

## Report of the Hampton Police Department

### MISSION STATEMENT

It is the mission of the Hampton Police Department to enhance the quality of life for all persons who live, work, and visit our community by:

- Fostering partnerships within our community to promote safe secure neighborhoods,
- Maintaining order and peace, while affording dignity and respect to every person,
- Safeguarding individual rights, and
- Preventing crime while aggressively working to solve those crimes which occur.

We strive to accomplish this mission through the delivery of quality police services, and the pursuit of excellence and dedication in the performance of those services.

### DEPARTMENT VALUES

All employees of the Hampton Police Department will be guided by the following shared values:

#### A. HUMAN LIFE

We value human life and dignity above all else.

Therefore:

We give priority to any situation, which threatens life. We utilize the proper levels of force and only when necessary. We treat all persons in a dignified and courteous manner, and exhibit understanding of ethnic and cultural diversity, both in our professional and personal endeavors. We will remain constantly aware of the need for compassion, caring, and common sense in dealing with people.

#### B. INTEGRITY

We believe integrity is the basis for public trust.

Therefore:

We are committed to the highest performance standard ethical conduct, and truthfulness in all relationships. We hold ourselves accountable for our actions and take pride in a professional level of service to all.

#### C. EXCELLENCE

We strive for personal and professional excellence.

Therefore:

We strive to do our best in all situations and to provide quality service in a courteous, efficient, and accessible manner. We vigorously enforce local, state and federal laws; and, are

committed to the defense of the Constitutions of the United States and the State of New Hampshire. We promote community and employee interaction through problem solving partnerships. We empower our employees at all levels to engage in problem identification and problem-solving activities. We will strive for professional performance through continual training, education, and commitment to our duties. We will not tolerate misconduct by an employee and we **will** treat our fellow employees and our work environment with dignity and respect.

## VISION STATEMENT

We are determined to be recognized as a professional and effective organization that is respected by the community we serve and guided by the principals of law. We strive to work with our stakeholders to improve our community.

### Sworn Personnel

Our sworn officers continue to work exceptionally hard to maintain safety and security for the community. In 2023, our officers rose to the challenge to meet operational and budgetary adjustments that were critical to our successes. We continue to work aggressively to try to fill a large number of part-time officer vacancies. We are hopeful for positive progress in 2024 as NH Police Standards and Training will be holding a part-time academy in early January. In 2023, we have remained close to full-staffing on our full-time roster.

On February 1<sup>st</sup>, Officer Chelsea Hakker resigned her position as a Full-Time officer to pursue an opportunity with the Greenland Police Department. We wish her the best of luck in her new role.

On February 13<sup>th</sup>, Carson Webb was sworn in as our newest full-time officer. Officer Webb is from Dover, NH and is a graduate of the University of New Hampshire where he earned a Bachelor's Degree in Communications. We are excited to have Carson on the team.

On February 13<sup>th</sup>, K9 Icky and his partner Officer Brandon Whitehead completed the Boston K9 Academy Narcotics Detection School adding narcotics detection to the K9 Team's patrol and tracking skillset.

On February 27<sup>th</sup>, Officer Kalei Chase and Officer Dylan Hanson began their training at the New Hampshire Police Standards and Training Full-Time Academy.

On March 16<sup>th</sup>, our Sergeant's promotion process was completed. At the end of the process, Officer Shannon Buczek was identified as the top performer and was recommended for promotion to the rank of Sergeant. She was officially promoted on April 20<sup>th</sup> when she was assigned to the Patrol Division as a shift supervisor. On December 20<sup>th</sup>, Sergeant Buczek was promoted from the rank of Sergeant to Lieutenant. Lieutenant Buczek's leadership and administrative skills made her an excellent selection for this position. Lieutenant Buczek has been assigned command a number of areas within the department to include the Patrol Division, Training Division, and Honor Guard, as well as new employee on-boarding and operations planning. Lieutenant Buczek began her career in

Hampton in 2013. She has a Bachelor's Degree in Criminal Justice from Worcester State. She has also served in a number of roles in the department to include Patrol Sergeant, School Resource Officer, Assistant Prosecutor, and Summer Corporal. We are excited to have Lieutenant Buczek as a part of our leadership team.

On March 17<sup>th</sup> Sergeant Stephen Champey was placed in a Temporary Service Out of Rank position to attend to duties as the Support Service Commander. This was a temporary billet designed to accomplish critical tasks while we work to identify a permanent replacement for the vacant position.

On April 27<sup>th</sup> Jake O'Connor was sworn in as a full-time police officer. Officer O'Connor started his career with the Hampton Police Department as a part-time dispatcher. In 2021, he began his role as a part-time police officer where he was quickly identified as a quality officer and great addition to the Patrol Division. Officer O'Connor holds a Bachelor's Degree in Homeland Security from the University of New Hampshire.

