



**Rochester Police Commission  
Rochester, NH 03867**

Derek J. Peters, Commissioner  
David R. Stevens, Commissioner  
David E. Winship, Jr. Commissioner

**MINUTES OF THE POLICE COMMISSION MEETING**

The Rochester Police Commission held their regular monthly meeting on Wednesday, December 7, 2022 at 7:00 P.M. in City Hall, Council Chambers. Participants in this meeting: Comm. Peters (by remote feed), Comm. Stevens, Comm. Winship, Chief Boudreau, Dep. Chief Thomas, Capt. Swanberry, Chaplain Cilley, and Secretary Warburton.

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

All participated in the pledge of allegiance.

Chaplain Cilley led us in prayer.

A. Roll Call. The clerk called the roll marking Comm. Peters, Comm. Stevens and Comm. Winship present.

B. Remote Attendance: Comm. Stevens chaired the meeting, and inquired of Comm. Peters if he was physically unable to attend tonight's meeting in person. Comm. Peters confirmed that was true. Comm. Stevens inquired if any other person was in the room with Comm. Peters. Comm. Peters stated no (no one else was there.)

**2. PUBLIC COMMENT:** No one was present for any public comment.

**3. ACCEPTANCE OF MINUTES:**

A. November 2, 2022.

**Comm. Winship MOVED to accept the minutes of the November 2, 2022 meeting. Comm. Peters SECONDED the motion. The motion to accept the minutes as presented PASSED by roll call vote 3-0; Comm. Winship yes, Comm. Stevens yes, and Comm. Peters yes.**

**4. OLD AND UNFINISHED BUSINESS:**

A. Policy Update: Policy 32.1.1 Police Officer Selection, Personnel Selection. Second Reading for Adoption.

**Comm. Peters MOVED to suspend the rules and place Policy 32.1.1 Police Officer Selection, Personnel Selection into a second reading by title only, for adoption.**

**Comm. Winship SECONDED the motion. The motion to approve the policy as updated PASSED by roll call vote 3-0; Comm. Winship yes, Comm. Stevens yes and Comm. Peters yes.**

B. Body Camera Update. Chief Boudreau stated that this project is finally starting to move forward. Following a delay in getting equipment, we now have received it all. We have been working with Motorola to be on site for the initial set up and training. There is a kick off meeting next week. We are looking for a first week of February install and system set up. We are currently working on the policy update. We hope to have these on line in February or March.

C. Other Old Business before the Commission. None

## **5. NEW BUSINESS:**

A. Policy Update: Policy 26.1.1.2 Uniform Appearance: First reading.

**Comm. Peters MOVED to place Policy 26.1.1.2 Uniform Appearance into a first reading. SECOND by Comm. Winship. Open for discussion.**

Chief Boudreau stated that the bulk of the updates were grammar. The biggest change is the proposal to allow for well-groomed beards. We currently allow well-kept goatees. This change would allow for a beard no more than 1 inch in length. It is a changing of the times so to speak. Chief Boudreau said when I started 25 year ago you were only allowed a mustache. You weren't allowed visible tattoos. We have changed with the times and not only allow for the goatee, but several officers male and female have visible tattoos. It's a change with society, an evolution. The biggest thing with each one is that the professionalism has not decreased and it has not decreased our image. More and more agencies, from small to large metropolitan are allowing and supporting well-groomed and neatly trimmed beards. So we have drafted an update to the policy and I'm happy to take any questions.

Comm. Stevens said as a military person my whole life, that's a big shift. Beards is big. How does this affect what we do as a fundraiser every year for cancer?

Chief Boudreau replied we can still participate in the beards for bucks in October. This is a change of the times. I don't think it decreases our professionalism at all. Many professional occupations allow beards these days when years ago they didn't. It keeps the department progressive. When we talk morale, and the environment they work in, it's a small thing that means a lot and it doesn't cost us a dime.

Comm. Peters asked if the rank and file petitioned the Chief for this.

Chief Boudreau said that we did the fundraiser in October for the Child Advocacy Center, and we allowed them to double down and match the minimum requirement that the CAC collects for a non-profit donation in November All those officers that participated asked if they could keep

the beard into December and I told them no because we don't have a policy to allow it. We do have officers awaiting the outcome of this.

When they do Beards for Bucks, are they in line with this language?

Chief Boudreau said they are. Some certainly grow beards better than others.

As a first reading, this will come back next month.

### C. Monthly Reports

1). Operations. There are 75 cases under investigation in detectives. There were four ISB calls outs this period. Three backgrounds have been underway for police officers positions.

**COMPSTAT:** We noted an increase in motor vehicle crashes. The locations are consistent with past data in the corridors to retail locations and in parking lots. We are down year to date in property crime, but have had an increase in vandalism at the high school. We are increasing patrols in that area.

Overdoses are up 6%. We are seeing heroin, fentanyl, methamphetamine, some marijuana and prescriptions. There are no concerning trends in violent crime.

Calls for service are down, and officer's proactive activity is up.

Comm. Stevens inquired into the Spaulding Turnpike. It seems like there are a lot of accidents lately on the Turnpike and it's not known if that's due to the construction. He's hearing a lot of people complaining about that traffic.

