

# HOPKINTON POLICE DEPARTMENT

Hopkinton, Rhode Island



## 2021 Professional Standards Report

**David S. Palmer**

*Chief of Police*

Prepared by: Captain Mark J. Carrier.

## **Agency Information**

**Agency Name:** Hopkinton Police Department  
**Agency Town:** Hopkinton, Rhode Island  
**Chief of Police:** David S. Palmer  
**Report cycle:** January 1<sup>st</sup>, 2021 – December 31<sup>st</sup>, 2021

## **Introduction**

The Hopkinton Police Department is a twenty-four (24) hour municipal police agency serving the historical rural community located in the southwest corner of Rhode Island. The area of the town is comprised of forty-four square miles. The population is approximately eight thousand four hundred (8,400). Currently, the police department employs fifteen (15) sworn full-time police officers, seven (7) full-time civilians and eight (8) part-time employees. The department's primary mission is the protection of life and property and the delivery of law enforcement service to the residents, visitors and tourists through our community policing model.

This report documents and analyzes the "Professional Standards" of the Hopkinton Police Department for the year 2021. Included in this report is a review and analysis of the following standards of conduct:

- Use of Force
- Vehicular Pursuit
- Internal Complaint Review
- Union Grievances
- Workplace Harassment
- Impartial / Bias-based Policing
- Police Officer Recruitment and Training
- Report Conclusion

This analysis was conducted by Captain Mark J. Carrier.

The results of this analysis are available to the public through our website, [www.Hopkintonpolice.org](http://www.Hopkintonpolice.org) or through the office of the Chief of Police.

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# 2021 Use of Force Analysis

*(RIPAC Standards 2.14, 2.15, 2.19, 2.21)*

This section documents and analyzes all calls for service by the Hopkinton Police Department for the year 2021 which resulted in some form of Use of Force. The term "Use of Force" refers to any form of force used by a Hopkinton Police Officer beyond simple verbal commands and accepted handcuffing procedures of a compliant suspect.

Documents reviewed as part of this analysis include all 2021 Use of Force reports along with all related arrest and incident cases. The department's training records regarding Use of Force training for the year 2021 are also included in this report. Procedurally, every time an officer uses any amount of force greater than simple verbal commands, the officer must complete the department approved Use of Force report form. Completed reports are forwarded to the Patrol Commander (Captain Carrier) for review. If the involved officer acted within policy and applicable law, the report is forwarded to the Chief of Police for final review and approval.

During the review process, if either the Patrol Commander or the Chief of Police believe that a policy or law violation has occurred, the Chief of Police will request an internal affairs investigation. The Hopkinton Police Department had nine (9) Use of Force incidents in 2021. Four (4) Use of Force forms submitted were to put down animals, five (5) were force used on individuals. This is an increase of one (1) Use of Force from 2020. All nine (9) Use of Force were deemed appropriate under current Use of Force policy and state law and closed with no further action after proper review.

In 2021, the Hopkinton Police Department reviewed the "Use of Force" policy, 300.01. It was determined the policy is up to date and no discrepancies were found. The Hopkinton Police Department's Use of Force model is the standard and recommended Use of Force policy of the Town's insurance company and the Rhode Island Police Accreditation Commission.

## Calls for Service vs. Use of Force

The Hopkinton Police Department handled 12,174 calls for service in 2021. Of those calls, Five (5) resulted in a Use of Force interaction. ***Hopkinton Police Officers used force in 0.0004% of calls for service in 2021.*** This statistic confirms the Hopkinton Police Department values patience, professionalism and integrity in the performance of our duty to the public.

