

2023 Year End Review



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Chief's Letter

The Needham Police Department has continued to adapt with the changing environment in order to continue serving the needs of all our community members. During this very difficult time in our profession, we have never lost sight of our mission which is to serve all residents and individuals who work or travel through our community. We will continue to develop and grow our community outreach and foster positive relationships.

As our officer's roles expand, we understand and embrace the complex and changing duties that our officers are faced with daily. We no longer just enforce the law. We wear many hats that require a great deal of training, compassion and understanding. Needham police officers perform at a high level in a multitude of different and difficult situations, while providing a high level of police services to our community.

Publishing an annual report allows us to communicate the department mission, operational structure, training, and department statistics while listening to community concerns. This will allow us to work to a greater mutual understanding and reinforce our commitment in partnership between the Needham Police Department and the Community we serve.

The Needham Police Department is participating in the Massachusetts Police Accreditation Program a self-initiated process by which police agencies voluntarily strive to meet and maintain standards that have been established by the Massachusetts Police Accreditation Program. That being said, accreditation means that:

- The agency is committed to meeting professional standards.
- The agency is willing to be assessed on a regularly scheduled basis by Commission-appointed assessors to confirm compliance with professional standards; and
- The agency agrees to correct any deficiencies discovered during the assessment process to establish or re-establish compliance with program standards.

Sincerely,

John J. Schlittler
Chief of Police

NEEDHAM POLICE DEPARTMENT AT A GLANCE

In 2023 there were 47 sworn officers in the town of Needham and as of this writing there are 49. The department is budgeted for a total of 53 sworn officers. This number includes the Chief, Deputy Chief, 3 Lieutenants, 7 Sergeants, 2 School Resource Officers, 2 Traffic Officers, 3 Detectives, 1 Court Officer, 1 Administrative Officer, 1 Community Safety Officer and 25 patrol officers.

There are 11 civilian employees at the Police Department including 5 police dispatchers. Below is a breakdown of police personnel and the organizational structure of the department:

John Schlittler, Chief of Police

Paula Sheerin, Police Administrative Specialist

Community Services / Professional Development Division

This Division is responsible for Records, Training, Evidence Management, Firearms Licensing, Crisis Intervention, Community Outreach, Crime Analysis, Fleet Management, and the Budget.

Christopher Baker, Deputy Chief	Aleah Donahue, Admin Specialist/ Records
Richard Forbes, Administrative Sergeant	Kelsey Cournoyer, Crime Analyst
William D. Slowe, Administrative Patrol Officer	Emily Turnbull, Riverside Clinician
	Ken Kurkjian, Fleet Maintenance

Investigative Services / Professional Standards Division

This Division is responsible for Investigations, Internal Affairs, Court Services, School Resource Officer Unit, Drug and Alcohol Testing, Warrant Management, Regional Intelligence and Metro-LEC.

Matthew Forbes, Lieutenant	Edward Timmerman, Detective
Joe O'Brien Jr, Detective Sergeant	Francis Desimone, Court Officer
Michael Schlittler, Detective	Nicole McMahon, School Resource Officer
RJ Poirier, Detective	Joe Brienze, School Resource Officer

Traffic and Community Safety Division

This Division is responsible for Traffic Enforcement, School Safety, Parking Enforcement, Grant Management, Domestic Violence Action Committee, Hiring Process, and Human Rights Committee.

Belinda Carroll, Lieutenant	Steven Kelly, Traffic Officer
Kelley Scolponeti, Community Safety Officer	Edward Bayiates, Motorcycle Officer

Patrol Operations / Emergency Management Division

This Division is responsible for Patrol Operations, Dispatch Operations, Animal Control, Special Event Management, Mountain Bike Operations, Emergency Management, Honor Guard, and Major Road Projects.

John McGrath, Lieutenant	James Wise, Patrol Officer
Karl Johnson, Patrol Sergeant	Brian Soll, Patrol Officer
Timothy Dooher, Patrol Sergeant	Patrick Keleher, Patrol Officer
Richard Evans, Patrol Sergeant	Scott Lennon, Patrol Officer
Michael Lamb, Patrol Sergeant	Sarah Timmerman, Patrol Officer
Brian Gallerani, Patrol Sergeant	Justin Young, Patrol Officer
Matthew Palmer, Patrol Officer	Austin Broderick, Patrol Officer
Catherine McCullough, Patrol Officer	Andrew Tamkin, Patrol Officer
William Kelleher, Patrol Officer	Jose Palomino, Patrol Officer
Leo Schlittler, Patrol Officer	Daniel Connor, Patrol Officer
Julia Rutledge, Patrol Officer	Georgios Emmanouilidis, Patrol Officer
Matthew MacDonald, Patrol Officer	Victoria Denneno, Patrol Officer
Robert Peck, Patrol Officer	David Parsons, Animal Control Officer
Vincent Turco, Patrol Officer	Stephen Ryan, Police Dispatcher
Anthony Frongillo, Patrol Officer	Christopher Bender, Police Dispatcher
Roger Noll, Patrol Officer	Melanie Rutledge, Police Dispatcher
Jason Hasenfus, Patrol Officer	Michael Wilson, Police Dispatcher
Matthew Biellik, Patrol Officer	Lillian Sears, Police Dispatcher
Matthew Doukas, Patrol Officer	

ABOUT THIS REPORT

This annual report is produced by the Needham Police Department to provide citizens with a snapshot of services and activities conducted by the department this year. This report contains valuable information about crimes committed in Needham as well as information related to those crimes such as race, gender, and town residency status. This report also has updates from our specialty units and officers regarding their activities over the past year.

The 2023 Annual Report provides a comprehensive analysis of crimes that occurred within the town of Needham and were reported to the Federal Bureau of Investigation (FBI) via the Uniform Crime Reporting (UCR) Program. This national program has been collecting and organizing crime data since 1930 and is used by researchers, media, and the public to better understand criminal activity. The UCR collects general crimes statistics through the National Incident-Based Reporting System (NIBRS). This voluntary system uses coding that is uniform throughout the country so that data can be compiled and analyzed. It separates criminal offenses into two types: Group A and Group B. Group A includes 46 offenses in 22 different categories. These offenses have been selected based on specific criteria and are determined to be relevant to law enforcement data collection. Group B offenses encompass all other crimes. The offenses and categories can be found in Appendix A.

In addition to looking at NIBRS data, this report also analyzes in-house data regarding incidents, arrests, motor vehicle accidents, traffic stops and calls for service. In many of these categories, we breakdown the data by race. The options listed for race vary slightly depending on the source. Our race data relating to motor vehicle stops is drawn from the Massachusetts Racial Profiling Reporting and includes Asian or Pacific Islander, Black, Hispanic, American Indian/ Alaskan Native, Middle Eastern/ East Indian (South Asian) and White. Race data relating to arrests, handcuffing, use of force and any other categories is taken from choices provided by the United States Census. The race options from the US Census include Asian, Black, American Indian/ Alaskan Native, Native Hawaiian or Other Pacific Islander, Unknown and White. The US Census considers Hispanic to be an ethnicity. For the purposes of this report, we take individuals, who identify their race as White with a Hispanic ethnicity, to be Hispanic. Individuals who report their race as Black with a Hispanic ethnicity, are reported as Black in this report.

It is important to note that all this information is considered the best data at the time of writing this report, and that slight discrepancies or changes in the numbers may occur due to a variety of factors. For example, if an investigation is ongoing there is the potential for existing offenses to be changed based on updated information.

Year End Crime Review

	Group A	Group B
2019	509	548
2020	1318* (598)	401
2021	554	295
2022	668	318
2023	787	441

*In 2020, there were 720 unemployment fraud claims, without those offenses there were 598 Group A offenses

In 2023, the Town of Needham had 787 Group A offenses. This is 119 more or a 17.8% increase from 2022. There were no homicides, prostitution, or non-forcible sex offenses reported in 2023.

