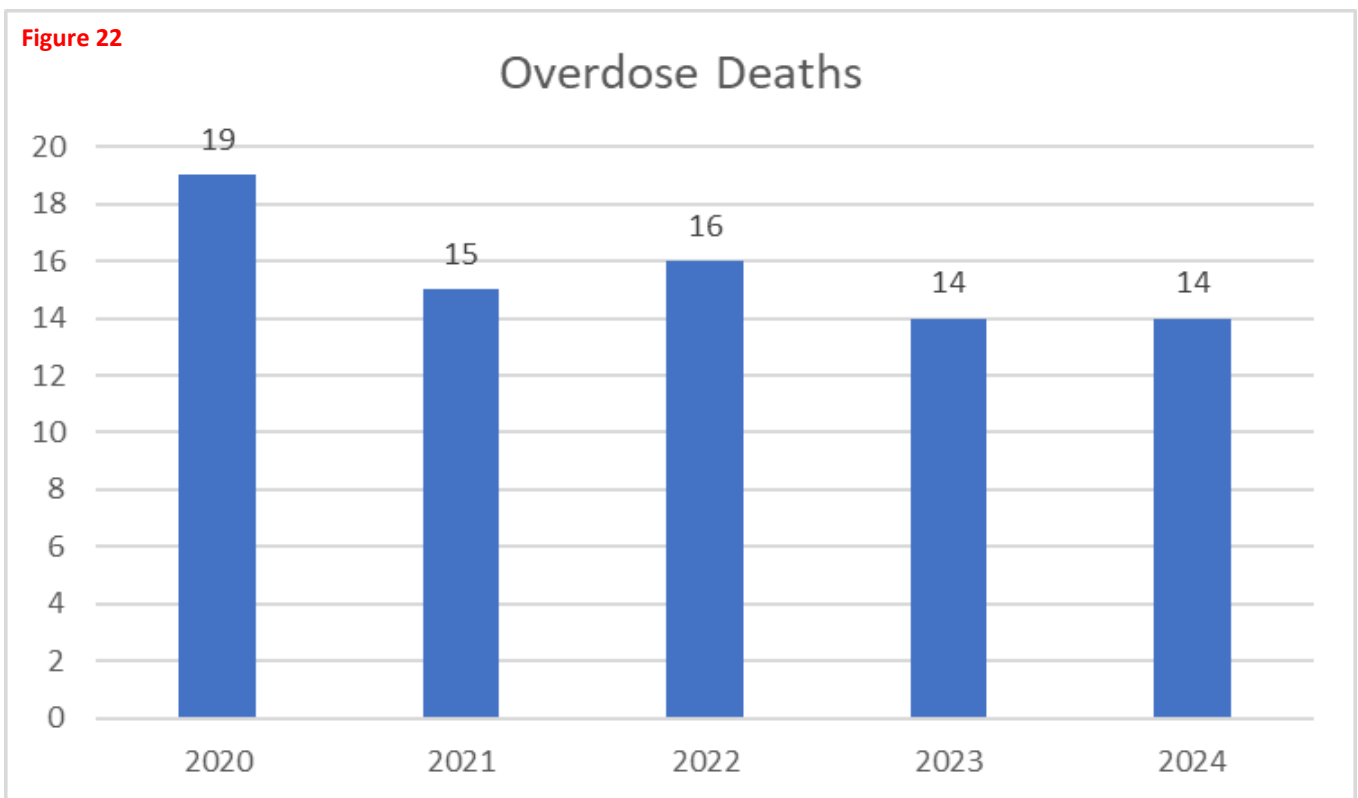


Figure 22 displays the annual Overdose Deaths occurring in the City of Concord between 2020—2024 as reported by the Office of the Chief Medical Examiner.

