



Rochester Police Commission
Rochester, NH 03867

David R. Stevens, Commissioner
Lisa M. Stanley, Commissioner
David E. Winship, Jr. Commissioner

MINUTES OF THE POLICE COMMISSION MEETING

The Rochester Police Commission held their regular monthly meeting on Wednesday, December 1, 2021 at 7:00 P.M. in City Hall, Council Chambers. Participants in this meeting: Comm. Stevens, Comm. Stanley, Comm. Winship, Chief Toussaint, Dep. Chief Boudreau, Capt. Thomas, Capt. Pinkham, Chaplain Cilley, Secretary Warburton, and invited guests.

The meeting called to order at 7:00 P.M.

All participated in the pledge of allegiance.

Chaplain Cilley led all in prayer.

B. Roll Call. The clerk called the roll marking Commissioner Winship, Commissioner Stanley and Commissioner Stevens present.

2. PUBLIC COMMENT: No public comment.

3. ACCEPTANCE OF MINUTES:

A. November 3, 2021 regular meeting.

**Comm. Stanley MOVED to accept the minutes of the November 3, 2021 meeting.
Comm. Winship SECONDED the motion. The motion to accept the minutes as presented PASSED unanimously.**

4. OLD AND UNFINISHED BUSINESS: No old or unfinished business.

5. NEW BUSINESS:

A. Oaths of Office:

Chief Toussaint said I want to welcome everyone to this ceremony. It seems we do this every month. We have three excellent candidates we have hired. They have passed a rigorous process to be hired, with extensive backgrounds and they passed flying colors. This is last formal part of their hiring process.

Officer Bibeau was born in Rochester and graduated from Prospect Mountain High in Alton. She is working on her degree. She was first hired as a communications specialist and has been here

since 2019. She resides in Rochester with her husband and three children. She is set to attend the academy for 16 weeks in January.

Officer Vatcher is from Salisbury, Mass. He attended Triton Regional High School and went on to Westfield University obtaining a Bachelor Degree in liberal studies. He has some law enforcement experience working for harbor patrol in Newbury, and he has a background in Corrections working at the Essex County Jail. His father is a longtime Newburyport Police Officer. Officer Vatcher resides in Massachusetts with his wife and four children. He is also heading to the academy in January.

Officer Masse was born in Dover and graduated from St. Thomas. He attended St. Joseph's college in Maine, graduating in May of 2021 with a Bachelor Degree in Criminal Justice. He resides in Berwick, Maine with his family. He is also heading to the academy in January.

Executive Secretary Becky Warburton administered the oath of office for Patrol Officer to Officer Khristine Bibeau; Officer Zachary Vatcher; and Officer Zachary Masse.

Chief Toussaint said that we also have a promotion this evening. Officer Spencer Williams-Hurley is being promoted to Sergeant. He fills the role vacated by Sgt. Emerson who retired in October. We do a testing process and several strong candidates applied. The person selected was Spencer. He has been with the Department for seven years, is a US Navy veteran; honorably discharged in 2011. He is a firearms instructor, a field training officer, and a member of the regional SWAT team. He of these disciplines requires leadership skills, exactly what we are looking for in a first line supervisor. He has many letters in his personnel file, all with a theme of kindness compassion and professionalism. These are traits we look for in any police officer, but more so in a supervisory position with the department. Spencer has done a great job since he joined our department. He rose to the top in a competitive promotional process. We know he has the tools and moral compass to do this job.

Executive Secretary Becky Warburton administered the oath of office for promotion to Sergeant to Spencer Williams-Hurley

B. Other. Chief Toussaint noted that Comm. Stevens had things to add to the program.

Comm. Stevens said it is always a pleasure to swear in new officers and recognize promotions. It's my favorite part, and shows that people have great potential to move up.