In 2023, Needham had 441 Group B offenses. This is up 38.7% from 2022.

Group A Offense Specifics

Offense	2019	2020	2021	2022	2023
100 Kidnapping	0	0	0	1	2
11A Forcible Rape	4	5	1	3	5
11B Forcible Sodomy (Open and Gross)	0	0	0	6	2
11D Forcible Fondling (Indecent A&B)	17	3	4	7	15
120 Robbery (Unarmed)	0	2	2	2	2
13A Aggravated Assault	8	14	16	18	21
13B Simple Assault	49	42	39	59	55
13C Intimidation	18	13	15	18	16
200 Arson	1	0	3	0	1
210 Extortion/ Blackmail	1	0	3	9	15
220 Burglary/ B&E	25	14	23	23	25
23A Pick Pocketing	0	0	3	3	7
23B Purse-Snatching	5	1	2	3	9
23C Shoplifting	5	3	2	12	16
23D Theft from A Building	24	20	23	17	21
23F Theft from A MV	35	27	6	13	50
23G Theft of MV Parts	1	0	4	19	4
23H All Other Larceny	74	79	75	101	136
240 MV Theft	2	8	5	7	16
250 Counterfeiting/ Forgery	33	28	14	67	39
26A False Pretenses/ Swindling	67	70	91	104	86
26B Credit Card/ ATM Fraud	3	6	12	5	23
26C Impersonation	62	191	42	65	91
26D Welfare Fraud	0	720	65	11	42
26E Wire Fraud	0	0	1	0	4
26F Identity Theft	0	0	3	1	7
270 Embezzlement	3	0	0	0	1

280 Stolen Property Offenses	3	1	5	11	1
290 Destruction/ Damage/ Vandalism	32	54	65	60	50
35A Drug/ Narcotic Violations	33	10	23	11	14
35B Drug Equipment Violation	0	1	0	0	0
36B Statutory Rape	0	1	1	0	2
370 Pornography/ Obscene Material	0	3	3	6	3
520 Weapons Law Violation	3	2	3	4	6

Assault Offenses (13A, 13B, 13C)

There were 92 total assault offenses committed in 64 cases in 2023. This is 3 less offenses than in 2022, where there were 95 total assault offenses committed. The total number of incidents involving assault offenses decreased from 82 in 2022 to 64 in 2023.

There were 21 aggravated assaults offenses in 19 cases in 2023. Of these 19 cases, 6 resulted in arrest, 10 resulted in summons to court, 1 resulted in an arrest warrant and 2 had a report taken with no further action required. The cases in which there was no further action were either forwarded to another agency or there was not enough information to pursue charges.

There were 55 simple assault offenses in 40 incidents cases. In 12 of the incidents the suspect was arrested, in 13 incidents the suspect was summoned to court and in 12 incidents a report was taken but no further action was required. 2 cases resulted in arrest warrants and 1 remains under investigation.

There were 16 intimidation charges in 15 incidents in 2023. 3 of the remaining incidents resulted in the suspect being arrested, 7 resulted in the suspect being summoned, 2 resulted in arrest warrants and 3 incidents had a report taken with no further action.

Case Outcome	Count
Arrest	15
Summons	25
Under Investigation	1
Report Taken	19
Warrant Requested	4
Total	64

Forcible Sex Offenses (11A, 11B, 11C, 11D)

In 2023, the Needham Police Department took 14 separate reports related to forcible sex offenses with 20 total charges. This category includes forcible rape (11A), forcible sodomy (which includes open and gross lewdness) (11B), sexual assault with an object (11C) and forcible fondling (11D).

5 of these charges were 11A forcible rape. 15 of these charges were 11D forcible fondling (Indecent Assault and Battery). There were 2 charges of 11B forcible sodomy, both of which were for the charge of open and gross lewdness.

Robbery (120)

There was 1 incident of robbery in Needham in 2023. In this case the offenses included 2 charges of armed robbery. The suspect was arrested following an investigation and the issuance of an arrest warrant.

Extortion/ Blackmail (210)

There were 13 incidents that involved extortion or blackmail in 2023. In one incident, there were 3 charges of extortion. In all 13 cases, a report was taken, and the parties were advised.

Burglary/ Breaking & Entering (220)

There were 22 incidents of burglary/breaking and entering in 2023. One of these incidents included 4 charges of breaking and entering. Of the 22 incidents, 1 resulted in an arrest, 6 resulted in a summons, 9 had a report taken and required no further action and 6 remain under investigation.

Case Outcome	Count
Arrest	1
Summons	6
Report Taken	9
Under Investigation	6
Total	22

Counterfeiting/ Forgery (250)

There were 39 charges counterfeiting/ forgery in 30 incidents in 2023. Many of these are related to mailbox fishing, which has been an ongoing issue in Needham and surrounding communities.

Case Outcome	Count
Arrest	0
Warrant Requested	1
Summons	3
Report Taken	22
Under Investigation	4
Total	30

Stolen Property Offenses (280)

There was 1 charge relating to stolen property offenses in 1 case in 2023.

Larceny/ Theft Offenses (23A-23H)

There were 243 larceny offenses in 210 cases in 2023.

Case Outcome	Count
Arrest	1
Summons	16
Arrest Warrant	1
Closed	185
Under Investigation	6
Unfounded	1
Total	210

Fraud Offenses (26A-26E)

There were 253 fraud offenses in 224 cases in 2023.

Case Outcome	Count
Arrest	0
Summons	18
Closed	197
Under Investigation	7
Warrant Requested	1
Unfounded	1
Total	213

Destruction/ Damage/ Vandalism to Property (290)

There were 50 vandalism/ destruction of property related offenses in 50 cases in 2023.

Case Outcome	Count
Arrest	3
Summons	11
Closed	36
Under Investigation	0
Warrant Requested	0
Total	50

Drug/ Narcotic Violations (35A)

There were 14 drug offenses in 11 cases in 2023. The case that was closed with no other action had no suspects or leads.

Case Outcome	Count
Arrest	5
Summons	6
Closed	1
Total	11

Pornographic/ Obscene Material (370)

There were 3 incidents with charges involving the possession of pornographic/ obscene material in 2023.

Case Outcome	Count
Closed	2
Under Investigation	1
Total	3

Weapons Law Violations (520)

There were 3 cases involving weapons law violations in 2023. Two cases were arrests and one resulted in a summons to court. One of the arrests had 4 total weapons law violations.

Group B Offense Specifics

Offense	2019	2020	2021	2022	2023
90A Bad Checks	2	0	0	0	0
90C Disorderly Conduct	10	2	6	5	5
90D DUI	35	18	13	20	18
90E Drunkenness	18	3	0	2	0
90F Family Offense (nonviolent)	0	1	0	0	0
90G Liquor Law Violation	18	10	13	11	8
90J Trespass of Real Prop	3	7	2	3	6
90Z All Other	84	65	44	67	87
99 Town Traffic Bylaw	378	295	212	210	325
Totals	548	401	295	318	449

*Codes 90A and 90E were converted to 90Z starting in 2022.

90C- Disorderly Conduct

There were 5 disorderly conduct offenses in 2023. 1 was for annoying/accosting another person, 2 were for disorderly conduct and 1 was for indecent exposure and 1 was for wanton and lascivious conduct.

90D- DUI

There were 18 DUI Offenses in 2023. 4 were for OUI Drugs and 14 were for OUI Liquor. 17 of these cases were arrests and 1 resulted in a summons to court.

90G- Liquor Law Violation

There were 8 liquor law violation incidents in 2023. There were 5 violations for open container in a motor vehicle, and 3 violations for selling/delivering to person under 21 .

90J-Trespass of Real Prop

There were 6 trespass of real property offenses in 2023.