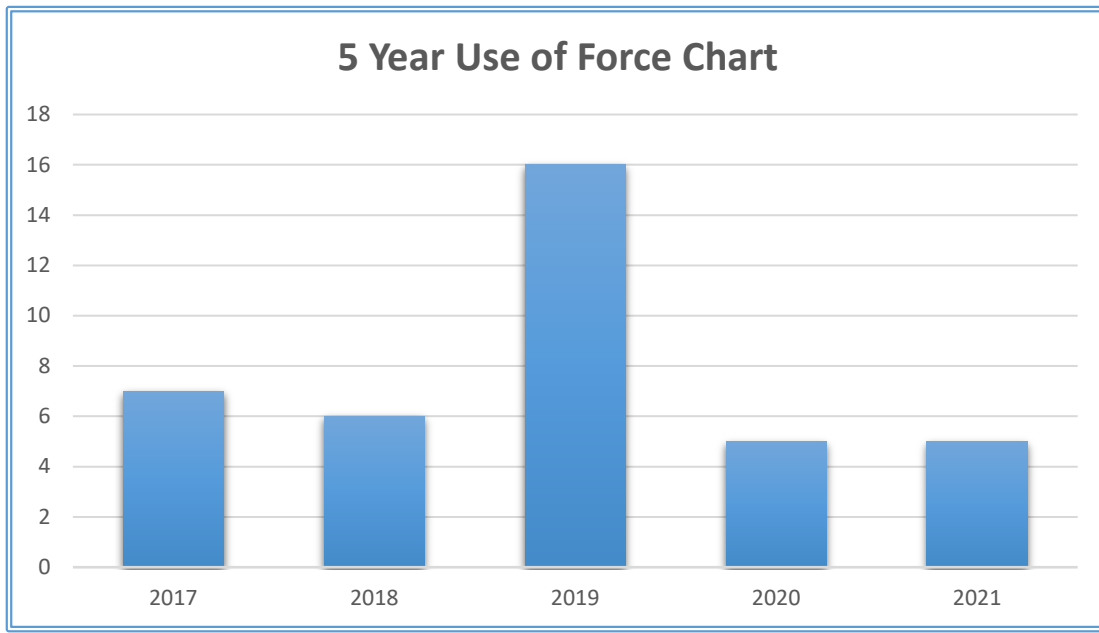
The following statistical information breaks down the Use of Force incidents by type and suspect demographics. Our goal is to analyze each incident of Use of Force to confirm appropriate policy and law were followed and to provide transparency to the public regarding Use of Force by Hopkinton Police Officers. Again, as stated above, all Use of Force incidents in 2021 were found to be appropriate and compliant with department policy and applicable state law.

## 2021 Use of Force Statistics

Year	Taser Deployment	Physical Force	OC Capstun Spray	Firearm Presented	Firearm Discharged	Total
2021	0	4	0	1	0	5

## 2021 Use of Force Demographics

Race/Sex	White / Male	White / Female	Black / Male	Black / Female	Indian / Male	Indian / Female
#	3	2	0	0	1	0



## 2021 Use of Force Training

The Hopkinton Police Department conducted two hundred ninety three (293) hours of training in 2021 in disciplines related to Use of Force. This included the yearly firearms qualification requirements along with re-training in the use of handcuffs, Taser, baton, OC-spray and a Use of Force policy test.

## **2021 Use of Force Training Spreadsheet**

<b>Training Type</b>	<b>Training Hours</b>	<b># of Officers</b>	<b>Total Hours</b>
Fall Firearms Qualification	4	15	60
Firearms Simulator Training	1	15	15
Use of Force Training	4	15	60
Taser Qualification	4	15	60
Firearm Instructor School	50	1	50
Taser Instructor School	8	1	8
Use of Force Instructor School	40	1	40
<b>Totals</b>			<b>293 Hours</b>

## **2021 Use of Force Conclusion**

As stated above, from reviewing all relevant data related to Use of Force by the Hopkinton Police Department for the year 2021, all Use of Force was found to be appropriate and in compliance with policy and state law. There were no emerging patterns of behavior to suggest that any officer is, or has used any force greater than what is reasonable and necessary to arrest or control a resisting person. This result is a combination of good policies, training, restraint and professionalism by all Hopkinton Police Officers. It should be noted, one Use of Force incident may result in several Use of Force submissions depending on how many officers had to use force.

