

PREAMBLE



City of Rochester, NH Preamble

Good Evening, as Chairperson of the Police Commission, I'm declaring that an emergency exists and I am invoking the provisions of RSA 91-A:2, III (b). Federal, state, and local officials have determined that gatherings of 10 or more people pose a substantial risk to our community in its continuing efforts to combat the spread of COVID-19. In concurring with their determination, I also find that this meeting is imperative to the continued operation of City government and services, which are vital to public safety and confidence during this emergency.

a.) **Public Input:** Due to the ongoing situation with COVID-19, the City of Rochester will be taking extra steps to allow for public input, while still ensuring participant safety and social distancing. In lieu of attending the meeting, those wishing to share comments, when permitted, with the Police Commission are encouraged to do so by the following methods:

- **Mail:** Becky Warburton/Public Input, 23 Wakefield Street, Rochester, NH 03867 (*must be received at least three full days prior to the anticipated meeting date*)
- **email** becky.warburton@rochesternh.net (*must be received no later than 4:00 pm of meeting date*)
- **Voicemail** 603-330-7131 (*must be received no later than 12:00 pm on said meeting date in order to be transcribed*)

Please include with your correspondence the intended meeting date for which you are submitting. *All correspondence will be included with the corresponding meeting packet (Addendum).*

In addition to the above listed public access information, the Police Commission will be allowing the public to enter Council Chambers and speak in person during the Public Input portion of this meeting.

In an effort to adhere to CDC guidelines: enter only at the front Wakefield Street entrance and exit on the side closest to the police department and adhere to 6-foot social distancing while inside. Hand sanitizer and facemasks will be available at the Wakefield Street entrance.

Participants will be admitted into Council Chambers one at a time to speak, and will exit directly thereafter. Please note; the seating in Council Chambers will not be available for the public during meetings.

At this time, I also welcome members of the public accessing this meeting by phone. The public can call-in to the below number using the conference code. This meeting will be set to allow the public to "listen-in" only, and there will be no public comment taken via conference line during the meeting.

Phone number: 857-444-0744 Conference code: 843095

ROCHESTER POLICE COMMISSION
MEETING AGENDA – DECEMBER 2, 2020 7:00 P.M.
CITY HALL – COUNCIL CHAMBERS
PLEASE OBSERVE SOCIAL DISTANCING

1. **CALL TO ORDER**
 - A. Pledge
 - B. Opening Prayer
 - C. Roll Call by the Clerk

2. **PUBLIC COMMENT**

3. **ACCEPTANCE OF MINUTES:**
 - A. November 4, 2020

4. **OLD AND UNFINISHED BUSINESS:**
 - A. Any Unfinished Business

5. **NEW BUSINESS:**
 - A. Policy Update: POLICY # 26.1.1.2 Standards of Conduct, Uniform Appearance: First reading
 - B. Monthly Reports
 - C. Other

6. **CORRESPONDENCE:**
 - A. Officer Eric Bilodeau, Officer Aaron Garneau and Sgt. Thomas Powers are recognized for their professionalism and compassion in dealing with a suicidal subject.
 - B. Officer James Murphy is thanked by Training Sgt. Cost for commendable work for the Department's in-service training as it pertains to defensive tactics.

7. **INFORMATION:**
 - A. Any other information to come before the Commission.

8. **NON PUBLIC SESSION (Pursuant to: RSA 91-A:3)**
 - A. RSA 91-A:3 (II-a) Personnel
 - B. RSA 91-A:3 (II-e) Legal

MINUTES

Rochester Police Commission
Rochester, NH 03867

Derek J. Peters, Commissioner
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, November 4, 2020 at 7:00 P.M in City Hall, Council Chambers. Participants in this meeting: Comm. Peters, Comm. Stevens, Comm. Stanley, Chief Toussaint, Dep. Chief Boudreau, Capt. Pinkham, Chaplain Cilley and Secretary Warburton.

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

A. Pledge. All participated in the pledge.

B. Prayer. Chaplain Cilley delivered the opening prayer.

C. Roll Call. The clerk called the roll marking Commissioner's Peters, Stevens and Stanley present.

D. Preamble. Chairman Peters read the City's Preamble for accessing this meeting into the record.

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2. PUBLIC COMMENT:

No public comment.

3. ACCEPTANCE OF MINUTES:

A. October 7, 2020 regular meeting.

Comm. Stevens MOVED to accept the minutes of the October 7, 2020 meeting as presented. Comm. Stanley SECONDED the motion. The motion to accept the minutes PASSED unanimously.

4. OLD AND UNFINISHED BUSINESS:

A. K9 Program. Chief Toussaint stated this topic came up at our last meeting and he wanted to follow up with some of the numbers we do have regarding the current program, frequency of use and the cost of the program.

Chief Toussaint said we don't have a great handle on noting if a track was successful or unsuccessful. Moving forward we will do a better job. However the area is gray on what is successful. If we apprehend a fugitive, that is successful. If we find a lost person, that is successful. If we are doing a track and the dog picks up a scent and can take us to an area where it appears the person got into a car, although there is no apprehension; that is still a successful track. If the dog finds a piece of evidence on a track, that is successful. It is hard to quantify successful versus not successful all the time.

Officer MacKenzie prepares a year-end report annually. These are the numbers for the past three years of when the dogs were used:

	# CALLS	TRACKS	DRUGS	IN ROCH
2017	48	30	18	26
2018	56	32	24	27
2019	58	41	17	

What we are planning to do moving forward as Keith is getting ready for career retirement and we are thinking of transitioning to another handler. We have one whom has been selected. He went with Keith to training in Virginia, running Keith's dog, to get a feel for it. He is excited and more knowledgeable about the program.

Chief Toussaint said as far as cost, if we select a bloodhound, Keith said he could find a donated dog. We do have line items that are dedicated to the care and maintenance of the dog.

Dep. Chief Boudreau said we budgeted \$140.00 for certifications, and \$1,500.00 for medical expenses. We have not spent any money to date this fiscal year on medical. We did spend \$606.18 last year and we spent \$754.13 the year prior. Since the inception of the program, Blue Seal had donated the food for the dogs. When they stopped carrying the brand of food that Keith switched to Keith donated the food to the program.

Chief Toussaint said so there is not a huge expense. It is a worthwhile program, particularly the tracking aspect. The selected officer, if going with a bloodhound, which we are strongly leaning towards, we will obtain the dog and work in transitioning training with this dog with Keith and not needing an additional cruiser, and then hand the program over to the new officer.

Comm. Stevens asked can a Bloodhound do drugs also, or is that two separate things.

Chief Toussaint said that is separate and over the years we have lost court battles as tools have been taken away from law enforcement in NH. The drug dog is used less and is less useful. We used to be able to run a dog around a car if we suspected drugs, but it has changed so much on what we can and cannot do on a traffic stop. We cannot extend the stop beyond the original reason for the stop. So on a plate light out, you cannot ask the age old questions of where are you coming from and where are you headed? It has to be about the observed violation. So the drug dog is less and less useful to us at this point.

Comm. Stevens said so the plan is to move forward with just one dog?

Chief Toussaint said yes. He believes that Phlirt (our drug dog) is nearing the end of her useful life as a working dog. We just wouldn't replace her.

Comm. Stanley asked if Keith would then adopt the dog.

It is believed that he would.

Chief Toussaint further said that we don't have good records for when Keith has responded to calls out of town, nor when we have called other agencies with dogs into the City. The bottom line is that Keith has a lot of irons in the fire in his personal life. He's not as available as he once was. When he first started as K9, he was there every time we called, so we got a little spoiled. It is unrealistic that any employee will be available day or night.

Comm. Stanley asked then is the K9 on a regular shift or just on call.

Chief Toussaint replied that we have done both. He is on the clock for seven hours, and one hour is dedicated to the care of the dog. He had a set schedule that was an addition to the shift. He didn't get deep into any investigation. He has transitioned where he is now part of the shift and is expected to handle calls. When he is needed for K9 the dog is used.

B. Governor's Commission on Law Enforcement and Accountability. Comm. Peters asked if the command staff had reviewed the Governor's Commission report.

Chief Toussaint said we have. Additionally PSTC just put out some guidelines from the US Department of Justice for certification of agencies. They call it certification from an outside agency. In NH that agency is PSTC. This is a requirements from the Department of Justice for these things to be implemented if you want federal funding such as COPS grants. One of the specific things is to ban chokeholds. This document is approximately 7 pages of suggestions for use of force policies and what is needed in there.

Chief Toussaint said I've gone through our policies, I haven't compared specifically all of the policies, but I can tell you we cover the vast majority of these in our policies. We don't say specifically no chokeholds. We don't specifically have something that there is a duty to intervene which is required in this. But these are easy fixes. The plan is we are going to get together and tweak our policies and make sure all of our use of force policies are compliant with DOJ standards. Then there is a process to get certified through Police Standards and Training which involves sending them a copy of our updated policies and sending a letter certifying that we are in compliance. So our policies will be tweaked just a little bit, they are not major overhauls. The vast majority of the items on the DOJ list such as warning shots, firing from a moving vehicle, there is tons of stuff in there that we have addressed for as long as I have been employed in Rochester.

Comm. Stevens said if we are not in compliance then we cannot get federal funding?

Chief Toussaint said correct. If we are not on the list from PSTC as a compliant Department, then we will not be approved for federal funding. We will be updating the policies and bringing them back to you next month.

5. NEW BUSINESS

A. Policy Standard 26.1.1.2 Uniform Appearance. Dep. Chief Boudreau said during our weekly staff meeting we talked about having a transition period instead of a specific date for changing over from summer to winter and winter to summer uniforms due to differences in temperatures from days, evening, and midnights. Our policy lists a specific date of when we

change from short sleeves to long sleeves and vice versa. We would like to tweak the policy for two to four weeks, weather dependent, to account for temperature differences. Where day shift may want short sleeves the evening shifts may want the long sleeves. Last year, it snowed the first day of short sleeves.

Comm. Peters said his take on this is this contractual?

Dep. Chief Boudreau said it's in the policy.

Comm. Peters said the policy can be tweaked. Personally that should be up to the Chief to decide. It doesn't need to come before me.

Comm. Stevens said he was in favor of a rewrite to allow the flexibility using common sense and discretion. We still have a standard uniform they are expected to maintain.

Chief Toussaint said what you are suggesting I'm in favor for, because it's easier for us. However it is in policy. And if I'm just waiving policies left and right, the policies don't mean as much.

Comm. Peters said you can adjust the policy and bring it back to us next month, but temporarily make the change based on weather fluctuations.

Chief Toussaint confirmed the Commission was authorizing a temporary waiver of policy for this time period, followed by the policy change moving forward.

B. Monthly Reports

1. Operations: Capt. Pinkham stated all ward meetings are on hold during the pandemic. The investigations bureau had 40 cases sent up from patrol or that were Detective generated. The total open cases is 59. Many of these are major cases that require a lot of resources. There were 21 cases presented to the Grand Jury, all with true bills. There is one background investigation completed and another under way.

Lt. Bossi attended the most recent Rental Property Owner's Association. They are planning to use Zoom as a method of meeting for the foreseeable future. The next meeting is November 5. Anyone who would like more information about the RPOA can contact Lt. Bossi.

K-9: This month the Rochester K-9 Unit responded to 3 calls for service. All were for tracks in Rochester. There were no subjects located. However there were a couple of strong scent tracks. We also used a dog from an outside agency this period.

COMPSTAT: Traffic stops decreased a bit this period which we attribute to the large number of high priority calls that were being investigated. We have implemented extra patrols at certain areas in addition to normal proactive patrols.

Property crimes had an uptick in burglaries and thefts from motor vehicles this period, however, year to date those numbers are down.

We did have some drug related arrests, which were found during searches incident to other arrests. The past few months the POP unit has had some patrols and activities that were successful in addressing drug issues and different searches. We have had a lot of success with this unit.

Comm. Peters inquired if the Strafford County still had a drug task force.

Capt. Pinkham replied that they do have a couple of deputy's doing similar work in a limited capacity. They are available and have joined us on a couple of operations and we have done the same. It's scaled down from what it used to be.

Chief Toussaint said if we have a situation or investigation where we need additional manpower or assistance, then we can contact them and team up with them. They are not doing independent investigations in Rochester. They are more of an ancillary role to assist us.

Comm. Stanley asked is that due to funding or due to the pandemic?

Chief Toussaint said that a lot of Departments pulled personnel because they couldn't replace guys on the team. We had one full time and another working part time but essentially full time with them. When we got so low-staffed I told them I can't dedicate someone to that. There were other departments in similar situations. I think the participation from other departments in the county kind of dropped off. It kind of fizzled a little bit.

Comm. Peters said so we kind of have our own "team." We communicate with them if they need assistance or we do it's a mutual aid thing.

Chief Toussaint said we have the POP unit. And I tell them all the time, this isn't a drug unit. That is part of your role, but it's not your full role. If they did have a situation where drugs were consistently being sold out of a residence or one of the long term residence hotel/motel places in town and we needed a bit more manpower, we could definitely call them and tap into those resources.

Capt. Pinkham in the comp stat report we did have the robbery spree which we mentioned affected some of the proactive work.

Comm. Stanley asked about the comp stat report. The proactive hours by shift. I recognize we had that one day where the calls were coming fast and furious. But the four year comparison shows a slow trend line down and I'm curious do expect that we will see that level out, or rise with the POP unit?

Chief Toussaint said not just with the POP unit.

Comm. Stanley said they are dedicated to proactive policing.

Chief Toussaint said they absolutely are. There is an expectation that all patrol officers in the City will dedicate time to proactive work. Whether that is traffic stops, which, "I am a big traffic stop believer." Just being out there with the blue lights shining people see the police out

there a lot. We get a lot of information from traffic stops. We make a lot of arrests from traffic stops. We got up to a point where we were making anywhere from 900-1200 stops per month. And then the staffing fell out. We've slowly picked up, but I still have four openings. I have one guy who is long-term light duty, I have another about to be deployed for the military. So we are not full staff but we are striving towards redeveloping a culture of proactive policing. When you see the decline, we were at a really high point. And it slowly started to decline. The short answer is yes we are striving for this.

This is an emphasis every month in the comp stat meetings. It's an I understand busy and the serious calls lately that take up a lot of man hours for detectives and patrol when you are talking about things like robberies or fatal accidents. They take a lot of time. All of our calls generate reports. So when they are available they are making self-initiated contacts which is what we are looking for which drives those numbers the right way.