90Z-All Other

The 90Z category captures virtually all offenses that do not fall into the other IBR codes. There were 87 total 90Z offenses in 2023. This includes 11 arrest warrants, 35 abuse prevention order/harassment prevention order violations and 7 criminal harassment offenses. Other types of offenses that fall into this category include unlicensed home improvement contractor, conspiracy, unauthorized use of a computer system, use of another company's dumpster and evidence tampering. Many of them are utilized in conjunction with other offenses when an incident occurs.

SPECIAL STUDIES

The Needham Police Department has implemented 4 areas in an attempt to capture more detailed data based on current issues and citizen concerns. These areas are mental health, drug overdoses, handcuffing and domestic violence. To get this data, officers are required to provide information on each of these topics when they complete their report. If the incident or arrest involves any of the special studies, they are required to answer the questions related to that topic. The questions and data gathered from these special studies are detailed below.

Mental Health

In 2023 there were 184 calls that were deemed mental health related. For this data we are considering a “mental health related call” an incident in which mental health is playing a role. There was an average of 15 mental health related calls per month. The highest number was 22 in March and the lowest number was 9 in August. There were 164 total mental health related calls in 2022, meaning that there was a 12% increase in mental health related calls this year.

While the nature of mental health calls can vary greatly, sometimes they get resolved by an individual being transported to the hospital for treatment. This transport can be at the patients request or agreement (voluntary) or under a Section 12 (involuntary). In some instances, the subject of a mental health call is taken directly to court. Someone may also be taken to the hospital based on medical issues that are also present at the time of the call. More information about these transports in Needham in 2023 can be found in the charts below.

Mental Health Transport Data

Transport Type	Count	Percent of Total
Section 12 (Initiated by Police)	57	31%
Section 12 (Initiated by a Doctor/	22	12%
Voluntary	38	21%
Court Order	1	<1%
No Transport	51	28%
Medical	15	8%

Transport Type Comparison	2021	2022	2023
Section 12 (Initiated by Police)	52	65	57
Section 12 (Initiated by a Doctor/ Therapist)	29	13	22
Voluntary	37	28	38
Court Order	1	3	1
No Transport	88	51	51
Transport for Medical Reason	**	4	15

** We did not track “medical” as a transport type until 2022

Drug Overdoses

In 2023 there were 24 suspected overdoses in Needham. 8 of these were opiate drug overdoses and 16 of them were overdoses from another substance. This is an increase in overdoses from 2022, which had 9 total overdoses, 3 opiate and 6 non-opiate.

Overdoses Totals	
Year	Total Suspected Overdoses
2020	12
2021	17
2022	9
2023	24

Of the 24 overdoses in 2023, 4 of them had Narcan administered by either police (2 times) or fire (2 times) personnel. 20 overdoses did not require the use of Narcan. There were 3 overdoses that led to death.

Handcuffing

Handcuffing is an inevitable and necessary part of policing. The Needham Police Department has started to document handcuffing and the reasons as to why it was utilized in any particular interaction. In 2023, there were 88 times that handcuffing was used. This number is one less than last year, which had 89 instances. 62 out of the 88 (70.4%) of those instances in 2023 were arrests. There were 2 arrests in which handcuffs were not used. One was for medical reasons and the other was because another agency apprehended and transported the arrestee.

The department tracks the reason that handcuffs were used in each instance. Officers are able to utilize handcuffing to affect an arrest, for officer safety, for the subject's own safety and for mental health related reasons. Of the 88 handcuffing instances, the reasons were listed as follows:

Handcuffing Reason	Count
Arrest	62
Warrant of Apprehension	13
Mental Health Issue	5
Officer Safety	3
Protective Custody	4
Other	1
Total	88

Subject Race	# Of Encounters in which handcuffing was used
Black	17
Hispanic	13
White	56
Asian	1
Indian	1
Total	88

Domestics

In 2023 there were 89 Domestic Disturbance/ Domestic Violence related calls in Needham. This is a 17% increase from domestic violence calls in 2022 which had 76 DV calls.

53 out of 89 (59.5%) of these calls were verbal only in nature and did not escalate into any form of physical violence. 23 (25.8%) calls had the offense of assault and battery attached to them, and 12 (13.5%) of the domestic related calls reported threats/ intimidation and 1 (1.2%) reported strangulation.

71 of the domestic related calls reported this year had no injuries, 16 had minor injuries and 2 had moderate injuries associated with the incident.

In 44 of the 89 incidents, there was no current restraining order/ protection order in place and the victim declined obtaining an emergency protection order at the time of the incident. In 9 instances, the victim did elect to get an emergency order in place. In 5 cases, there was already an active restraining order or abuse prevention order in place at the time of the incident. In 1 case, there was a previous order that had expired.

In 27 of the 89 calls, there were children either present or involved in the incident and DCF was notified.

Use of Force

The Use of Force incidents that Needham Police are involved in are a result of an individual's level of unlawful compliance/resistance and not an officer looking to harm the public. We are obligated morally, by law and by policy, to use only that level of force that is reasonable and necessary to affect an arrest, to ensure public safety or protect ourselves or others from harm.

In 2023 there were 7 times in which force was used during a call for service. In some calls, multiple types of force were necessary to resolve the situation and maintain the safety for all present.

Type of Force	Total Times Utilized
Hands on Control	8
Taser (Displayed)	3
Taser (Spark Display)	0
Taser (Drive Stun)	0
Firearm Unholstered	1
Less Lethal (Ready)	0

Subject Race	# Of Encounters in which force was used
Black	1
Hispanic	1
White	4
Asian	0
Unknown	1
Total	7

2023 RACE AND GENDER INTERACTIONS

The Massachusetts Racial Profiling Reporting includes the following options when identifying a person by race: Asian or Pacific Islander, Black, Hispanic, American Indian/ Alaskan Native, Middle Eastern/ East Indian (South Asian), and White. For clarity, some of these category titles have been shortened in the tables below but are representative of all individuals within that category.

Motor Vehicle Stop by Race and Gender

Race	Gender			
	Male	Female	Unknown	X
Black	238	142	0	0
Hispanic	252	149	1	0
Asian	156	162	0	0
Middle Eastern	123	52	1	0
American Indian	0	0	0	0
White	1903	1717	0	4
Total	2672	2222	2	4

Motor Vehicle Stops by Race and Resident Status (City/Town)

Race	Resident		Non-Resident		Total	
	Number	% Of Total	Number	% Of Total	Number	% Of Total
Black	17	4.47%	363	95.53%	380	7.76%
Hispanic	12	2.99%	390	97.01%	402	8.20%
Asian	57	17.92%	261	82.08%	318	6.49%
Middle Eastern	23	13.07%	153	86.93%	176	3.59%
American Indian	0	0.00%	0	0.00%	0	0.00%
White	624	17.22%	3000	82.78%	3624	73.96%
Total	733	15%	4167	85%	4900	100%

Motor Vehicle Stops Disposition by Race

Race	Arrest		Civil Fine		No Enforcement		Criminal Application		Verbal Warning		Written Warning		Total	
Black	2	0.53%	22	5.79%	7	1.84%	7	1.84%	241	63.42%	101	26.58%	380	7.76%
Hispanic	2	0.50%	26	6.47%	6	1.49%	27	6.72%	236	58.71%	105	26.12%	402	8.20%
Asian	1	0.31%	25	7.86%	4	1.26%	4	1.26%	180	56.60%	104	32.70%	318	6.49%
Middle Eastern	0	0.00%	12	6.82%	1	0.57%	3	1.70%	113	64.20%	47	26.70%	176	3.59%
American Indian	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
White	14	0.39%	207	5.71%	27	0.75%	50	1.38%	2250	62.09%	1076	29.69%	3624	73.96%
Total	19	0.39%	292	5.96%	45	0.92%	91	1.86%	3020	61.63%	1433	29.24%	4900	100.00%

Arrest- The person was arrested as a result of the stop. **Civil Fine-** The person received a civil fine that they could choose to pay or appeal. **No Enforcement-** Stop was initiated due to a motor vehicle accident or disabled motor vehicle, but there was no action that warranted enforcement of any kind. **Criminal Application-** The person committed an offense that was criminal in nature and would be required to attend a hearing for the violation. **Verbal Warning** – The person was given a verbal warning for their violation. **Written Warning** – The person received a paper citation, but nothing further was required of them.