Comm. Stevens noted that this is officially the Chief's last public meeting. It has been a true pleasure working with him. I can't express how grateful I am to him. There will be a more formal command change on December 30. He has done a remarkable job in succession planning that allowed us to promote from within. That is a testament to the Chief that we don't have to go outside to fill his position. Dep. Chief Boudreau will be moving into the Chief's role. He has been here 24 years, is a local resident and has moved up the ranks. It is a great honor to have him. Capt. Jason Thomas will be the new Deputy Chief, he is also a Rochester resident. He started off as a Police Explorer in high school. We have the highest quality in staff and I am proud of the work they do.

Comm. Stevens recognized Commissioner David Winship, Jr. who was elected to the board in November, and filling a vacant seat. Happy to have him aboard.

Comm. Stevens also recognized Comm. Stanley, who has served on the Commission for four years. She has been a tremendous asset and helped to move the Department forward. Thanks [Comm. Stanley] you've been remarkable and I truly appreciate everything you've done. He presented Comm. Stanley with a plaque that reads:

Lisa M. Stanley
Police Commissioner
2019 – 2021
in recognition and appreciation
for service above self.

We have had a lot of meetings for promotions and hiring. Every one is a great selection. All you new officers, stick around, do the best you can, someday, you could be the Chief.

A ten minute recess was called.

C. Monthly Reports:

1. Operations: Capt. Pinkham reported that on the support side of operations there are 77 cases currently assigned. We are short-staffed in the bureau, to include the detective that has been covering for the vacant evidence technician position. We did have a candidate almost through the background who withdrew from consideration. There were 24 cases presented virtually to the Grand Jury and all were true bills. There were three call outs. There were six polygraphs and seven backgrounds. Evidence took in 268 pieces, returned 44 pieces and destroyed by court order 49 pieces.

COMPSTAT: Nothing major stands out in field activities. As we close out 221 traffic crashes are down 12%, DWI is down 4%. Property crime seems high when compared to 2020, but, this is an anomaly as many people were at home during 2020. Overall it is down 22%. Drug incidents were all search incident to arrest. Drugs we are finding include heroin, fentanyl, meth, some marijuana, suboxone and trazadone. There is nothing major in violent crime, which is down 31% year to date.

COMMUNITY ENGAGEMENT OFFICER/PROBLEM ORIENTED POLICING UNIT: The CEO and POP units have been temporarily reassigned for patrol staffing. Sgt. Benjamin attended the light the night event at the commons with Nicole Rodler. He is handling community events for now, amongst other duties he is responsible for.

COMMUNICATIONS: We have received an additional resignation in the center, which, shortly will bring our total open spots to 4. Two will stay on per diem so we don't lose the benefit of their years of service. The Supervisor has interviewed many candidates. We do have two in background currently.

HOUSING: With the coordination of shifts housing has coverage week days, nights and weekends. This has been helpful to patrol for calls they would otherwise have to respond to. There haven't been any major issues at the housing developments. The housing officers have assisted with vaccine clinics, and backgrounds on prospective tenants.

K9: Officer Hatch and Ripley continue training toward their certification. They visited an elementary school this period. Ripley is a big hit with the kids.

SCHOOL RESOURCE OFFICERS: Officer Porfido has been assigned to patrol due to staffing. He has been unable to teach LEAD at the elementary level. Sgt. Deluca and Officer Jackson are engaged in normal school activities and are also teaching their LEAD classes and doing good work in both schools. The Explorer Post has resumed meeting.

Comm. Stevens wished to express his gratitude to Officer Jackson and other responding officers for how the incident at Spaulding two weeks ago was handled. It was a quick response time and they were well on top of the situation.

Chief Toussaint said that you hear a lot that we are short-staffed. And we are. However the important and serious on-going calls we get there by prioritizing staffing. It does affect the lesser priority calls and community policing, but emergency calls are handled quickly.

Comm. Stanley said that as we come up to staffing and people are released from training, I think it's vital to get the elementary SRO back to that job as soon as possible. From my perspective that's the guy I want put back first.

