



**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, January 4, 2023 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. Pinkham, 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 (by remote feed), 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.)

All votes by roll call vote.

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

3. ACCEPTANCE OF MINUTES:

A. December 7, 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 26.1.1.2 Uniform Appearance: Second Reading for Adoption

Comm. Peters MOVED to place Policy 26.1.1.2 Uniform Appearance 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.

5. NEW BUSINESS:

A. Policy New: Policy 22.3.1.2 Maternity Duty: First reading.

Comm. Peters MOVED to place Policy 22.3.1.2 Maternity Duty: into a first reading Comm. Winship SECONDED the motion. The motion PASSED by roll call vote 3-0; Comm. Winship yes, Comm. Stevens yes and Comm. Peters yes.

Comm. Peters MOVED to suspend the rules and place Policy 22.3.1.2 Maternity Duty into a second reading, by title only, for adoption. Comm. Winship SECONDED the motion. Open for discussion.

Chief Boudreau said this policy is long overdue and deals with maternity duty for our female workforce. We have hired several female officers over the past couple of years. This discussion started at least three years ago when I, now Lt. Turner and Officer Johnson all took an online class for women in law enforcement. Part of this talked about these issues, dealing with maternity issues for female officers. We quickly realized while we did many things right, we didn't have a policy. But we should have a policy relating to return to duty provisions and other issues associated with nursing new mothers, such as providing an appropriate area to do that in private. We are working on this in the building improvements.

The policy deals with female officers during pregnancy where they at some point should not be working the street. Whether the doctor puts them in an alternate duty state. We need a policy on how we will do this. We would like to have this approved as soon as possible.

Comm. Stevens commented that he read the policy and it makes sense. Has Human Resources weighed in? How was this vetted?

Chief Boudreau said no he hadn't spoken to HR. However we sourced this policy from a couple of CALEA accredited Departments.

Comm. Stevens MOVED Policy 22.3.1.2 Maternity Duty into a second reading by title only, for adoption. Comm. Winship SECONDED the motion. The motion approve the policy PASSED by roll call vote 3-0; Comm. Winship yes, Comm. Stevens yes and Comm. Peters yes.

C. Monthly Reports

1). Operations. There are 73 cases in ISB, which has been the average the past several months. We do have a Detective who will be out on medical leave. With adding a couple more people in the next month we hope to spread that case load out more. There were three backgrounds done, both in patrol and dispatch.

Officer Hatch and K9 Ripley had their first successful track, locating an individual who fled from a traffic accident.

COMPSTAT: There was a slight increase in motor vehicle accidents. We have been monitoring this for a while. Some have been weather related or animals in the road. There is nothing concerning or out of the ordinance for this time of year.

Property crimes are down for the month, with no trends.

There are no trends in violent crimes.

Year to date our calls for service are down.

Comm. Stevens commented that we seem to be having a lot more traffic accidents.

Capt. Pinkham said the Crime Analyst breaks down the location and cause. Parking lots are on the rise. There is nothing concerning or that extra enforcement is needed other than patrolling. It's hard to prevent animal in the roadway collisions.

Chief Boudreau said that the driving habits he commented on last month, there is an impatience among the motoring public. Personally I see more violations when I am off duty. People sneak through the light when it's red. I had stressed last January with supervisors to refocus on motor vehicles. My direction was at least one traffic stop for everyone working, every day. I don't think it's an unreasonable expectation. We are busy, but we are also getting better staffed and moving personnel around to complete what we have wanted to do for some time. I want to get cases out of patrol faster to free up officers for more proactive enforcement. This addressing traffic concerns so that the motoring public in town are all safe on our roads.

Comm. Stevens inquired for we are seeing a high number of cell phone use.

Chief Boudreau replied that it still happens.

COMMUNITY ENGAGEMENT. Officer Kimbrough has been very active this past month at different activities. Of note is the outreach at various homeless camps. He has taken on a project of mapping camps and whom is staying where. He's working with the community outreach coordinator and our juvenile diversion coordinator offering resources and assistance, handing out baskets, clothing and items. Some of the additional items they had were brought to Way Point.

We will have more to report on next month as our POP unit resumes on Monday. We are excited to get that unit back up and running.

COMMUNICATIONS: The Communications center has one in training still. Unfortunately we did get another resignation this period, so we are still down by five. This is an ongoing issue we are reporting out on month after month. We are continuously interviewing and working on backgrounds, but sometimes people realize the job is not for them. We are trying to find creative ways to advertise and get people to apply and accept positions

We did again hold the annual Project Good Morning breakfast. Chief Boudreau dressed as Santa to bring some cheer. We have done this for several years. Participants call in each morning to let us know they are fine. If we don't hear from them, we call them, and if needed will send a cruiser to check on them. This is a really good program.

