

# Newton Police Department Assessment Report Statistics and Data Table

Reaccreditation Year 1 2017  
Reaccreditation Year 2 2018  
Reaccreditation Year 3 2019

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# STATISTICS AND DATA TABLES

## Newton (MA) 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

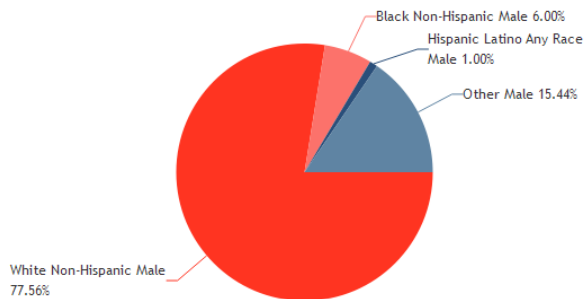
### Traffic Warnings & Citations - Reaccreditation Year 1

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	4565	369	4934
Black Non-Hispanic Male	353	32	385
Hispanic Latino Any Race Male	59	23	82
Other Male	909	48	957
White Non-Hispanic Female	4550	213	4763
Black Non-Hispanic Female	235	17	252
Hispanic Latino Any Race Female	38	7	45
Other Female	1001	86	1087
TOTAL	11710	795	12505

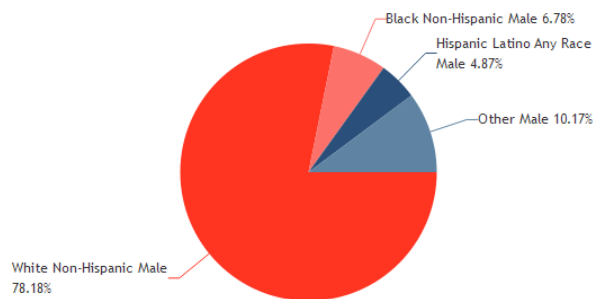
### Reaccreditation Year 1 Notes:

Also included in the "other male" and "other female" were citations marked "unknown" or were left blank.

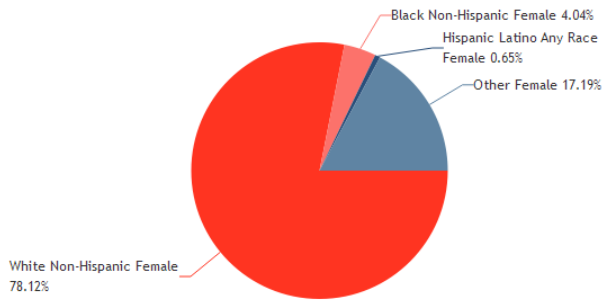
**Male Warnings**



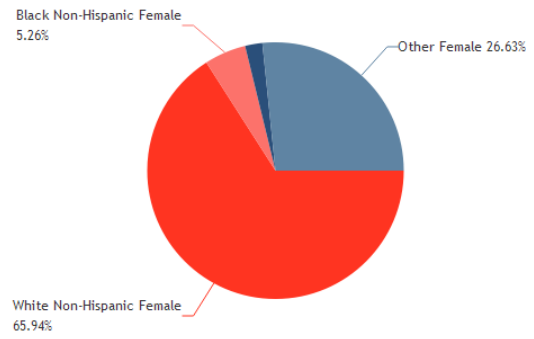
**Male Citations**



## Female Warnings



## Female Citations



### Legend

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

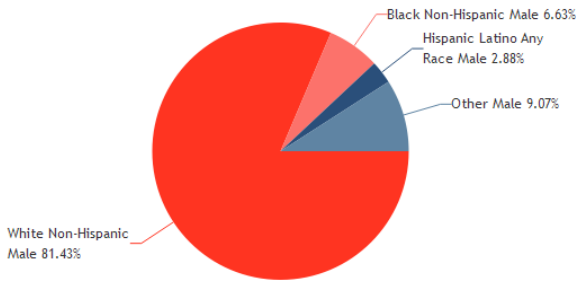
**Traffic Warnings & Citations - Reaccreditation Year 2**

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	3871	115	3986
Black Non-Hispanic Male	315	12	327
Hispanic Latino Any Race Male	137	21	158
Other Male	431	8	439
White Non-Hispanic Female	3971	59	4030
Black Non-Hispanic Female	215	5	220
Hispanic Latino Any Race Female	109	5	114
Other Female	975	36	1011
TOTAL	10024	261	10285

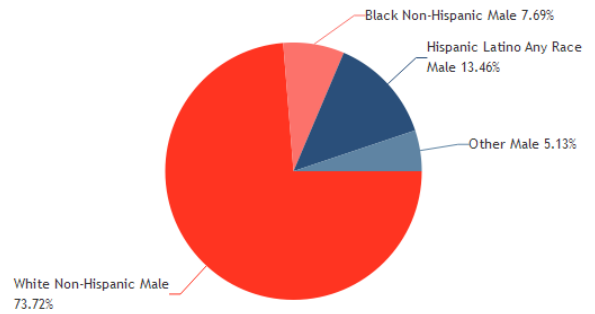
**Reaccreditation Year 2 Notes:**

Also included in "other female" were citations marked "unknown female" or "blank female".

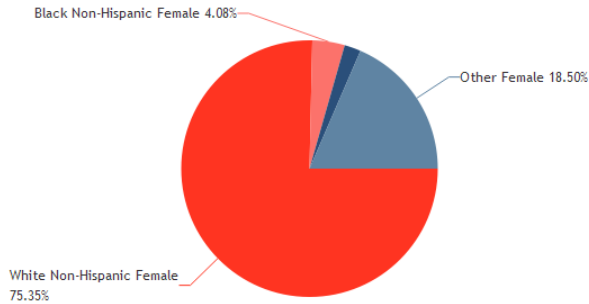
**Male Warnings**



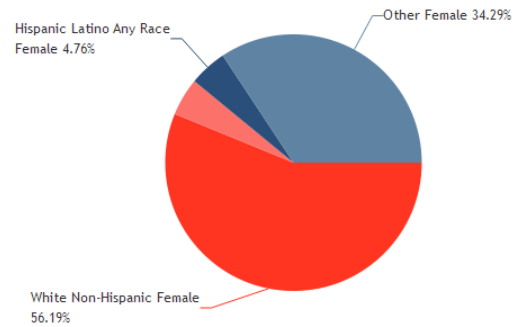
**Male Citations**





**Female Warnings**



**Female Citations**



**Legend**

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

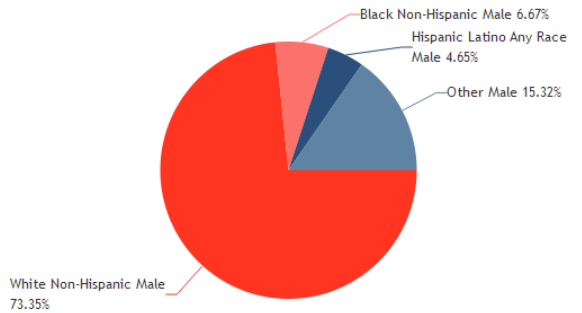
**Traffic Warnings & Citations - Reaccreditation Year 3**

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	4729	102	4831
Black Non-Hispanic Male	430	9	439
Hispanic Latino Any Race Male	300	4	304
Other Male	988	29	1017
White Non-Hispanic Female	4695	83	4778
Black Non-Hispanic Female	293	5	298
Hispanic Latino Any Race Female	174	1	175
Other Female	762	21	783
<b>TOTAL</b>	<b>12371</b>	<b>254</b>	<b>12625</b>

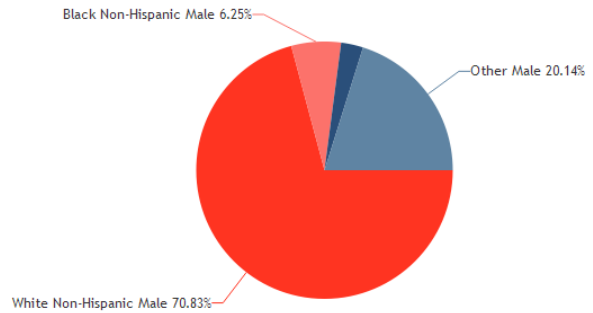
**Reaccreditation Year 3 Notes:**

Not included in the above totals were "unknown gender or race". Those were 191 warnings and 7 citations for a total of 198. The total number of tickets issued for 2018 was 12,823.

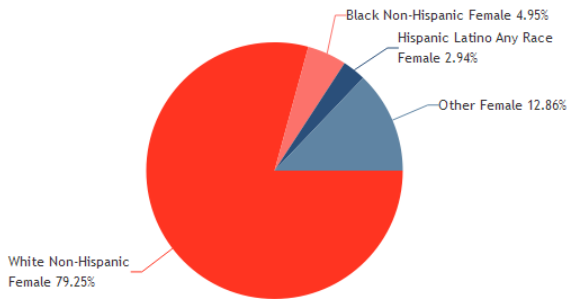
**Male Warnings**



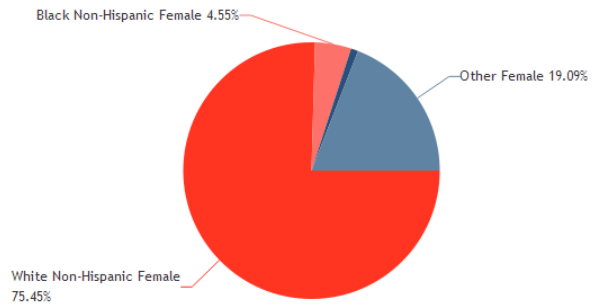
**Male Citations**



**Female Warnings**



**Female Citations**



**Legend**

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

**Biased Based Profiling**

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

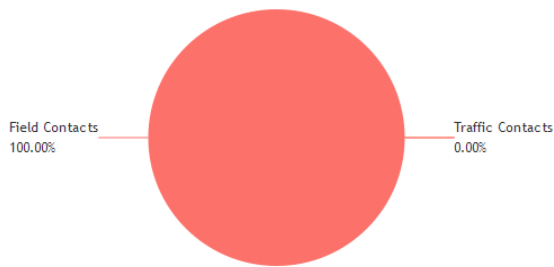
**Reaccreditation Year 1 Notes:**

Complaint unfounded.