POLICE ACITIVITY SUMMARY

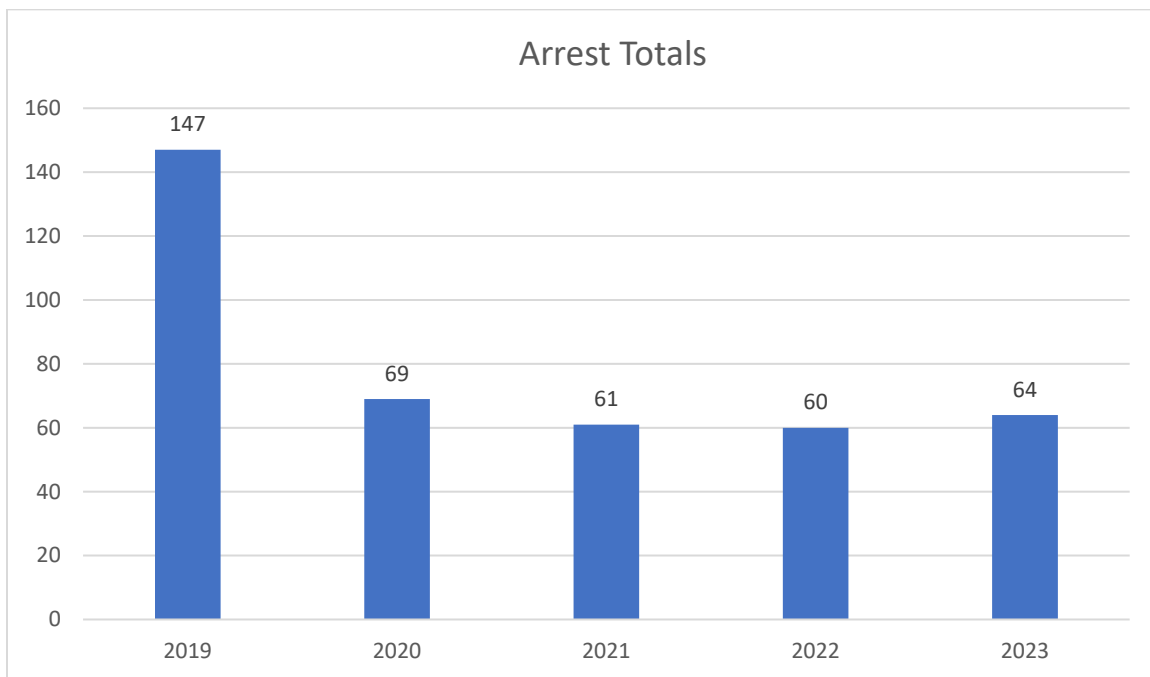
Arrests

There was a total of 64 arrests in Needham in 2023. This number is four more than the number of arrests in 2022.

2021	
Race	Count
White	40
Black	9
Hispanic	8
Asian	4
Total	61

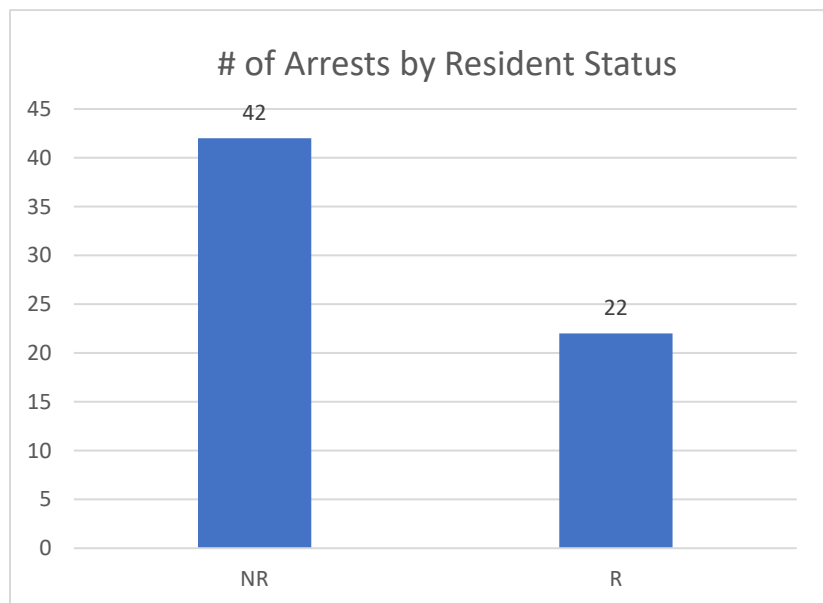
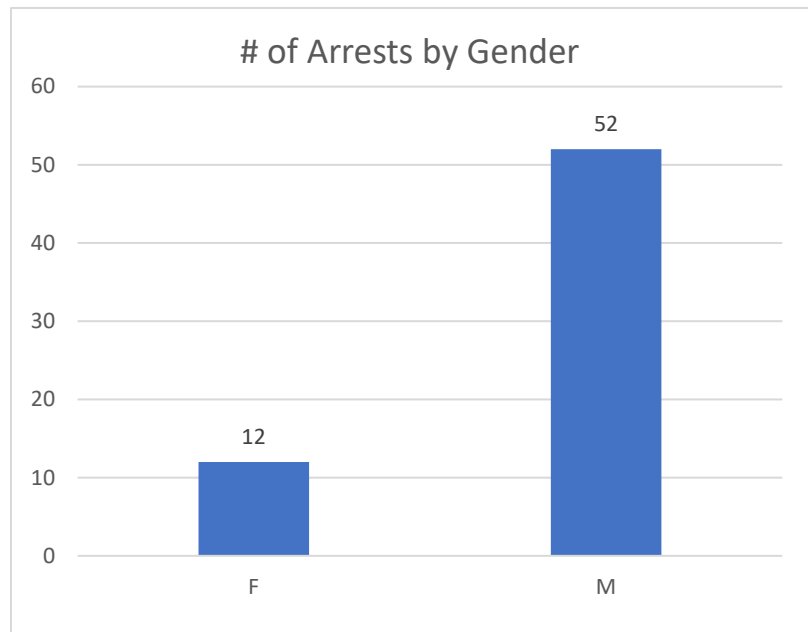
2022	
Race	Count
White	43
Black	10
Hispanic	4
Asian	3
Total	60