Comm. Stanley said, speaking of traffic stops, she was contacted by a constituent regarding traffic stops at night. She said this is the second time she's heard this particular concern, and in fact it was a concern for her about 4 years ago. The lights that shine into the side mirror are extremely bright, which seems like it's intentional. You are literally blinded. It's nerve-wracking. She said I understand there is a certain amount of putting that person off-guard and keeping the officer safe. But once the officer recognizes and understands the person whom is stopped, is there a way to tone that down.

Dep. Chief Boudreau asked are you speaking to the white lights or the blue lights.

Comm. Stanley said for her it was the white lights.

Chief Toussaint said it is done for that very reason, the take down lights on the top and the spot light on the side mirror.

Comm. Stanley said once the officer approaches and has the license and registration and it's a 50-year old citizen, can they tone it down?

Capt. Pinkham said this is officer discretion and officer safety. I would not be comfortable telling an officer to turn it off. It is a tool to keep the officer safe. It is a tactical advantage to have. I don't know if that is something we want to start practicing.

Comm. Stanley said not to turn it off, but is it adjustable?

Dep. Chief Boudreau said the white lights are not adjustable. His initial inquiry of blue or white lights is because the newer cars being built will have smart controls built into the blue light bars with different flashing patterns. Once a car is put in park and has no motion those lights will slow in speed and intensity so they are not as overpowering to the motoring public. However the spotlight and take down lights don't have that ability.

Comm. Stanley said she understands that. However, once the officer has assessed the situation and realizes it may be a grandmother with grandkids just coming from McDonalds. Do

we not recommend discretion? We are trying to get to a place here and around the country where the police and community cooperate with each other. We are not trying to intimidate our citizens. We want to have a cordial relationship with our communities. Just putting it out there.

Capt. Pinkham said it is food for thought. I don't think it has anything to do with our relationship and how we treat people. It's a tactical thing. If I approach that traffic stop and I am very respectful and very polite and they get issued a warning, that has nothing to do with my demeanor or my personality, how I have the lights. And hopefully my character on that stop will be a reflection of that and not where the lights are positioned.

Comm. Stanley said based on her personal experience, and based on a call she just took, your perception is different than that of the person in the vehicle.

Capt. Pinkham said he would agree that we all have different perceptions

Drug Take Back Day was held last weekend. Our numbers are down from prior years. We collected 188 pounds, which is still a good number.

COMMUNITY ENGAGEMENT OFFICER/PROBLEM ORIENTED POLICING

UNIT: The POP and CEO are busy and spending many hours in various locations in the city, stopping by the homeless camps and providing resource information. We are trying to get a pinpoint on the location and mapping locations finding who has been staying at the different camps.

Off. Danie was away at training for most of this month and the POP unit filled in those duties when possible.

We have been doing different operations with the POP unit. We are trying to do that monthly. Our POP unit is young and trying to gain experience with other units, passing on their contacts and knowledge. It is getting better every time we work with them.

Comm. Stevens asked if we know how many homeless camps we have right now, the size of them; small or large.

Capt. Pinkham said it depends. We have been trying to track and map them as best we can. There are a number of them popping up in different locations every day. I couldn't give you an accurate number. The sizes vary from single occupants to many occupants, and they are all over the City.

Chief Toussaint said we spend a huge amount of time chasing homeless camps. These are not the massive sites you might see in the big cities. One or two tents. We get a complaint that someone set up a tent on a property we head out there and trespass them. If it is a sophisticated set up, we usually give them 24 hours to move. They move to another property and we get another complaint. We do this constantly. If you read the log there are transient and homeless comes up all the time. There is no mechanism to do anything except move them along. We make contact with them and tell them they have to go.

Comm. Peters asked if the Tri-City area still looking for a viable option for these people.

Comm. Stanley said that Dover came up with something.

Comm. Peters added he knew they were looking in Rochester but that had fallen through.

Comm. Stevens thought the Robbins building was going to be used again.

Chief Toussaint said that Dover is using space where McIntosh College used to be.

Comm. Stanley said and there are still the funds for a more permanent situation. But even at that, you can't force them to go.

Capt. Pinkham said that he has worked some of these operations with the POP unit and personally spoken to some who are homeless who report they are fine where they are and have flat out said they are not going to use the services, but thank us for the information.

COMMUNICATIONS: The news coming from the center is that our senior dispatcher is going to be retiring. We are actively posting for that position.

The center staff is doing more work on the fire side regarding how they handle calls, terminology over the radio and how they tone calls. They have been updating the records and paging system. There is a lot of good proactive modern things happening. They are trying to see if they can emulate and transition any of that over to the police side.

Comm. Peters commented "he is an excellent dispatcher. I worked with him over the years. He will be missed."

PROSECUTION. We have no update on juvenile or adult prosecution.

SCHOOL RESOURCE OFFICERS. Now that the schools are remote we will be adjusting the positions. We are still developing how we will provide the resources needed from us. Officer Porfido will transition to patrol as the elementary schools will be operating in limited capacity. The issues such as traffic patterns and parking issues will not be relevant.

The Explorer Post has been on hold for a while. Officer Danie, Officer Jackson and Officer Porfido are working to start expanding and improving that program to get more commitment from candidates. We would like to use them for events in the City at functions, sand different events so they are working on that. There will be some changes once we are able to get that program up and running again. Which is a good thing.

HOUSING. Officer Mundy is transitioning well into the role. He has been doing random checks and going to different events. He has adjusted his hours a couple of time to work evening shift.

Comm. Stanley asked I know that he has been assisted by Sgt. Babine, but is he doing this by himself.

Capt. Pinkham said, yes, for the most part it is just him.

2. Administrative. Dep. Chief Boudreau advised that we have received the vast majority of the external vest carriers. There were two fittings so we are waiting for about 18 more to be delivered. Feedback from the officers so far has been great. We are looking at different options for shirts under them. The current shirts have pockets and buttons that are not accessible any more. We would like to find a wicking material, like the under armor. They will still have patches on the sleeves and collars for collar brass. We are waiting for some models that we can wear test and evaluate.

The front line cruisers are slated to be built next week and should be here at the dealership by early December. From there they will be painted and scheduled for the radio vendor.

Comm. Stevens said, so, on the road by January.

Dep. Chief Boudreau said yes. There is a lot of coordination that goes with that. We are trading two cars in so we have to get the gear removed from them. I've asked to get on the build schedule in early January. Departments that order a mass amount of them can overwhelm the vendor.

Comm. Stanley wondered if they are having supply chain issues. So many are, especially electronic vendors.

Dep. Chief Boudreau stated he was not aware of any issues. We've ordered the gear, radios in car cameras.

Comm. Peters said so we basically have all the equipment we need ready to go.

Dep. Chief Boudreau said that two of the cars are change outs, a 2016 and a 2017, with older model cages. We will transfer and use what gear we can. The third car is a brand new car.

Comm. Peters said the gear is ordered though.

Dep. Chief Boudreau said that it is. The vendor buys in bulk and will have some stuff in stock.

Dep. Chief Boudreau said one of the projects we were working on in FY20 that was delayed due to COVID was the renovation/revamp of the Detective bureau. The work stations have been order, the flooring ordered and the purchase order for the electric work is in place. The work stations are set to be in place on December 10-11. We will have to displace the bureau staff for about a week while new paint and flooring is installed. This is long over-due and we are excited to get it done.

The radio project is still moving forward.

Purchases over \$5,000 in September: We paid for the three front line cruisers, and for the extended warranty for the in-car cameras.

The mobile dispatch center has been ordered. We do not have a time frame of the build.

We will be starting to build our FY21 budget in December. We don't have the parameters from the city yet.

TRAINING: Officer Rummo has completed week 9 of the academy and is doing a great job. We met with him yesterday and he is adjusting to the new format of not living at the academy and traveling back and forth. It is creating an interesting dynamic for all of them.

In the month of November we will be completing our annual use of force training. We are also working on hosting a couple of courses here, which will garner us some free seats. We want to host a Taser instructor recertification course and we are also looking at an additional class on de-escalation. This is an instructor level course so we would gain instructors from it. This is in the developmental stages.

HIRING: We had one conditional offer signed and the background packet has been assigned to ISB.

D. OTHER.

Comm. Stanley wished to give a big shout out to the election workers for the amazing job they did yesterday. From moderators, to voters, the City Clerk and her staff. Comm. Stevens concurred saying he's not sure people realize the amount of work that goes into an election. Hours and hours of work, so, our hat is off to them.

6. CORRESPONDENCE:

The following correspondence was received this period: Off. Brinkman and Sgt. Miehle are thanked for their professionalism and empathy in delivering a death notification to a family. Sgt. Miehle is thanked for addressing a traffic concern during a recent paving project on Columbus Avenue. Off. Johnson is recognized for her outstanding compassion and commitment while building a relationship with a citizen experiencing difficult circumstances.

Comm. Stevens said he wanted to mention the shift run by Sgt. Benjamin where the calls were back to back. It was impressive how he handled the officers, used his resources, calling for additional help. That is leadership. He did an outstanding job that night, as did all the people who helped on those calls.

Chief Toussaint said there is a written recommendation pending for all of them. Supervisors are constantly juggling, reallocating and triaging.

7. INFORMATION: None

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 3 - 0 with Comm. Peters, Comm. Stevens and Comm. Stanley voting in the affirmative.

The non-public session closed at 8:30 P.M. on a MOTION by Comm. Stevens, SECOND by Comm. Stanley. The motion PASSED by roll call vote 3 - 0 with Comm. Peters, Comm. Stevens and Comm. Stanley voting in the affirmative.

Comm. Stevens MOVED to seal the minutes indefinitely. SECOND by Comm. Stanley. The motion PASSED by roll call vote 3 - 0 with Comm. Peters, Comm. Stevens and Comm. Stanley voting in the affirmative.

9. MISCELLANOUS:

Comm. Stevens MOVED to accept the evaluations as presented for Officer Knox and Officer Colson, and to award a merit track advancement to Officer Hattie Johnson to Patrol Merit Track 3. Comm. Stanley SECONDED the motion. The motion PASSED unanimously.

10. ADJOURNMENT:

Comm. Stevens MOVED to adjourn. SECOND by Comm. Stanley 8:30 P.M.

Respectfully Submitted

Rebecca J. Warburton
Secretary

APPROVED BY COMMISSION:

Rochester Police Department

23 Wakefield Street
Rochester, New Hampshire 03867
(603) 330-7127

POLICY # 26.1.1.2

SUBJECT: Standards of Conduct, Uniform Appearance

REVISION DATE: 12/02/2020 09/25/19

NOTE: This written directive is for the internal governance of the Rochester Police Department, and as provided by RSA 516:36, is not intended and should not be interpreted to establish a higher standard of care in any civil or criminal action than would otherwise be applicable under existing law.

PURPOSE: The purpose of this Standard Operating Procedure is to establish uniform procedures within the Rochester NH Police Department with regard to the personal appearance of employees, as well as clothing and uniform requirements.

DISCUSSION: The goal of this policy is to insure uniformity in the dress and appearance of the Rochester Police Department personnel and to inspire confidence in the professional ability of the Department, and its members through the creation of a good first impression.

Since it is possible that members of this Department will be called to duty at unexpected times, all members of the Department will have available a complete duty uniform ready to wear at the Department.

1. MANDATORY UNIFORM ITEMS: The following items are mandatory and will be worn as indicated whenever personnel are in uniform.

A. Silver R.P.D. Collar Pins: Required on the left and right collar of the uniform shirts, worn by patrol officers. (Exception: When Officers are in the training phase, and have not been released for solo patrol. At this time, Officers have not been issued collar pins by the Chief of Police.)

1. Sergeants: Will wear gold Sergeant chevrons on the left and right collars of their department uniform shirts and jackets.

2. Staff Officers: Will wear rank insignia on the left and right collar of the uniform shirts. The uniform jackets will display insignia on the top of the left and right shoulder and jackets.

B. Ties and Tie Clasp/Pin: Ties will be worn **at all times** with the long sleeve winter shirt, and will be secured to the shirt by either a tie clasp or tie pin. (Exception: **When Officers choose to wear a mock turtleneck under their winter uniform shirt** Officers working in a patrol function are not required to wear the tie. Undershirts should be one of three approved colors; white, black, or navy blue)

C. Name Tags: All uniform personnel will be required to wear a name tag, worn centered above the top seam of the right-hand breast pocket of the outer garment. Name tags will consist of plain metal issued by the Department.

D. Badges: Department issued badges will be worn centered above the left breast pocket.

E. Patches: Department patches will be worn on both the left and right sleeves on all uniform shirts and jackets. This shall not apply to department issued BDU's

1. Sergeants will wear three stripe gold chevron patches on the left and right sleeves of their duty shirts. Sergeants will wear a blue three stripe chevron patches on the left and right sleeves of their duty jackets.

2. Senior patrolman will wear a single chevron and diamond patch located below their Department patch on their right and left sleeves of their duty shirts and jackets.

(a.) Senior Patrolman: shall mean any officer who has ten (10) years of continuous service with the Rochester Police Department.

F. Buttons: Shirts and jackets that display the metal type buttons will be worn as indicated. Silver buttons for patrolmen and gold buttons for sergeants and command staff.

2. OPTIONAL UNIFORM ITEMS: The following uniform items are optional, depending on the qualification of the individual officers. When worn, the following will apply:

A. Hash Marks: After an officer completes five years of continuous service with the Rochester Police Department, and every five years thereafter, he/she may wear a gold hash mark on the left sleeve of the winter shirt and a blue hash mark on the jacket. The hash mark will be worn on the left sleeve between the wrist and elbow area of the uniform jacket.

B. Scarves and Gloves: May be worn during periods of cold and inclement weather. Scarves and gloves will be dark blue or black and will not detract from the appearance of the uniform.

C. Leather Jackets: May be worn during periods of cold and inclement weather. Leather jackets may be purchased in lieu of Gortex winter jackets as a part of the Officers clothing requirements.

D. BDU Shorts: They may be worn during the summer uniform period April 1 through October 31, **at outside details** where regular duty or BDU pants may become uncomfortable; particularly during hot, humid weather. The shorts will be black in color. This shall be authorized by the Patrol Division Commander prior to the start of the detail.