## **Continued Promises**

- The Hopkinton Police Department will continue to provide regular refresher training in Use of Force including firearms, non-lethal weapons, defensive tactics and simulated scenarios.
- The Hopkinton Police Department will continue to support our cadre of Use of Force instructors and encourage newer officers to obtain advanced training in Use of Force discipline and instructor certifications.
- The Hopkinton Police Department will regularly review and/or modify Use of Force policies to meet the state and national standards along with industry best practices.
- The Hopkinton Police Department will continue to review all Use of Force incidents and provide regular transparent reports to the public.

# 2021 Vehicular Pursuit Analysis

*(RIPAC Standards 7.3, 7.4)*

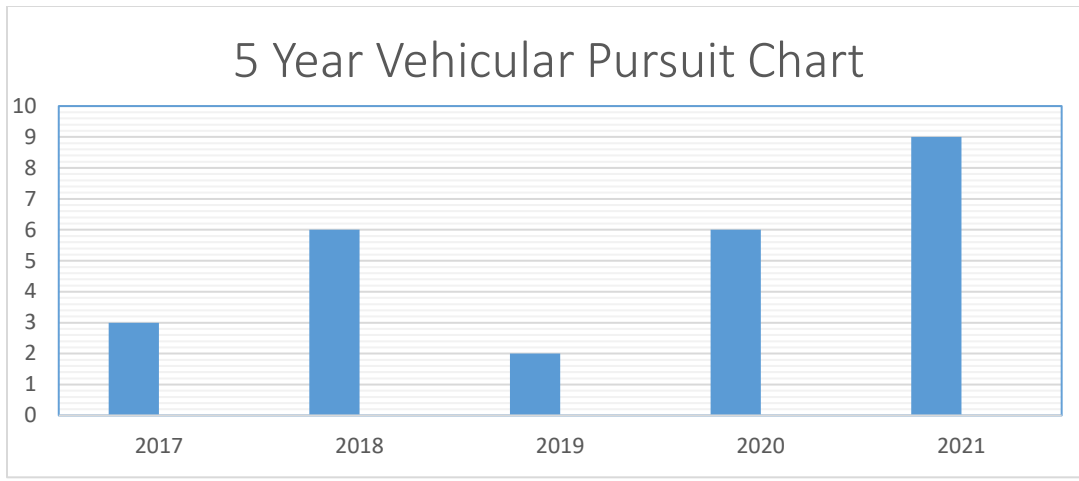
This section documents and analyzes all Vehicular Pursuits by the Hopkinton Police Department for the year 2021. The term “Vehicular Pursuit” refers to an active attempt by a police officer in an authorized emergency vehicle to apprehend the occupant(s) of a motor vehicle who clearly exhibits a refusal to stop the said vehicle at the police officer’s direction to avoid apprehension through speed and/or evasive tactics.

Documents reviewed as part of this analysis include all 2021 Vehicular Pursuit reports along with all related arrest and incident cases. For the year 2021, the Hopkinton Police Department had Nine (9) Vehicular Pursuits. This is an increase of two (2) Vehicular Pursuits compared to 2020. The Nine (9) Vehicular Pursuits were reviewed by the Captain and forwarded to the Chief of Police. The Vehicular Pursuits were found to be in compliance with department policy and no further action was required.

In 2021, the Hopkinton Police Department reviewed the “Vehicular Pursuit” policy, 340.12. It was determined the policy is up to date and no discrepancies were found. No changes to the policy were recommended to the Chief of Police during this review. The Hopkinton Police Department’s Vehicular Pursuit policy is the standard and recommended Vehicular Pursuit policy of the Town’s insurance company and the Rhode Island Police Accreditation Commission.