Arrests

Figure 23

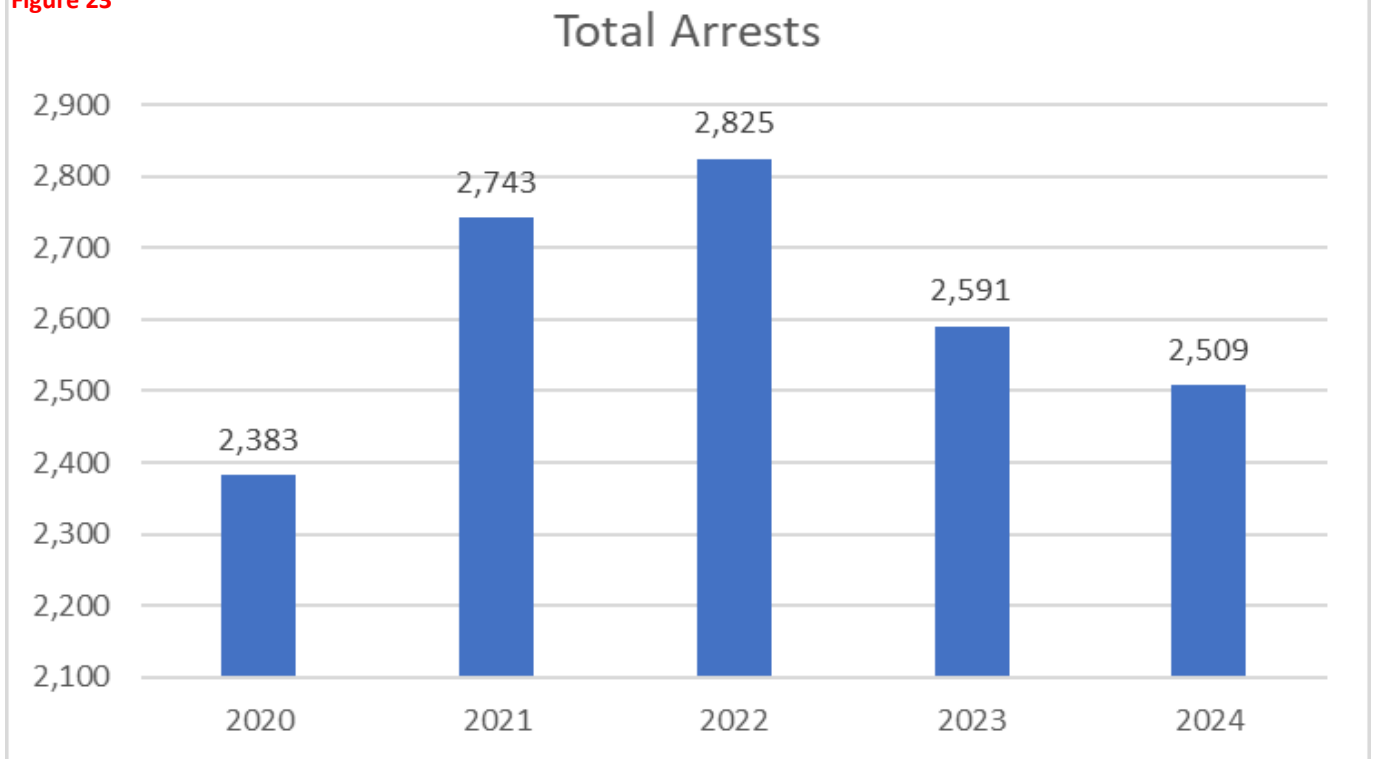


Figure 23 displays the annual Arrests from 2020—2024.

