

**Rochester Police Commission  
Rochester, NH 03867**

Bruce E. Lindsay, Commissioner  
Lucien G. Levesque, Commissioner  
David R. Stevens, Commissioner

**MINUTES OF THE POLICE COMMISSION MEETING**

The Rochester Police Commission held their regular monthly meeting in City Hall Council Chambers on Wednesday, October 4, 2017. Present at this meeting was Comm. Lindsay, Comm. Levesque, Comm. Stevens, Chief Toussaint, Dep. Chief Boudreau, Capt. Thomas, Chaplain Cilley, Julie Perron, and Secretary Warburton as well as members of the public.

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

A. Pledge. All participated in the Pledge of Allegiance.

B. Prayer. Chaplain Cilley led the opening prayer.

C. Roll Call. The clerk called the roll marking Commissioner's Lindsay and Levesque and Steven's present.

**2. PUBLIC COMMENT:**

No public comment.

**3. ACCEPTANCE OF MINUTES:**

A. September 6, 2017 regular meeting.

**Comm. Stevens MOVED to accept the minutes of the September 6, 2017, regular meeting as presented. SECOND by Comm. Levesque and PASSED unanimously.**

#### **4. OLD AND UNFINISHED BUSINESS:**

A. Any Old Business for Discussion - None

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

A. Community Outreach – Bridging the Gaps - Introduce new coordinator Julie Perron. Chief Toussaint noted that Julie Perron is our new coordinator and has come to introduce herself and to talk about her vision for the program.

Julie noted the new tagline for Bridging the Gaps “Early is Better.” This is an evidence based model with key features that is tailored to our community’s needs. It focuses on population level changes, environment and taking measures that will reduce the risk factors, and enhance the protective factors in our community. There are a lot of strategies across the nation that are proven to do that.

Part of the strategy is seeking the team of people that you partner with as an advisory board, on the ground and in different programs and perspectives of the community, which includes representation for schools, youth, faith, parents and caregivers, elected officials, business, economic development and first responders in law enforcement.

Research shows us that the earlier we intervene in the population the better the success ratio with maintaining prevention. There is a lot of prevention already happening in NH and in the county. Area coalitions also collaborate and combine forces almost daily sharing knowledge and what we are doing. This coupled with our networking at the state level ensures that we are not duplicating services and that funds made available are spent to the best for our communities.

Locally, youth is where we start. Youth empowerment is a key component and we are at the Middle School with Youth to Youth, we are at the High School peer to peer. They work together for prevention strategies which gives them some ownership and experience in real world settings. We also partner with Teen Night, which is a successful model for many years now.

Other community engagement we will be taking part in the next Drug Take Back day on October 28 from 10-2 here at the Police Department.

Bridging the Gaps also sponsors the curriculum for the LEAD program, and we partner annually with National Night Out programs. We have some new targeted education opportunities coming up for parents and caregivers, as well as senior outreach. We are also looking to do some workplace education “lunch and learn” such as drug free, smoking cessation and mental health awareness.

Lastly is sustainability. We are in the tenth year of the grant. Our funding realm about half of the budget is in-kind. The other half is divided a quarter to administrative costs and a quarter to prevention. We are actively seeking community partners. This is a multi-program approach that includes the business industry, health care and some municipal and private partners. Strong prevention in our community lends to community pride, a perception of prosperity in the community and it increases property values and decreases vacancies. We hope those watching tonight will share what we are doing. Ms. Perron is available to meet with groups or one on one for further discussions.

Comm. Lindsay commented that he likes linking the communities together with industry and education.

Comm. Stevens asked if it is possible that the federal government would extend the ten year grant.

Ms. Perron stated there is a component of any funds not expended that can be used in the eleventh year, but there are strict limitations.

Comm. Stevens asked if this will be put in the budget.

Chief Toussaint said we would have to look back in the grant files and he believes there was some discussion that no public funds would be allocated to this. He said this needs more research. Ideally we would like to have this funded by the community and the stakeholders rather than going to the Council with our hands out.

Ms. Perron stated there are some other types of grants out there. The City of Dover, and Towns of Raymond and Plymouth have had good luck in the sustainability through targeted grants.

Chief Toussaint said that this is really priority one, to find funding. This program is an incredibly important part of our drug strategy, which deals with

prevention, then traditional law enforcement and treatment. Long term, prevention is the key to get out of this crisis.

## F. Monthly Reports

1. Operations. Capt. Thomas reported that four of the six wards met in September. Julian Long is the Community Development Coordinator / Grants Manager for the City, and he attended all of the meetings to explain his role with the City and the grants he is working on. The new crime analyst also attended meetings and introduced herself.

Comp Stat the field activities are low primarily due to staffing and a high call volume for priority calls. There is some relief in sight with trainees completing their programs and moving into solo patrol. We have had a rash of thefts from motor vehicles. Three suspects have been arrested, but only charged with receiving stolen property as we have yet to place them actually doing the act. We also have two strong suspects for recent burglaries who have been charged with receiving stolen property as well. They were also linked to some burglaries in Maine.

On the support side Detectives have been busy with 33 new cases sent up from patrol. They have a total of 80 open cases. The evidence team has had some luck moving pieces out of evidence, either through returning or destruction. They took in 277 new pieces this period. There were ten phones analyzed the cellebrite software. There were also 4 sex offender compliance checks and 6 pawn shop compliance checks. There were two Detective call outs for the one.

Communications staff attended some recent training on bullying in the workplace, and two others are attending the APCO conference in Maine later this month.

The first teen night is this Saturday Oct 7, 2017. Approximately 30 staff members when through some orientation training.

Lt. Gould and Nicole Rodler recently met with Judge Ashley regarding some law changes that will affect juvenile prosecution. Lt. Gould also spent time training recruits in prosecution matters.

Adult prosecution had 149 new cases, with 217 charges.

2. Administrative. Dep. Chief Boudreau reported that the delivery of our new cruisers has been pushed out to late November as they still have to be built. All the equipment needed for the cars has been ordered so that when they arrive we will have a quick turnaround and will get them on the road as soon as possible.

The Speed trailer that was damaged in a hit and run accident has been determined to be totaled. The main board had a puncture which made it a total loss. This was the newer board that could be charged by solar. We have yet to identify a suspect. The unit had been placed on Tebbetts Road, just after the bridge over the turnpike. A vehicle left the road and struck the trailer. The insurance has paid 75% of the claim thus far. We won't have a replacement unit before winter. We will have to go out to bid on a replacement model.

Comm. Lindsay said that the unit was recently on Chestnut Hill Road following a citizen complaint.

Chief Toussaint said we have a list of places where the trailer needs to go. Some are citizen initiated, but many come through the public safety committee. It makes it harder when we only have one unit. This is an important force multiplier. If we get a complaint about speeding, the trailer records all traffic and can narrow down the specific time of the problem then we put an officer out there, which is more efficient than the random patrol.

Comm. Stevens asked if the deductible comes out of the operating budget.

Dep. Chief Boudreau said there is a line item for it, but yes, it does. If we can determine who struck the trailer we can go after their insurance.

Dep. Chief Boudreau noted expense lines that we are watching include the clothing line, medical services and cruiser maintenance.

Dep. Chief Boudreau said that staffing is an area that we have been watching closely. He and Chief Toussaint recently met with the finance committee about our overtime. Being down ten positions has put an immense strain on the remaining officers. We are 25% into the year, and we are 70% spent in overtime when you factor in the comp time liability. We do not spend this line frivolously. We watch this very closely with supervision. But we have had to replace multiple shifts to get to minimum staffing. New hires, people in training, people on TAD and deployment have hurt us for shift coverage.

We will be going before the finance committee again to give them an update so there are no surprises. We could say fortunately or unfortunately we are at full staff. Getting to that number has costs associated with it, which means lines that have traditionally had funding in them waiting for positions to be filled cannot be tapped at the end of the year.

Comm. Stevens asked if we would be looking for a supplemental to the budget.

Chief Toussaint said we let them know this is the money we have. These are extreme circumstances this summer. With vacancies, TAD and a deployment our workforce has been decimated. Calls for service increased and some shifts have to be filled with overtime. Vacancies affect more than just salary and benefit lines. There are tests in the hiring process including psychological tests, there are uniform costs. Buying clothing for 11 people both summer and winter gear, with protective vests is expensive. We wanted to be up front that this is going to blow out the budget this year, and this is why. We are communicating at this point this is the reason for the financial problems that affects other lines.

Comm. Stevens said that the overtime budget is over, what about the regular pay lines. Are we going to be under?

Chief Toussaint replied this is a double-edged sword. Our overtime budget is too low in my opinion. We always get through and cover it through attrition. We are at full staff on paper, and these positions are drawing a salary, but they are not yet boots on the ground.

Comm. Stevens asked if the situation will resolve itself in three or so months.

Chief Toussaint replied that we will start to get people back in chunks. The first to second week of November an officer on TAD is expected to be released to full duty. We will also have people coming out of field training that graduated from the last academy. We also hired some certified police officers who are completing our field training program and will be released to solo patrol soon. One of our re-hires is already on the street. The four in the academy now, will not be ready to be on their own until the spring of 2018. That's assuming no one else gets injured or leaves.

We also need to start backfilling the positions that have been left vacant include the community engagement officer and the officer assigned to the county drug task force. These are two critical positions. We hope to do that around the first of the year.

Comm. Stevens asked about moving the high miles cars to the second line.

Dep. Chief Boudreau said we changed that up a few years back and purchased brand new smaller sedan type vehicles for the back line. They are not transporting prisoners and do not need all that equipment. We are getting more life out of those. And we are not dumping maintenance money into a car that has been cycled from the front line.

Chief Toussaint said that you may get two or three years by cycling back, but you inherit the higher maintenance. Those cars are already pretty tired before any second life.

We have six officers in various stages of field training. All of them are progressing and where we expect them to be. We are getting good reports on the four at the Academy that they are also doing well.

October 28, 2017 from 10:00 AM – 2:00 PM we will participate in National Drug Take Back day. We will be set up in the parking lot this year, drive through style. In the past people had to park and come into the station to drop off. We hope the drive through method will be more convenient for participants and yield greater participation.

We get the word out about the event through several sources, including social media, traditional press releases; posters made up and put at pharmacies, the hospital and senior center places, as well as the new electronic message board for the City.

## **6. CORRESPONDENCE:**

Correspondence for the month included: Off. Marvin and Off. Moore are thanked by a resident needing assistance with a family matter. Lt. Aucoin is thanked by a resident for his handling of a motor vehicle complaint in her neighborhood. Maine State Police Trooper Wells thanks Off. Miehle for his professional assistance with an

investigation of a stolen vehicle, recovered in NH, and the subsequent discovery of other stolen materials which solved several burglaries. Art Jacobs from the Recreation Department and Gail Corey from the School Department thank Sgt. Deluca for his assistance during summer programming. UNH Chief Dean thanks Sgt. Powers and Off. Bailey for assisting during campus move in weekend. Lt. Bossi is commended by a local property owner for his knowledge and community outreach involving landlord tenant matters; and that he reflects positively on the agency.

## **7. INFORMATION:**

A. None.

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

**Commissioner Levesque MOVED to enter a nonpublic session at 7:46 P.M. pursuant to RSA 91-A: 3, paragraph II, section A (personnel) and section E (legal.) SECOND by Comm. Stevens. The motion PASSED by roll call vote 3 – 0 with Comm. Lindsay, Comm. Levesque and Comm. Stevens voting in the affirmative. A five-minute recess was called. The non-public session closed at 8:05 P.M. on a MOTION by Comm. Stevens. SECOND by Comm. Levesque and PASSED unanimously.**

## **9. MISCELLANEOUS:**

**Comm. Stevens MOVED to award merit increases on the respective anniversary dates to Off. Garstin (3.85%), Off. Williams-Hurley (3.5%), Off. Mackenzie (3.8%) and Off. Rousseau (3.35%). Comm. Levesque SECONDED the motion and it PASSED 3-0.**

## **10. ADJOURNMENT:**

**Comm. Lindsay MOVED to adjourn. SECOND by Comm. Levesque at 8:07 P.M.**



**Respectfully Submitted**

**Rebecca J. Warburton  
Secretary**