## Calls for Service vs. Vehicular Pursuits

The Hopkinton Police Department handled 12,174 calls for service in 2021. Of those calls, nine (9) resulted in a “Vehicular Pursuit”. ***Hopkinton Police Officers engaged in a “Vehicular Pursuit” in 0.0007% of calls for service for the year 2021.*** The Hopkinton Police Department recognizes that Vehicular Pursuits pose a high risk to the community and all officers exercised good judgement and consideration to the public during 2021.



### **2021 Vehicular Pursuit Termination**

An analysis of all nine (9) Vehicular Pursuits was conducted to determine the end termination of the events. Seven (7) out of the nine (9) total pursuits were self-terminated by the officers per the policy. One (1) of the terminated pursuits, an arrest warrant was issued and the operator was later apprehended. One (1) pursuit ended and violator was apprehended with no collision. There were no significant injuries to any Officers or suspects in any of the pursuits. There were also no uses of the departments “spike strip” system or any type of road blocking maneuvers.

### **2021 Vehicular Pursuit Conclusion**

As stated above, from reviewing all relevant data related to Vehicular Pursuits by the Hopkinton Police Department for the year 2021, all pursuits were found to be appropriate and in compliance with policy and state law. Although there was an increase by one (1) in pursuits for 2021, there were no emerging patterns of behavior to suggest that any officer engaged in a Vehicular Pursuit outside of department policy. This result is a combination of good policies, training, restraint and professionalism by all Hopkinton Police Officers.

### **Continued Promises**

- The Hopkinton Police Department will regularly review and/or modify our Vehicular Pursuit policies to meet the state and national standards along with industry best practices.
- The Hopkinton Police Department will continue to review all Vehicular Pursuits and provide regular transparent reports to the public.



# 2021 Internal Complaint Review

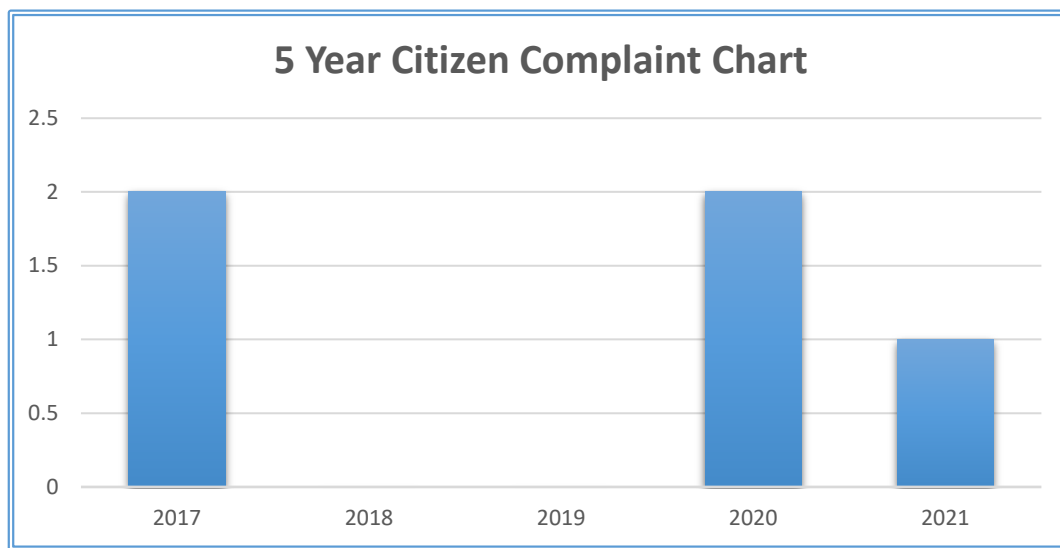
*(RIPAC Standards 5.3, 5.5, 5.7, 5.8)*

This section documents all Internal Complaints investigated by the Hopkinton Police Department for the year 2021. The term “Internal Complaint” refers to any form of official investigation resulting from either an internal complaint by a member of the department or an external complaint by a citizen of the community.