1. BDU shorts are not an issued uniform item. This item may be purchased by the officer at his/her expense and worn in accordance with the agreement between the NEPBA and Rochester Police Commission.

E. Mock Turtleneck: May be worn with the winter uniform in place of the necktie. Mock turtlenecks are not an issued uniform item. This item may be purchased by the officer at his/her expense and worn in accordance with the agreement between the NEPBA and Rochester Police Commission. Black or white T-shirts may also be worn with the winter uniforms.

F. Polo Shirts:

1. An approved polo shirt may be worn by officers when working outside traffic details. This item may be worn with Department issued BDU pants or shorts.
2. ISB members may wear an approved polo shirt and baseball cap denoting their affiliation with the Rochester Police Department when involved in an investigation related to a “call out”. These items are purchased through the individual’s yearly clothing allowance while assigned to ISB.

G. Achievement Pins

1. Academy Pin: When authorized, Officers may wear the pin denoting graduation from the Police Academy. The pin will be worn above the name tag on the right breast area of the uniform.
2. City Service Pins: Officers will be authorized to wear the City Service Pins, denoting years of service to the City by the employee. The pin will be worn above the nametag on the right breast area of the uniform.
3. L.E.A.D. Pin: When authorized and so qualified, an officer may wear a L.E.A.D. pin on the uniform shirt, above his/her nametag.
4. EMT Pin: When authorized and so qualified, an officer may wear an EMT pin on the uniform shirt, above his/her nametag.
5. K-9 Handler Pin: When authorized and so qualified, an officer may wear a pin denoting their K-9 status. The pin shall be either brass or silver and worn on the uniform shirt, above his/her nametag.
6. MC Unit Pin: When authorized and so qualified, an officer may wear a pin denoting their assignment to the motorcycle unit. The pin shall be worn above the nametag on the right breast area of the uniform.
7. Tactical Team Pins: Officers will be authorized to wear the SCRTOU Team Pins, denoting the officer’s assignment to the SCRTOU. The pin will be worn above the nametag on the right breast area of the uniform.
8. TAR Team Pin: Officers will be authorized to wear the TAR Team Pins, denoting the officer’s assignment to the TAR Team. The pin will be worn above the nametag on the right breast area of the uniform

H. Commendation Ribbons: As prescribed, see SOP 26.1.2.

I. Motorcycle Unit:

1. Officers will be authorized to wear the “Motorcycle Unit” patch denoting the officer’s assignment to the Motorcycle Unit. The patch will be worn below the uniform shoulder patch on the left sleeve.
2. Officers assigned to the Motorcycle Unit will display a yellow/mustard colored stripe along the outside of their pant leg to extend from the top of the pocket seam to the bottom of their pant leg. The yellow/mustard colored stripe will be applied and worn on the motorcycle breeches only.

J. External Load Bearing Carrier:

1. Officers are authorized to wear external load bearing carriers to remove the weight from the duty belt and spread it more evenly across the back.
2. Officers who choose to wear the external carrier shall wear the Safariland V1 Overt carrier. These carriers will have an attached rear panel with “POLICE”.
3. Officers can choose to remove gear from their duty belts and arrange it on the load-bearing carrier in a manner they feel comfortable. The only exceptions are as follows:
 - a. The officer’s duty weapon shall remain on the duty belt on the strong side.
 - b. The officer shall not place any gear on the back of the carriers.
 - c. The officer shall keep one less lethal option on their duty belt of their choosing (OC spray, Baton, or Taser).

3. SUMMER UNIFORM: Wearing of the summer uniform will be mandatory, effective April 1 through October 31 each year and will consist of the following:

A. Blue service trousers with side stripes, blue short sleeve shirt, dark blue or black stockings and black plain toe shoes or boots. When on duty, personnel will insure that shoes, sneakers, and/or boots will be polished and in presentable condition.

1. Command personnel will also wear blue short-sleeve shirts, unless otherwise directed by the Chief of Police to wear white short-sleeve shirts for ceremonial purposes.

B. Summer jackets will consist of waist length cruiser jacket or light-weight waist length jacket, depending on weather conditions and duty assignment.

C. Headgear will consist of the summer round button down (breezy) with a silver band for patrolman and a gold band for Sergeants, and Command staff, with the appropriate hat badge properly displayed. Such hat may be worn during all regular patrol duties.

1. The Department authorized "POLICE" embroidered baseball cap may be worn on certain details where the regular duty hat may become uncomfortable after prolonged wearing. Examples are outside traffic details, especially during hot, humid weather. This shall be authorized by the Patrol Division Commander prior to the start of the detail.

D. The requirements established pertaining to the wearing of equipment on the winter shirts will apply to the summer shirts with the exception of wearing a tie and the optional hash marks.

E. Summer uniform requirements for the Parking Enforcement Officer will consist of the following:

1. Summer uniform shall be worn beginning April 1 through October 31 each year, and consists of, black or khaki long pants, black belt, Rochester City logo short sleeve shirt, black or dark blue socks, and black shoes or sneakers.

2. The Parking Enforcement Officer shall comply with the above uniform requirements, except the colors of the uniform may vary, with prior permission of the Bureau Captain. The Parking Enforcement Officer will wear a uniform hat when outside of the station, and will carry a portable radio for necessary contact while outside of the station. Same applies during winter months.

(a.) The Parking Enforcement Officer has an option of wearing the four pocket long pants, navy blue shorts, or (if female) a navy blue skirt, which must extend 1" below the knee.

F. Due to changing weather conditions between the different shifts, during the month of April Officers will be permitted to choose which uniform to wear (summer or winter) in line with fluctuating weather conditions.

4. WINTER UNIFORM: Wearing of the winter uniform will be mandatory, beginning November 1 through March 31st of each year, and will consist of the following:

A. Blue service trousers with side stripes, blue long sleeve shirt with tie, dark blue or black stockings and black plain toe shoes or boots. When on duty, personnel will insure that shoes, sneakers, and/or boots will be polished and in presentable condition.

1. Command personnel will also wear blue long-sleeve shirts, unless otherwise directed by the Chief of Police to wear white long-sleeve shirts for ceremonial purposes.

B. Winter jackets will consist of either hip length finger-tip jacket, waist length cruiser jacket or light-weight waist length jacket, depending on weather conditions and duty assignment.

C. Headgear will consist of the winter round 5 star hat with a silver band for patrolman and a gold band for Sergeants, and Command staff, with the appropriate hat badge properly displayed. The hat may be worn during all regular patrol duties.

1. The Department authorized "POLICE" embroidered knit cap may be worn during periods of cold winter weather.

D. Winter uniform requirements for the Parking Enforcement Officer will consist of the following:

1. Winter uniform shall be worn beginning November 1 through March 31 each year, and consists of, black or khaki long pants, black belt, Rochester City logo long sleeve shirt, black or dark blue socks, with black shoes or sneakers.

2. The Parking Enforcement Officer shall comply with the above uniform requirements, and will be provided appropriate winter weather gear for performance of duties during winter months. (Exception: The colors of the uniform may vary, with prior permission of the Bureau Captain)

E. Due to changing weather conditions between the different shifts, during the month of November Officers will be permitted to choose which uniform to wear (summer or winter) in line with fluctuating weather conditions.

5. RAINCOATS

A. Raincoats may be worn during inclement weather, and each officer will ensure that his/her badge is displayed in the area of the left breast. During hours of darkness when directing traffic in the downtown area, or at an accident scene, the raincoat should be worn so that the ANSI 207 compliant lime green fluorescent color is displayed for the officer's safety and visibility to the public.

6. LEATHER GEAR

A. Unless otherwise authorized by the Chief of Police, only leather gear issued by the department will be worn with the uniform. All leather gear will be maintained in good condition and be kept presentable at all times. Only department issued weapons and holsters will be carried while on duty or special assignment. Other weapon(s) ammunition(s) MUST be approved in writing by the Chief of Police.

7. FLUORESCENT SAFETY VESTS

A. ANSI 207 compliant lime green fluorescent safety vests will be worn when conducting any traffic details. The fluorescent vest will also be worn in any wooded area during designated hunting seasons.

8. MILITARY BATTLE DRESS UNIFORM (BDU'S)

A. Military Battle Dress Uniform: One set of black colored BDU clothing may be worn by officers when approved for use by Bureau Commanders. One Rochester Police Department patch shall be worn on the BDU shirt centered above the left breast pocket.

9. PERSONAL APPEARANCE

A. Haircuts: Hair will be neatly trimmed on the side and the back, and hair will not extend below or cover the ears. Female officers will insure that they maintain a hairstyle that will not interfere with the wearing of the service hat and that hair length does not exceed past or touch the uniform collar.

B. Mustaches: Mustaches will be authorized, but will be kept neatly trimmed and will not exceed past the corners of the mouth.

C. Sideburns: Sideburns will be authorized, but will be kept neatly trimmed and will not extend below the ear lobe or be flared out into the cheek.

D. Goatees: will be authorized, but will be kept well groomed and neatly trimmed at all times to avoid a ragged appearance. The bulk of the facial hair (distance that the mass protrudes from the face) shall not exceed one-half inch. Any officer not adhering to this standard may be mandated to remove said facial hair.

E. Jewelry: Jewelry customarily worn for a cosmetic effect, such as ear rings, nose rings, or other facial jewelry, etc. is not authorized for either male or female officers. Items of jewelry such as necklaces and medallions will not be worn outside the uniform by either male or female officers.

10. CIVILIAN PERSONNEL

A. Purpose: To establish guidelines for appropriate appearance that is professional or businesslike, neat and clean as determined by the requirements of the work situation. Employees are expected at all times to present a professional image, especially when dealing with the public.

Some employees may be required to wear specific types of clothing, due to the nature of the job or safety requirements. Employees should discuss appropriate dress, based on the work situation, with their supervisor.

B. Definitions

Professional Dress - Clothing that conforms to and is suitable for a profession.

Business Casual Dress - Clothing that is professional in style yet is more relaxed than typical business wear. Because the clothing worn by employees reflects on both the individual and the City, attire must present a professional image at all times.

C. Policy: The City of Rochester prides itself in a friendly, courteous and professional atmosphere and employee image. Efficient service, neat work areas and personal appearance instill customer confidence and provide a pleasant work environment. Employees should consider the day's activities and business commitments when determining what to wear.

The following guidelines regarding personal appearance have been set forth to achieve these standards:

1. Appropriate Professional Dress: Business suits, dresses, blazers or sport jackets, blouses or dress shirts and ties, dress pants or dress slacks, hosiery or socks, dress shoes, loafers or dress boots.
2. Inappropriate Professional Dress : Jeans or denim clothing, nylon or athletic pants, mini-skirts, dress shorts, sun dresses, skorts, low-cut or midriff-baring shirts, sleeveless shirts, t-shirts, sweatshirts, athletic shoes or sandals.
3. Appropriate Business Casual Dress : Blazers or sport coats, sweaters, casual pants (e.g., khakis, chinos), casual skirts, corduroys, dress slacks, oxford or polo shirts, blouses or dress shirts, hosiery or socks, flat shoes, loafers or dress boots.
4. Inappropriate Business Casual Dress: Jeans, leggings, spandex or stirrup pants, casual sandals or flip-flops, cutoffs or shorts, low-cut or midriff-baring shirts, tank tops or t-shirts, mini-skirts, sun dresses, sweat pants or sweat shirts, work or hiking boots, sneakers or running shoes.
5. Business Casual Friday: On Fridays, employees may wear appropriate business casual dress including collared City logo shirts.
6. Summer Dress: Business Casual will be the appropriate dress from Memorial Day through Labor Day.
7. Uniformed Employees: Employees should recognize the value of the uniform as a main identifier in supporting the standard of excellence within the City. Employees for whom uniforms are required for the job must wear the appropriate City-issued uniform. Uniforms are expected to be kept neat and clean at all times.
8. Identification Cards or Badges: Each employee of the City will be issued an identification card containing the employee's name and number, photo, employing department and phone number.
 - (a.) Identification cards are the property of the City. Lost cards should be reported to the Human Resource office.
 - (b.) Identification cards must be returned to the City when employment ceases.

(c.) When employee changes departments, their original identification card must be returned to the Human Resource office and they will be issued a new Card.

(d.) Identification cards shall be worn and displayed face-up and clearly visible at all times.

(e.) Upon taking oath of office as a police commissioner, Commissioners shall be issued a breast pocket name plate and business cards, as may be deemed appropriate for the office, as determined by the full Commission.

D. Responsibility: The Department Head is responsible to evaluate the dress and appearance of Employees under his or her supervision. The Department Head will be responsible for communication and enforcement of the appropriate dress standards.

E. Noncompliance: If an employee is not dressed appropriately, the following steps should be taken by the supervisor:

1. On the first occasion, an oral warning should be given to the employee, and the City's dress and appearance standards should be review with the employee.
2. On the second occasion, the employee should be sent home without pay to change clothes immediately as well as given a written warning. Pay resumes when the employee returns to work.
3. Further violations may result in suspension or discharge.

11. NON-UNIFORM SWORN MEMBERS

A. All non-uniform sworn personnel will conform to the standards set by City Of Rochester dress code which preceded this standard. The Policy was established for City employees and those civilian personnel working in the Rochester Police Department.

B. All sworn non uniformed employees shall ensure that their leather gear is maintained in good condition and kept presentable at all times. Only Department issued weapons and holsters will be carried while on duty or special assignment. Other weapon/ammunition(s) MUST be approved in writing by the Chief of Police.

12. DAMAGE COMPENSATION AND CLAIMS

A. Definitions:

1. Personal Property: Property that is personally owned by the member/employee which could include but is not limited to: pagers, cellular phones, lap top computers, cross pens, watches, rings or other jewelry, etc.

B. Employees of the department will be responsible for the proper care and the use of department property and equipment assigned to or used by them and will promptly report to their supervisors any loss, damage, destruction or defect therein.

C. When uniform items are damaged or worn out and needing replacement, officers shall request replacement or repair in writing to the Chief of Police or designee, giving reasons why items were damaged.

1. The Commission/Department will replace or repair at no cost to the employee any article of approved or issued clothing or equipment torn or otherwise damaged during duty hours from any reasonable and lawful enforcement action or police activity.