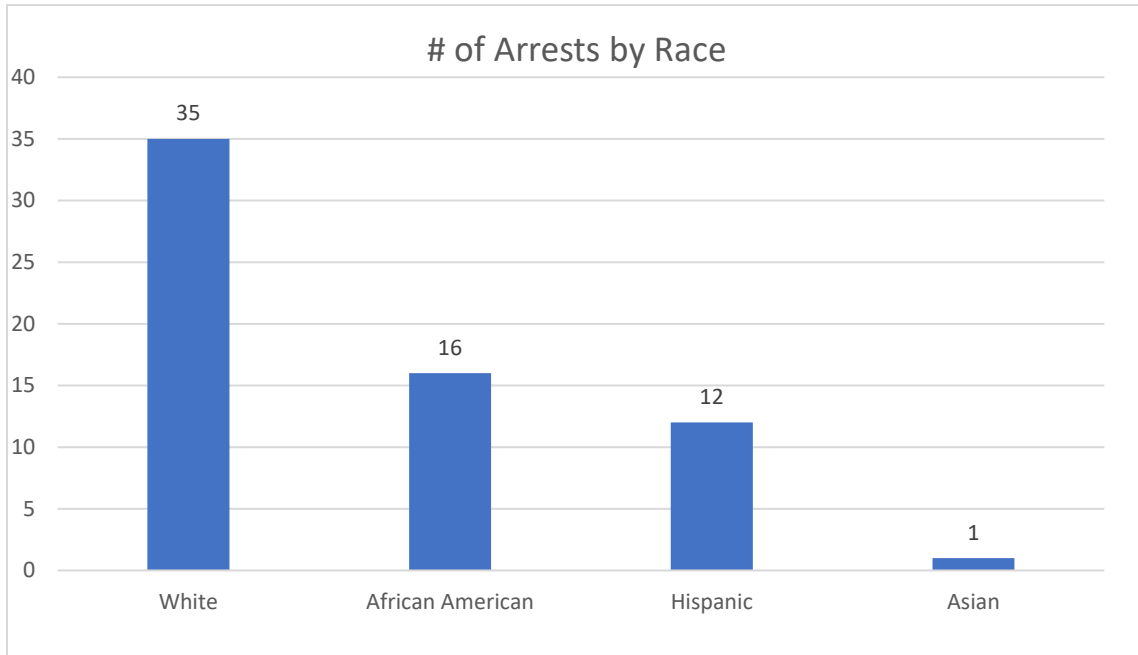
2023	
Race	Count
White	35
Black	16
Hispanic	12
Asian	1
Total	64



52 of the 64 arrests were males, which equals 81.25% of the total arrests for the year. 12 of the arrests, or 18.75% were female subjects. 42 out of 64 (66%) of the subjects arrested in 2023 were non-residents. 22 subjects (34%) were residents of Needham. The percentage of non-residents arrests decreased from 2022, where 42 out of the 60 arrests (70%) were not residents of the town of Needham.

City	# of Arrestees
ASHLAND	1
ATTLEBORO	1
BELLINGHAM	1
BELMONT	1
BOSTON	5
BRIDGEWATER	1
BROCKTON	2
BRONXVILLE, NY	1
CHICAGO, IL	1
DEDHAM	2
FOXBORO	1
FRAMINGHAM	2
HOMELESS	1
HYDE PARK	2
LAKEVILLE	1
LOS ANGELES, CA	1
MEDFORD	1
MELROSE	1
NEEDHAM	22
NEWTON	1
NORTH READING	1
QUECHEE, VT	1
RANDOLPH	1
ROSINDALE	1
ROXBURY	1
SHARON	2
STOUGHTON	2
WALPOLE	1
WALTHAM	1
WELLESLEY	1
WESTWOOD	1
WINCHESTER	1
WOBURN	1
Total	64





The breakdown of arrestees by race is shown above. In 2023, 55% of arrests (35) were of white subjects. 16 arrestees were African American, which equates to 25% of the total. There were 12 (18.75%) Hispanic individuals, and (1.6%) 1 Asian individual arrested.

There were Twenty-Nine (29) arrests involving BIPOC individuals. Twenty-Four (24) of those Twenty-Nine (29) arrests were for offenses in which arrests are mandated or are a preferred response. Thirteen (13) of the arrests involved an active Arrest Warrant. There were Six (6) arrests for Operating Under the Influence. Five (5) arrests involved a Domestic Assault and Battery. One (1) arrest was for Shoplifting. One (1) arrest was for Vandalism, B&E for Misdemeanor, Trespass, and Disorderly Conduct stemming from one incident. One (1) arrest was for multiple counts of ID Fraud, Larceny by Check and Attempted Larceny. There was also One (1) arrest for Unlicensed Operation and One (1) Arrest for Using a Motor Vehicle Without Authority.

There were Thirty-Five (35) arrests involving white individuals. Thirty-Four (34) of the arrests involved offenses that mandate arrest or are a preferred response. There were ten (10) arrests involving an active Arrest Warrant. Ten (10) of the arrests involved Domestic Assault and Battery or a violation of a Restraining Order. There were Twelve (12) arrests involving operation of a Motor vehicle under the influence of drugs or alcohol. There were Two (2) arrests involving Armed Robbery, Assault and Battery with a Dangerous Weapon, Drug Possession and Conspiracy stemming from one incident. There was One (1) arrest for Drug Possess Class E, Uninsured Motor Vehicle, and Number Plate Violation to Conceal Id.

Juveniles

Mental Health Related Incidents

We had 46 Mental Health Incidents involving juveniles. Three of those incidents originated in the schools and in all three situations the SRO was contacted by a school staff member. The rest of the incidents originated outside of Needham Public Schools. There were 35 different juveniles involved in the incidents. 6 juveniles had more than one mental health incident in 2023.

Offenses

There was one arrest of a juvenile in 2023. The juvenile was arrested on a warrant issued to this department for M.G.L. c269, s14 - Threat Concerning the Location of Dangerous Items or a Hijack.

There were 8 juveniles that had to appear for a hearing at Juvenile Court. There were 14 juveniles that voluntarily entered our Diversion Program.

Total Calls and Types

The Needham Police Department had a total of 50,047 calls for service in 2023. This increased by 6,135 calls or 14% from 2022, in which there were 43,912 calls for service. Calls can be broken down into priorities based on the level of urgency. The highest priority is level 1, which includes burglar alarms, fires, motor vehicle crashes with injury and sudden deaths. The number of priority 1 calls went up in 2023 by 175 or 4.6% from 2022. Priority 2 includes calls for suspicious activity, fraud, larceny, and well-being checks. Priority 3 is the lowest priority level and encompasses the majority of everyday calls. This includes security checks, animal calls, public assistance, motor vehicle stops and administrative calls.

Priority Level	# Of Calls
1	3972
2	2722
3	43353
Total	50047

DIVISION UPDATES

TRAFFIC AND COMMUNITY SAFETY DIVISION

Traffic

In 2023, 2102 traffic violations were issued. Most of these violations were written warnings issued to the operator. 270 were civil violations, 270 criminal violations, 37 violations were involved in an arrest, 1516 violations were given as either a verbal or written warnings and 9 were municipal violations. \$22,910 in fines were issued in 2023.

Violation Type	Count	Percent of Total
Civil Citation	270	12.8%
Criminal Citation	270	12.8%
Arrest	37	1.8%
Verbal / Written Warning	1516	72.1%
Municipal Violation	9	.43%
TOTAL	2102	100%

The highest number of written violations were issued for hands-free violation, also known as texting while driving. There were 410 handsfree violations total- 308 warnings, 92 civil citations, 7 criminal citations and 3 municipal citations.

The second highest number of written violations were for red light/ stop sign violations. There were 337 of these violations, 285 of which were warnings. 39 were issued as civil citations, 11 were given as criminal citations and 1 of these violations was part of an arrest.

Other commonly issued violations include speeding (327 total) and unregistered MV (233 total)

There were 270 Criminal Violations in 2023. This includes 61 for operating a motor vehicle with a suspended/revoked license, 48 for operating a motor vehicle without a license, 31 for uninsured motor vehicle, 24 for no inspection sticker and 23 for unregistered motor vehicle.

Accidents

There were 450 motor vehicle accidents reported in 2023. The number of motor vehicle accidents decreased by 1 from the total of 451 accidents in 2022. This number of accidents is similar to the number of accidents that occurred pre-pandemic. In 2016- 2019 the Town of Needham was averaging 457 accidents per year.

Year	Total # of Accidents
2023	450
2022	451
2021	370
2020	286
2019	467
2018	419
2017	480

In 2023, 299 crashes occurred in an area with no traffic controls. 76 accidents occurred where there was a traffic light, 64 occurred where there was a stop sign and 11 occurred where there was another type of control (yield sign, railroad signals, warning signs, etc.).