Figure 24

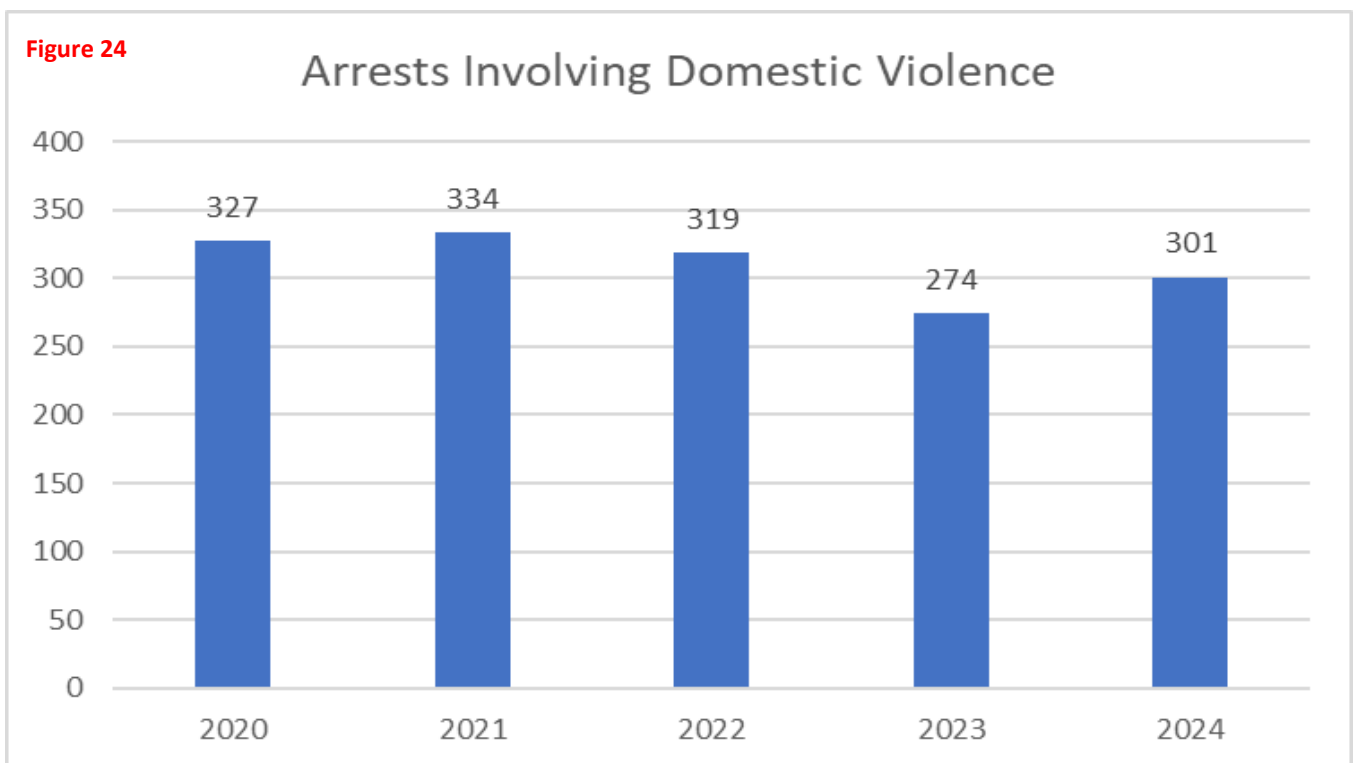


Figure 24 displays the annual Arrests involving DV from 2020—2024.

Arrests (cont.)