2. Replacement or repair will be acted upon after a written report by the employee is delivered to the Chief of Police or designee. The report must be furnished within two (2) days after damage to clothing has occurred.

3. In such cases warranted, restitution shall be requested of the Court by the Department Prosecutor. Restitution orders by the Court shall be paid to the City of Rochester.

D. Wearing or utilizing personal property while on duty which has not been issued by the Department is discouraged, and shall be done at the employee/members own risk. Reimbursement for damages or loss to personal property may be considered for approval purposes by the Chief of Police upon recommendation of the member/employee's bureau commander, for:

1. Personal property that is worn or carried by the member to satisfactorily perform his duties.

(a.) Eligible Property: Items that may be considered reimbursable are clothing and watches of value less than \$50.00 and for damage to other personal property such as tools, cameras and briefcases, ONLY IF the property was necessary to perform the member's specific duties AND the property was being used with the explicit approval of the Chief of Police or designee.

(b.) Ineligible Property: Reimbursement will not be made for other than that mentioned above and will specifically not be made for damage to jewelry or personal motor vehicles.

13. GENERAL INFORMATION

A. Uniform and or clothing requirements for training will be assessed by the Patrol Division Commander for each training session. A notice will be given by the training officer in regards to the uniform of the day.

B. Bicycle Patrol Officers refer to the bicycle patrol policy regarding clothing requirements for the bicycle patrol.

C. Clothing and equipment requests will be submitted in writing to the Division Commanders.

D. At no time will any item not authorized by this policy be permitted to be worn as part of, or when wearing the department uniform.

E. The Chief of Police, may, at his discretion, allow polo shirts, cargo shorts, or other pertinent wear appropriate for the job assignment. An example of this would be the School Resource Officer summer time program in conjunction with the recreation department.

1. The Department authorized "POLICE" embroidered baseball cap may be worn on certain details where the regular duty hat may become uncomfortable after prolonged wearing. Examples are outside traffic details, especially during hot, humid weather. This shall be authorized by the Patrol Division Commander prior to the start of the detail.

APPROVED: PAUL R. TOUSSAINT
 CHIEF OF POLICE

NEW MONTHLY PATROL

PATROL DIVISION MONTHLY REPORT November 2020

R.U.N. Program: At this time, due to COVID-19, all RUN meetings are on hold.

RPOA: Lt. Bossi attended the November meeting. Lt. Bossi spoke about keeping an eye on vacant properties as cold weather approaches. This is the season when individuals will gain entry to seek warmer shelter to avoid the elements. The majority of the meeting was about leases, terminology in leases, and lease structure. Lt. Bossi provided his contact information and his schedule, so that anyone would be able to reach out to him if they needed to. Going forward the RPOA will be planning Zoom as the method of holding meetings until further notice. The next meeting will be on December 3rd.

HONOR GUARD: There are no events scheduled at this time.

K-9: This month the Rochester K9 unit responded to 4 calls for service. All 4 were for tracks in Rochester. Of the 4 tracks, K9 Gunnar located two subjects, one was not located, and the other call they were cancelled prior to arriving. There were no drug searches this month.

CompStat: In Field activities we had 330 traffic stops, this is 106 less than last month, but 121 more than this same month last year. During this period we did have a situation where several officers were out on quarantine, and the midnight shift ran at minimum staffing for two weeks. The stops conducted were in the compact area of the city downtown, and expanding out on the main roads. Though the traffic stops were down from the month prior, we did have more arrests from stops. We doubled the arrests from the prior month from 11 to 22.

There were 81 traffic accidents, this is 10 less than last month. The roads with the most were Farmington Road, followed by North Main, Wakefield, and Washington Streets. With this said there were 22 parking lot accidents and 10 hit and runs. Out of the hit and runs, all were in a parking lots except one. There were 8 total arrest from accidents with 5 of them being from DWI's. The other 5 DWI arrests were from: 1 from a traffic stop, 4 from welfare checks. The locations and circumstances vary and there are no common factors.

With regard to property crimes, we had 4 burglary incidents this month, this is down two from the month before. No trends or patterns regarding burglaries. There was a rise in shopliftings, most of these are from Walmart and are theft packet cases. The theft from motor vehicles remains consistent with no major trend or common factors. With regard to motor vehicle theft we had 4. This is down by 6 incidents from last month and these incidents appear as more of unauthorized use situation with cars not returned and rental cars not brought back. In vandalism, there were no notable incidents, or what would appear to be trends. There was an isolated tagging incident, and a majority are from DV related incidents. Property crimes are down 12% year to date.

With drug related incidents we had 17 possessions, this is down from 25 the prior month. We had 9 overdoses which is consistent with the month before and no fatal incidents during this past reporting period. Methamphetamine and opiates still are what are being seen with drug related and overdose situations. Year to date we are down 5%.

In regard to violent crimes, we had 2 robberies, this is down from 6 the month prior. Arrests from robberies are up 80%. We had no aggravated assaults, and our simple assaults went up by 6 from the month prior in which 15 of them were DV related. Our incidents seem to have individuals that are known to each other.

Respectfully submitted,

Captain Jason Thomas

NEW COMPSTAT

Rochester Police Department

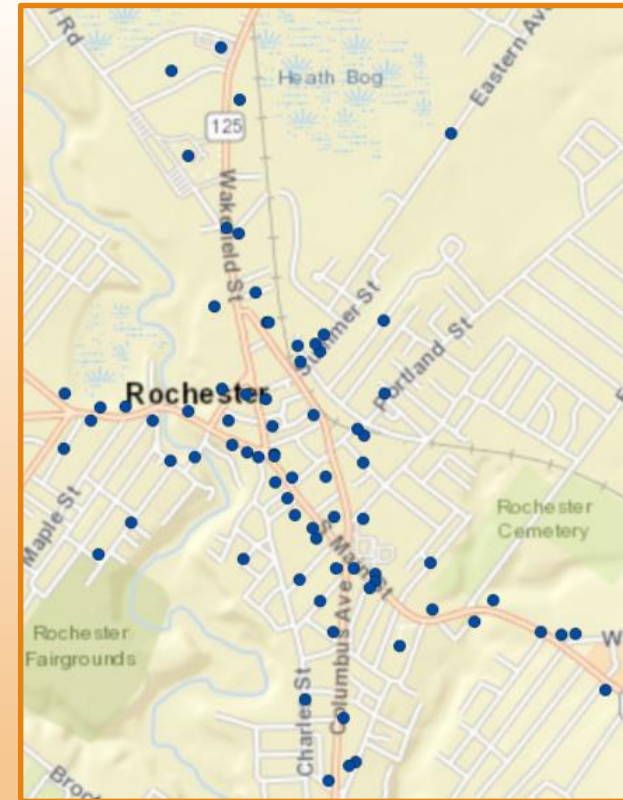
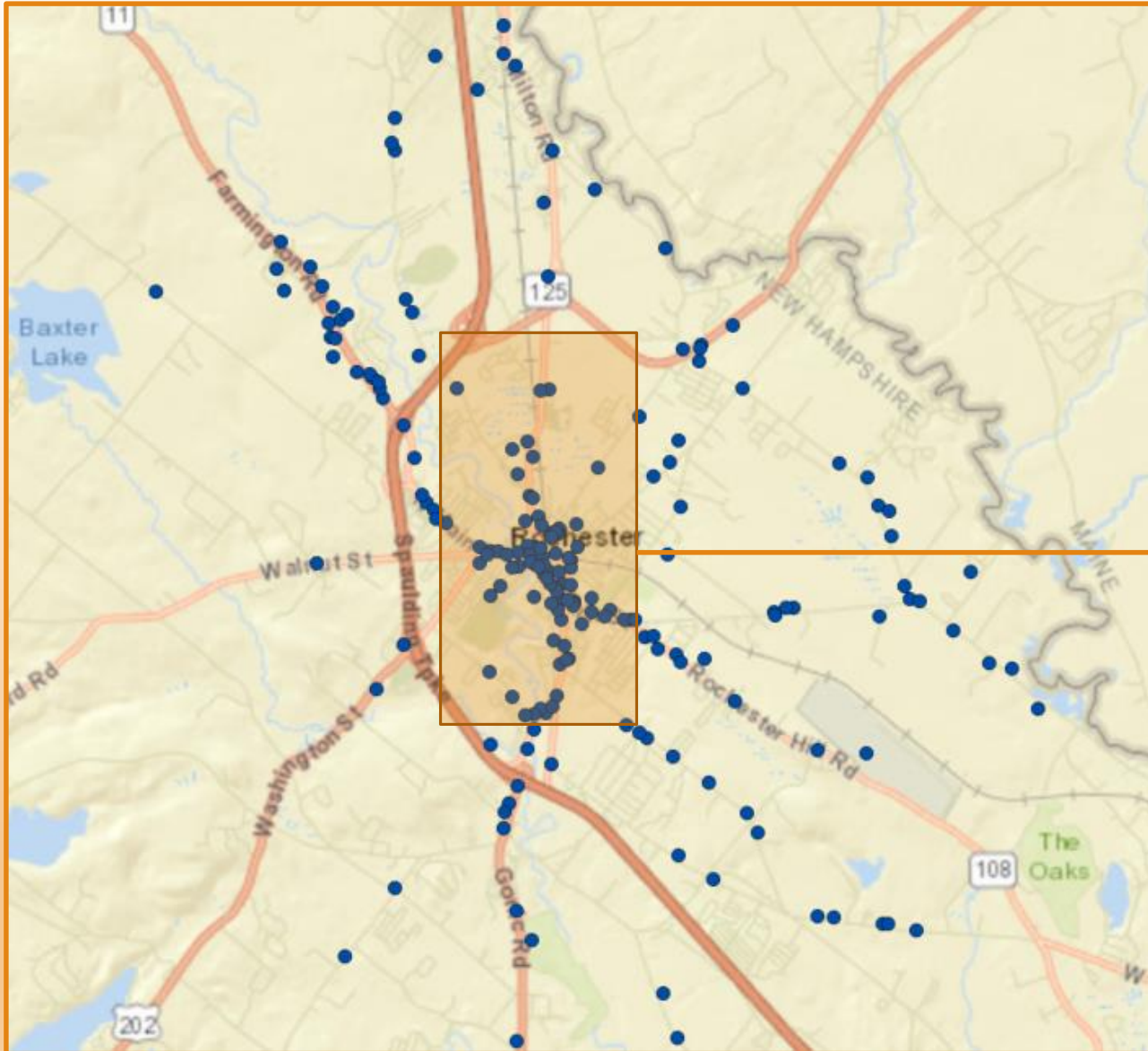
October 2020 Comp Stat Report



Field Activities

Specific Crimes	Oct-20	Oct-19	% Change	Sep-20	% Change	Aug-20	YTD 20	YTD 19	% Change	YTD 18
Traffic Stops	330	209	58%	436	-24%	860	4194	3839	9%	7348
Arrests from Stops	22	14	57%	11	100%	34	159	188	-15%	291
Summons	5	13	-62%	8	-38%	30	156	186	-16%	463
Warnings	294	176	67%	394	-25%	765	3754	3312	13%	6331
No Action	8	5	60%	12	-33%	24	91	133	-32%	204
Accidents	81	93	-13%	91	-11%	77	834	815	2%	868
Summons from ACs	1	6	-83%	0	0%	0	12	25	-52%	30
Arrests from ACs	8	1	700%	4	100%	4	51	40	28%	42
Field Interviews	12	1	1100%	20	-40%	28	135	87	55%	127
DWI	10	10	0%	11	-9%	6	71	77	-8%	59
<i>Narcotics</i>	3	4	-25%	6	-50%	3	28	20	40%	14
<i>Alcohol</i>	7	6	17%	5	40%	3	43	57	-25%	45
DWI from Accidents	5	7	-29%	5	0%	4	26	24	8%	21

Traffic Stops



Traffic Stop Breakdown

- 330 Total traffic stops
 - 22 Arrests
 - 12 – traffic offense related
 - 5 – in-house warrant related
 - 5 Capias/Bench Warrant related
 - 5 Summons
 - 294 Warnings
 - 8 No Action

High Volume Roads/Days

STREET	DAY	Total
FARMINGTON RD	Sunday	8
	Monday	9
	Tuesday	6
	Wednesday	2
	Thursday	4
	Friday	4
	Saturday	2
FARMINGTON RD Total		35
SALMON FALLS RD	Sunday	6
	Monday	4
	Tuesday	1
	Wednesday	1
	Thursday	3
	Friday	5
	Saturday	6
SALMON FALLS RD Total		26
SOUTH MAIN ST	Sunday	3
	Monday	1
	Tuesday	3
	Wednesday	7
	Thursday	1
	Friday	6
	Saturday	1
SOUTH MAIN ST Total		22
WHITEHALL RD	Sunday	1
	Tuesday	1
	Wednesday	3
	Thursday	5
	Friday	4
	Saturday	7
	WHITEHALL RD Total	
NORTH MAIN ST	Sunday	8
	Monday	2
	Tuesday	2
	Wednesday	6
	Thursday	2
NORTH MAIN ST Total		20