June had the highest number of crashes at 55 and February had the lowest at 17. The overall average number of crashes per month in 2023 was 37, which is the same as in 2022. Based on this year's reporting, the most common days for motor vehicle accidents was Tuesday with 81 accidents throughout the year. The day with the least accidents was Sunday, with a total of 23.

Most accidents occurred between 7am and 7pm with the highest numbers occurring between 2pm-3pm with a total of 51 accidents. The number of accidents drops significantly overnight with 10 occurring between 11pm and 7am for the entire year. Comparing the day of the week and time, the most accidents occurred on Mondays during the 2pm hour, with a total of 14 accidents.

55 Accidents involved injuries and 1 involved a fatality.

230 of the accidents were not at an intersection. 99 occurred at a 4-way intersection, 80 occurred at a T intersection, 13 occurred at on off ramp, 13 occurred in a driveway, 8 occurred at a Y intersection, 1 occurred at a 5- point intersection, 1 occurred at an on ramp, 1 occurred at a railway crossing and 4 were unknown.

There were 72 single vehicle crashes, 82 rear end crashes, and there were 144 crashes at an angle.

350 crashes took place in the roadway, 75 occurred outside the roadway. 14 occurred on the roadside, 7 on the shoulder, and 3 were unknown.

264 of the accidents were collisions with another motor vehicle in motion. 105 were collisions with parked motor vehicles. 13 were collisions with an unknown fixed object. 11 were collisions with utility poles and 8 were collisions with a tree.

There were 22 motor vehicle accidents involving pedestrians in 2023. In 13 of these the pedestrians were on foot and 9 were cyclists. Of the accidents involving pedestrians, 8 took place at a crossing location (crosswalk).

Community Safety Officer



Community Safety Officer Kelley Scolponeti is under the direct supervision of the Lieutenant in charge of Traffic and Community Safety. Officer Scolponeti has the primary responsibility of training, scheduling, and supervising all Traffic Supervisors (civilian positions) as well as supervising parking enforcement and ticketing. She oversees 16 Traffic Supervisors who cover 66 school crossings daily. \Officer Scolponeti often covers crossings herself and makes it a point to check in periodically with the Traffic Supervisors to discuss safety/traffic concerns they might have. Officer Scolponeti also serves as our liaison for the Center at the Heights. She makes weekly visits there to interact with the

seniors in many ways. She'll stop in to have coffee with them and sometimes play pool and assists with meal deliveries. She decorates the CATH seasonally, including window paintings and holiday tree decorations. We have continued to hold Coffee with a Cop, in which several officers stop by to say "hi" and have a cup of coffee. Officer Scolponeti also holds Crafts with a Cop once a month at the CATH and it is always well attended.

Officer Scolponeti assists the School Resource Officers with A.L.I.C.E. drills and periodically checks in with the principals and the health and safety committees at each school. She enjoys assisting the 3rd grade physical education teachers with their 3rd grade bike rodeos and designs and issues over 350 bicycle licenses. She makes it a point to conduct "Officer Friendly" visits to the daycare schools within our town.

Officer Scolponeti is the liaison with the Council on Aging, the Commission on Disability, the Needham Community Council, and the Needham DPW Snow Removal Committee. She assists with the clothing drive and food pantry at the Community Council. She's part of the Needham Community Outreach Team and has luncheons with Needham Housing residents. She is also part of the Special Education Parent Advisory Council. Officer Scolponeti is the liaison for donations from community stores and she assists with distributing the items throughout our town.

Officer Scolponeti also conducts fingerprinting for Needham residents for licensing and job employment and completes all background checks for solicitors and vendors in town. Officer Scolponeti is very involved in fundraising efforts around town and is a part of the Needham Police Working Dogs Foundation. She is the creator and artist behind much of our Officer Rocket Swag and attends a variety of events to fundraise with these items. One of her most popular fundraisers is the "ride to school in a police car" auction item. She facilitates approximately 25 rides to school annually with the proceeds going to various charities.



PATROL OPERATIONS / EMERGENCY MANAGEMENT DIVISION

Patrol represents the majority of the Needham Police Department and is the most visible aspect of the job. Operating on a 24hr basis, its services include but are not limited to: protecting life and property, enforcing all laws and town bylaws, preserving peace and public order, and identifying criminal offenders and criminal activity.

Each officer is assigned to a specific area of town, called a sector. The officer is responsible for handling all the calls within that sector. Additionally, the officer conducts the traffic enforcement in their area, building checks, and assists other officers as needed.

Although officers in patrol are primarily responsible for patrolling the town and answering calls for service, many officers have other duties and special assignments they complete. These vary in scope from assignments as Juvenile Officer to the MetroLEC Special Weapons and Tactics (SWAT) team and many others.

Dispatch

Throughout 2023 the Needham Police Dispatch center consisted of 5 full-time positions for Emergency Telecommunications Dispatchers

Dispatchers handled 9,016 Enhanced 9-1-1 calls in 2023. This is a 35.7% increase from the 6,646 9-1-1 calls received in 2022.

All Enhanced 9-1-1 Dispatchers throughout the Commonwealth of Massachusetts are required to undergo a minimum of 16 hours of continuing education annually. Needham Police Dispatchers met this training requirement and received training in topics including, but not limited to Mental Health First Aid for Public Safety, Multi-Agency Response to Active Shooter & Hostile Events, Excited Delirium Syndrome and Stress Management. Through the Answering Point and Regional Emergency Communication Center Support and Incentive Program the department received grant funding based on the previous year's 911 call center volume. During FY 2023 the Department was allocated \$98,451. The Department also received reimbursement for Training personnel in 911 Certification and Continuing Education.

Mountain Bike Unit

The Needham Police Mountain Bike Unit consists of 10 Officers including a Sergeant who are all COBWEB (Cops on Bicycles with Education for Bicyclists) certified. COBWEB is a three-day training of 4 hours a day where officers learn "and will have a comprehensive understanding of Standard Operating Procedures, proper protocol to ensure safety and minimize liability, crime prevention techniques, tactical maneuvers, and communication. He/she will have a heightened awareness of the importance of fitness, nutrition, injury prevention and physical well-being." -COBWEB



The Needham Police Department has deployed its Mountain Bike Unit in multiple events and Community Related functions across the Town of Needham and in Neighboring Jurisdictions.

Some of these deployments include The 3rd of July Fireworks, The 4th of July Parade, multiple road races and public and private events throughout the year. The Mountain Bike Unit also can assist outside agencies when needed by providing mutual aid for events such as the Boston Marathon, one of the Premier Road races in the world.

The Mountain Bike Unit is a part of the Patrol Division of the Needham Police Department and is also used for some patrol functions such as traffic and parking enforcement when needed and is a highly visible crime deterrent. Patrols on the mountain bike can include Needham Square, Needham Heights, the Rail Trail, The Needham Town Forest and State Parks (Cutler). The Mountain Bike Officer can Patrol these areas much easier than an officer on foot. The Needham Police Mountain Bike unit rides TREK mountain bikes which are well situated for all terrains, road and off road.

Animal Control

The below table displays the activity of the ACO for 2023:

Off Leash Check/ Violations	191
Animal Call (Non-Dog)	188
Animal Quarantine	7
Dog Call	214
Missing Animal	1
Grand Total	601

INVESTIGATIVE SERVICES / PROFESSIONAL STANDARDS DIVISION

School Resource Officers

Needham currently has two officers assigned as School Resource Officers (SROs). They support the entire Needham School District as well as Saint Joseph's Elementary School and Saint Sebastian's School. SROs partner with school administrators throughout the school district to provide support and guidance in a variety of ways and bridge student family-school life. SROs also work closely with school district guidance counselors and special education teachers to help support students.