Dep. Chief Boudreau offered that one of the law package officers was released to solo patrol and we anticipate the final review board for the other in a couple of weeks. He still has to test out of the law package. That test is Friday. He will finish up another week in field training. We are plugging holes with what has been pulled from patrol filling recent promotions. We also have a new military deployment. It might be a while yet.

Comm. Stanley said I hope it is prioritized.

Capt. Thomas said after field training, two months down the road, when these officers are released to solo patrol we can discuss pulling some units to go back to prior assignments.

2. Administrative. Dep. Chief Boudreau said that we've received the budget memo for fiscal year 2023. It is 2% in the O&M budget. We will start to work on the budget as an admin team, getting new members up to speed. We have to have the budget submitted by January 14, 2022.

Dep. Chief Boudreau said the cruisers have build dates. It will be anywhere from three to six weeks before we see them delivered to the dealership, and then they will need the equipment installed. We do not yet have a build date on the ACO truck.

Mobile Dispatching: The dispatch trailer is at 2-Way and we are told it looks good for getting it back sooner than anticipated.

Radio Replacement Project- We had been planning to bring the new tower at DPW on line in November, but DPW has yet to complete their move in. There is still fiber that needs to be pulled to the tower from the building, and IT is working on setting up switches in their equipment.

We continue to work on the MOU with Dover PD for putting our equipment on the Long Hill Road tower, which will outline that if anything happens to our equipment we are responsible for it.

Body Cameras – We are still working with finance on our request to waive the purchasing policy. This is a large project. We have had good discussion with them.

We didn't do a formal bid, but we did get quotes from competing vendors. WatchGuard was far less expensive than the other two vendors, by roughly \$100,000.00. The issue we are facing is that when we proposed this project out to now, the pricing structure changed. There is a concern of locking us into a five-year deal and handicapping future councils into those deals. We had anticipated upfront costs at roughly \$48,000.00 with recurring annual costs of \$39,000.00. This five year deal is less up-front costs, between \$13-20,000.00, but over the long haul about \$250,000.00.

Comm. Stevens asked the timeline where we may actually have these on officers.

Dep. Chief Boudreau said that once we are approved, we have to contract for the equipment, install them and train on their use.

Comm. Stevens asked the plans of staying involved in some of these big projects once transitioning to Chief.

Dep. Chief Boudreau said he plans to stay involved, as in some instances it will be easier, but he will be bringing the new Deputy Chief into the project for body cameras and the third floor expansion. We are working on RFP's for that construction.

B. Other.

1. The Police Department will be assisting the Chamber with the holiday tree lighting on December 3 and the holiday parade on December 5 from the high school to the commons.

6. CORRESPONDENCE:

The following correspondence was received this period: Officer Knox is recognized for building rapport with a barricaded, suicidal person; ultimately getting this person to services needed. Officer Johnson is recognized by DCYF Attorney Chellman for going above and beyond investigating an assault case. Officer Marshall and Officer Miller during a welfare check assisted a community member locked out their home. Officer Marshall is recognized for his positive interaction with a community member.

7. INFORMATION: None

8. NON-PUBLIC SESSION: (Pursuant to: RSA 91-A:3)

Commissioner Stanley MOVED to enter a nonpublic session at 7:45 P.M. pursuant to RSA 91-A:3, paragraph II, section A (personnel) Comm. Winship SECONDED the motion. The motion PASSED by roll call vote Comm. Winship – yes, Comm. Stanley – yes, Comm. Stevens – yes.

The non-public session closed at 8:05 P.M. on a MOTION by Comm. Stanley. Comm. Stevens SECONDED the motion. The motion PASSED by roll call vote Comm. Stanley – yes, Comm. Stevens – yes.

9. ADJOURNMENT:

Comm. Stevens MOVED to adjourn. SECOND by Comm. Stanley at 8:06 P.M.

Respectfully Submitted

Rebecca J. Warburton
Secretary

APPROVED BY COMMISSION: 01/05/2022