Motor Vehicle Crashes

- **81 total crashes**

Down slightly from the previous month

- **8 Arrests**

- 5 DWI arrests

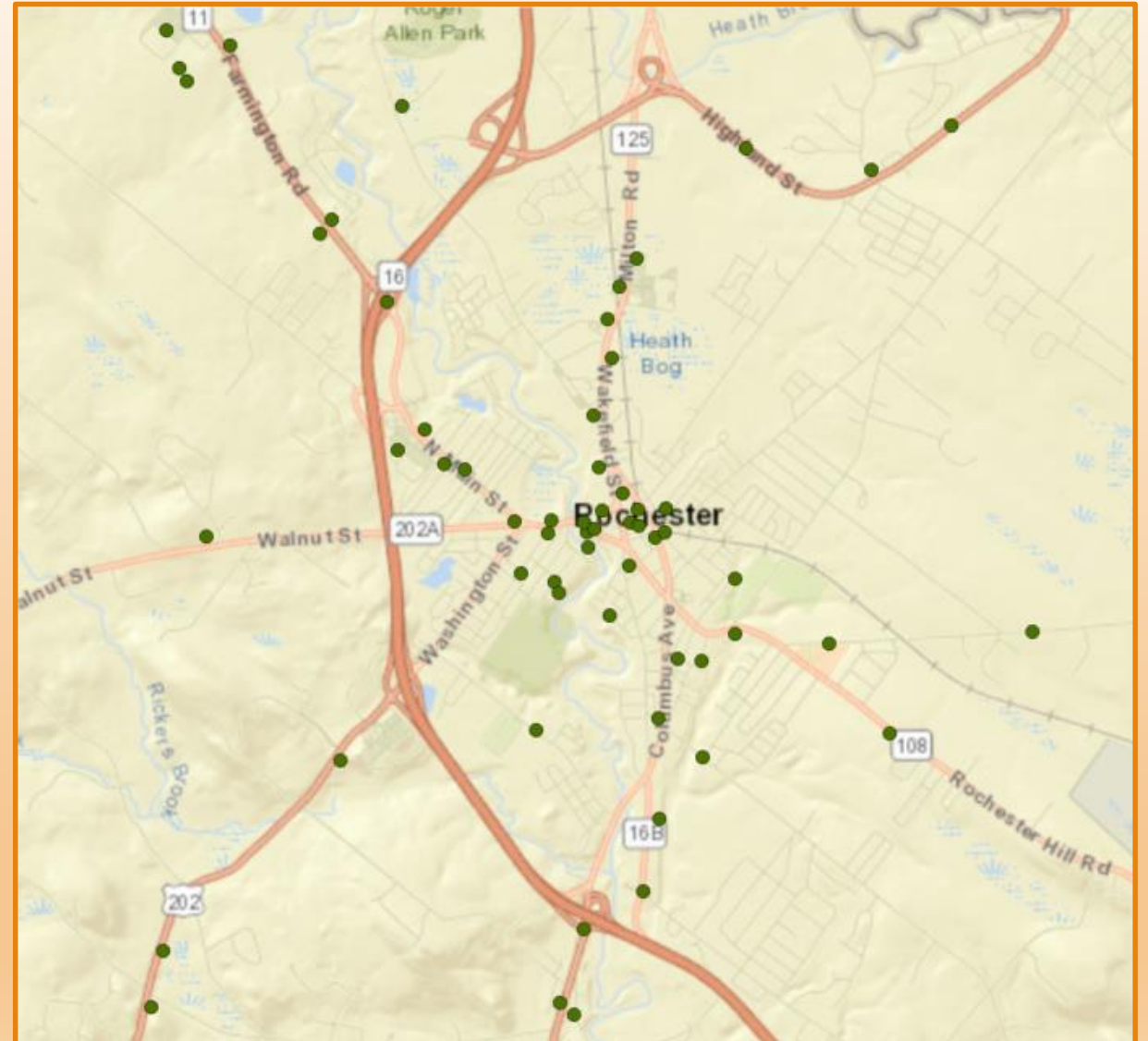
- 3 arrests various charges

- **22 Parking lot crashes**

- **10 Hit & Run crashes**

High Volume Roads/Days

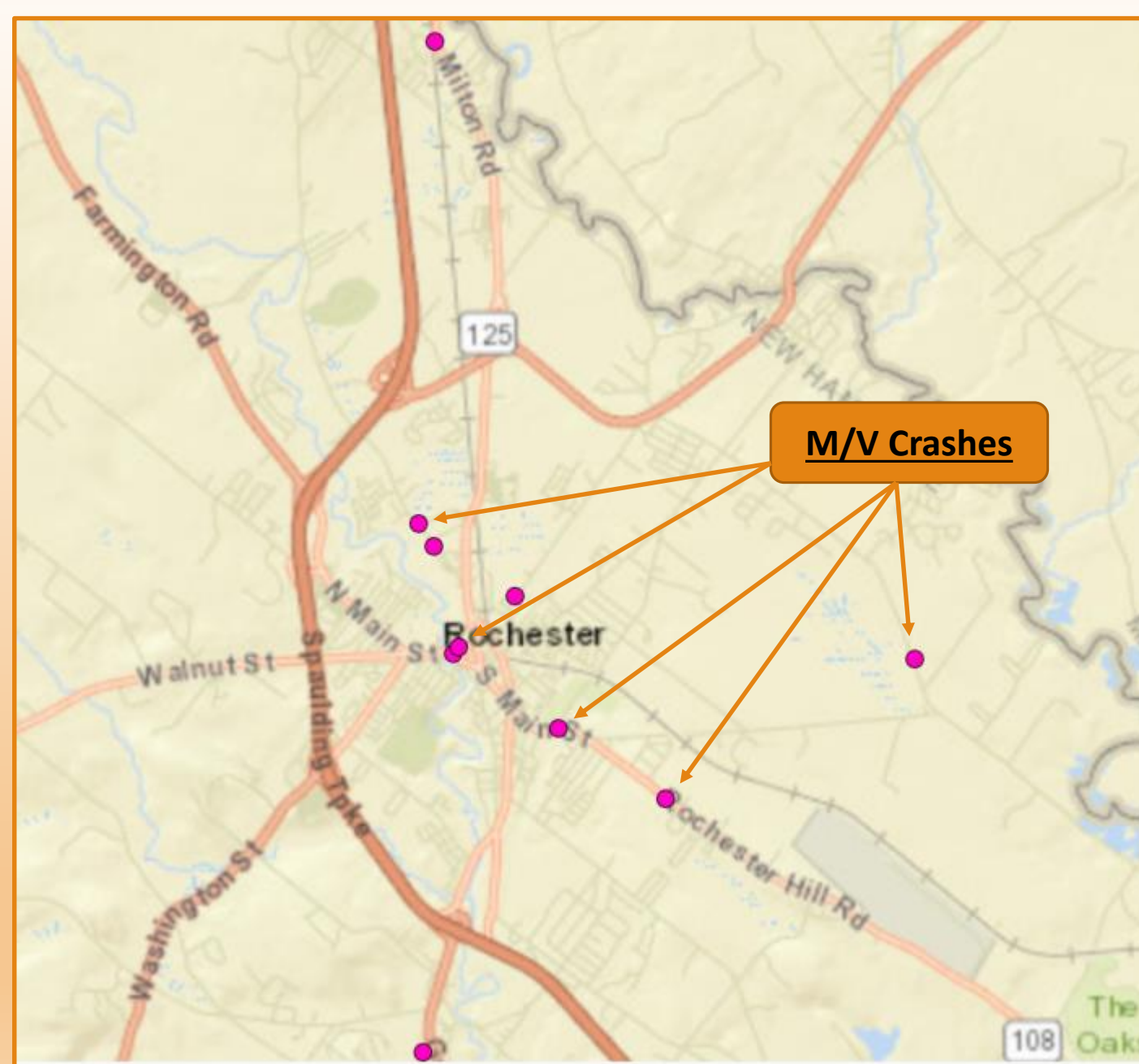
ADDRESS	DAY	Total
FARMINGTON RD	Sunday	1
	Monday	3
	Tuesday	1
	Thursday	4
	Friday	2
	Saturday	3
	FARMINGTON RD Total	
NORTH MAIN ST	Sunday	1
	Monday	1
	Wednesday	5
	Thursday	1
	Friday	2
	NORTH MAIN ST Total	
WAKEFIELD ST	Sunday	2
	Monday	1
	Tuesday	1
	Wednesday	2
WAKEFIELD ST Total		6
WASHINGTON ST	Tuesday	1
	Thursday	2
	Friday	2
	Saturday	1
	WASHINGTON ST Total	



DWI Incidents

- 10 Total Incidents
 - 5 Crashes (4 Alcohol/1 Drug)
 - 4 Welfare Checks
 - 1 Traffic Stop
- 3 Drug / 7 Alcohol related incidents
- 9 Arrests

M/V Crashes

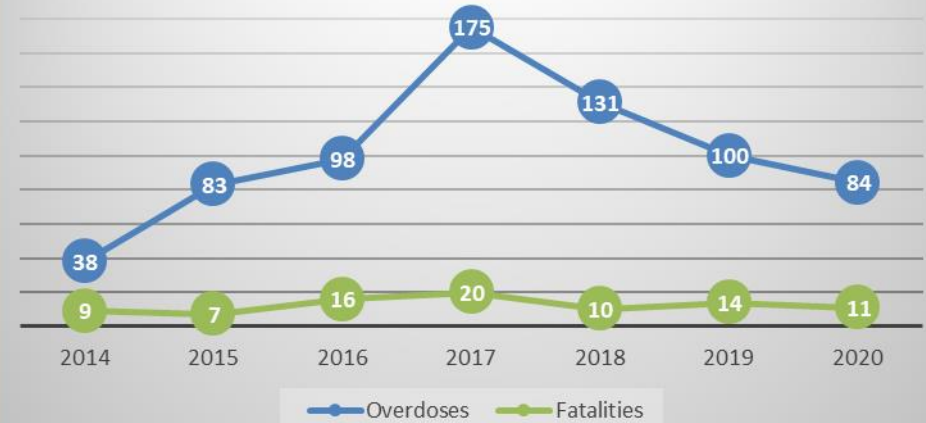


Property Crimes

All Incident Reports												
Specific Crimes	Oct-20	Oct-19	% Change	Sep-20	% Change	Aug-20	YTD-20	YTD 19	% Change	YTD 2020 Closure Rate	YTD 2019 Closure Rate	YTD 18
Burglary	4	4	0%	6	-33%	2	43	89	-52%	9%	15%	63
Shoplifting	37	17	118%	27	37%	19	200	178	12%	58%	82%	165
Theft from a Building	10	19	-47%	8	25%	10	114	156	-27%	19%	28%	185
Theft from M/V (including Parts)	11	13	-15%	12	-8%	4	86	200	-57%	0%	4%	104
All Other Theft	25	20	25%	22	14%	22	164	154	6%	5%	7%	130
M/V Theft	4	3	33%	10	-60%	4	41	30	37%	10%	18%	36
Vandalism	39	31	26%	27	44%	43	348	330	5%	23%	28%	338
Total Property	130	107	21%	112	16%	104	996	1137	-12%	19%	28%	1021
Arrests												
Specific Crimes	Oct-20	Oct-19	% Change	Sep-20	% Change	Aug-20	YTD-20	YTD 19	% Change			YTD 18
Burglary	0	1	-100%	0	0%	0	4	16	-75%			11
Shoplifting	24	10	140%	7	243%	8	116	166	-30%			151
Theft from a Building	0	3	-100%	0	0%	0	22	31	-29%			21
Theft from M/V (including Parts)	0	0	0%	0	0%	0	0	9	-100%			4
All Other Theft	1	0	0%	0	0%	0	8	9	-11%			28
M/V Theft	1	0	0%	0	0%	0	4	6	-33%			8
Vandalism	7	13	-46%	6	17%	7	79	113	-30%			105
Total Property	33	27	22%	13	154%	15	233	350	-33%			328

Drug Incidents

Overdoses/Fatalities by Year



All Incident Reports

Specific Crimes	Oct-20	Oct-19	% Change	Sep-20	% Change	Aug-20	YTD-2020	YTD 2019	% Change	YTD 2020 Closure Rate	YTD 2019 Closure Rate	YTD 18
Possession	17	13	31%	25	-32%	13	142	114	25%	58%	90%	143
Drug Events	12	4	200%	18	-33%	14	88	115	-23%			26
Overdoses	9	5	80%	9	0%	5	84	100	-16%			121
Fatal Overdoses	0	2	-100%	1	-100%	1	11	14	-21%			9
Total Drug	38	24	58%	53	-28%	33	325	343	-5%			299
					Arrests							
Specific Crimes	Oct-20	Oct-19	% Change	Sep-20	% Change	Aug-20	TYD-20	YTD 19	% Change			YTD 18
Possession	8	9	-11%	16	-50%	7	82	103	-20%			127

Violent Crimes

All Incident Reports												
Specific Crimes	Oct-20	Oct-19	% Change	Sep-20	% Change	Aug-20	YTD 20	YTD 19	% Change	YTD 2020 Closure Rate	YTD 2019 Closure Rate	YTD 18
Homicide	0	0	0%	2	-100%	2	4	0	NULL	0%	0%	2
Robbery	2	2	0%	6	-67%	2	17	9	89%	53%	56%	13
Aggravated Assault	0	4	-100%	1	-100%	0	23	52	-56%	57%	62%	58
<i>from DV*</i>	0	3	-100%	0	0%	0	12	17	-29%	83%	76%	28
Simple Assault	35	38	-8%	29	21%	41	337	327	3%	47%	62%	382
<i>from DV*</i>	15	23	-35%	11	36%	17	169	164	3%	67%	74%	215
Total Violent	37	44	-16%	38	-3%	45	381	388	-2%	39%	95%	455
Arrests												
Specific Crimes	Oct-20	Oct-19	% Change	Sep-20	% Change	Aug-20	YTD 20	YTD 19	% Change			YTD 18
Homicide	0	0	0%	0	0%	0	0	1	-100%			0
Robbery	2	0	NULL	2	0%	1	9	5	80%			6
Aggravated Assault	0	3	-100%	0	0%	0	13	32	-59%			35
<i>from DV*</i>	0	3	-100%	0	0%	0	10	13	-23%			19
Simple Assault	11	22	-50%	12	-8%	19	158	203	-22%			184
<i>from DV*</i>	9	16	-44%	8	13%	12	113	121	-7%			101
Total Violent	13	25	-48%	14	-7%	20	180	241	-25%			225

Domestic Violence Related Calls

October 2020

Misdemeanor – 23

Felony - 1

90F* - 25

2020 Monthly Comparison

2020 Monthly Comparison

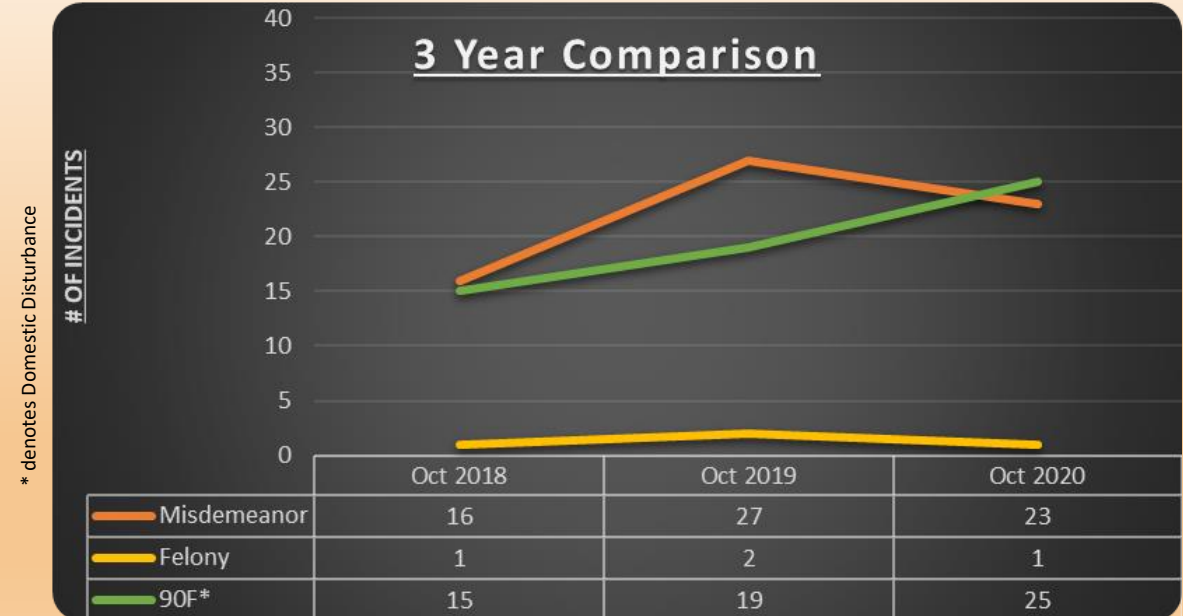


Misdemeanor Felony 90F*

* denotes Domestic Disturbance

3-Year Comparison

3 Year Comparison



* denotes Domestic Disturbance

Domestic Violence Related Calls, (cont.)