For the past several years Pat Gagnon and his staff at Granite Steak and Grill volunteer and donate the space and meal for this. We send a big thank you to Pat and Granite Steak and Grill for their community involvement.

DIVERSION: Nicole was active this period. The most notable was the work done for National Runaway Prevention month in November. She worked with Waypoint in gathering supplies to hand out and get the organized publicized being new to our area.

HIRING: We have five new officers starting on Monday. One being the paperwork officer and four full time officers. One is certified and the other three will attend the academy beginning at the end of February. Officer Birmingham is heading to the academy on Monday.

Comm. Peters said so we have three open positions.

Dep. Chief Thomas said that was correct. We have interviews set for this Saturday and another round the following week.

HOUSING Calls for service are down which is typical for this time of year. Off. Babine and other Department members helped deliver holiday food baskets right before Thanksgiving and Christmas at the various locations. This is a successful event and we are happy to be involved with stuff like that.

TRAINING: Dep. Chief Thomas said that we have had a plethora of training. One notable was our use of force classroom, with simunitions. DPW allowed us the use of their building during the night hours. We appreciate and thank them for permitting that.

Comm. Peters asked if the certified would be solo in six or eight weeks.

Chief Boudreau said that it will probably be a bit longer. The community she is from is small, so we are planning on a full FTO and will adjust that depending on performance during field training.

Comm. Peters asked how many officers we have in field training.

Dep. Chief Thomas said we currently have four in FTO. Two are on extended field training for a couple more weeks, and we anticipate Officers' McPherson and Howardkoppes to be released sometime in February. Three were recently released to solo patrol and with that we have backfilled the POP Unit and one Detective.

2.) Administration: Dep. Chief Thomas said our cruisers are in at McFarland Ford. We are waiting for our slot for those being traded to be stripped and then outfitted by NEVO. We are scheduled for the last week of January.

We have been reviewing the contract for the new records management system, CSI. Once the contract is signed there is a lot of backend work that will need to be done and we don't expect to be using the system until later in 2023.

WatchGuard is set to be on site the first three days of February setting up training, with implementation to follow for the Body Cameras.

Comm. Stevens inquired if the training will be for just patrol or all staff?

Chief Boudreau replied that we won't be able to get all 60 officers into the training and implementation phase. We will train a core group like train-the-trainer who will help teach others. The system isn't difficult, it's learning the backend of it with evidence management. The storage of the data is cloud based. It will store here briefly and then upload to the cloud. Officers will log their event with a property number so it can be attached to a case. Previously for discovery we would have to burn video to a disk. This system will allow us to make a link. There is the whole redaction aspect of the video as well.

Dep. Chief Thomas said over the past month there have been budget meetings so we can get all of our entries into the OM. We have to have those in by the end of next week, and the following week we need to have our issues and options complete.

Comm. Peters inquired on the adopt a school programs' progress.

Capt. Pinkham said he has been getting good feedback. He has also adopted a school. Officers routinely stop and regularly check in.

6. CORRESPONDENCE:

None for discussion.

7. INFORMATION:

None for discussion

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

Commissioner Stevens MOVED to enter a nonpublic session at 7:29 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 8:58 P.M. on a MOTION by Comm. Peters. Comm. Stevens SECONDED the motion. The motion PASSED by roll call vote Comm. Peters – yes, Comm. Stevens – yes, Comm. Winship – yes.

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

9. MISCELLANEOUS:

Comm. Peters MOVED to approve the evaluations and merit track increase for Sgt. Jacob Benjamin (Sgt. track 4) and Sgt. Cory Krochmal (Sgt. track 3), Sgt. Christopher Cost (3.7%), Sgt. Anthony Deluca (3.45%), Lt. Jeremy Aucoin (3.7%), Lt. Anthony Bossi (3.6%), Lt. Anne Gould (3.75%), Lt. Michael Miehle (3.58%), Lt. Elizabeth Turner (3.75%), Capt. Todd Pinkham (3.75%), Capt. Andrew Swanberry (3.8%), Dep. Chief Jason Thomas (3.95%). Comm. Winship SECONDED the motion. The motion PASSED by roll call vote Comm. Peters – yes, Comm. Stevens – yes, Comm. Winship – yes.

10. ADJOURNMENT:

Comm. Stevens MOVED to adjourn. SECOND by Comm. Winship at 8:59 P.M.

Respectfully Submitted

Rebecca J. Warburton
Secretary

APPROVED BY COMMISSION: