



Rochester Police Commission  
Rochester, NH 03867

David R. Stevens, Commissioner  
Lisa M. Stanley, Commissioner

### MINUTES OF THE POLICE COMMISSION MEETING

The Rochester Police Commission held their regular monthly meeting on Wednesday, August 4, 2021 at 7:00 P.M. in City Hall, Council Chambers. Participants in this meeting: Comm. Stevens, Comm. Stanley, Chief Toussaint, Dep. Chief Boudreau, Capt. Pinkham, Chaplain Cilley and Secretary Warburton. Also present were invited guests and members of the Department.

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

All participated in the pledge of allegiance. Chaplain Cilley led us in prayer.

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

Commissioner Stevens acknowledged the resignation of Commissioner Peters due to moving from his Ward. We thank him for his service.

**2. PUBLIC COMMENT:** No public comment.

### **3. ACCEPTANCE OF MINUTES:**

A. June 2, 2021 regular meeting.

**Comm. Stanley MOVED to accept the minutes of the June 2, 2021 meeting as presented. Comm. Stevens SECONDED the motion. The motion to accept the minutes PASSED unanimously.**

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

### **5. NEW BUSINESS:**

A. Oaths of Office. Chief Toussaint said we welcome six new officers that started this week. The academy class starts at the end of this month. This is the beginning of a long journey for all six. We are at a critical juncture with our staffing right now and we are working hard to find some of the best candidates. We are confident that the six we have hired are quality individuals that will do our agency, their families and the badge proud. Chief Toussaint said that he personally has never been involved with hiring six all at one time. This is a momentous night and exciting times for Rochester Police Department.

The six officers, in alphabetical order:

Officer Robert Burrell was born in Newburyport, MA, after high school, he attended North Shore Community College and holds an Associate's Degree in Criminal Justice and a Bachelor's Degree in Criminal Justice from UMass Lowell. He was employed as a corrections officer with Essex County Sheriff's Department before being hired with us. It is useful for an officer to have that experience and know the other side of the justice system. Out of necessity, we find they are quite good at de-escalation. He will attend the full academy.

Officer Adam Granatowski. We've expanded our hiring net out of necessity. Adam comes to us from across the world. He was born in Poland and emigrated to the United States at the age of 17. He is fluent in Polish and conversational in German. He holds a Bachelor's Degree and a Master's Degree in history. He has previously held teaching positions and is a certified EMT. Most recently, he was employed as a certified officer with the Dodge City, Kansas Police Department. Because he holds that out-of-state certification, he will attend the law package of the Academy.

Officer Sarah Lazzar is more local. She grew up in Manchester. She attended UNH, and did a semester abroad. She graduated this spring with a Bachelor's Degree in psychology with a minor in justice studies. She did an internship with us. Sarah will attend the full academy.

Officer Daniel Louis was born in New York and raised in New Jersey. After high school, he joined the New Jersey Army National Guard, where he is an infantry team leader. He was deployed in Somalia where he earned his combat infantry badge. He is still a member with the NJANG. He will attend the full time academy.

Officer Jeffrey Slankard was born and raised in California. He served in the US Army from 1996 – 2002. He moved to NH in 2015 with his family. He worked for the Department of the Navy and obtained his law enforcement certification from the Federal Law Enforcement Training Center. He worked for the Department of Homeland Security since January of 2021. He will attend the law package of the academy.

Officer Tomas Velasquez lived in Honduras until the age of 13. His family moved to Catskill NY. After graduating from Catskill High School, he attended SUNY and holds an Associate Degree in Humanities, and a Bachelor's Degree in Spanish and Sociology. He is fluent in Spanish and recently was able to translate and defuse a situation while on a ride along with us. Tomas will attend the full time academy.

Secretary Becky Warburton administered the oath of office to all six officers.

A 10-minute recess was called for photos. Back in session at 7:28 P.M.

**B. Accept Resignations**

1. Officer Joseph Oswalt
2. Officer Alexander Turgeon

**Comm. Stanley MOVED to accept the resignations of Officer Oswalt and Officer Turgeon, with regret. Comm. Stevens SECONDED the motion. The motion PASSED unanimously.**

C. Monthly Reports

1. Operations: The RUN program still has not resumed activity since COVID. We have recently started discussing revisiting these meetings, but there is no time line at this point.

Over in the support there were 41 cases sent up to ISB. They currently have 90 cases assigned. And, just like patrol, they are working with fewer staff than we'd like to see. There were three call outs and two evidence team call outs. It has been very busy with the caseload as well as with background investigations and polygraphs with new hires and applicants.

Dep. Chief Boudreau added that he pushed the detectives very hard this period and they did an excellent job on top of their caseload finishing backgrounds so we could get this group into the academy. They deserve a lot of credit and we send our thanks to all of them.

**COMPSTAT:** There have been no trends or anything concerning in field activities. Proactive activities are up slightly year to date. As staffing levels recover, it will help those numbers. Property crimes burglary is up slightly, but down year to date. There have been no notable trends.

Comm. Stanley commented that on the threshold report the MV theft column number should be fixed.

Capt. Pinkham advised he would work with the Crime Analyst to address and correct this.

**COMMUNITY ENGAGEMENT OFFICER/PROBLEM ORIENTED POLICING UNIT:** The CEO and POP officers are rotating through patrol to help with shortages. Officer Danie has been working with the Main Street Board on the fireworks event and he attended that event. Recently he has been in discussion with crime line about new ideas for how to utilize that program. He also worked with the Recreation Department and arranged for the summer camps to have tours of the PD, which Officer Danie conducted. We are trying to be as proactive as we can given the times.

The POP Unit did hold a proactive night in July, where along with the unit, Capt. Pinkham, other members of ISB and Patrol, along with the NH State Police completed some enforced traffic patrols and sought out persons with active warrants. It was a successful event and we are going to try to do these more often.

**COMMUNICATIONS:** We have a new hire in the field-training program with prior training and experience so we are hopeful she moves through the program smoothly. We did lose a dispatcher that was in field training and we are currently accepting applications for that.

Comm. Stevens inquired how long it takes to train a dispatcher.

Capt. Pinkham said that it could depend a lot on the candidate. We want to extend as much opportunity as we can for them to learn. It could be anywhere from 10-16 weeks.

**DIVERSION:** Nicole is keeping busy. She worked on National Night Out, held last night. It was a reduced program than in years past due to safety and COVID.

Dep. Chief Boudreau added that in discussing having the full National Night Out, many of the service providers are still working remotely and not in the office. This being a public event we rolled it back and scaled back our traditional event. We did hold a touch a truck and partnered with Guyer travel for an outdoor movie. Guyer Travel sponsored free back-to-school backpacks on a first come first serve basis. There was a food vendor on site. Even with the event reduced, there was still quite a crowd and the weather was perfect.

**HONOR GUARD:** The Honor Guard participated in the Children's Hospital at Dartmouth (CHaD) east v. west football game. We had a four-person flag detail. It was good to have our unit out there.

**HOUSING:** Both housing officers are very proactive and change up their schedules working various shift hours. This allows them to handle many calls that previously would have fallen to patrol, which has been a big help with the reduced staffing. There were a couple of problem residences with neighbor disputes this period that the officers are using resources to help resolve.

**K9:** Officer Hatch is still in training with the Working Dog Foundation. The unit is still not certified as a team.

Chief Toussaint said despite that we are at a point where we can use the team for situations that do not involve criminal charges where certification would come into play. For example, if there was a missing person we feel we could use them effectively at this point.

**RENTAL PROPERTY OWNERS ASSOCIATION:** Lt. Bossi had a schedule conflict preventing him from attending the recent meeting.

**SCHOOL RESOURCE OFFICERS:** The School Resource officers are out of the schools for the summer. Officer Porfido is detailed to patrol. Officer Jackson is on leave and Sgt. Deluca due to his part time status is off for the summer. There are no Explorer post meetings this summer.

2. Administrative. Dep. Chief Boudreau noted that July is always a busy month. The start of the fiscal year generally has a flurry of purchase orders. We also process accounts we pay in full at the start of a fiscal year. We ended the fiscal year to the good. A majority of those savings were in salaries and benefits from staffing.

Radio Replacement Project- No major updates on the project. 2-Way was in today to install the Ztron system for station alerting at the fire department for opening the station doors, toning at night. It dovetails into the edispatch system to notify off-duty firefighters for recall. It has taken some time to work through these due to going from an analog system to a digital system.

Comm. Stanley asked if there was an upgrade, or did they build a patch.

Dep. Chief Boudreau explained that it is a patch, but not an easy one. The process converts a digital signal back to analog through a receiver.

There is no new update on the mobile dispatch project. We are still waiting for delivery of equipment. We talked with the rep who said it should be shipping next week. IT ordered the wireless routers and they are waiting for delivery.

There was a cruiser accident in June and the vehicle was totaled. We have not been able to find another left over car. We are talking with finance to permit ordering an additional car with those that were budgeted. The downside is that we will be down that car until the new cars arrive, which could be as long as six months, unless we can find one in the interim.