Chief Boudreau said patrolling of the Spaulding is in the jurisdiction of the State Police. We do respond out if they are out of position and we can get to a scene quicker. Fire and EMS do respond to calls on the Spaulding. There is significant construction up there right now coming into Rochester due to the upgrade to the tolling. I am aware of it being down to one lane as that work progresses. However that is out of our control as a City. It falls to the State DOT (Department of Transportation).

Comm. Stevens said that driving Northbound it looks confusing for people not familiar with the merging and exits. Not sure they've done the best job.

Chief Boudreau said it's a state project out of our control. Good driving habits, by and large, have decreased. I see more violations particularly when I'm not working. People's patience has diminished.

**COMMUNITY ENGAGEMENT.** Officer Kimbrough remains busy in this role, attending various events. He continues to work closely with the community outreach coordinator with resources for our transient population.

**COMMUNICATIONS:** We are still addressing the staffing shortage in communications. We have two in training and still have four vacancies.

**HIRING:** Comm. Peters inquired where we are at with vacancies.

Dep. Chief Thomas replied that we have conditional offers and completed backgrounds for three fulltime positions plus the part time paperwork service officer. We have two additional in background, one to be submitted this week. If there are no red flags and these folks are hired, it will leave us with two full time openings. We do have interviews with a PT test on Saturday for three, with a fourth person on Tuesday.

Of the four newer officers being considered, one is certified in state and one is certified out of state. Officer Birmingham is going to the January Academy. The others we will slate to attend the February Academy.

**TRAINING:** We have seven officers in field training. This puts a lot of strain on patrol and on the training division. Sgt. Cost does a tremendous job with this.

The four officers that graduated the Academy in September are moving to phase three of training. They've been on target their whole time and we expect them to be released to solo patrol by Christmas. Certified Officer Baril is familiar with the area and is progressing quickly as well and also is slated for release before Christmas. Officer McPherson and Officer Howardkoppes who just graduated the Academy last month are entering phase one of field training.

Other noteworthy training this period including sending a number of officers to the basic crime scene training at Police Standards. This is a very useful class.

Lt. Bossi completed the "trifecta," the final course for the FBI Leeda Executive level training. This is a great accomplishment.

Officer Wilson was released to solo patrol this period. His training review board shows he has progressed quite well.

2.) Administration: Dep. Chief Thomas said that our cruisers are in at McFarland Ford. Our hold up now is getting scheduled at NEVO to strip the two front line cars we are trading and to outfit the new cars.

Purchases over \$5,000 this period were all related to the new cruisers.

We have received the budget development outline for fiscal year 2024. We have a 2% limit in the O&M lines. We will start our weekly budget meetings this coming Tuesday.

C. Other.

1. Staffing Assignments. Chief Boudreau said that the Deputy updated where we stand with people and training. We are in a better position than we have been for the past two to three years getting positions filled. The admin team has discussed with the Commission in the past about staffing detectives. The goal is to get investigations into ISB and out of patrol faster so patrol is not tied down with a heavy case load and management of complex investigations. We have posted for additional positions in detectives and to fill the POP unit again. We are looking to make these changes after Christmas when officers in Field Training get released to solo patrol.

Comm. Peters thanked the administration noting that the Commission had been meeting three to four times a month all year to get us where we are. Getting us good candidates to look at and make decisions.

Chief Boudreau commented that he would deflect any praise for this and put it on Deputy Chief Thomas who had taken the bull by the horns with Indeed, setting up interviews and PT testing. It is his dedication to that that has us in this position. The credit goes right to him. He has done a phenomenal job with this.

Comm. Stevens concurred that there have been some very good candidates interviewed that will be on the road to being great police officers.

## **6. CORRESPONDENCE:**

The following correspondence was received this period: Sgt. Williams-Hurley, Sgt. Root, Off. Marshall and Off. Kimball are commended and thanked for their assistance on a call for service. Off. Gantert, Off. Hatch and K9 Ripley are thanked for participating in the Monarch School Touch a Truck event. Off. Labosier and Off. Rummo are thanked for professionalism in how they handled a traffic stop, arrest resulting. Det. Govoni and Det. Flathers are thanked for compassion and dedication to the family during a death investigation. Det. Decost is thanked for diligence in investigating a hit and run traffic accident.

Comm. Stevens commented well done by all. Great job.

## **7. INFORMATION:**

None for discussion

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

**Commissioner Stevens MOVED to enter a nonpublic session at 7:24 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. Peters – yes, Comm. Stevens – yes, Comm. Winship – yes.**

**The non-public session closed at 8:25 P.M. on a MOTION by Comm. Stevens. Comm. Winship SECONDED the motion. The motion PASSED by roll call vote Comm. Peters – yes, Comm. Stevens – yes, Comm. Winship – yes.**

**Comm. Stevens MOVED to seal the minutes of the non-public session. The motion was SECONDED by Comm. Winship. The motion PASSED by roll call vote Comm. Peters – yes, Comm. Stevens – yes, Comm. Winship – yes.**

**9. ADJOURNMENT:**

**Comm. Peters MOVED to adjourn. SECOND by Comm. Stevens at 8:25 P.M.**

Respectfully Submitted

Rebecca J. Warburton  
Secretary

APPROVED BY COMMISSION: 01/04/2023