On May 4<sup>th</sup> Matt McCue was sworn in as a full-time police officer. Officer McCue is a lateral transfer from North Hampton Police Department. He has a Bachelor's Degree in Communications from Curry College. Officer McCue was assigned to the Patrol Division and has been a great asset to the team.

On June 16<sup>th</sup> Officer Kalie Chase and Officer Dillon Hanson graduated from the 192<sup>nd</sup> full-time police academy at the NH Police Standards and Training. Both officers were assigned to the patrol division and have been great additions to the department.

On June 16<sup>th</sup> Officer Kevin Smith and Officer Robert Delotto were re-assigned as Corporals for our busy summer season. The summer Corporal position plays an important role in our summer operations. These Officers were selected due to their skills and abilities as well as their leadership proficiencies. Their leadership helped to ensure safe summer operations and their efforts were greatly appreciated.

On September 12<sup>th</sup>, Sabatino Rosetti was hired as a full-time police officer. On November 24<sup>th</sup>, he resigned his full-time position to fill one of our vacant part-time police officer positions. He will attend the part-time police academy at NH Police Standards and Training in the winter and we look forward to seeing him in the summer of 2024.

On October 30<sup>th</sup>, Christopher Vetter was sworn in as a part-time police officer. Officer Vetter comes back to us after having worked for us as a part-time police officer in the early 1990's. Officer Vetter left us previously to pursue a full-time career with the Department of Safety, retiring as a Captain with the NH State Police on October 1<sup>st</sup>. We are excited to have the professionalism and experience that Officer Vetter brings back into our ranks.

The following part-time police officers left their positions with the Department in 2023. We wish them all the best in their future endeavors:

Patrick Vetter

Brady McMillion

### **Civilian Personnel**

Our civilian personnel continue to work extremely hard to push the mission of the

agency forward. I'm thankful for the hard work and continuous efforts put forth by them over this past year. 2023 saw a continuation of personnel shortfalls in our dispatch center. We continue to search for quality candidates to fill full-time and part-time vacancies for these roles.

On January 31<sup>st</sup>, we said goodbye to Mrs. Margie Esposito after 25 years of service as a secretary to the Hampton Police Department administrative team. We wish her all the best in her retirement.

On April 24<sup>th</sup>, we welcomed Jennifer LeClaire to the administrative team. She comes to us with vast administrative experience. She will work closely with our Command Staff, Detectives, and our partners at the Town Office to help support the mission, goals, and objectives of the department and ensure that the needs and safety of our community are being met.

On May 15<sup>th</sup>, Matthew Lawrence hired as a full-time communications specialist.

On May 16<sup>th</sup>, we welcomed Alida Bates as a seasonal communications specialist. Alida has performed remarkably and has been a great addition to the team.

On May 24<sup>th</sup>, Nicholas Thamsen resigned his full-time position as a communications specialist to pursue an opportunity with the Portsmouth Police Department. Dispatcher Thamsen remained on-board as a part-time communications specialist with our department. We wish Dispatcher Thamsen the best of luck in his new role and for continuing to assist in our dispatch center.

On May 30<sup>th</sup> Leah Dennett was hired as a full-time communications specialist.

On June 12<sup>th</sup> we welcomed Angelina Cahill to the dispatch center as a full-time communications specialist. Dispatcher Cahill has been a great addition to the dispatch center and continues to excel in her role.

The following full-time Communications Specialist left their positions with the Department in 2023. We wish them all the best in their future endeavors:

Noah Graham

Matthew Lawrence

Leah Dennett

### **Department Operations**

2023 was a year of operational and budgetary adjustments. Operating off of a default budget, our team worked tirelessly to continue our operations in a consistent and effective manner while working within the more fiscally tightened environment. Despite those constraints, our personnel went to extraordinary lengths to provide quality and professional service to the community. I'm thankful for the hard work, attention to detail, professionalism, and extra effort that was put forth by our department members to make the operations successful. We are all especially grateful for the tremendous support that has been shown by the community to our department over this last year.

In February, we partnered with the NH Office of Highway Safety to present "Keeping the Keys", a presentation to help senior drivers see ways in which they can minimize their risks while

driving. For the State fiscal year 2024, the Hampton Police Department has received a \$10,000 Community Betterment Grant from the NH Office of Highway Safety to continue programs such as this.

In April, we began holding meetings throughout the town to discuss area concerns related to safety brought forward by residents, question and answer with the Chief, 2023 planning, and other safety related topics. These meetings proved to be very informational and assisted us in adjusting our current operations and setting groundwork for future planning. Based on the success of these meetings, we intend on continuing these meetings in 2024 and holding the meetings two times a year.