5- Year Comparison



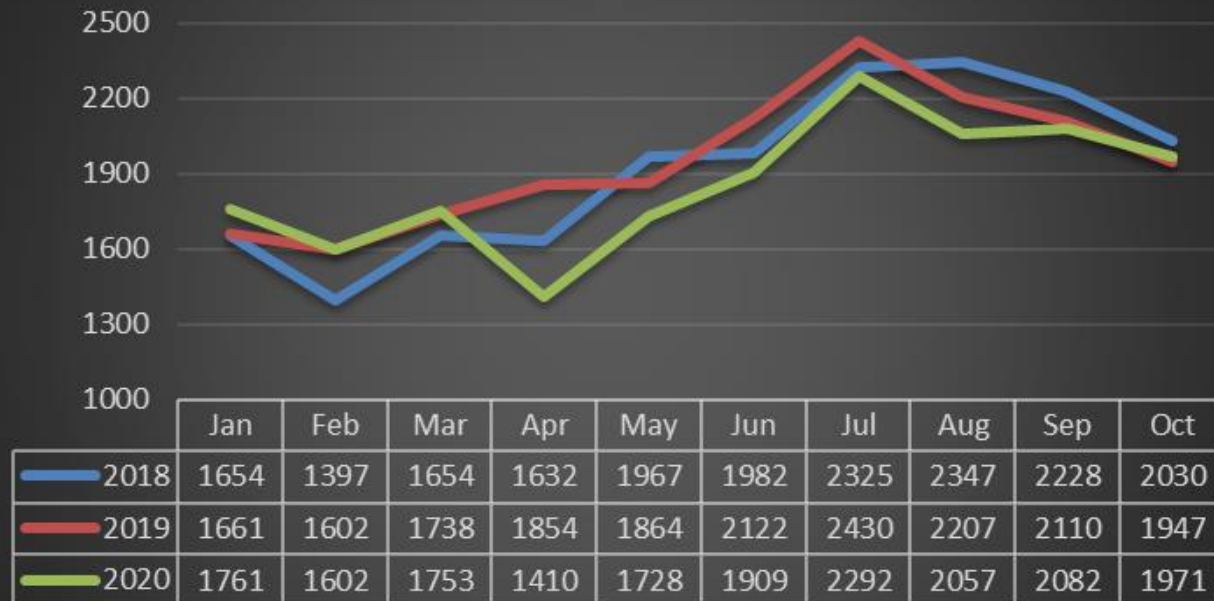
* denotes, Domestic Disturbance

Threshold

Crime	Monthly Average	Normal Range	Current Month	Activity Level
Accidents	85	69-101	81	Normal
Traffic Stop	726	372-1080	330	Moderately Low
DWI	7	5-10	10	Normal
Robbery	2	0-3	2	Normal
Aggravated Assault	5	3-8	0	Very Low
Simple Assault	38	30-46	35	Normal
Burglary	8	4-12	4	Normal
Shoplifting	24	16-31	37	Moderately High
Theft from Building	17	10-24	10	Normal
Theft from MV	15	7-24	11	Normal
MV Theft	3	1-5	4	Normal
Vandalism	35	27-43	39	Normal
Possession	16	10-21	17	Normal
Crime	Monthly Average	Normal Range	Current Month	Activity Level
Violent	45	36-55	37	Normal
Property	119	91-147	130	Normal

Calls for Service 2018 v 2020

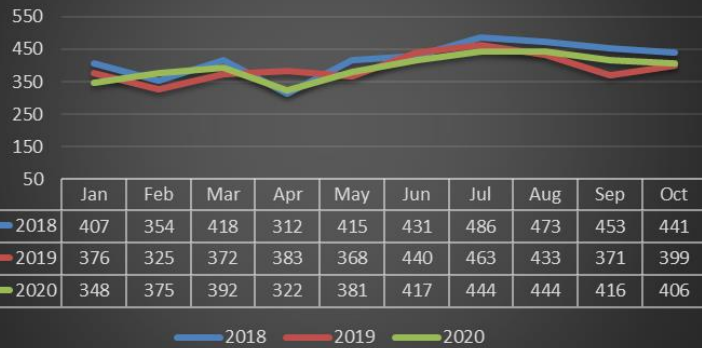
3-Year CFS Totals by Month



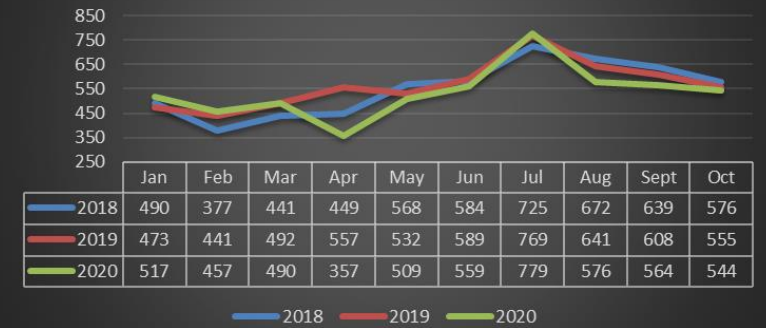
— 2018 — 2019 — 2020

Calls for Service by Priority

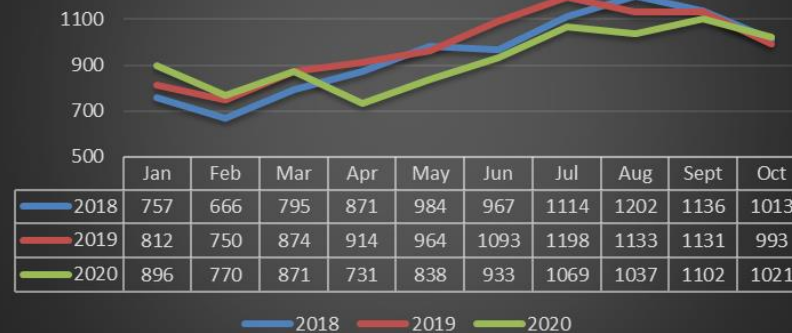
Priority 1 CFS 3-Year Comparison by Month



Priority 3 CFS 3-Year Comparison by Month

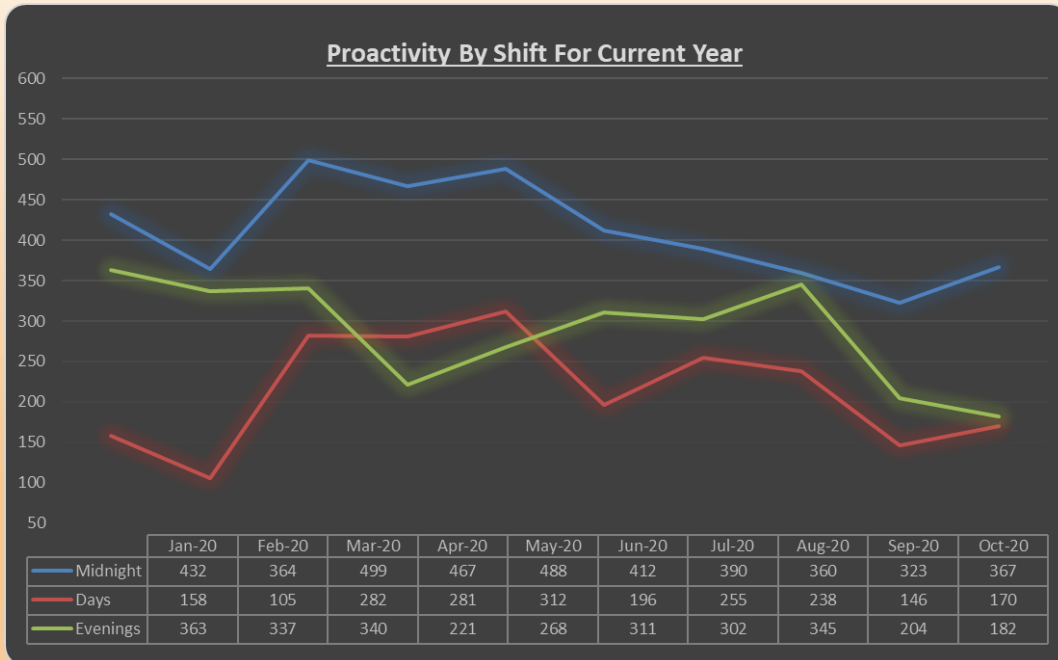


Priority 2 CFS 3-Year Comparison by Month

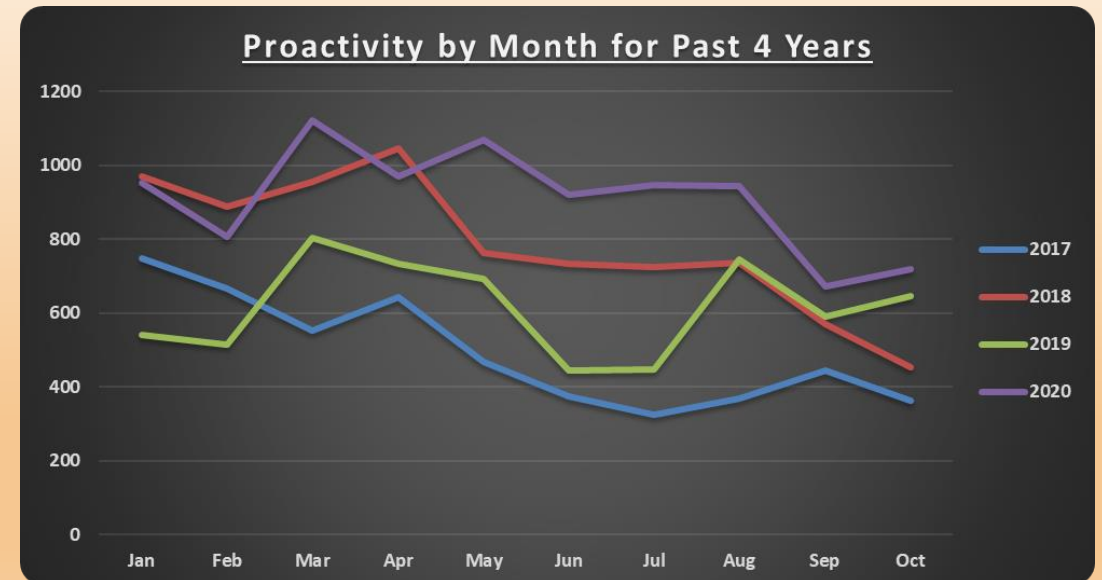


Proactive Hours by Shift

October 2020



4-year Comparison by Month





1930's era Rochester Police Badge,

Credit: Vintage Historical Artifacts

NEW MONTHLY
SUPPORT SERVICES DIVISION
MONTHLY REPORT
NOVEMBER 2020

INVESTIGATIVE SERVICES BUREAU (ISB):

- 28 TOTAL CASES SENT TO ISB FROM PATROL OR DETECTIVE GENERATED
- 60 TOTAL CASES BEING INVESTIGATED CURRENTLY
- 0 cases presented at Grand Jury
- 0 true bills
- 6 phones analyzed with Cellebrite
- There was 1 callout during this period (1 OD Death)
- 0 Evidence callouts
- 1 Polygraph examinations
- 0 Background investigations
- 0 Sexual offender compliance checks
- 2 Pawn shop compliance checks

EVIDENCE:

- Number of pieces taken in: 290
- Number of pieces returned: 39
- Number of pieces destroyed: 32

COMMUNITY ENGAGEMENT OFFICER (CEO) and POP UNIT:

- The CEO position has not been overly active with community events since the onset of Covid-19 and that continues to be the case this month as well.
- Officer Danie has been trying hard to come up with ways to engage the community during these difficult times and has been doing what he can/when he can.
- We have been vigilant and available in the downtown for interaction, however the downtown activity seems to be less with the onset of colder weather and absence of outdoor dining.
- We are still working with Crime Line and had a meeting with them this month. We hope to get that operating again as it was prior to Covid in the near future.
- The POP Unit continues to work on many issues.
- Landlord engagement continues to be a major role in solving quality of life issues in our city. We continue to work with Fire and Code in this area.
- For the month we have conducted weekly night enforcement operations that have led to several drug arrests and information sharing. We have worked with other agencies during this time to include the State Police MET team, Somersworth Police, Strafford County Sheriffs Office, and Rockingham County Sheriffs Office.
- Officers Seager and Robinson had the opportunity to visit Nashua Police POP unit to share information, which has been beneficial to the development of our unit. Lately our focus has been on drug sales, thefts from vehicles and the Felony Lane Gang. As always we offer services to combat addiction and help, not only to those that are homeless, but anyone we are able to.