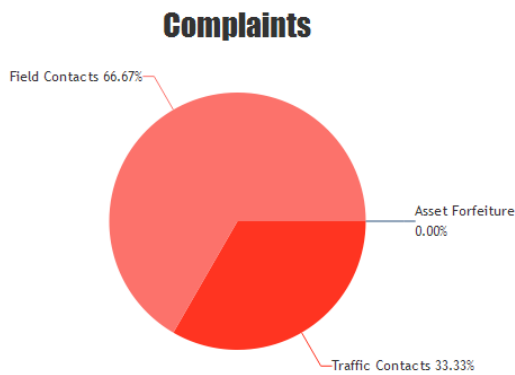
**Reaccreditation Year 3 Notes:**

In 2018 there were three biased based complaints. One resulted from a traffic stop and the Officer was exonerated. Two resulted from field contacts and both were withdrawn by the complainant after investigation.

**Complaints**



**Complaints**



**Legend**

Traffic Contacts	
Field Contacts	
Asset Forfeiture	

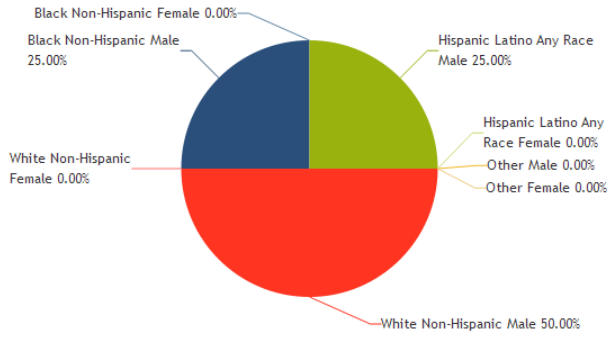
**Use Of Force - Recreditation Year 1**

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									4
Discharge	0	0	0	0	0	0	0	0	0
Display Only	2	0	1	0	1	0	0	0	4
ECW									0
Discharge Only	0	0	0	0	0	0	0	0	0
Display Only	0	0	0	0	0	0	0	0	0
Baton	0	0	0	0	0	0	0	0	0
Chemical/OC	1	0	0	0	0	0	0	0	1
Weaponless	5	1	2	1	0	1	0	0	10
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	1	3	1	1	1	0	0	15
Total Number of Incidents Resulting In Officer Injury or Death	1	0	0	0	0	1	0	0	2
Total Use of Force Arrests	6	0	0	1	1	1	0	0	9
Total Number of Suspects Receiving Non-Fatal Injuries	2	0	1	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	147	59	38	17	38	6	29	7	341
Total Use of Force Complaints	0	0	0	0	0	0	0	0	0

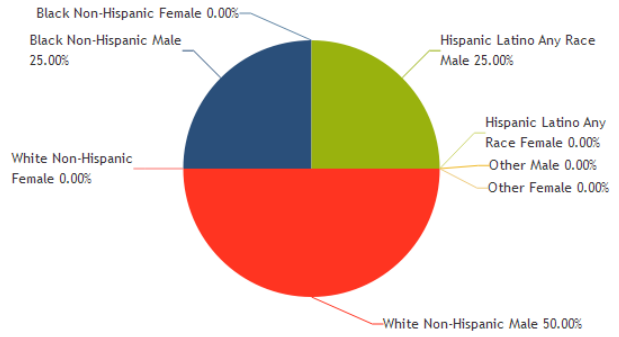
**Recacreditation Year 1 Notes:**

The Newton Police Department does not use Electronic Control Weapon (ECW). The Newton Police Department discontinued our K-9 unit in 2014.

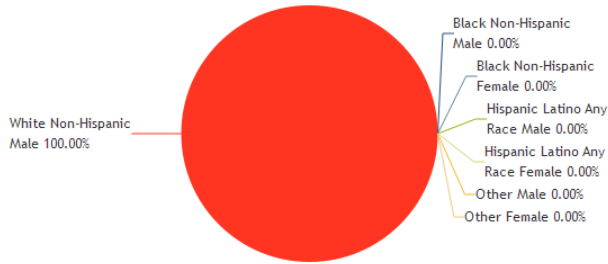
### Total Firearm



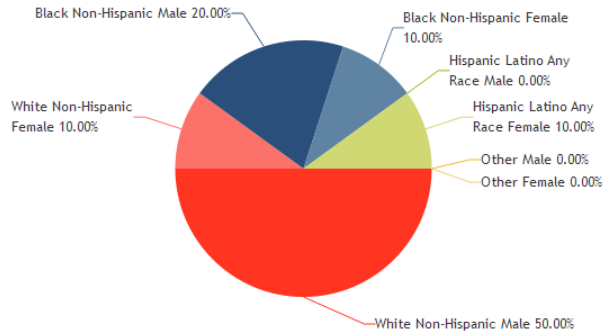
### Firearm Display



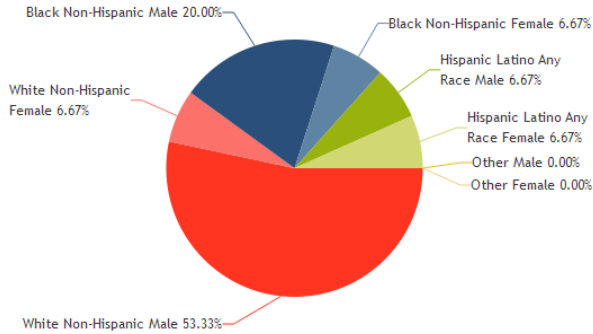
### Chemical/OC



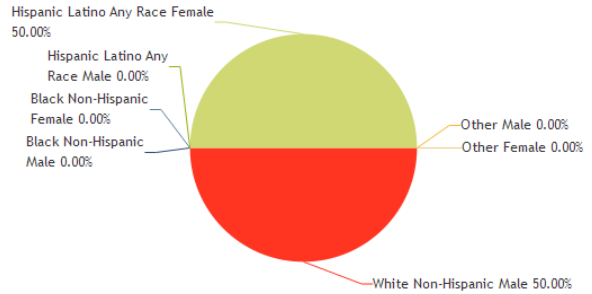
### Weaponless



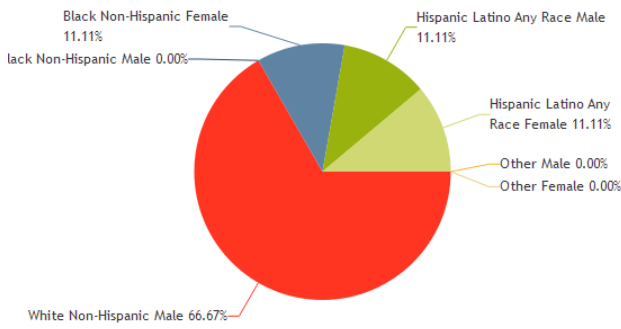
### Total Uses of Force



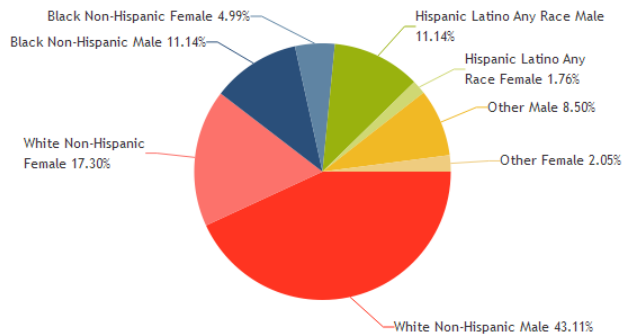
### Total Number of Incidents Resulting in Officer Injury or Death



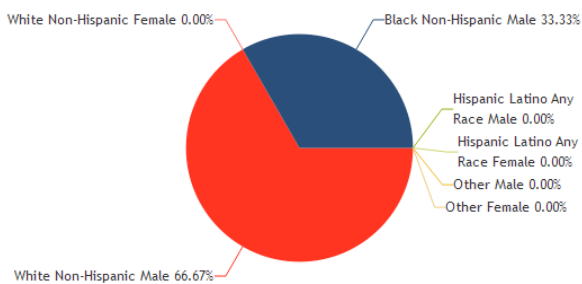
### Total Use of Force Arrests



### 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	

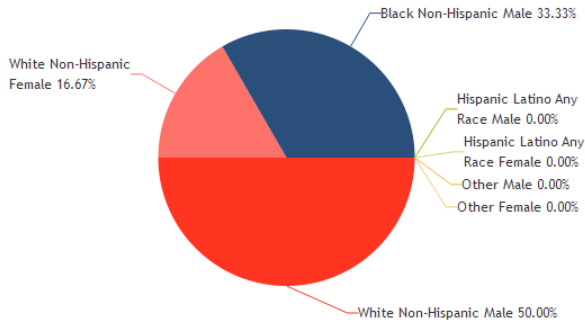
**Use Of Force - Recreditation Year 2**

	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	3	1	2	0	0	0	0	0	6
ECW									0
Discharge Only	0	0	0	0	0	0	0	0	0
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	1	0	0	0	1
Weaponless	11	2	0	0	0	0	1	0	14
Canine									0
Release Only									
Release and Bite									
Total Uses of Force	14	3	2	0	1	0	1	0	21
Total Number of Incidents Resulting In Officer Injury or Death	0	0	0	0	0	0	0	0	0
Total Use of Force Arrests	12	3	2	0	1	0	1	0	19
Total Number of Suspects Receiving Non-Fatal Injuries	2	0	0	0	0	0	0	0	2
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	143	39	38	9	51	18	21	8	327
Total Use of Force Complaints	0	0	0	0	0	0	0	0	0

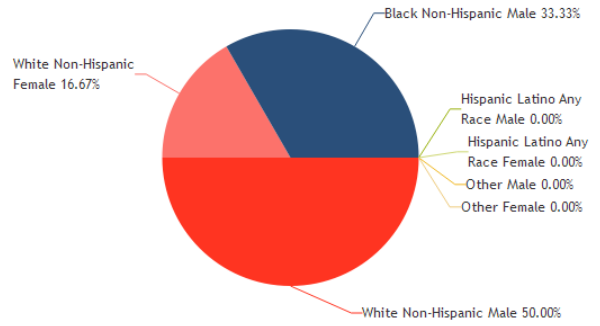
**Recacreditation Year 2 Notes:**

The Newton Police Department does not have a canine and does not use Electronic Control Weapons (ECW).

