



Salem Police Department
Government Academy
February 23, 2023

WELCOME

Who we are



Paul Harvey

Policeman

SALEM POLICE DEPARTMENT

ADMINISTRATION STAFF

- Chief of Police - Joel P. Dolan
- Deputy Chief - Shane C. Smith
- Captain - Joseph Keating
 - Operations
- Captain - Jason Smith
 - Operations - Support

Mission Statement

“The mission of the Salem Police Department is to build trust and foster positive partnerships within our community. Through progressive leadership, transparency, and accountability we will provide proficient and professional law enforcement services for our residents and visitors.”

Vision Statement

“The Salem Police Department will be a well-trained, professional agency providing unparalleled service to our community.”

Core Values

- **Transparency:** The Salem Police Department is committed to building trust through transparency. We will be open and forthcoming with the sharing of information.
- **Accountability:** The Salem Police Department is accountable to the law and our community. We will conduct ourselves in a manner that merits respect, demonstrating honest and ethical behavior at all times.
- **Leadership:** The Salem Police Department will provide guidance to our community. We will lead by example as we hold ourselves to the highest personal and professional standards.
- **Innovation:** The Salem Police Department will use technology and vision to provide proficient law enforcement services.

6 Pillars of 21st Century Policing

- Building trust and legitimacy
- Policy and Oversight
- Technology and Social Media
- Community Policing and Crime Reduction
- Training and Education
- Officer Safety and Wellness

CALEA

- Commission on Accreditation of Law Enforcement Agencies
- National accreditation
- Three-year process – we are in self assessment
- Goal is to gain accreditation in 2023
- Provides the most current and up-to-date policies and oversight