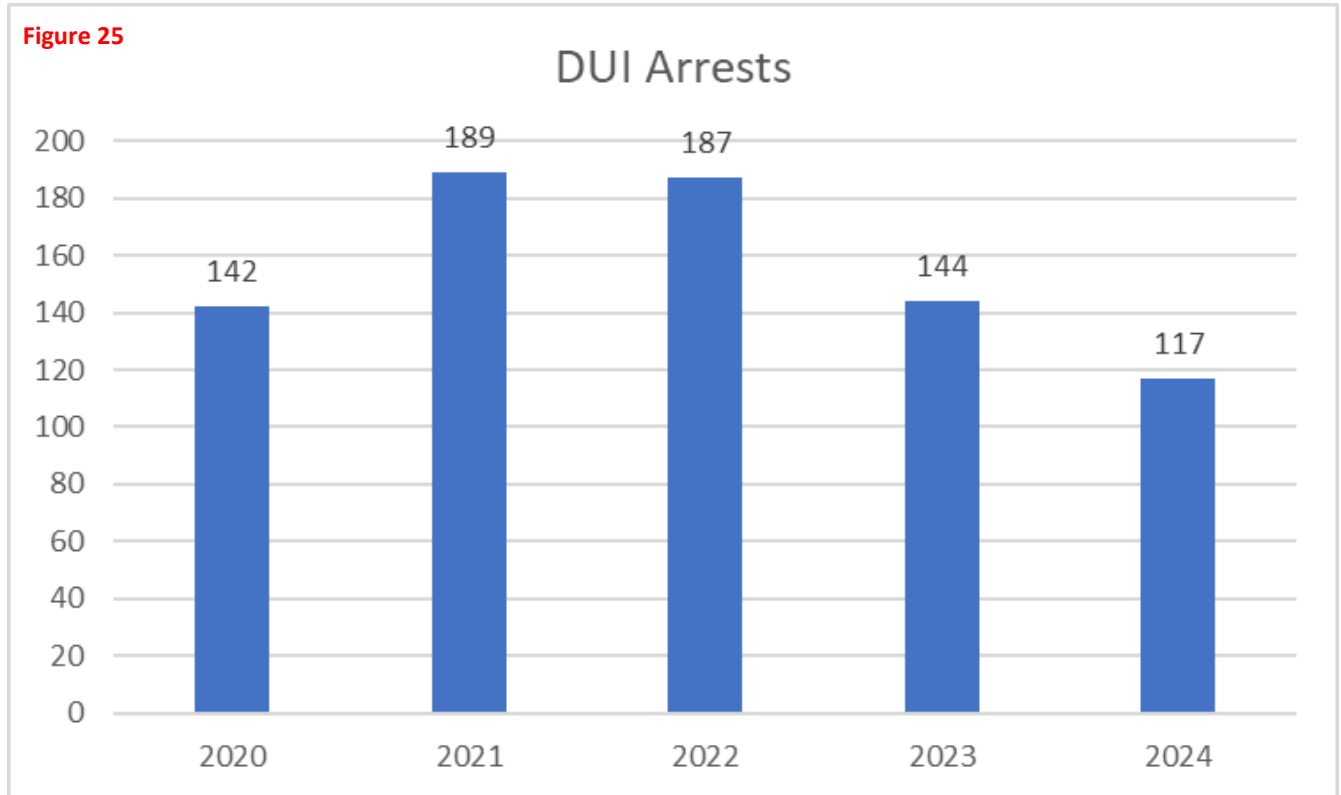


Figure 25 displays the annual DUI Arrests from 2020—2024.