### Total Firearm



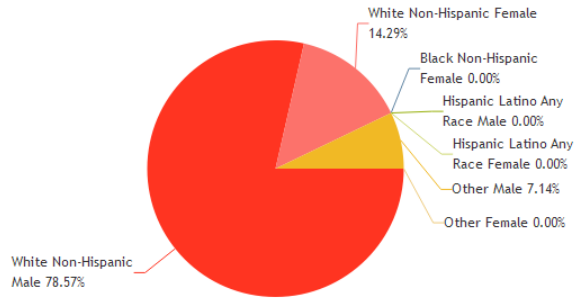
### Firearm Display



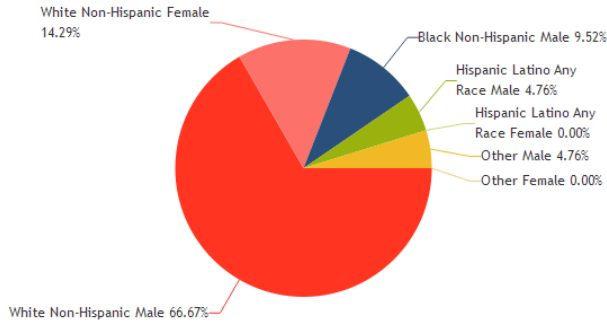
### Chemical/OC



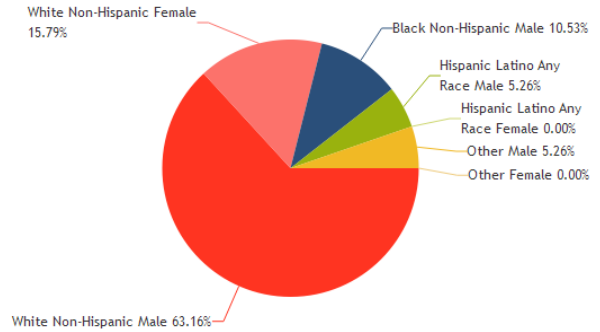
### Weaponless



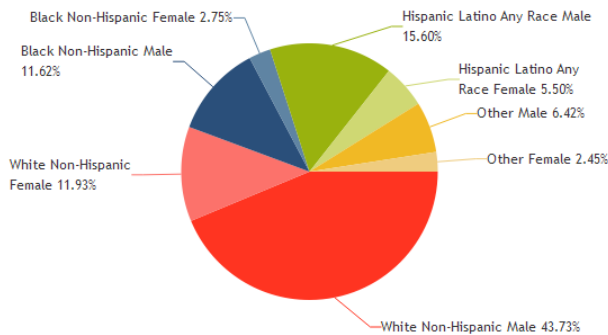
### Total Uses of Force



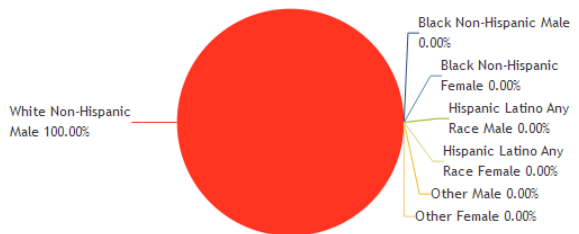
### Total Use of Force Arrests



### 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	

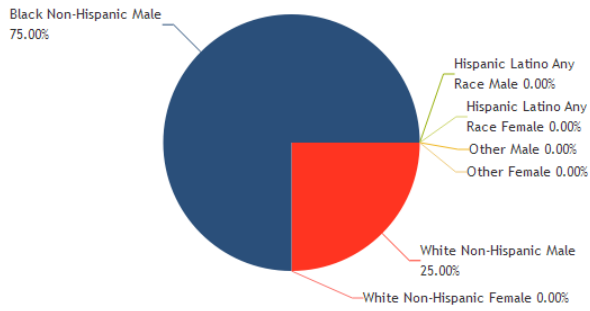
**Use Of Force - Recreditation Year 3**

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									4
Discharge	0	0	0	0	0	0	0	0	0
Display Only	1	0	3	0	0	0	0	0	4
ECW									0
Discharge Only	0	0	0	0	0	0	0	0	0
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	0	1	1	0	0	1	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	5	0	4	1	0	0	1	0	11
Total Number of Incidents Resulting In Officer Injury or Death									
Total Use of Force Arrests	4	0	4	1	0	0	0	0	9
Total Number of Suspects Receiving Non-Fatal Injuries									
Total Number of Suspects Receiving Fatal Injuries									
Total Agency Custodial Arrests	117	29	28	6	35	7	48	19	289
Total Use of Force Complaints	0	0	0	0	0	0	0	0	0

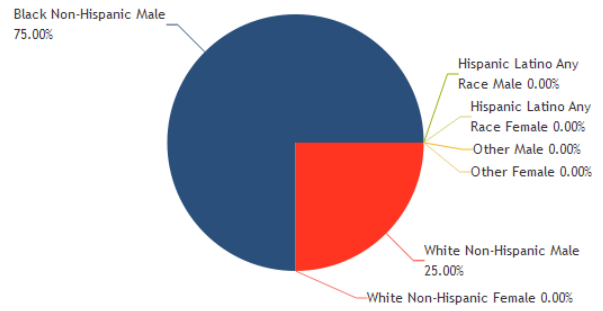
**Recreditation Year 3 Notes:**

The Newton Police Department does not have a canine or ECW's at this time.

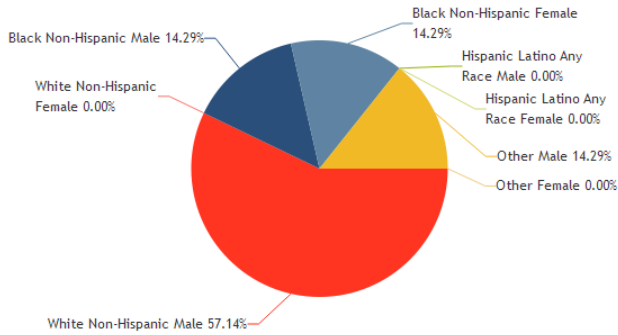
### Total Firearm



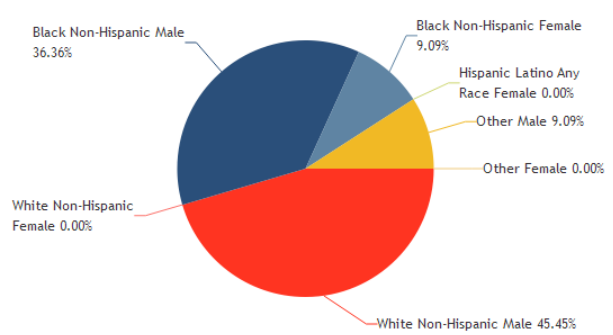
### Firearm Display



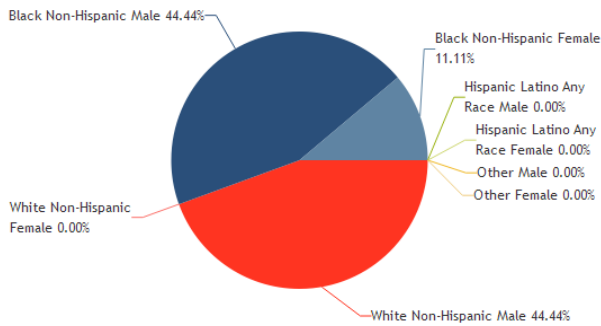
### Weaponless



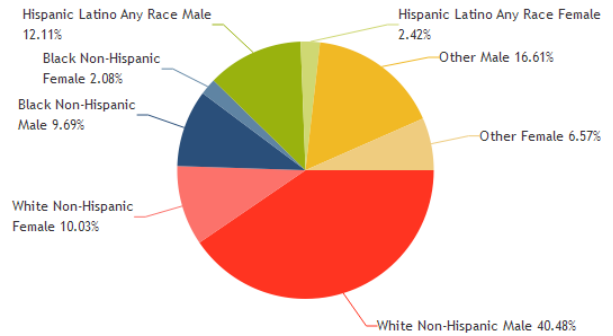
### Total Uses of Force



### 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

Grievances	Year 1	Year 2	Year 3
Number	7	12	12

### Reaccreditation Year 1 Notes:

The Newton Police Superior Officers Association filed one grievance and as of 12/31/16 it was still pending at step 3. The Newton Police Officers Association filed six grievances. As of 12/31/16 three were resolved, one is pending at step 2 and 2 are being held in abeyance at step 2.

### Reaccreditation Year 2 Notes:

#### Newton Police Superior Officers Association

<u>Grievance #</u>	<u>Date</u>	<u>Type</u>	<u>Status</u>
2017-01	10/11/17	CBA violation	Withdrawn

The NPSOA alleges a violation of the CBA section 13.03 whereby the Department changed the work schedule for the relief Lieutenant. Investigation revealed any change of the work schedule of the relief Lieutenant was authorized by the contractually agreed upon language already contained in the CBA. The NPSOA has withdrawn the grievance  
CALEA standard: 24.1.1(e)

2017-02	10/19/17	Paid Detail	Pending
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The NPSOA alleges On August 7, 2017 a violation of the CBA section 8.10- it agreed where there is more than one police officer required, the following ratio of superior officers will apply; four patrol officers = 1 Sergeant. Investigation reveals Lorusso corporation had numerous independent work crews throughout the City (5 crews). One crew on Brandies Rd had two officers assigned to a cement truck as it moved to various locations pouring sidewalks. Another crew had two officers assigned to a sidewalk forming crew moving to various locations on Comm Ave. The cement truck went to Comm ave but never interacted and worked independently from the other crew on Comm Ave. The independent work crews never formed one detail requiring a supervisor. The matter is pending.