It is the policy of the Hopkinton Police Department to investigate all complaints against department personnel, regardless of the source of the complaint. Investigating these complaints through standardized procedures demonstrates the department’s desire to provide honest, efficient police service that will inspire public confidence in our personnel.

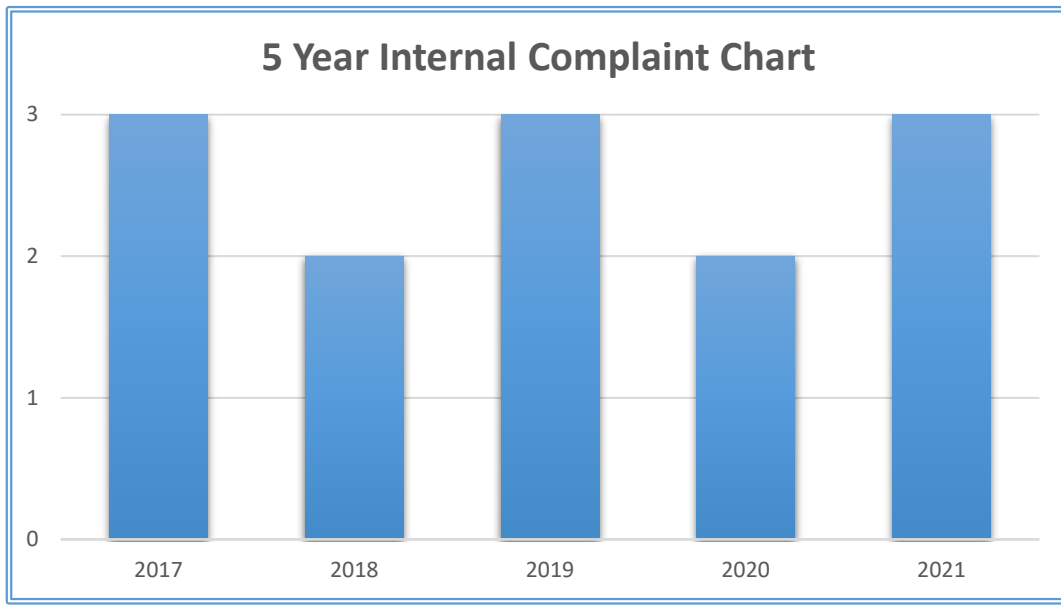
## Citizen Complaints

The Hopkinton Police Department handled 12,174 calls for service in 2021. Of those calls, one (1) resulted in a “Citizen Complaint”. ***This represents one (1) Citizen Complaint in 0.00008% of calls for service for the year 2021.*** The citizen who initiated the complaint did not wish to follow up with the Captain and asked to withdraw his complaint. Therefore, complaint was **Non-sustained** and closed with no further action.



## Internal Complaints

The Hopkinton Police Department investigated three (3) internal matters in 2021. Two (2) of the investigations resulted in a Suspension, one (1) resulted in a written reprimand. The Hopkinton Police Department uses the concept of progressive discipline. In most internal complaint investigations, employee assistance or policy retraining is more appropriate than punitive discipline. Based on the actions of the department in investigating incidents of misconduct, it is evident the department is addressing internal complaints and matters appropriately as they arise.



PERSONNEL ACTIONS	2021
Suspension	2
Demotion	0
Resign in lieu of Termination	0
Termination	0
Reprimand	1
Retraining	0
Employee Assistance	0
<b>Total</b>	<b>3</b>

## **2021 Union Grievances**

*(RIPAC Standards 3.7)*

There were zero (0) grievances filed by the two (2) unions, IBPO Local 498 (Police Officers) and the Laborers' International Union, Local 808 (Police Dispatchers and Animal Control Officers).

An analysis was conducted on the existing policies, procedures and contracts as it relates to the agency's grievance process. The two (2) union contracts layout the formal grievance procedure and the police department's policy related to formal grievances mimics the contract procedures.