The SROs meet regularly with students and their families to provide this support. In addition to these meetings, SROs interact with the schools and Needham youth in a variety of ways. They help to deal with investigations that juveniles are involved in, help to aid students whose families may be experiencing hardship and help assist with school projects. Other examples of what our SROs have done in the past year include:

- Collaborated with Staples and the Needham Community Council to deliver school supplies throughout the school district prior to the 2023/2024 school year.
- Attended the annual Needham Harvest Fair to greet youth and their families.
- Provided police escort rides to school for various raffles and fundraisers.
- Visited classes throughout the school district and provide presentations and learning experiences on various subject matters like 4th Amendment Rights/Search and Seizure, Social Media and Internet Safety, Bullying and Cyberbullying, Self-Defense, Bicycle Safety, Alcohol and Drug Awareness, and Vaping Awareness.
- Worked closely with school principals to provide armed intruder training and education (through presentations and practical drills) to staff members and students in each school.
- Assisted the fire department in conducting fire drills in each school throughout the year
- Organized and ran the Needham Junior Police Academy, a weeklong camp for middle schoolers that educates them about police work and provided interactive activities and field trips to explore the law enforcement field.
- Worked closely with the Needham Police Department Truancy Officer and Juvenile Court Prosecutor to create diversion paths that offer education, resources, and support to youth offenders in effort to keep them out of the court system.
- Partnered with Needham Youth and Family Services and the Youth Resource Network to help support juveniles and their families.
- Collaborated with the Community Service Officer to support Bike Rodeo events throughout the school district and for cub scout and boy scout troops.
- Participated on the Substance Prevention Alliance of Needham (SPAN) committee and assisted with planning and execution of campaigns and events.
- Participated in Students Advocating Life (without) Substance Abuse (SALSA) to help support campaigns and events.
- Attended various student club and athletic events to support students.
- Participated in field day events at various schools.

- Attended and coordinated between police department and schools to provide assistance and support with various events such as prom, graduation, dances, and other school events.
- Provided support for rising 9th graders on Step Up day.
- Collaborated with other Needham Police officers to organize and coach the annual Needham-Wellesley Powderpuff Football game, a month-long after-school program that prepares senior girls for the annual game.
- Assisted with the annual Drug Take Back Event that occurs in the fall and spring of each calendar year.
- Visited summer camps and programs to connect with juveniles and check in with them.
- Attended Charles River YMCA public events.



SRO Brienze is also responsible for the training and management of K9 Officer Rocket, who is a Community Resource Dog (CRD) for the department. SRO Brienze and Rocket continuously coordinate with Golden Opportunities for Independence, where Rocket came from, to help other SROs and CRD's in the Needham area. This past year they visited several other communities including Kingston, Duxbury, Norwood and Dedham, Walpole, Stoughton, Whitman-Hanson to provide support in various situations. SRO Brienze runs Officer Rocket's social media pages and interacts with the community and attends various community events inside and

outside of schools with Officer Rocket to speak about his role. They visit all the schools in town, Needham Bl, nursing homes, and Center at the Heights as well as other town events such as the craft fair, school graduations and various NHS sports games. They often partner with various town agencies and utilize Officer Rocket to help promote programs.

Detectives/ Police Prosecutor

During 2023, the Detective Division was assigned cases for follow-up and investigation. These assignments include both Part A (i.e., drug offenses, burglary, assaults, sex offenses) and B crimes (i.e. check fraud, peeping tom), attempts to commit a crime and other situations which may not have amounted to a crime but required further investigation. Due to the complexity of the case many had multiple Detectives assigned to them. The Detective Division, along with the Department Crime Analyst, are also responsible for intelligence analysis and dissemination that adds value to officers in conducting their duties. This includes significant arrests, recent releases from correctional facilities, parole, and probation information. The Detective Division collects information on known criminal offenders with modus operandi and crime specialty which can identify potential targets for property crime and crimes against persons.

During the year, detectives investigated a range of crimes including but not limited to, identity theft, unemployment fraud, breaking and entering, robbery, armed assault, mail fraud and death investigations. Through these efforts Detectives have worked with our regional police partners, State Police, Federal Agencies including the FBI, ATF, DEA, and Secret Service, as well as prosecutors in the District Attorney's office, the Massachusetts Attorney General's Office, and the United States Attorney's

Office. Often, Detectives work with these other agencies to address crimes that increasingly extend beyond local boundaries and incorporate complex technical skills.

Needham Detectives are also members of the Norfolk County Police Anti-Crime Task Force (NORPAC). NORPAC provides multi-agency investigations into drug trafficking, violent crime, and the apprehension of fugitives. The work of the Needham Police Detectives is exemplary and well regarded in the region. It is a credit to each Detective and the professionalism with which they approach their job. The distribution of illicit drugs in the community continues to be a major concern of the Police Department. Detectives were involved in several narcotic investigations which resulted in the arrest of several individuals. The offenses some of these individuals were charged with ranged from possession with intent to distribute marijuana to possession with intent to distribute heroin and fentanyl. Detectives continue to aggressively address the distribution of illegal narcotics through enforcement, education, and community partnerships. The Detective Division attends quarterly Norfolk County meetings and various trainings held by District Attorney Morrissey in an exchange of information and investigative techniques to combat the opioid crisis.

Also in 2023, Needham Police Detectives and Patrol Officers investigated numerous contractor scams conducted by transient criminals. The scams targeted Needham residents, often elderly, and involved work that was to be completed on homes. The monetary damages of these crimes totaled in the hundreds of thousands of dollars. The investigations resulted in numerous individuals being arrested, charged, and prosecuted for various larceny related crimes.

The Police prosecutor monitors cases as they proceed through the judicial system. The police prosecutor ensures that each case is presented in a professional, thorough manner and as a result of a police investigation the Commonwealth can put forth the strongest case possible. Police Prosecutors actively communicate with Police Officers, the District Attorney's office, Victim-Witness Advocates, the Needham Police Social Worker, and a varied array of law enforcement agencies.

Detectives were also instrumental in the Department's highly successful Junior Police Academy. The Department, in collaboration with Needham Youth and Family Services, offered a week-long Junior Police Academy for rising 7th and 8th graders. This program is offered free of cost and held at both the Pollard Middle School and the Needham Police Department. Detectives interacted with students teaching them about fingerprinting, crime scene processing and photography.

COMMUNITY SERVICES / PROFESSIONAL DEVELOPMENT DIVISION

Crisis Intervention / Community Outreach

The primary responsibility of this program is to coordinate with Needham Community Crisis Intervention Team (NCCIT), the Substance Prevention Alliance of Needham (SPAN), and the Needham Coalition for Suicide Prevention to ensure people suffering from mental health and substance abuse disorders receive adequate follow up and access to resources. The program also coordinates with Regional, State and National Agencies such as Riverside, DOVE, the National Alliance on Mental Illness (NAMI), and the Norfolk District Attorney's Outreach Program. This officer will also act as a liaison to Beth Israel Hospital and Newton Wellesley Hospital.

In December of 2020 the Police Department contracted with Riverside Community Care for a Jail Diversion Program (JDP) Clinician. For the first half of 2023, the Needham Police Department had a clinician at the station part time. Starting in July, our Riverside Clinician Emily became full time at the department assigned here for 40 hours a week. This clinician works closely with our Community Outreach Officer and other Crisis Intervention Trained Officers. The clinician is embedded in the Police Department, has access to reports of incidents involving mental health and substance abuse, and is available for co- response where applicable.