CALEA standard: 22.3.5, 24.1.1(e)

2017-03	10/19/17	Paid detail	Pending
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The NPSOA alleges On August 7, 2017 a violation of the CBA section 8.10- it agreed where there is more than one police officer required, the following ratio of superior officers will apply; four patrol officers = 1 Sergeant. Investigation reveals Lorusso corporation had numerous independent work crews throughout the City (5 crews). One crew on Brandies Rd had two officers assigned to a cement truck as it moved to various locations pouring sidewalks. Another crew had two officers assigned to a sidewalk forming crew moving to various locations on Comm Ave. The cement truck went to Comm Ave but never interacted and worked independently from the other crew on Comm Ave. The independent work crews never formed one detail requiring a supervisor. The matter is pending.

CALEA standard: 22.3.5, 24.1.1(e)

#### Newton Police Association

<u>Grievance #</u>	<u>Date</u>	<u>Type</u>	<u>Status</u>
2017-01	5/15/17	Paid detail	Sustained

The NPA alleges violation of the CBA section 6.05 whereby details will be filled fairly and equitably. The NPA alleges the Public safety detail rules were not followed by the Patrol bureau commander. A review of the facts and rules revealed the bureau Commander did not follow the rules as outlined in the detail rules. The senior officer working the event that was adversely affected was credited with 4 hr of comp to resolve the matter. The grievance was sustained. CALEA standard: 22.3.5, 24.1.1(e)

2017-02	5/19/17	Just cause	Pending
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The NPA alleges violation the Department violated the collective bargaining agreement at Article XXXI, Just Cause, by virtue of terminating Patrol Officer Christopher MacNair without just cause. Officer MacNair had been under a Last Chance Agreement for violating the Newton Police drug policy. On February 15, 2017, Officer MacNair failed a drug test (positive for Fentanyl), which violated the terms and conditions of the September 15, 2015 agreement for continued employment with the City of Newton. As a result Officer MacNair was terminated. The case is scheduled for arbitration in February of 2018. CALEA standard: 26.1.6

2017-03	6/26/17	Paid detail	Pending
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The NPA did not cite a violation of the CBA only asserting two officers were taken off a detail and assigned a new detail without receiving additional compensation. As a matter of public safety two officers were assigned a detail with the same vendor in a new location due to public safety concerns. Under state Statue and management rights of the collective bargaining agreement the Chief has the right to assign personnel. The matter is pending in arbitration. CALEA standard: 22.3.5, 24.1.1(e)

2017-04	6/29/17	Paid detail	Sustained
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The NPA alleges a violation of the detail rules where by an officer was bypassed on the detail list. A review of the facts revealed the detail officer failed to follow the rules and the grievance was sustained. The officer was given 4 hrs of comp to resolve the matter. CALEA standard: 22.3.5, 24.1.1(e)

2017-05	8/17/17	Paid detail	Pending
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The NPA did not cite a violation of the CBA only asserting one officer was taken off a detail and assigned a new detail without receiving additional compensation. As a matter of public safety the officer was assigned a detail with the same vendor in a new location due to public safety concerns. Under state Statue and management rights of the collective bargaining agreement the Chief has the right to assign personnel. The matter is pending. CALEA standard: 22.3.5, 24.1.1(e)

2017-06	9/13/17	Paid detail	Arbitration
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The NPA alleges violation of the CBA section 6.05 whereby details will be filled fairly and equitably. The NPA alleges a mistake was made by the vendor when ordering a detail and three



officers should receive 4 hrs of pay for each officer. Investigation reveals the contractor called back to clarify the order and the different detail officer failed to communicate the change, therefore the mistake is by the dept and the officers per new contractual language are whole and not entitled to additional compensation. The matter is pending.

CALEA standard: 22.3.5, 24.1.1(e)

2017-07      10/30/17      CBA violation      Pending

The NPA alleges violation of the CBA section 33 Time off for Union Business and section 34 time off for labor hearings. The NPA alleges any and all officers shall be released to attend a hearing. The Department released the contractually required amount of officers spelled out in the CBA. The Department offered to resolve the matter to create new language, The NPA declined the offer to resolve the issue and has moved the issue through the grievance process. The matter is pending.

CALEA standard: 24.1.1(e)

2017-08      10/30/17      CBA violation      Pending

The NPA alleges violation of the CBA section 33 Time off for Union Business and section 34 time off for labor hearings. The NPA alleges any and all officers shall be released to attend a hearing. The Department released more than the contractually required amount of officers spelled out in the CBA. The Department offered to resolve the matter to create new language, The NPA declined the offer to resolve the issue and has moved the issue through the grievance process. The matter is pending.

CALEA standard: 24.1.1(e)

2017-09      12/14/17      Paid detail      Pending

The NPA alleges violation of the CBA section 6.10 whereby each officer shall be guaranteed four hours of pay for every detail lasting fewer than four hours, and paid assignments shall be made when the firm, person, corporation, group or government agency has agreed to pay the applicable rate. The NPA alleges a charity detail was two separate details and the officer should be paid twice, 4 hours of pay for 1.5 hours worked at the race and 4 hours of pay for 2 hours worked at the event after the race. Investigation reveals a supervisor without authorization and incorrectly made the event organizer hire a separate detail in addition to the ten officers already assigned to the race. As a result of the misinformation the mistake is by the dept and the second detail was not required. The officer was paid the appropriate amount of pay 3.5 hours worked for 4 hours paid. Per new contractual language the officer is whole and not entitled to additional compensation. The matter is pending.

CALEA standard: 22.3.5, 24.1.1(e)

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

The Newton Police Superior Officers Association filed one grievance and it is at the arbitration stage. The Newton Police Association filed seven grievances. Five are pending, one was sustained and one the City prevailed. AFSCME 2913 Parking Control Officers filed three grievances and all three are pending. AFSCME 3092 Dispatchers filed one grievance that was held in abeyance.

***Personnel Actions***

	Year 1	Year 2	Year 3
Suspension	7	4	2
Demotion	0	0	0
Resign In Lieu of Termination	0	0	0
Termination	1	1	0
Other	1		0
Total	9	5	2
Commendations	59	47	7

***Reaccreditation Year 1 Notes:***

The termination was a Dispatcher. The "other" was a sworn Officer who received a written reprimand. The majority (40) of commendations were awarded from a critical incident that occurred.

***Reaccreditation Year 2 Notes:***

The termination was the result of a violation of a last chance agreement.

***Reaccreditation Year 3 Notes:***

The two suspensions involved the same civilian employee.

**Complaints and Internal Affairs - Reaccreditation Year 3**

	Year 1	Year 2	Year 3
<b>External/Citizen Complaint</b>			
Citizen Complaint	21	11	13
Sustained	4	4	1
Not Sustained	0	0	2
Unfounded	7	3	0
Exonerated	10	4	7
<b>Internal/Directed Complaint</b>			
Directed Complaint	8	11	13
Sustained	8	11	13
Not Sustained	0	0	0
Unfounded	0	0	0
Exonerated	0	0	0

**Reaccreditation Year 3 Notes:**

During calendar year 2018 there were a total of 13 citizen complaints investigated by the Newton Police. One of the complainants was anonymous, one of the complaints was sustained, seven complaints resulted in the involved officer(s) being exonerated, two complaints were not sustained, two complaints were withdrawn and the final complaint has not been resolved as of this report. Nine of the complaints were investigated by Internal Affairs and four cases were investigated by bureau commanders.

During calendar year 2018 there were a total of 13 internal investigations. One investigation resulted in a 3-day suspension, one resulted in a 2-day suspension and one resulted in a removal from the detail book for one day. The two suspensions involved the same civilian employee. The final ten investigations resulted in reprimands. Five of the reprimands involved sworn police officers and five involved civilian employees. Four of the internal affairs investigations were initiated by a supervisor. One officer was reprimanded and one received a one-day removal from the detail book for conduct displayed while working a paid detail. One of the IA investigations involved insubordination. No employees were terminated during calendar year 2018.

*Calls For Service - Reaccreditation Year 3*

	Year 1	Year 2	Year 3
Calls for Service	35021	32734	35820
<b>UCR/NIBRS Part 1 Crimes</b>			
Murder	0	0	0
Forcible Rape	6	4	4
Robbery	11	5	5
Aggravated Assault	39	47	54
Burglary	82	88	73
Larceny-Theft	547	480	550
Motor Vehicle Theft	18	18	15
Arson	0	2	2

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

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

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

During the calendar year of 2016 there were no reported incidents where Newton Police Officers engaged in motor vehicle pursuits.

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

During calendar year 2017 there was one reported incident where Newton police Officers engaged in a motor vehicle pursuit. The pursuit was terminated by the O.I.C. and the pursuing officer disengaged from the suspect vehicle. The suspect vehicle was involved in a crash a short distance from the end of the pursuit and the operator was placed under arrest. The operator informed officers he failed to stop as he was late for work. The operator suffered unnamed injuries and was transported to the hospital.

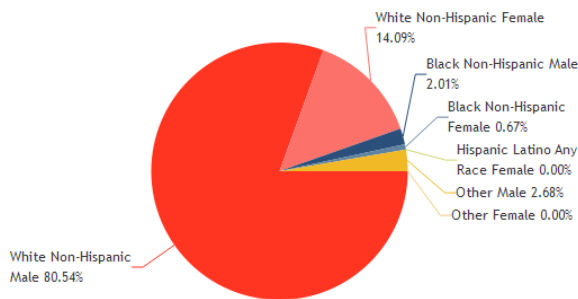
### ***Reaccreditation Year 3***

During 2018 there were 3 total motor vehicle pursuits. Two were terminated by the O.I.C. and one ended when the vehicle pulled over. The pursuits were all the result of felonies. Those felonies were distribution of narcotics, attempted breaking and entering and larceny from a building. No injuries resulted from the three pursuits. No policy violations.