Both Sergeant Ryan Percival, President of the IBPO #498, and Dispatcher Peter Alter, Steward of the Local 808 Dispatchers, had no changes or suggestions to the current grievance procedure.

## **2021 Workplace Harassment**

*(RIPAC Standards 5.2)*

The Hopkinton Police Department is committed to providing a workplace that is free from intimidation, belligerence, harassment, aggressive or violent behavior and other types of anti-social behavior by employees, visitors and others. This agency does not condone, and will not tolerate any form of harassment. The agency will take direct and immediate action to prevent such behavior and to remedy all reported instances of harassment.

In 2021, the Hopkinton Police Department conducted a review of our current policy related to workplace harassment and found the policy to be up to date with no recommended changes. All employees, to include Police Officers, Dispatchers, Traffic Officers, Secretaries, Animal Control and Support Staff received refresher training on the agency's Workplace Harassment policy as well as a one (1) hour training assignment through PMAM.

Over the last five (5) years, the agency has received and/or investigated zero (0) complaints of Workplace Harassment in the department.

## **2021 Impartial Policing**

*(RIPAC Standards 2.8)*

The Hopkinton Police Department is unequivocally opposed to any type of profiling based solely on race, ethnicity, sexual orientation, disability, religious belief, age or gender. This applies to all forms of police activity to include traffic stops, field contacts, investigations, search and seizure, asset forfeiture and community engagement.

In 2021, the Hopkinton Police Department conducted a review of our current policy related to impartial / bias-based policing. The agency found the policy to be up to date with no recommended changes. All Police Officers received refresher training on the agency's Impartial Policing policy as well as a one (1) hour training assignment through PMAM.

Over the last five (5) years, the agency has received and/or investigated zero (0) complaints of violation to the Impartial Policing policy. Traffic stop data and statistics are analyzed yearly by the agency's command staff and no patterns or disparities were noted for the year 2021.

# 2021 Recruitment and Selection

*(RIPAC Standards 4.2)*

The Hopkinton Police Department is committed to conducting a fair and effective recruitment selection for new Hopkinton Police Officers. The agency is motivated to hiring those persons who possess the skills, knowledge and abilities to best protect and serve the citizens of the Town of Hopkinton. Applicants are chosen from a diverse candidate pool, reflective of the community they serve and all applicants have equal opportunity for employment.

The Hopkinton Police Department did conduct a recruitment process in 2021. The Hopkinton Police Department had nineteen (19) applicants submit application to the department. Out of the nineteen (19) applicants, twelve (12) showed up to the written/agility testing. Seven (7) applicants passed the agility test. Five (5) applicants scored 70 or above on the written test. Three (3) applicants passed the agility test and scored above a seventy (70) on the written. The Hopkinton Police interviewed all three (3) applicants, and hired one person from the recruitment process. The Hopkinton Police Department did conduct a review of the recruitment policy and plan and found the process to be functional and effective. There were no changes or recommendations to the current recruitment process in 2021.

# 2021 Department Training

*(RIPAC Standards 6.7)*

The Hopkinton Police Department is committed to providing current and relevant training to department employees. Training is designed to provide Police Officers and support staff with best practice and relevant information to assist in providing the highest level or professional law enforcement service to the Town of Hopkinton.

All Police Officers and support staff receive regular retraining in:

- Firearm Qualification
- Use of Force (Taser, Baton, OC Spray and Physical Control)
- Mental Health
- Workplace Harassment
- CPR, AED, Narcan, Hazmat and Blood Borne Pathogens
- Ethics
- Domestic Violence
- Active Shooter
- Impartial Policing
- Officer Wellness

The Hopkinton Police Department conducted **1,366 hours** of in-service training in 2021.

# 2021 Conclusion

Questions or comments regarding information contained in this report can be directed to:

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*Patrol Commander*

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