On April 12th, we held a meeting with liquor licensees in town to discuss expectations, the new entertainment ordinance, and budgetary matters. This was a productive meeting and we were pleased with the feedback from the businesses that attended. Additionally, two businesses in the L Street corridor have agreed to pay for police details that will cover the entirety of the L Street area on key nights which will provide police services to a high call volume area with no additional impact to the operating budget. We are thankful to those businesses for their cooperation and collaboration in this matter.

In early May, our department began assisting the town of North Hampton with patrol services, primarily on the midnight shift hours. There have been no major areas of concerns with these operations and we have worked well with our neighboring officers who truly seem thankful for the support.

In the late spring, we were once again made aware of some potential events that were being planned to disrupt the peace and civility of the beach area. Our team monitored the situation, worked with our law enforcement partners, and developed strategies to prevent the negative behavior before it began or to immediately address the behavior before it got out of control. I'm happy to report that this summer resulted in an absence of the unruly behavior that we have experienced over the past few years.

This summer, the weather aided our department in keeping operational costs down. In addition to this, we have worked closely with the NH State Parks to address issues that have historically created significant impacts to police operations. NH State Parks employees and lifeguards have been very vigilant in enforcing state park rules. As an example, on our first warm day of the summer, the lifeguards removed over 150 groups from the beach for alcohol violations. This measure prevented issues later in the day which we feel helped contribute to our first summer in 4 years where we were not having to deal with large disorderly groups.

We continue to receive support from outside agencies including the NH State Police, the Rockingham County Sherriff's Department, NH State Parks, and our many local law enforcement partners. Operational adjustments have seen an increase in police presence and motor vehicle stops in the north beach, Route 101, and town areas.

In August, our department participated in National Night Out. Once again, the event was well attended and allowed us to push forward on initiatives related to community involvement. We are thankful for the number of donations and volunteers that provided their services as well as the assistance received from other town departments and the NH State Police. We look forward to this event next year.

Our department continued to see an increase in mental health related calls for service. This includes an increase in suicide related calls for service. Substantial work was put forward to attempt to better address these community issues. As always, we encourage anyone who may be suffering from the effects of mental distress to call 911 or NH 988.

## STATISTICS

Hampton Police Department- 2023													
	January	February	March	April	May	June	July	August	September	October	November	December	Total
<b>Calls for Service</b>	1219	1197	1402	1469	1786	1883	2326	1957	1408	1285	1382	1316	<b>18630</b>
<b>Arrests</b>	46	48	32	81	100	201	276	164	99	84	79	40	<b>1250</b>
<b>DWI</b>	9	4	6	10	17	18	24	25	14	23	15	9	<b>174</b>
<b>Drugs</b>	4	4	2	5	2	5	15	10	4	5	3	1	<b>60</b>
<b>Juveniles</b>	3	7	2	11	14	20	28	14	4	7	4	4	<b>118</b>
<b>Incidents</b>	87	64	67	73	85	70	104	80	72	68	63	58	<b>891</b>
<b>Offenses</b>	115	88	72	145	161	257	362	229	165	150	161	93	<b>1998</b>
<b>Felonies</b>	17	15	7	12	13	12	22	22	16	17	12	8	<b>173</b>
<b>Crashes</b>	27	21	19	26	37	35	56	35	36	23	26	15	<b>356</b>
<b>MV Stops</b>	252	231	297	318	454	509	515	506	290	306	450	329	<b>4457</b>
<b>Summons</b>	40	30	36	66	83	64	87	81	38	39	41	34	<b>639</b>
<b>Warning</b>	212	201	261	252	371	445	428	425	252	267	409	295	<b>3818</b>
<b>Parking Tickets</b>	42	41	84	115	391	516	1009	716	381	113	84	110	<b>3602</b>
<b>PT Income</b>	706	540	1858	3960	13,648	21,026	36,290	30214	13999	4568	3426	1440	<b>131675</b>

## Authorized Department Personnel

Full-time Law Enforcement Officers- 39 (currently 38 positions filled)  
 Part-time Law Enforcement Officers- 70 (currently 21 positions filled)  
 Civilian Personnel- 10

On behalf of the employees of the Hampton Police Department I would like to thank the members of our community for their partnership in ensuring the Town of Hampton remains a great place to live, work, and visit. I would also like to thank the members of the Department and their families for their continued efforts and sacrifices they all make in support of our Mission.

Respectfully Submitted on behalf of the Hampton Police Department,

Alexander J. Reno  
 Chief of Police