**Agency Breakdown Report - Reaccreditation Year 1**

	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	6	0	0	0	0	0	0	0	6
Supervisory Positions	27	2	1	0	0	0	1	0	31
Non-Supervisory Positions	86	19	2	1	0	0	3	0	111
<b>Sub Total</b>									149
<b>Non Sworn Personnel</b>									
Executive	0	0	0	0	0	0	0	0	0
Managerial	1	1	0	0	0	0	0	0	2
Supervisory Positions	1	4	0	0	0	0	0	0	5
Non-Supervisory Positions	7	28	0	1	0	1	0	0	37
<b>Sub Total</b>									44
<b>Total</b>									193

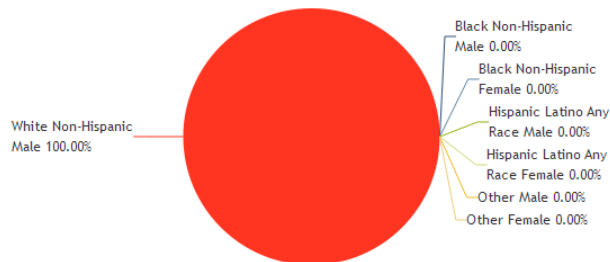
**Total Sworn Personnel**



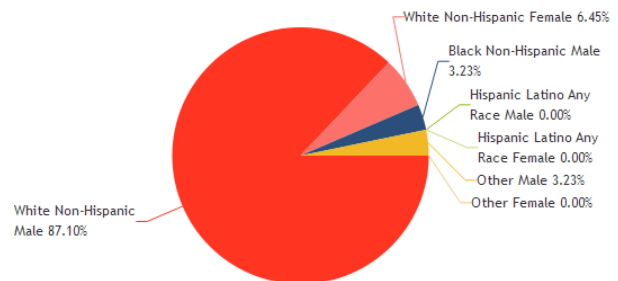
**Sworn Personnel: Executive**



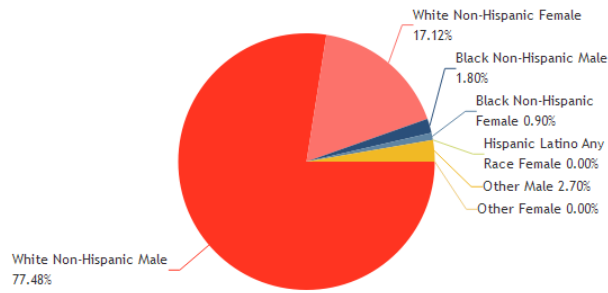
**Sworn Personnel: Command**



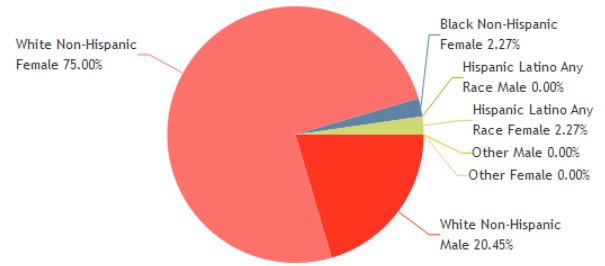
**Sworn Personnel: Supervisory Positions**



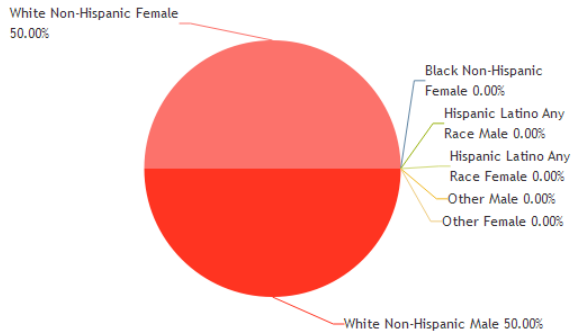
### Sworn Personnel: Non-Supervisory Positions



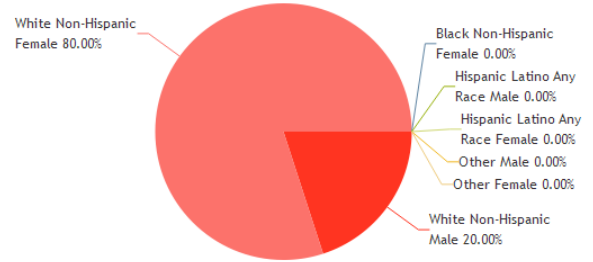
### Total Non-Sworn Personnel



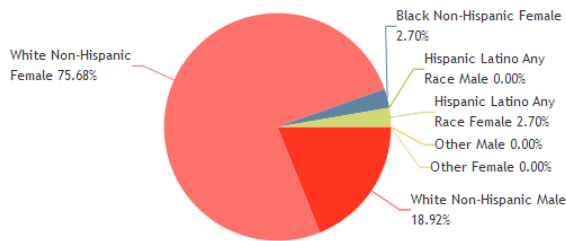
### Non-Sworn Personnel: Managerial



### 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	

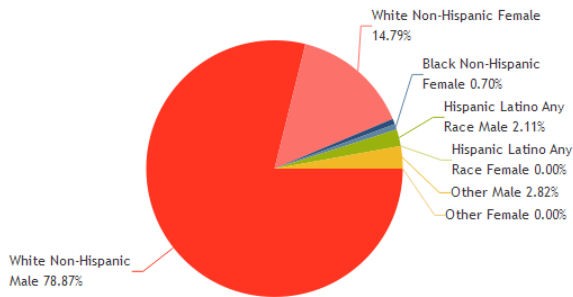
**Agency Breakdown Report - Reaccreditation Year 2**

	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	6								6
Supervisory Positions	27	2	1				1		31
Non-Supervisory Positions	78	19	0	1	3		3		104
<b>Sub Total</b>									142
<b>Non Sworn Personnel</b>									
Executive									
Managerial	1	1							2
Supervisory Positions	1	4							5
Non-Supervisory Positions	7	28		1		1			37
<b>Sub Total</b>									44
<b>Total</b>									186

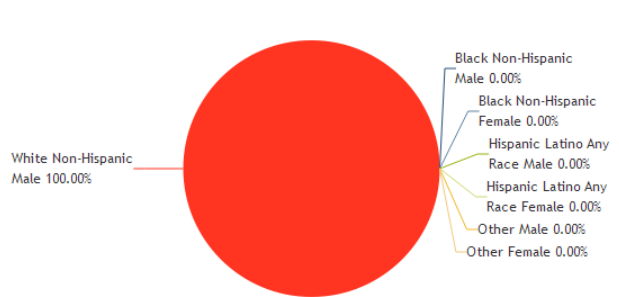
**Reaccreditation Year 2 Notes:**

During this period three Supervisory Officers retired. Two were Sergeants and one was a Lieutenant. All three were white males. One white male was promoted to Lieutenant and two white males were promoted to Sergeant to fill these vacancies. All were promoted off current eligibility list at the time of promotion.

**Total Sworn Personnel**

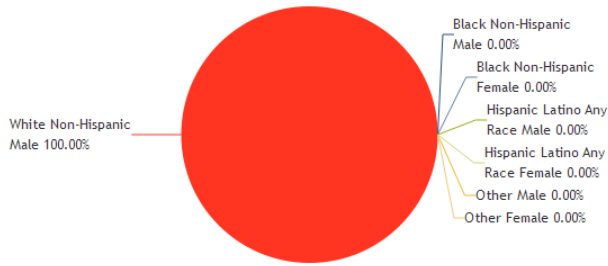


**Sworn Personnel: Executive**

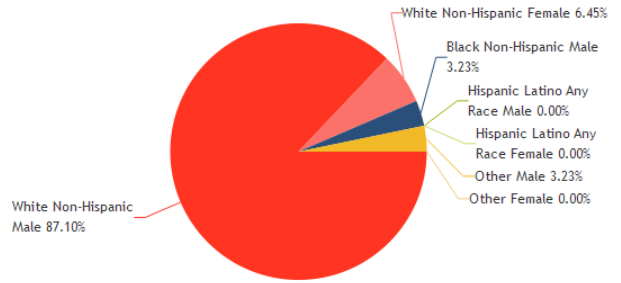




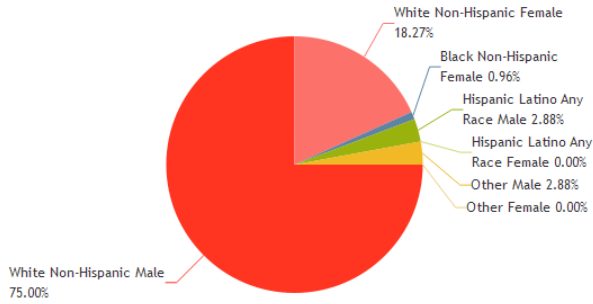
### Sworn Personnel: Command



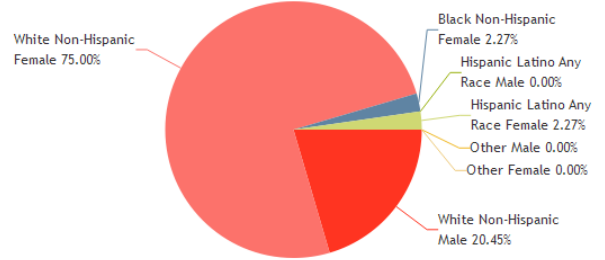
### Sworn Personnel: Supervisory Positions



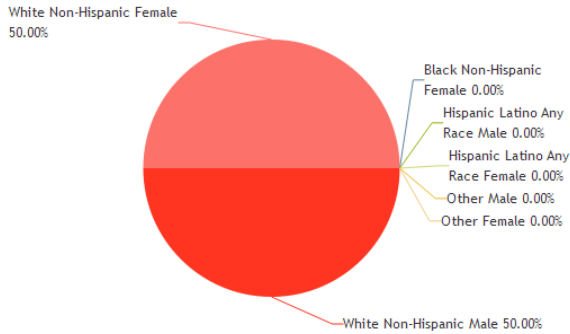
### Sworn Personnel: Non-Supervisory Positions