COMMUNICATION CENTER - DISPATCH:

- 2 way has scheduled the final radio cut over with Police and Fire to take place on December 16th.
- The Mobile Dispatch Center has been ordered by the Deputy Chief. Once that arrives, it will go to 2 way for outfitting.
- We reached out to Rapid SOS about the services they provide to emergency services – Rapid SOS receives device based location data – similar to E911 but continues to monitor the coordinates of the phone call whether dropped or still on the line with 911. It is entirely free and the surrounding towns are using to ping phones in life or death situations. We are waiting to finalize the details on providing these services in the dispatch center. The jurisdictional boundaries have been added we are just waiting on the final stages.
- We recently implemented IMC Paging for faster notifications to command staff in calls such as Structure Fires; Fire Dept Mutual Aid requests or any Technical Rescues that may require a Deputy Chief. This has been very helpful in faster notifications to the Asst Chief's in Structure Fires – allowing us time to focus on the fire itself.
- We received word from our senior dispatcher he will be retiring at the end of November therefore, creating an opening. The position has been posted and we are receiving applications.
- The State has secured funding from the Government with COVID money to install Mutualink to the dispatch centers within the State. We have secured Mutualink to install this before December 31st. This will help us to communicate with the area dispatch centers specifically when we are going mutual aid to another department or for a SWAT call out.
- We are exploring the expansion of the third floor for the future dispatch center to accommodate the call volume our department takes in between Police, Fire and EMS.

ADULT PROSECUTION

- Due to limitations in operations being imposed/mandated by the Court, adult prosecution has been working in a reduced capacity, however they have begun doing more in person.

JUVENILE PROSECUTION/ SCHOOL RESOURCE OFFICERS/ EXPLORERS

Juvenile Prosecution: The below numbers are not typical as a result of the reduction of cases being presented by the Court

New cases:

20 = Petitions: 20

4 = Diversion: 4

0 = CHINS: 0

0 = Motions To Impose Suspended Sentences: 0

1 = Motions to Bring Forward a Diversion Agreement for Sentence: 1

1 = Completed investigation for several counts of Simple Assault, petitions to court

1 = Show Cause/Case Status Hearing

1 = Emergency Placement AND/OR Arraignment

3= Arraignment (set for trial)

4 = Arraignments (resolved with a plea)

0 = Arraignment rescheduled, MTC, FTA

0 = Review hearings

2 = Violation hearings

1 = Trials resolved with a plea

0 = Trials with True (guilty) verdict

0 = Trials either FTA or MTC

0 = Dispositional Hearing

0 = Competency Hearing

0 = Motion Hearing

Completed Investigation District Courts Cases:

- 8 Motions to Impose
- 1 Motion to Bring Forward

MISC

- 32 hours: doing District Court/Prosecution work typically done by an Administrative Assistant
- Nov 2, 16, 19th- covered District Court for Attorney Mitrushi

SRO highlights: ***All schools went to remote learning this month due to Covid restrictions***

High School: Officer Jackson

- The staff and students present in the building is between 150-200 students per day. Officer Jackson is remaining in the schools until the Thanksgiving break to assess the need for an SRO in the school with the reduced number of students present during remote learning.
- Completed 2 Offense reports and 4 Arrest reports

Middle School: Sgt. Deluca

- The number to staff and students at the Middle School is similar to the High School.
- Sgt. Deluca worked with staff to help prepare for the transition to remote learning
- Sgt. Deluca checks in on the students/staff still in the building

Elementary School (9): Officer Porfido

- Officer Porfido was re-assigned to Patrol when the schools went to remote learning.
- Every Wednesday Officer Porfido still teaches LEAD at St. Elizabeth Seton School, as they are not remote, and spends the day visiting the other elementary schools as they still have a limited number of students and staff not doing remote learning.

Explorer Post: Officer Jackson

- No meetings with Explorers due to Covid-19 restrictions

DIVERSION PROGRAM/TEEN DRUG COURT

- Staff continues to work on the Juvenile Probation Transformation Certificate Program with the State team- the team is working on our legislation submission to align the work to funding and working on identifying partners for focus groups state-wide.
- Staff continues to work with Strafford County Diversion Program as they work on hiring a new Coordinator and transitioning services.
- Staff has started to work with Farmington PD on developing their own Diversion program and setting up their jury panel and processes.

- Staff continues to work on an on-line training series for Diversion programs across the State and for our jurors. These modules will include cultural awareness and sensitivity pertaining to juvenile justice and juvenile law confidentiality and ethics.
- Staff has been participating in a “Cohort on Race and Racism” discussing NH’s position and responsibilities in changing the landscape. This is being run under the NH Children’s Behavioral Collaborative by the Carsey Institute and NH Listens.
- Staff has shared latest recidivism data for the program- note rates in 1 yr and 3 yr under crime reporting NOT violations as that reflects all violations that appear in court system incl: MV, tobacco, etc.
- Staff was asked to sit on a State-wide Law Enforcement work group to represent the juvenile justice voice- this group is being funded under the Endowment for Health.

HOUSING:

- There were 29 Police related calls for service for the month.
- There was nothing of major concern as the lower call volume at the housing complexes seems to be continuing. We believe this is directly contributed to the increased presence of Officer Mundy and Sgt. Babine at various hours in the day and night.
- We have been concentrating on night walkthroughs of the buildings to discourage transient populations from congregating in the stairwell.
- There has been great interaction with residents who have positive outlook on things despite the pandemic.
- Sgt. Babine patrolled the complexes on Trick or Treat and discovered a low turnout.
- We continue to work with managers, patrol and residents to solve issues and promote a positive quality of life.
- There were 4 housing background checks performed for potential new residents.

Respectfully Submitted,

Captain Todd Pinkham
Support Services Division

NEW MONTHLY ADMIN

ADMINISTRATIVE MONTHLY REPORT

November 2020

Financial/Purchasing

- We have received the second shipment of the external vest carriers; they were issued to the remaining officers. Overall feedback has been very positive. I am still working on the best options for jackets and shirts under the carriers moving forward.
- New frontline cruisers are scheduled to arriving one each week during the first three weeks of December. The dealer will need to paint the doors to match our paint scheme prior to delivery. We already have the vehicles schedule with our outfitter. However, they will not be able to get them in until the last week of December to start installations.
- Renovations for the Detective Bureau will be beginning November 27 and will end with installation of the new workspaces on December 10 & 11. Detectives will be working from different areas in the building during this time.
- Radio Replacement Project-This project continues to move forward with the electricians working on the tower sites during the last two weeks of November. We have an anticipated cutover to the new system on December 15.
- Mobile Dispatch Backup- The trailer remains on order.
- During the month of October, there were no purchases over the \$5000 threshold, which would require commission signatures.
- We have received the FY22 budget directions from the Finance Department. As last year, our O&M budget increases must be no more than 2%. Commanders will be meeting the first week in December to start budget planning. All budget entries need to be completed by January 8 and CIP entries by December 31. As with years past any budget increases that bring the O&M budget above the 2% mandate will require use of the Issues & Options form to be submitted to the City Manager for his support.

Training/Hiring

- The Covid19 pandemic has again kept available training opportunities to a minimum.
- Officer Rummo has now completed 13 weeks of the academy and is on track to receive his certification on December 18, 2020.
- Throughout the month of November officers took part in the PSTC yearly mandated four-hour use of force class. During this training block, they took refresher courses in defensive tactics, OC, MEB, and handcuffing. Officers reviewed NH RSA 627 and department policies covering both non-deadly and deadly use of force. Additionally, officers also took part in simunitions training scenarios. These scenarios are developed from actual service calls encountered by officers throughout the state.
- Sgt. Cost has been working with vendors to host several training opportunities in the coming months at the department. We will be looking to host to following trainings in 2021;

- Taser Instructor certifications in January
- Integrating Communications Assessment and Tactics (ICAT) and train the trainer course designed around de-escalation and critical decision making in February.
- Remington 870 shotgun and AR-15/M4 Armorer course in June.

Respectfully Submitted,
Gary Boudreau
Deputy Chief of Police

NEW MONTHLY FINANCIALS

*Thankful*

**November Expense & Revenue
Reports**

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CITY OF ROCHESTER
FINANCIALS FOR NOVEMBER

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FOR 2021 05

ACCOUNTS FOR: 1000 GENERAL FUND	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED
12010053 PD ADMINISTRATIVE SERVICES							
12010053 511001 SALARIES - FULL	643,447.00	.00	643,447.00	291,569.30	.00	351,877.70	45.3%
12010053 511002 SALARIES - PART	105,645.00	.00	105,645.00	46,492.77	.00	59,152.23	44.0%
12010053 511003 SALARIES - EARL	.00	.00	.00	.00	.00	.00	.0%
12010053 511004 SALARIES - HOLI	.00	.00	.00	.00	.00	.00	.0%
12010053 511005 SALARIES - OUTS	214,479.00	.00	214,479.00	103,203.63	.00	111,275.37	48.1%
12010053 511099 SALARIES - ADJU	23,371.00	.00	23,371.00	.00	.00	23,371.00	.0%
12010053 513001 OVERTIME - REGU	.00	.00	.00	.00	.00	.00	.0%
12010053 513002 OVERTIME - TRAI	.00	.00	.00	.00	.00	.00	.0%
12010053 513004 OVERTIME GRANT	.00	.00	.00	.00	.00	.00	.0%
12010053 514000 EDUCATION INCEN	9,000.00	.00	9,000.00	3,807.54	.00	5,192.46	42.3%
12010053 516000 LONGEVITY	3,550.00	.00	3,550.00	2,750.00	.00	800.00	77.5%
12010053 521100 HEALTH INSURANC	65,069.00	.00	65,069.00	28,161.60	.00	36,907.40	43.3%
12010053 521200 DENTAL INSURANC	1,656.00	.00	1,656.00	695.80	.00	960.20	42.0%
12010053 521300 LIFE INSURANCE	1,401.00	.00	1,401.00	658.95	.00	742.05	47.0%
12010053 522000 SOCIAL SECURITY	14,262.00	.00	14,262.00	6,329.06	.00	7,932.94	44.4%
12010053 523000 RETIREMENT CONT	250,485.00	.00	250,485.00	95,728.13	.00	154,756.87	38.2%
12010053 523300 RETIREMENT STAT	.00	.00	.00	.00	.00	.00	.0%
12010053 525000 UNEMPLOYMENT CO	.00	.00	.00	.00	.00	.00	.0%
12010053 526000 WORKERS' COMPEN	79,117.00	.00	79,117.00	.00	.00	79,117.00	.0%
12010053 528001 DISABILITY INSU	3,645.00	.00	3,645.00	1,623.30	.00	2,021.70	44.5%
12010053 531002 STIPEND	.00	.00	.00	.00	.00	.00	.0%
12010053 532001 STAFF DEVELOPME	19,351.00	.00	19,351.00	5,654.00	.00	13,697.00	29.2%
12010053 532200 CONTRACTED SERV	73,942.00	.00	73,942.00	73,636.94	222.60	82.46	99.9%
12010053 533003 PHOTO DEVELOPME	300.00	.00	300.00	.00	.00	300.00	.0%
12010053 533004 MEDICAL SERVICE	3,910.00	.00	3,910.00	477.00	1,891.00	1,542.00	60.6%
12010053 533005 ANIMAL DISPOSAL	1,000.00	430.00	1,430.00	630.00	800.00	.00	100.0%
12010053 533009 LEGAL	.00	.00	.00	.00	.00	.00	.0%
12010053 533010 LABOR NEGOTIATI	.00	.00	.00	.00	.00	.00	.0%
12010053 533011 ANIMAL BOARDING	4,000.00	.00	4,000.00	1,985.00	2,015.00	.00	100.0%
12010053 534001 STATE FEE COMPU	.00	.00	.00	.00	.00	.00	.0%
12010053 541100 WATER/SEWAGE	3,430.00	.00	3,430.00	971.70	2,458.30	.00	100.0%
12010053 543001 VEHICLES MAINT	35,000.00	.00	35,000.00	10,901.86	2,485.13	21,613.01	38.2%
12010053 543002 EQUIPMENT MAINT	56,110.00	.00	56,110.00	38,644.31	16,333.87	1,131.82	98.0%
12010053 543500 INSURANCE CLAIM	5,000.00	.00	5,000.00	2,000.00	.00	3,000.00	40.0%
12010053 544200 RENTAL OF EQUIP	400.00	.00	400.00	.00	400.00	.00	100.0%
12010053 544500 LEASE COPIER/PR	14,748.00	.00	14,748.00	12,468.02	.00	2,279.98	84.5%
12010053 544900 RENTAL OF OTHER	.00	.00	.00	.00	.00	.00	.0%
12010053 552001 FLEET INSURANCE	10,282.00	.00	10,282.00	.00	.00	10,282.00	.0%
12010053 552002 PROPERTY INSURA	4,038.00	.00	4,038.00	.00	.00	4,038.00	.0%
12010053 552003 GENERAL LIABILIT	25,394.00	.00	25,394.00	.00	.00	25,394.00	.0%