Note: Riverside Community Care changed the way that they track data halfway through 2023

2023 Needham Jail Diversion Data (Jan-June)

Type of Response	Number of Responses
Co-Response	43
Follow-up	231
Evaluation	9
Unable to make contact	31
Declined Services	11
Total Outreach	325

Type of Referral	Number of Referrals
Police	127
Riverside	14
Self/Family	161
Community	23
Total	325

Total Number of People Served	103
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Type of Contact	Number of Contact
Phone	212
In-person	75
Telehealth	0
Email	25
Other	13
Total	325

July-Dec 2023

Type of Response	Number
Initial Co-Response	34
Initial JDP	89
Follow Up w/ PD	14
Follow Up JDP	127
Total Outreach	264

Type of Contact	Number
Phone	128
In-person	64
Telehealth	0
Email	20
Collateral	52
Total	264

Gender	Number
Male	53
Female	66
Other	3
Total	122

Age	Number
0-12	7
13-17	22
18-26	11
27-65	44
66+	38
Total	122

Referral Source	Number
Police	30
Police Handoff	38
Self	16
Family	14
Community	18
School	6
Other	0
Total	122

Presenting Problem	Number
SI/SIB/Depression	18
Bx Dysregulation	28
Psychosis/Mania	10
HI/Violence	6
Sub Use	8
Dual Dx	0
Family Discord	20
Housing Instability	10
Social Determinants	11
Other	11
Total	122

Outcome	Number
Section 12	6
Voluntary ED	3
MH Services	5
SUD Services	2
MCI Handoff	7
Shelter/Housing	3
Social Services	11
Re-Presented	1
Other	33
Unable to make contact	16
Declined Services	35
Total	122

Training

Massachusetts Police Training Committee (MPTC) In- Service Training

The following list of courses were completed during FY2023 by sworn officers to comply with the MPTC Annual In-Service Training requirements:

Legal Updates	Officer Wellness Series: 212 Degrees: Preventing Officer Crisis
Trauma Informed Officer	Frontline Digital Evidence
Officer Response to Interpersonal Violence	Use of Force: Duty to Intervene
CPR / 1 st Responder (Classroom)	Hate Crimes
CPR / 1 st Responder (Practical)	

Use of Force and De-escalation

The following was a list of Use of Force Trainings that were offered by the Needham Police Department Training Division in 2023; Use of Force, De-Escalation, Tactics, Spring Firearms Training, Active Shooter (ASHER) Training, Annual Taser Re-certification, Quarterly Weapon Systems Training, and Fall/Winter Firearms Training.

Crisis Intervention

An additional seven officers attended Crisis Intervention Training (CIT) bringing our total number of CIT trained officers to 35. Now approximately 70% of our current sworn staff have attended 40 hours of training geared toward better response to calls involving persons suffering from mental illness. We will continue to train personnel as the training becomes available.

State 911 Certification

Officers and Dispatchers are required to take 16 hours of continuing education each year to maintain their State 911 Certification. Officers and dispatchers fulfilled this responsibility by taking approved courses on the following topics: 911 Stress Inoculation, 911 Dispatch Priming, 911- ICAT De-escalation, and 911 Behavioral Health Crises.

Juvenile Related Training

In 2023 our School Resource Officers and other Officers attended training on, Preparation, Planning, and Intervention for Preventing School Violence: How to better affect change, minds, and policies, RAD Kids Instructor, School Resource Officers and Campus Law Enforcement Response to Critical Incidents and Crisis Situations, Responding to and Investigating Bomb Threats and Swatting Hoaxes, National Association of School Resource Officers Conference, Juvenile Law Conference, School Safety Summit: Current Challenges in Keeping Our Schools Safe, MPTC School Resource Officer Inservice Training, and Keeping Children Safe & Secure Online: A Project Safe Childhood Presentation for Parents.

Metro-LEC Training

We are a participating agency in Metro-LEC. Metro-LEC is a regional agency that has several specialized units that share personnel and resources for specific circumstances such as: Crisis Negotiation, Search

and Rescue, SWAT and Tactical Response, Cyber Crime Unit, and a Mobile Operations Unit comprised of Motorcycles for events and other circumstances. The officers participate in monthly regional trainings with their respective units.

Advanced Investigation Training

Some of our officers attended more advanced investigative training in specific types of investigations such as Sexual Assault Investigator Training, Catching the Catalytic Converter Thief, Undercover Operations and Drug Investigations in Today's Policing, Cell Phone Investigations, Crime Scene Photography, New England Narcotics Enforcement Officer Conference, Cyber Crime Investigations, Breaking and Entering Investigations, Dust N' Bust, Social Media Investigations, Proactive & Undercover Investigations, Apple and Google Search Warrants Training, Missing and Unidentified Persons Investigations, and Investigating Trends - Catalytic Converter Theft.

Other Training

Officers completed training related to Bias Free Policing. The courses were Cultural Awareness and Diversity Overview, Anti-Bias Training for Law Enforcement, and Implicit Bias.

Other trainings included Certifications for Victims of Violent Crime and Human Trafficking, Forensics of Dog Aggression, Technology Threats and Trends Against Law Enforcement, Massachusetts Police Accreditation Training, Functional Nutrition for Law Enforcement Officers, Youth Mental Health First Aid and Mental Health First Aid.

In addition to the MPTC Legal Update, we hosted Critical Police Legal Training.

Some Officers were certified as Police Background Investigators and training in Recruitment and Retention for The Police Administrator.

APPENDIX A

GROUP A

- **Arson 200**
- **Assault Offenses 13**
 - Aggravated Assault 13A
 - Simple Assault 13B
 - Intimidation 13C
- **Bribery 510**
- **Burglary/ Breaking and Entering 220**
- **Counterfeiting/Forgery 250**
- **Destruction/ Damage/ Vandalism of Property 290**
- **Drug/ Narcotic Offenses 35**
 - Drug/ Narcotic Violations 35A
 - Drug Equipment Violations 35
- **Embezzlement 270**
- **Extortion/Blackmail 210**
- **Fraud Offenses 26**
 - False Pretenses/ Swindle/ Confidence Game 26A
 - Credit Card/ ATM Fraud 26B
 - Impersonation 26C
 - Welfare Fraud 26D
 - Wire Fraud 26E
- **Gambling Offenses 39**
 - Betting/ Wagering 39A
 - Operating/ Promoting/ Assisting Gambling 39B
 - Gambling Equip Violation 39C
 - Sports Tampering 39D
- **Homicide Offenses 09**
 - Murder and Nonnegligent Manslaughter 09A
 - Negligent Manslaughter 09B
 - Justifiable Homicide 09C
- **Kidnapping/ Abduction 100**
- **Larceny/ Theft Offenses 23**
 - Pocket-Picking 23A
 - Purse Snatching 23B
 - Shoplifting 23C
 - Theft from Building 23D
 - Theft from Coin-Operated Machine or Device 23E
 - Theft from a Motor Vehicle 23F
 - Theft of a Motor Vehicle Parts or Accessories 23G

- All Other Larceny 23H
- **Motor Vehicle Theft 240**
- **Pornography/ Obscene Materials 370**
- **Prostitution Offenses 40**
 - Prostitution 40A
 - Assisting/ Promoting Prostitution 40B
- **Robbery 120**
- **Sex Offenses, Forcible 11**
 - Forcible Rape 11A
 - Forcible Sodomy 11B
 - Sexual Assault with an Object 11C
 - Forcible Fondling 11D
- **Sex Offenses, Non-Forcible 36**
 - Incest 36A
 - Statutory Rape 36B
- **Stolen Property Offenses 280**
- **Weapon Law Violations 520**

GROUP B

- **Bad Checks 90A**
- **Curfew/ Loitering/Vagrancy Violations 90B**
- **Disorderly Conduct 90C**
- **Driving Under the Influence 90D**
- **Drunkenness 90E**
- **Family Offenses, Nonviolent 90F**
- **Liquor Law Violations 90G**
- **Peeping Tom 90H**
- **Runaway 90I**
- **Trespass of Real Property 90J**
- **All Other Offenses 90Z**