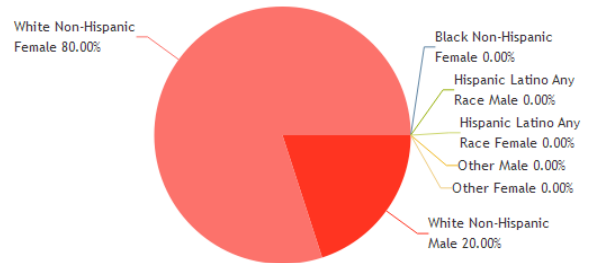
### Total Non-Sworn Personnel



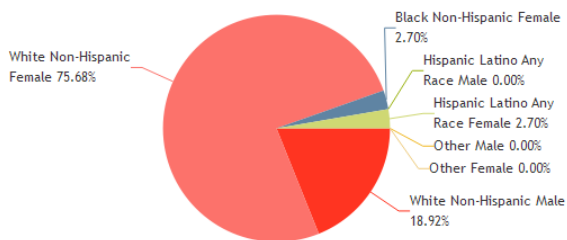
### Non-Sworn Personnel: Managerial



### Non-Sworn Personnel: Supervisory Positions



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



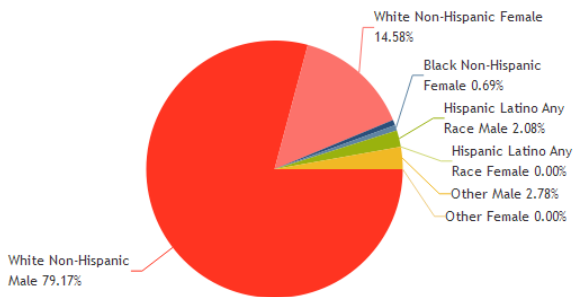
Legend

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**

	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	6	0	0	0	0	0	0	0	6
Supervisory Positions	27	2	1	0	0	0	1	0	31
Non-Supervisory Positions	80	19	0	1	3	0	3	0	106
<b>Sub Total</b>									144
<b>Non Sworn Personnel</b>									
Executive	0	0	0	0	0	0	0	0	0
Managerial	1	1	0	0	0	0	0	0	2
Supervisory Positions	1	4	0	0	0	0	0	0	5
Non-Supervisory Positions	11	22	0	2	0	0	0	2	37
<b>Sub Total</b>									44
<b>Total</b>									188

**Total Sworn Personnel**



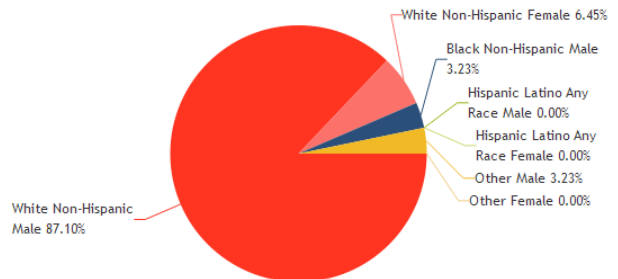
**Sworn Personnel: Executive**



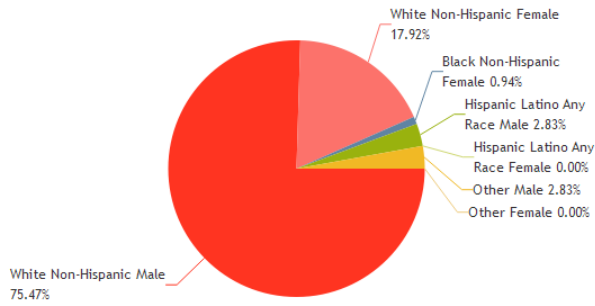
**Sworn Personnel: Command**



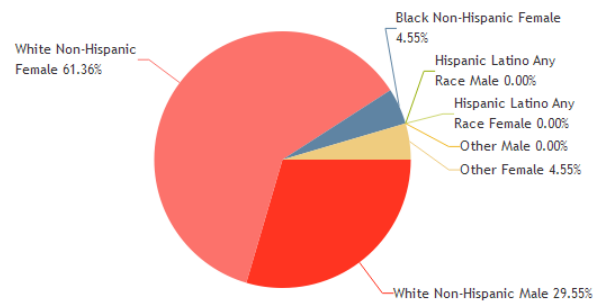
**Sworn Personnel: Supervisory Positions**



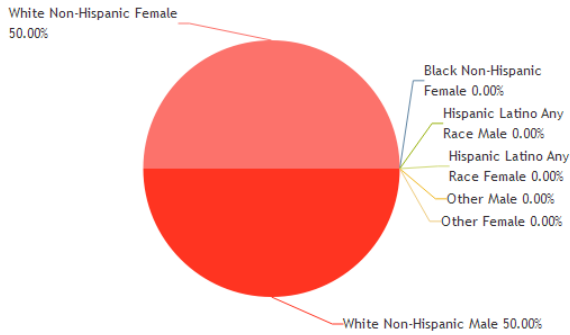
### Sworn Personnel: Non-Supervisory Positions



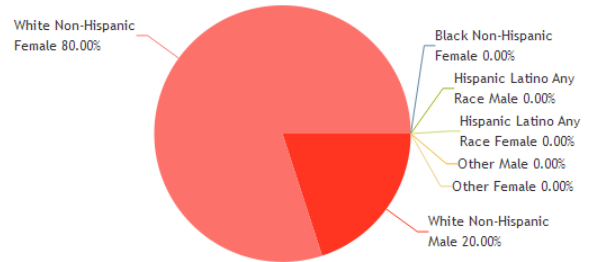
### Total Non-Sworn Personnel



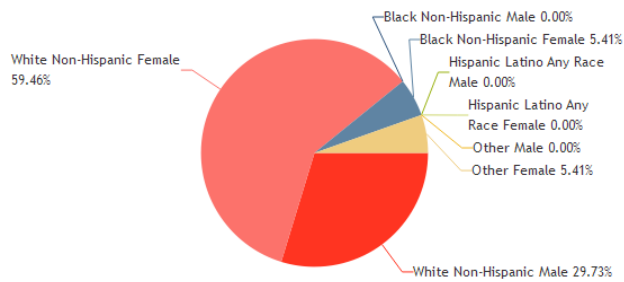
### Non-Sworn Personnel: Managerial



### 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	

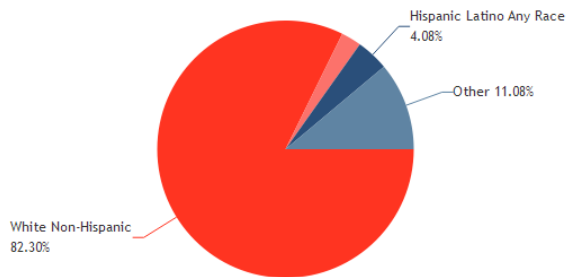
**Agency Demographics Report - Reaccreditation Year 1**

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	70074	82%	11	100 %	132	93%	18	12%	123	93%	13	9%
Black Non-Hispanic	2160	2%	0	0 %	2	1%	1	0%	3	2%	1	0%
Hispanic Latino Any Race	3476	4%	0	0 %	2	1%	0	0%	1	0%	0	0%
Other	9436	11%	0	0 %	5	3%	0	0%	4	3%	0	0%
<b>Total</b>	<b>85146</b>		<b>11</b>		<b>141</b>		<b>19</b>		<b>131</b>		<b>14</b>	

**Reaccreditation Year 1 Notes:**

Prior assessment date is from December 2013 on-site assessment. Current data is as of December 31, 2016.

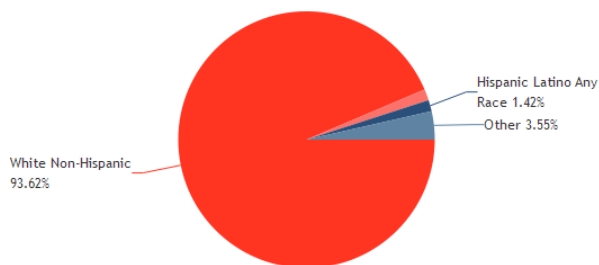
**Service Population**



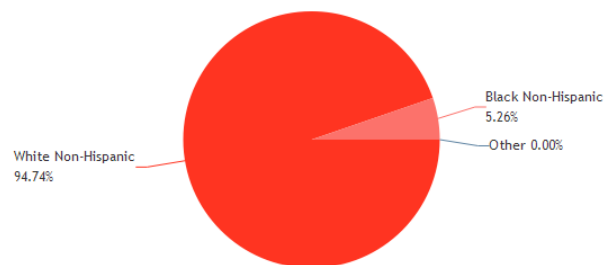
**Available Workforce**



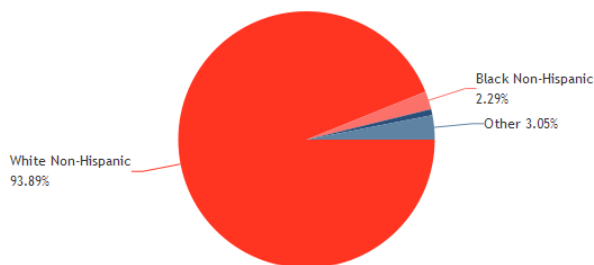
**Current Sworn Officers**



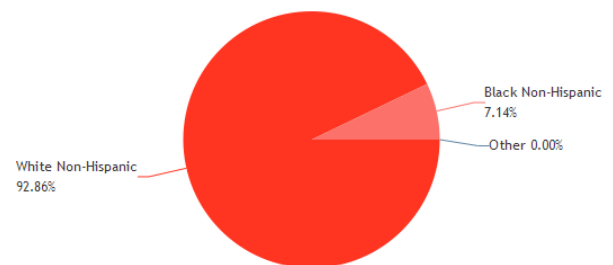
**Current Sworn Female Officers**



**Prior Sworn Officers**



**Prior Sworn Female Officers**



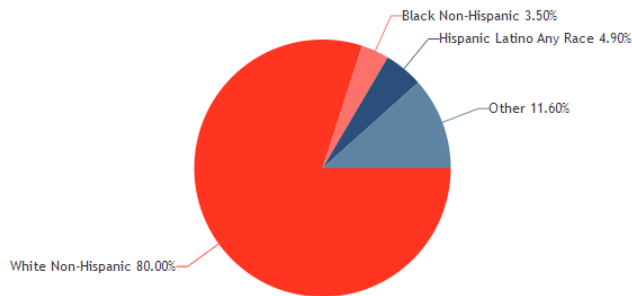
**Agency Demographics Report - Reaccreditation Year 2**

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	69614	79%	0	0%	133	93%	18	12%	132	93%	18	12%
Black Non-Hispanic	3046	3%	0	0%	2	1%	1	0%	2	1%	1	0%
Hispanic Latino Any Race	4264	4%	0	0%	2	1%	0	0%	2	1%	0	0%
Other	10094	11%	0	0%	5	3%	0	0%	5	3%	0	0%
<b>Total</b>	<b>87018</b>		<b>0</b>		<b>142</b>		<b>19</b>		<b>141</b>		<b>19</b>	

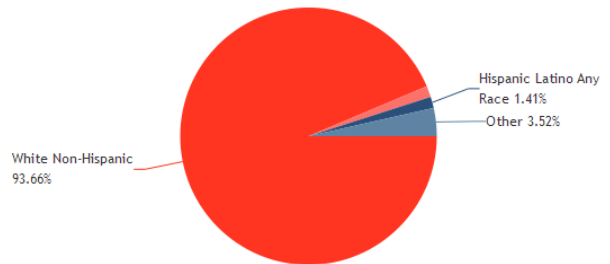
**Reaccreditation Year 2 Notes:**

Service population numbers obtained from City of Newton website ([www.newtonma.gov](http://www.newtonma.gov)). During calendar year 2017 four officers retired and one was terminated. Five officers were sworn in after starting the academy on 9/26/16.