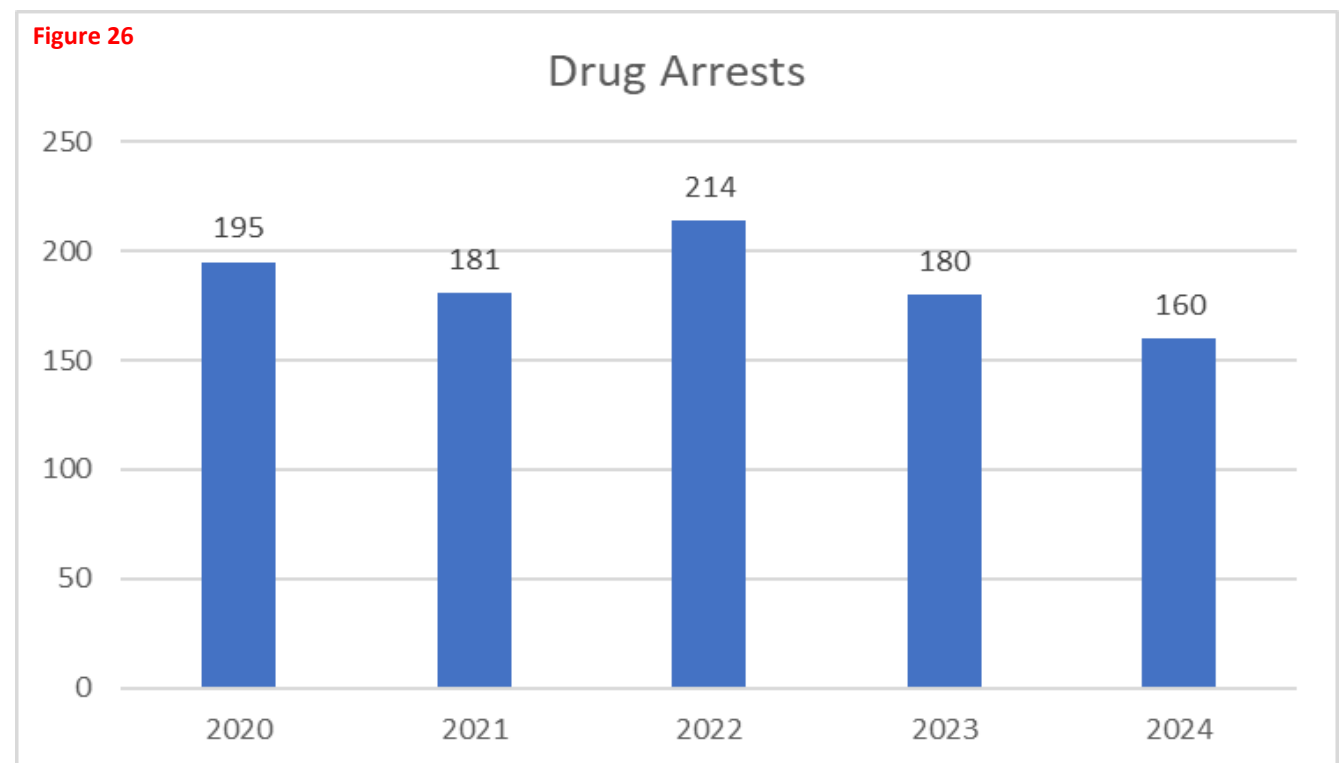


Figure 26 displays the annual Drug Arrests from 2020—2024.

Arrests (cont.)

<u>Arrests by Race</u>	<u>2020</u>		<u>2021</u>		<u>2022</u>		<u>2023</u>		<u>2024</u>	
White	2,080	87.3%	2,458	89.6%	2,509	88.8%	2,216	86.8%	2,171	86.5%
Black or African American	267	11.2%	239	8.7%	253	9.0%	300	11.7%	284	11.3%
Asian	31	1.3%	42	1.5%	46	1.6%	32	1.3%	46	1.8%
American Indian/Alaskan	0	0.0%	3	0.1%	4	0.1%	1	0.0%	2	0.1%
Native Hawaiian/Other Pacific	3	0.1%	0	0.0%	6	0.2%	3	0.1%	2	0.1%
Unknown	<u>2</u>	<u>0.1%</u>	<u>1</u>	<u>0.0%</u>	<u>7</u>	<u>0.2%</u>	<u>2</u>	<u>0.1%</u>	<u>4</u>	<u>0.2%</u>
Total	2,383	100%	2,743	100%	2,825	100%	2,554	100%	2,509	100%
<u>Arrests by Gender</u>	<u>2020</u>		<u>2021</u>		<u>2022</u>		<u>2023</u>		<u>2024</u>	
Female	791	33.2%	823	30.0%	916	32.4%	812	31.8%	760	30.3%
Male	1,592	66.8%	1,920	70.0%	1,907	67.5%	1,740	68.1%	1,749	69.7%
Unknown	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Non-Binary	<u>0</u>	<u>0.0%</u>	<u>0</u>	<u>0.0%</u>	<u>2</u>	<u>0.1%</u>	<u>2</u>	<u>0.1%</u>	<u>0</u>	<u>0.0%</u>
Total	2,383	100%	2,743	100%	2,825	100%	2,554	100%	2,509	100%
<u>Arrests by Age</u>	<u>2020</u>		<u>2021</u>		<u>2022</u>		<u>2023</u>		<u>2024</u>	
0-17	317	13.3%	249	9.1%	338	12.0%	291	11.4%	321	12.8%
18-24	344	14.4%	398	14.5%	395	14.0%	324	12.7%	321	12.8%
25-34	656	27.5%	778	28.4%	775	27.4%	649	25.4%	647	25.8%
35-54	807	33.9%	1,041	38.0%	1,032	36.5%	1,009	39.5%	984	39.2%
55+	<u>259</u>	<u>10.9%</u>	<u>277</u>	<u>10.1%</u>	<u>285</u>	<u>10.1%</u>	<u>281</u>	<u>11.0%</u>	<u>236</u>	<u>9.4%</u>
Total	2,383	100%	2,743	100%	2,825	100%	2,554	100%	2,509	100%

This chart displays the annual Arrests from 2020—2024 broken out by
Race, Gender, and Age.