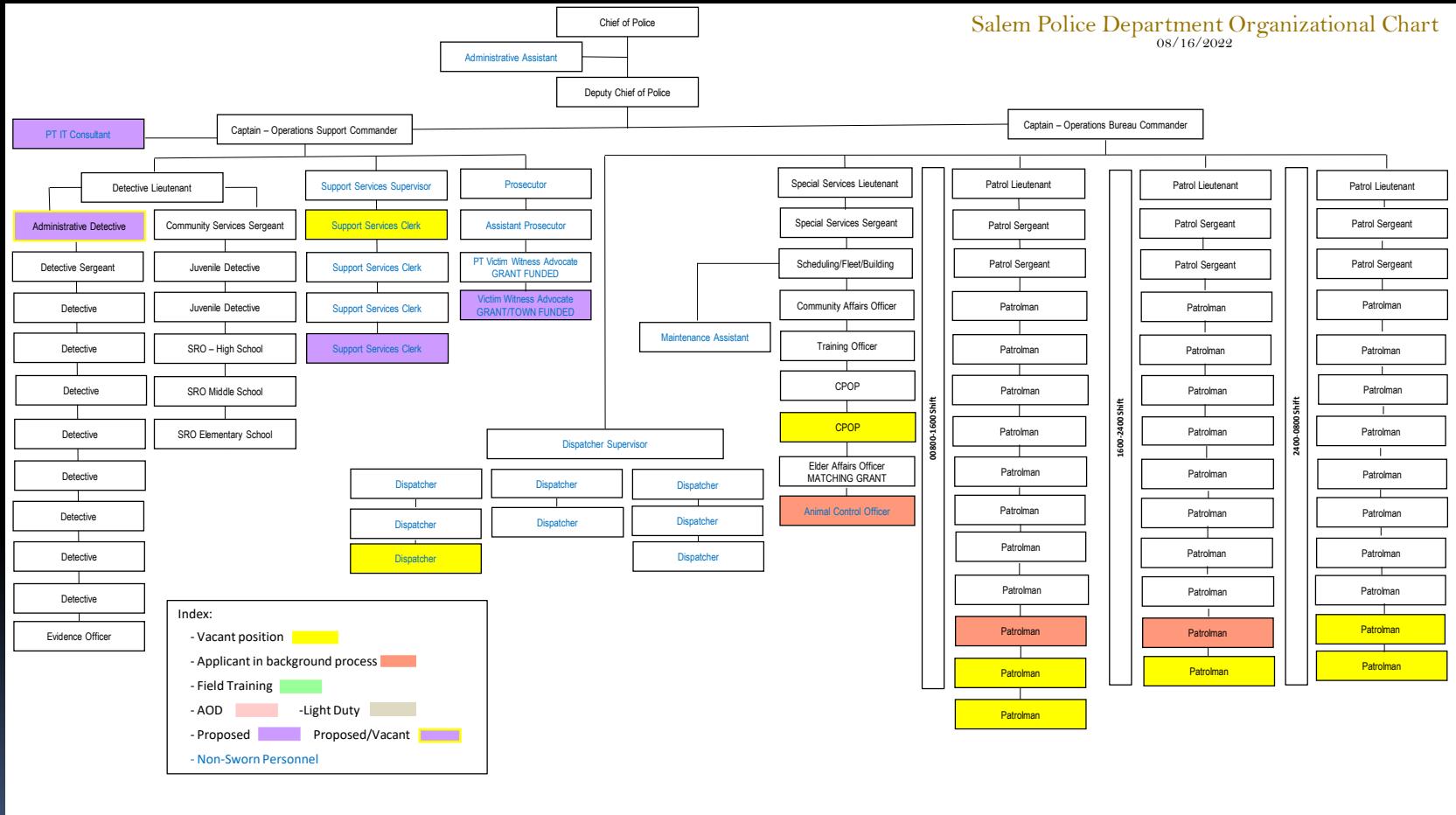
Benefits of Accreditation

- Stronger defense against civil lawsuits
- Reduce risk and liability exposure
- Greater Accountability
- Increased community advocacy
- Support from government officials

CALEA STATUS

- LE 1 Accreditation
- Updated 88 old, outdated policies
- Created 27 new policies which were previously non-existent
- Created or updated 33 job descriptions
- Annual review of policies
- Attend monthly coalition meetings

Organization Chart



Patrol Division

Operations

- Captain
- (3) Patrol Lieutenants
 - One per shift, day, evening and midnight
- (6) Patrol Sergeants
 - Two per shift, same as Lieutenants

Patrol Division

Operations

Patrolmen

27 Patrol Officer Positions

Assigned to variety of duties

Officers assigned to 3 shifts

- Day (0745a-4p), evening (345p-1200a), midnight(1145p-0800a)

Special Services

- 1 Lieutenant
- 1 Sergeant
- Training Officer
- Scheduling and Fleet Maintenance
- Community Problem Oriented Police (CPOP) team
- Community Affairs Officer & Comfort dog
- Animal Control Officer
- Maintenance Assistant

Operations Support

- Captain
 - Investigative Services Unit
 - Community Services Unit (Phasing out)
 - School Resource Officers
 - Prosecution
 - Records
 - Internal Affairs
 - Background Investigations
 - 91-a (Right to Know)
 - CALEA (policies and procedures)

Detective Division

Operations Support

- Detective Lieutenant
- Detective Sergeant
- Community Services Sergeant
- (2) Detectives (Narcotics)
- (2) DEA Task Force Officers
- (4) Assigned to General Investigation
- (2) Detectives assigned to juvenile cases
- (1) Evidence Officer

2022 Statistics

■ Total Calls for Service	-	32,905
■ Arrests	-	1166
■ Protective Custody	-	26
■ Motor Vehicle Crashes	-	1083
■ Motor Vehicle Stops	-	8417
■ Criminal Incidents	-	3545
■ Mall at Rockingham Park	-	779
■ Tuscan Village (to date)	-	1129

Hiring Process

- Written Test
- Physical Agility Test
- Oral Board
- Chief's Interview
- Conditional Offer
- Comprehensive Background Check
- Polygraph Exam
- Psychological Exam
- Medical Exam
- Acceptance to the New Hampshire Police Academy

Police Academy

- Concord, New Hampshire
- 16 weeks
- Commuter
- Laws, Firearms, Defensive Tactics, Driving
- Graduate with full-time certification

Field Training

- Experienced veteran officers assigned as FTO's
- Minimum 12 weeks after graduating academy
- Assigned to all three shifts
- Written and practical exams
- Must display competency
- Released from FTO
- Assigned to Patrol Shift
- 1 year Probation from date of hire

Current Anticipated Needs

- Modern facility
 - Current facility built in 1960's, addition 1980
 - Does not meet our basic minimal needs
- Updated Record Management System
 - Current system is on a 30-year-old platform
 - No updates available
- Reliable fleet
 - In budget
- Recruitment and retention