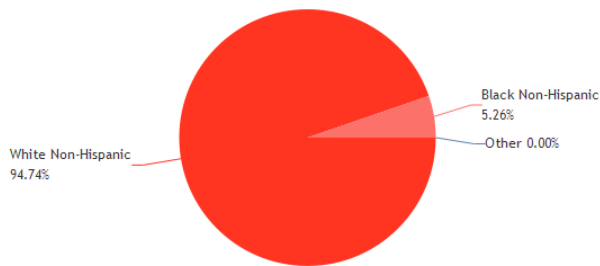
**Service Population**



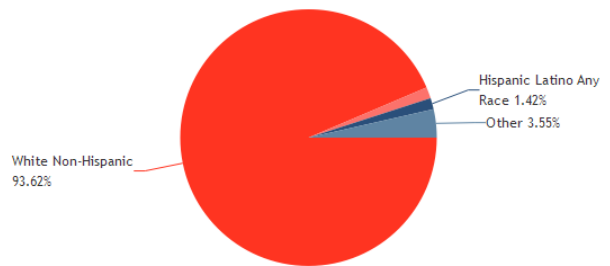
**Current Sworn Officers**



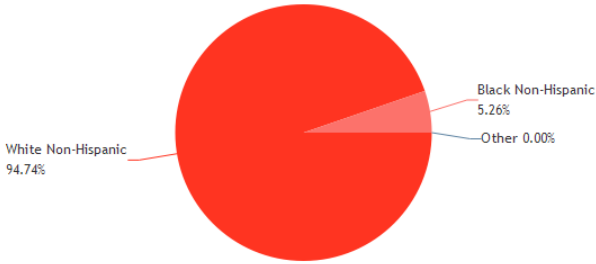
**Current Sworn Female Officers**



**Prior Sworn Officers**



# Prior Sworn Female Officers



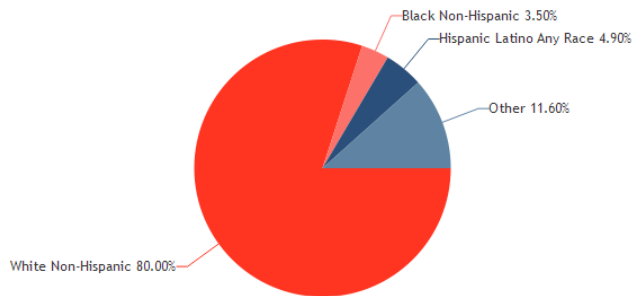
**Agency Demographics Report - Reaccreditation Year 3**

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	69614	79%	9	100 %	135	93%	21	14%	133	93%	18	12%
Black Non-Hispanic	3046	3%	0	0 %	2	1%	1	0%	2	1%	1	0%
Hispanic Latino Any Race	4264	4%	0	0 %	3	2%	0	0%	2	1%	0	0%
Other	10094	11%	0	0 %	4	2%	0	0%	5	3%	0	0%
<b>Total</b>	<b>87018</b>		<b>9</b>		<b>144</b>		<b>22</b>		<b>142</b>		<b>19</b>	

**Reaccreditation Year 3 Notes:**

Service population numbers obtained from City of Newton website ([www.newtonma.gov](http://www.newtonma.gov)).

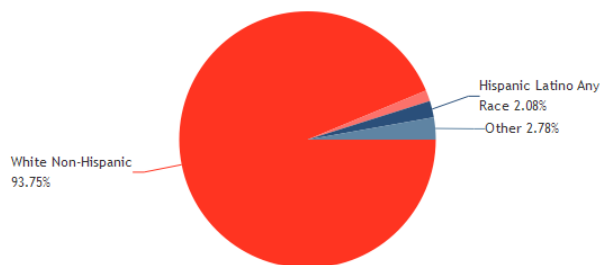
**Service Population**



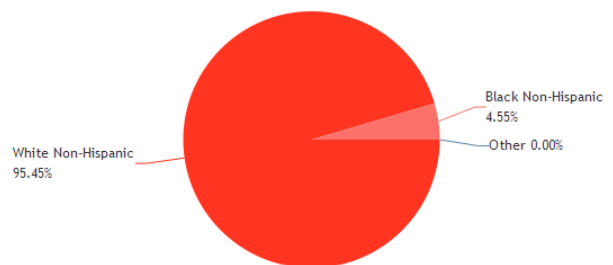
**Available Workforce**



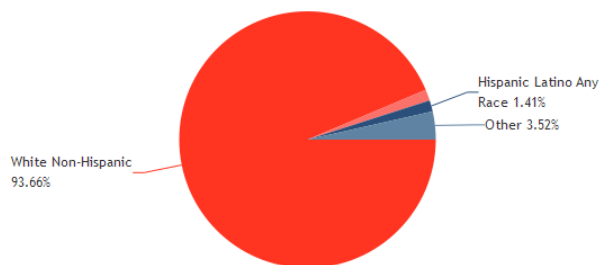
**Current Sworn Officers**



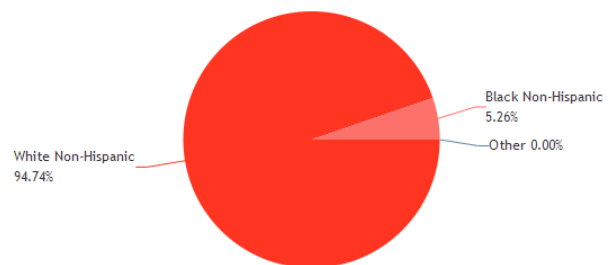
**Current Sworn Female Officers**



**Prior Sworn Officers**



**Prior Sworn Female Officers**





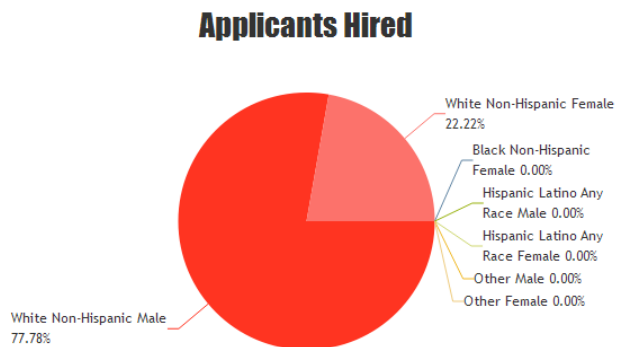
**Sworn Officer Selection - Reaccreditation Year 1**

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received									
Applicants Hired	7	2	0	0	0	0	0	0	9
Percent Hired	%	%	%	%	%	%	%	%	N/A
Percent of Workforce Population	6%		0%		0%		0%		N/A

**Reaccreditation Year 1 Notes:**

Newton is a civil service department. Applicants take a statewide test that is scored by the state. When we have an open position, we request a referred list from civil service. We just receive the minimum number of candidates that passed the test to fill the position according to a civil service formula. We do not get a breakdown of race or gender. The above info is based on names received.

**Applications Received**



**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**

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received									
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 2 Notes:**

During the calendar year 2017 there were no sworn officers 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 Selection - Reaccreditation Year 3**

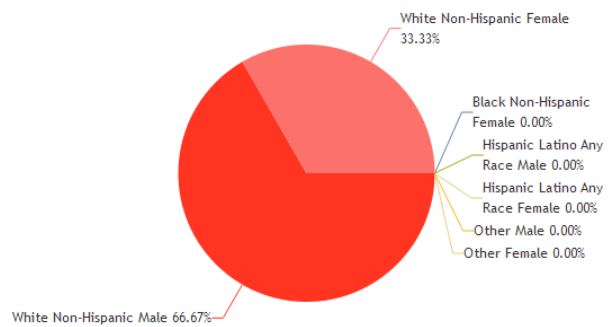
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received									
Applicants Hired	2	1	0	0	0	0	0	0	3
Percent Hired	%	%	%	%	%	%	%	%	N/A
Percent of Workforce Population	2%		0%		0%		0%		N/A

**Reaccreditation Year 3 Notes:**

Newton is a civil service department. Applicants take a statewide test that is scored by the state. When we have an open position, we request a referred list from civil service. We just receive the minimum number of candidates that passed the test to fill the position according to a civil service formula.