Chief Toussaint said currently with staffing; we just hired six. That leaves us with three positions still open that we have to do a hiring process for. We have two at the academy. We have one on admin leave. We have one deployed that is not due back until April. We are hurting.

Comm. Stanley commented that if there is any silver lining, it's knowing that we are not alone. I know it's rough and we are grateful to the staff for those putting in the extra time but we are not the only department struggling with this.

Chief Toussaint said we are recruiting from further away.

Comm. Stevens said we hired a diversified group. It's exciting to see the backgrounds of these candidates.

We have hosted two demonstrations of body cameras from vendors. One from WatchGuard who is currently the vendor for cruiser cameras and the other from BodyWorn by Utility. We are waiting for pricing before we start moving forward with which way we go. Motorola Solutions have bought WatchGuard.

Comm. Stevens asked the time frame for body cameras. Is it six months?

Dep. Chief Boudreau said he is targeting the end of 2021, which is an aggressive timeline. It will come down to getting the equipment. If WatchGuard gets the nod, we already have some of the infrastructure in place. There is a host of things we will need to put in place as there will be more video.

Comm. Stanley said we will have to update policy.

Chief Toussaint concurred. However, we won't have to reinvent the wheel. There are existing policies out there we can draw on.

Hiring. Captain Thomas has agreed to put together the next hiring process for Sgt. Cost. He plans to do two days of first round oral boards. If they pass the oral board, they will go right out to the PT test. All agencies are hurting for candidates so we have to move quickly on good candidates and need to schedule interviews as quickly as we can.

Comm. Stanley added that we are looking for a person to fill the remainder of the term for a Ward 3-4 Police Commissioner. Interested citizens should apply to the Council for consideration of appointment through the rest of the calendar year.

Sgt. Krochmal was the first recipient of the recruiting bonus and he wishes to express his thanks to the Police Commission. Hope others take advantage.

Training. Sgt. Cost has been busy scheduling the six recruits. There is lots to manage and he is working hard on putting the schedule together with balancing instructors that we take from patrol without depleting the shifts.

Officers' Moon and Gleason are through 13 weeks of the academy and set to graduate on August 20. This is an in-person graduation so I will let you know if they cap attendance.

Officer Aube was released to solo patrol this period as well.

## **6. CORRESPONDENCE:**

The following correspondence was received this period: Officer Bilodeau is complimented on his thoughtfulness and kindness while serving a summons. Specialists Spicer and Kochanowicz are recognized for going above to locate a person for a welfare check. Officers' Robinson and Seager are recognized for how they completed an arrest while minimizing the effect the contact could have had on the persons 5-year-old child. Officer Garneau is thanked for his intervention in recovering money paid for an item that was broken. Detective's Garstin and Govoni are recognized for community policing efforts joining a basketball game while on roving patrol.

## **7. INFORMATION:**

The regular Police Commission meeting for September 1, 2021 will be postponed to September 8 due to lack of a quorum on September 1. The meeting will be held at 7:00 P.M. at the Police Department; 2<sup>nd</sup> floor lecture hall.

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

**Commissioner Stanley MOVED to enter a nonpublic session at 8:00 P.M. pursuant to RSA 91-A: 3, paragraph II, section A (personnel) and section E (legal.) Comm. Stevens SECONDED the motion. The motion PASSED by roll call vote Comm. Stanley – yes, Comm. Stevens – yes.**

**The non-public session closed at 8:33 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.**

**Comm. Stanley MOVED to seal the minutes indefinitely. Comm. Stevens SECONDED the motion. The motion PASSED by roll call vote Comm. Stanley – yes, Comm. Stevens – yes.**

**9. MISCELLANEOUS:**

**Comm. Stanley MOVED to accept the evaluations as presented for Officer Michael Brinkman and Officer Aaron Garneau, both top of grade. Officer Timothy Rummo no step first 24 months, Officer Patrick Flathers (step 2), Officer Keven Miller (step 2), Officer Thomas Seager (step 5) Officer Kyle Danie (step 7), Officer Carl Root (step 8) and Officer Michael Mundy. Comm. Stevens SECONDED the motion. The motion PASSED by roll call vote Comm. Stanley – yes, Comm. Stevens – yes.**

**10. ADJOURNMENT:**

**Comm. Stevens MOVED to adjourn. SECOND by Comm. Stanley at 8:35 P.M.**

Respectfully Submitted

Rebecca J. Warburton  
Secretary

APPROVED BY COMMISSION: 09/08/21 (correcting minor typographical errors on page 3)