**Applications Received**

**Applicants Hired**



**Percent Hired**

**Percent of Workforce Population**



**Legend**

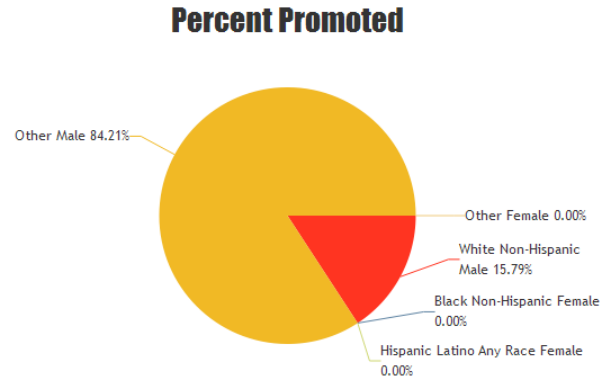
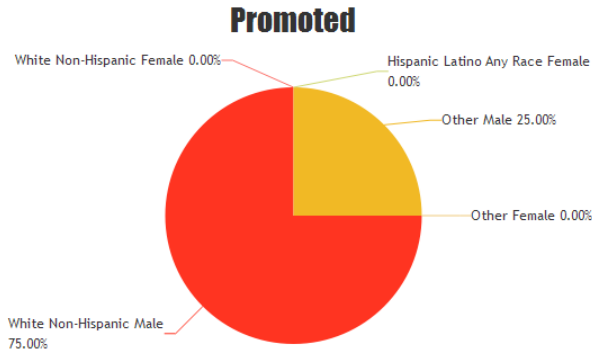
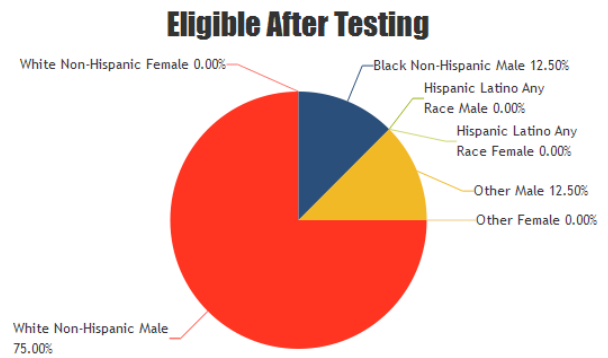
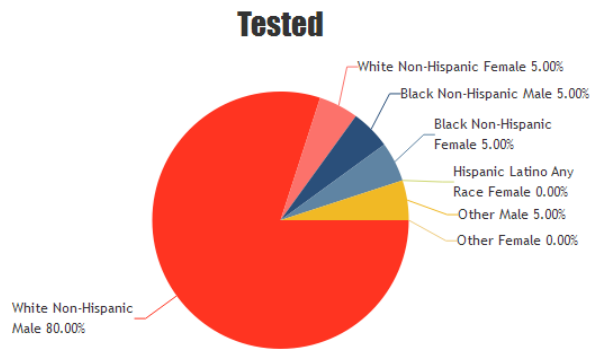
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

**Sworn Officer Promotions - Reaccreditation Year 1**

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	16	1	1	1	0	0	1	0	20
Eligible After Testing	6	0	1	0	0	0	1	0	8
Promoted	3	0	0	0	0	0	1	0	4
Percent Promoted	19 %	0 %	0 %	0 %	%	%	100 %	%	N/A

**Reaccreditation Year 1 Notes:**

Data reflects results of 2014 exam. Candidates promoted in 2016 came from eligibility list from 2014 exam. An exam was held in October 2016 but the results did not become certified until April 2017 per civil service rules.



**Legend**

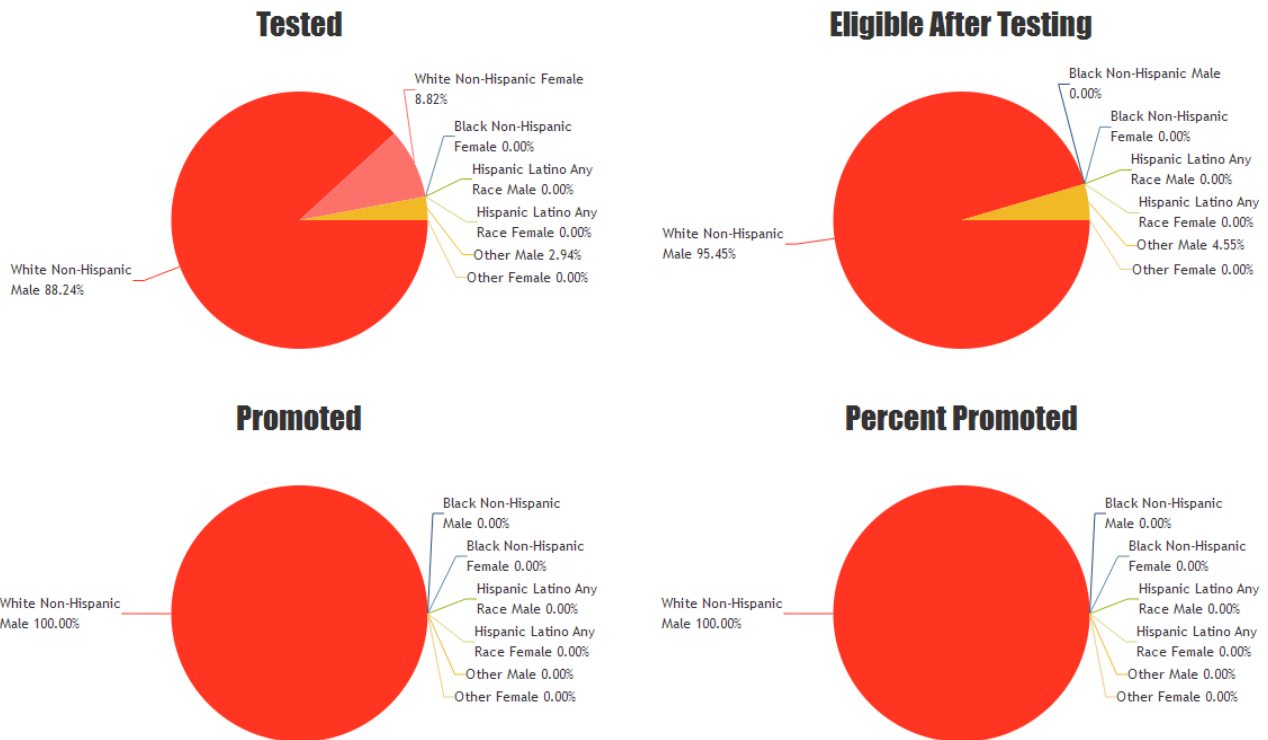
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

**Sworn Officer Promotions - Reaccreditation Year 2**

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	30	3	0	0	0	0	1	0	34
Eligible After Testing	21	0	0	0	0	0	1	0	22
Promoted	4	0	0	0	0	0	0	0	4
Percent Promoted	13 %	0 %	%	%	%	%	0 %	%	N/A

**Reaccreditation Year 2 Notes:**

Data reflects results of 2016 exam. Candidates promoted in 2017 came from eligibility list from 2016 exam. Exam was held in October of 2016 but the results did not become certified until April 2017 per civil service rules.



**Legend**

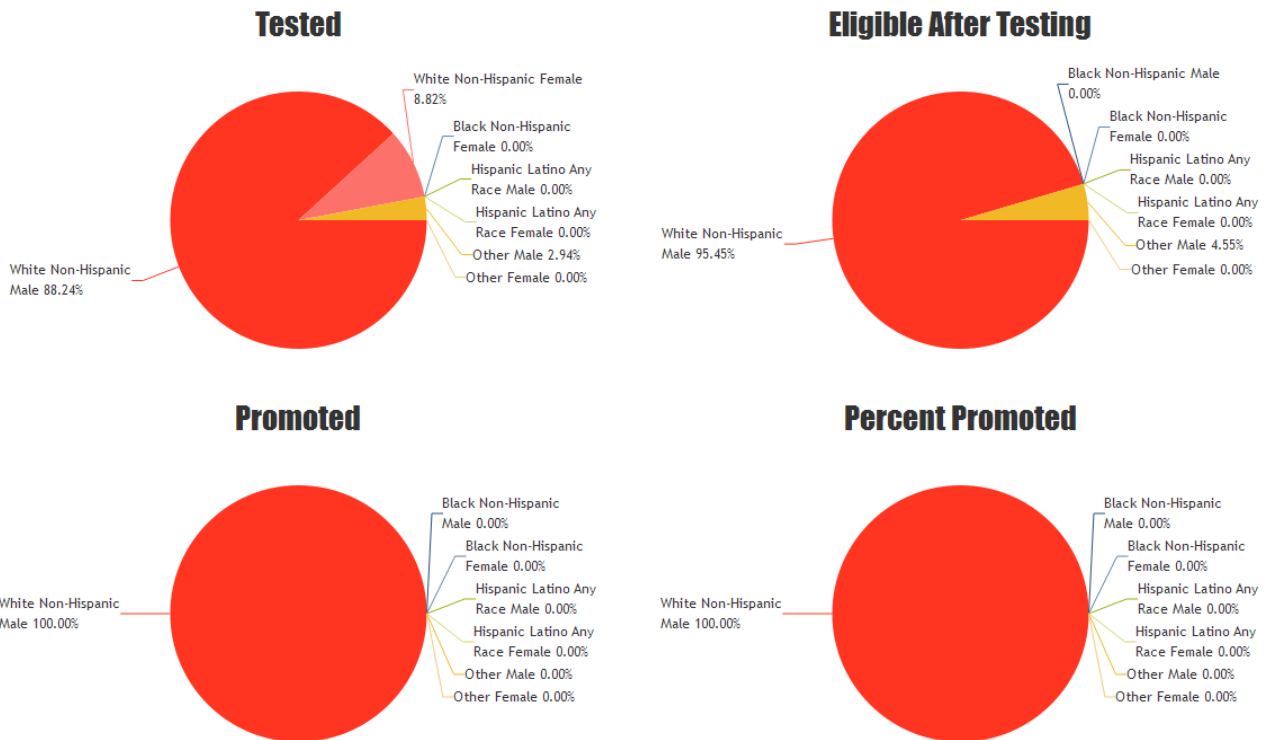
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

**Sworn Officer Promotions - Reaccreditation Year 3**

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	30	3	0	0	0	0	1	0	34
Eligible After Testing	21	0	0	0	0	0	1	0	22
Promoted	4	0	0	0	0	0	0	0	4
Percent Promoted	13 %	0 %	%	%	%	%	0 %	%	N/A

**Reaccreditation Year 3 Notes:**

Data reflects results of 2016 exam. Candidates promoted in 2018 came from eligibility list from 2016 exam. Exam was held in October of 2016.



**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	