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CITY OF ROCHESTER
FINANCIALS FOR NOVEMBER

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FOR 2021 05

ACCOUNTS 1000	FOR: GENERAL FUND	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED
12010053	552004	OFFICERS LIABIL		41,763.00	.00	.00	41,763.00	.0%
12010053	553000	COMMUNICATIONS	-430.00	42,688.00	13,181.20	4,951.34	24,555.46	42.5%
12010053	553400	POSTAGE FEES		8,050.00	3,748.61	.00	4,301.39	46.6%
12010053	554000	ADVERTISING		500.00	500.00	.00	131.41	73.7%
12010053	555000	PRINTING AND BI		4,000.00	65.73	.00	3,934.27	1.6%
12010053	556000	TUITION		.00	.00	.00	.00	.0%
12010053	558000	TRAVEL		6,100.00	.00	.00	6,100.00	.0%
12010053	561003	OFFICE SUPPLIES		5,473.00	1,607.05	.00	3,865.95	29.4%
12010053	561005	PUBLICATIONS		2,250.00	149.50	900.00	1,200.50	46.6%
12010053	561006	AMMUNITION		25,974.00	.00	1,732.37	24,241.63	6.7%
12010053	561008	VEHICLE SUPPLIE		11,030.00	141.80	2,880.00	8,008.20	27.4%
12010053	561009	TRAINING MATERI		350.00	.00	.00	350.00	.0%
12010053	561010	CLOTHING		57,501.00	6,834.97	8,850.01	41,816.02	27.3%
12010053	561032	OTHER OPERATION		16,885.00	946.94	5,296.65	10,641.41	37.0%
12010053	562200	ELECTRICITY		60,000.00	19,638.98	35,861.02	4,500.00	92.5%
12010053	562400	HEATING FUEL		7,500.00	474.35	6,025.65	1,000.00	86.7%
12010053	562600	VEHICLE FUEL		77,549.00	14,494.52	.00	63,054.48	18.7%
12010053	573200	NEW VEHICLES		.00	.00	.00	.00	.0%
12010053	573401	ADMIN EQUIPMENT		1,500.00	.00	.00	1,500.00	.0%
12010053	573900	OTHER EQUIPMENT		15,786.00	.00	8,202.69	7,583.31	52.0%
12010053	581000	DUES AND FEES		2,920.00	600.00	1,322.00	998.00	65.8%
12010053	581100	DONATION EXPEND		.00	.00	.00	.00	.0%
12010053	589003	SEIZED PROPERTY		.00	.00	.00	.00	.0%
12010053	589004	SEIZED PROPERTY		.00	.00	.00	.00	.0%
12010053	589005	DARE CONTRIBUTI		.00	.00	.00	.00	.0%
12010053	589006	DARE CONTRIBUTI		.00	.00	.00	.00	.0%
12010053	589007	CITY WIDE PROGR		15,750.00	.00	.00	.00	.0%
12010053	589100	LLEBG 102 RECEI		.00	.00	.00	.00	.0%
12010053	589101	LLEBG 102 FEDER		.00	.00	.00	.00	.0%
12010053	589102	LLEBG 102 CITY		.00	.00	.00	.00	.0%
12010053	589113	LLEBG 115 RECEI		.00	.00	.00	.00	.0%
12010053	589114	LLEBG 115 FEDER		.00	.00	.00	.00	.0%
12010053	589115	LLEBG 115 CITY		.00	.00	.00	.00	.0%
12010053	589130	COPSMORE 032 RE		.00	.00	.00	.00	.0%
12010053	589131	COPSMORE 032 FE		.00	.00	.00	.00	.0%
12010053	589132	COPSMORE 032 CI		.00	.00	.00	.00	.0%
TOTAL PD ADMINISTRATIVE SERVIC		2,076,031.00	.00	2,076,031.00	793,035.96	102,627.63	1,180,367.41	43.1%
12012453 PD PATROL SERVICES								
12012453	511001	SALARIES - FULL		3,356,576.00	1,283,275.73	.00	2,073,300.27	38.2%

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CITY OF ROCHESTER
FINANCIALS FOR NOVEMBER

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FOR 2021 05

ACCOUNTS 1000	FOR: GENERAL FUND	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED
12012453	511002 SALARIES - PART	50,192.00	.00	50,192.00	21,599.60	.00	28,592.40	43.0%
12012453	511003 SALARIES - EARL	101,200.00	.00	101,200.00	27,641.65	.00	73,558.35	27.3%
12012453	511004 SALARIES - HOLI	149,535.00	.00	149,535.00	86,516.01	.00	63,018.99	57.9%
12012453	511099 SALARIES - ADJU	1,566.00	.00	1,566.00	.00	.00	1,566.00	.0%
12012453	513001 OVERTIME - REGU	108,546.00	.00	108,546.00	62,120.32	.00	46,425.68	57.2%
12012453	513002 OVERTIME - TRAI	28,940.00	.00	28,940.00	8,314.56	.00	20,625.44	28.7%
12012453	513004 OVERTIME GRANT	.00	.00	.00	.00	.00	.00	.0%
12012453	514000 EDUCATION INCEN	17,000.00	.00	17,000.00	7,307.40	.00	9,692.60	43.0%
12012453	515001 ON CALL	.00	.00	.00	2,650.00	.00	-2,650.00	100.0%*
12012453	516000 LONGEVITY	16,000.00	.00	16,000.00	5,000.00	.00	11,000.00	31.3%
12012453	521100 HEALTH INSURANC	506,862.00	.00	506,862.00	175,438.26	.00	331,423.74	34.6%
12012453	521200 DENTAL INSURANC	12,487.00	.00	12,487.00	4,600.00	.00	7,887.00	36.8%
12012453	521300 LIFE INSURANCE	666.00	.00	666.00	1,058.25	.00	-392.25	158.9%*
12012453	522000 SOCIAL SECURITY	53,323.00	.00	53,323.00	20,891.39	.00	32,431.61	39.2%
12012453	523000 RETIREMENT CONT	1,060,427.00	.00	1,060,427.00	418,692.74	.00	641,734.26	39.5%
12012453	523300 11539 RETIREMENT	.00	.00	.00	.00	.00	.00	.0%
12012453	525000 UNEMPLOYMENT CO	.00	.00	.00	.00	.00	.00	.0%
12012453	526000 WORKERS' COMPEN	.00	.00	.00	.00	.00	.00	.0%
12012453	528001 DISABILITY INSU	418.00	.00	418.00	.00	.00	418.00	.0%
12012453	532001 STAFF DEVELOPME	.00	.00	.00	.00	.00	.00	.0%
12012453	533003 PHOTO DEVELOPME	.00	.00	.00	.00	.00	.00	.0%
12012453	533004 MEDICAL SERVICE	.00	.00	.00	.00	.00	.00	.0%
12012453	533005 ANIMAL DISPOSAL	.00	.00	.00	.00	.00	.00	.0%
12012453	533011 ANIMAL BOARDING	.00	.00	.00	.00	.00	.00	.0%
12012453	543001 VEHICLES MAINT	.00	.00	.00	.00	.00	.00	.0%
12012453	543002 EQUIPMENT MAINT	.00	.00	.00	.00	.00	.00	.0%
12012453	544200 RENTAL OF EQUIP	.00	.00	.00	.00	.00	.00	.0%
12012453	544900 RENTAL OF OTHER	.00	.00	.00	.00	.00	.00	.0%
12012453	553000 COMMUNICATIONS	.00	.00	.00	.00	.00	.00	.0%
12012453	553400 POSTAGE FEES	.00	.00	.00	.00	.00	.00	.0%
12012453	554000 ADVERTISING	.00	.00	.00	.00	.00	.00	.0%
12012453	555000 PRINTING AND BI	.00	.00	.00	.00	.00	.00	.0%
12012453	556000 TUITION	.00	.00	.00	.00	.00	.00	.0%
12012453	558000 TRAVEL	.00	.00	.00	.00	.00	.00	.0%
12012453	561003 OFFICE SUPPLIES	.00	.00	.00	.00	.00	.00	.0%
12012453	561005 PUBLICATIONS	.00	.00	.00	.00	.00	.00	.0%
12012453	561010 CLOTHING	.00	.00	.00	.00	.00	.00	.0%
12012453	561032 OTHER OPERATION	.00	.00	.00	.00	.00	.00	.0%
12012453	562600 09529 VEHICLE FU	.00	.00	.00	.00	.00	.00	.0%
12012453	573200 NEW VEHICLES	.00	.00	.00	.00	.00	.00	.0%
12012453	573401 ADMIN EQUIPMENT	.00	.00	.00	.00	.00	.00	.0%
12012453	573900 OTHER EQUIPMENT	.00	.00	.00	.00	.00	.00	.0%
12012453	581000 DUES AND FEES	.00	.00	.00	.00	.00	.00	.0%
TOTAL PD PATROL SERVICES		5,463,738.00	.00	5,463,738.00	2,125,105.91	.00	3,338,632.09	38.9%

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CITY OF ROCHESTER
FINANCIALS FOR NOVEMBER

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FOR 2021 05

ACCOUNTS FOR: 1000	GENERAL FUND	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED
12012553	573900							
	OTHER EQUIPMENT	.00	.00	.00	.00	.00	.00	.0%
12012553	581000							
	DUES AND FEES	.00	.00	.00	.00	.00	.00	.0%
12012553	589007							
	CITY WIDE PROGR	.00	.00	.00	.00	.00	.00	.0%
TOTAL PD SUPPORT SERVICES		417,396.00	.00	417,396.00	173,722.30	.00	243,673.70	41.6%
TOTAL GENERAL FUND		7,957,165.00	.00	7,957,165.00	3,091,864.17	102,627.63	4,762,673.20	40.1%
TOTAL EXPENSES		7,957,165.00	.00	7,957,165.00	3,091,864.17	102,627.63	4,762,673.20	

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CITY OF ROCHESTER
FINANCIALS FOR NOVEMBER

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FOR 2021 05

	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED
GRAND TOTAL	7,957,165.00	.00	7,957,165.00	3,091,864.17	102,627.63	4,762,673.20	40.1%

** END OF REPORT - Generated by Rhonda Young **

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CITY OF ROCHESTER
DISPATCH FINANCIALS FOR NOVEMBER

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FOR 2021 05

ACCOUNTS FOR: 1000 GENERAL FUND	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED
12030153 DISPATCH CENTER							
12030153 511001 SALARIES - FULL	508,610.00	.00	508,610.00	229,429.12	.00	279,180.88	45.1%
12030153 511002 SALARIES - PART	2,000.00	.00	2,000.00	109.86	.00	1,890.14	5.5%
12030153 511004 SALARIES - HOLI	18,785.00	.00	18,785.00	14,360.80	.00	4,424.20	76.4%
12030153 511012 SHIFT DIFFERENT	.00	.00	.00	4,431.39	.00	-4,431.39	100.0%*
12030153 511099 SALARIES - ADJU	.00	.00	.00	.00	.00	.00	.0%
12030153 513001 OVERTIME - REGU	34,000.00	.00	34,000.00	8,600.20	.00	25,399.80	25.3%
12030153 513002 OVERTIME-TRAINI	10,000.00	.00	10,000.00	56.00	.00	9,944.00	.6%
12030153 516000 LONGEVITY	1,850.00	.00	1,850.00	1,625.00	.00	225.00	87.8%
12030153 521100 HEALTH INSURANC	123,012.00	.00	123,012.00	48,611.97	.00	74,400.03	39.5%
12030153 521200 DENTAL INSURANC	3,100.00	.00	3,100.00	1,254.10	.00	1,845.90	40.5%
12030153 521300 LIFE INSURANCE	1,153.00	.00	1,153.00	459.00	.00	694.00	39.8%
12030153 522000 SOCIAL SECURITY	41,025.00	.00	41,025.00	18,757.25	.00	22,267.75	45.7%
12030153 523000 RETIREMENT CONT	64,037.00	.00	64,037.00	28,843.47	.00	35,193.53	45.0%
12030153 525000 UNEMPLOYMENT	.00	.00	.00	.00	.00	.00	.0%
12030153 526000 WORKERS' COMPEN	841.00	.00	841.00	.00	.00	841.00	.0%
12030153 528001 DISABILITY INSU	5,248.00	.00	5,248.00	2,277.83	.00	2,970.17	43.4%
12030153 532001 STAFF DEVELOPME	3,300.00	.00	3,300.00	.00	.00	3,300.00	.0%
12030153 532200 CONTRACTED SERV	.00	.00	.00	.00	.00	.00	.0%
12030153 533004 MEDICAL SERVICE	.00	.00	.00	.00	.00	.00	.0%
12030153 533010 LABOR NEGOTIATI	.00	.00	.00	.00	.00	.00	.0%
12030153 534001 STATE FEE COMPU	4,500.00	.00	4,500.00	.00	4,500.00	.00	100.0%
12030153 534003 SOFTWARE MAINT/	.00	.00	.00	.00	.00	.00	.0%
12030153 543002 EQUIPMENT MAINT	33,880.00	.00	33,880.00	8,411.99	5,772.94	19,695.07	41.9%
12030153 544500 LEASE COPIER/PR	.00	.00	.00	.00	.00	.00	.0%
12030153 552003 GENERAL LIABILI	2,757.00	.00	2,757.00	.00	.00	2,757.00	.0%
12030153 553000 COMMUNICATIONS	500.00	.00	500.00	332.54	.00	167.46	66.5%
12030153 554000 ADVERTISING	68.00	.00	68.00	.00	.00	68.00	.0%
12030153 556000 TUITION	.00	.00	.00	.00	.00	.00	.0%
12030153 558000 TRAVEL	2,000.00	.00	2,000.00	.00	.00	2,000.00	.0%
12030153 561003 OFFICE SUPPLIES	1,250.00	.00	1,250.00	176.66	85.96	987.38	21.0%
12030153 561010 CLOTHING	1,300.00	.00	1,300.00	1,110.37	99.80	89.83	93.1%
12030153 561032 OTHER OPERATION	2,500.00	.00	2,500.00	.00	55.00	2,445.00	2.2%
12030153 573401 ADMIN EQUIPMENT	3,125.00	.00	3,125.00	740.44	.00	2,384.56	23.7%
12030153 573900 OTHER EQUIPMENT	.00	.00	.00	.00	.00	.00	.0%
12030153 581000 DUES AND FEES	469.00	.00	469.00	.00	469.00	.00	100.0%
TOTAL DISPATCH CENTER	869,310.00	.00	869,310.00	369,587.99	10,982.70	488,739.31	43.8%
TOTAL GENERAL FUND	869,310.00	.00	869,310.00	369,587.99	10,982.70	488,739.31	43.8%
TOTAL EXPENSES	869,310.00	.00	869,310.00	369,587.99	10,982.70	488,739.31	

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CITY OF ROCHESTER
DISPATCH FINANCIALS FOR NOVEMBER

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FOR 2021 05

	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED
GRAND TOTAL	869,310.00	.00	869,310.00	369,587.99	10,982.70	488,739.31	43.8%

** END OF REPORT - Generated by Rhonda Young **

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CITY OF ROCHESTER
REVENUE FOR NOVEMBER

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FOR 2021 05

ACCOUNTS FOR: 1000 GENERAL FUND	ORIGINAL ESTIM REV	ESTIM REV ADJSTMTS	REVISED EST REV	ACTUAL YTD REVENUE	REMAINING REVENUE	PCT COLL
12011 POLICE CITY REVENUE						
<u>12011 400403 AMUSEMENT PERMITS</u>	.00	.00	.00	-10.00	10.00	100.0%
<u>12011 400407 PISTOL PERMITS</u>	-1,766.00	.00	-1,766.00	-930.00	-836.00	52.7%*
<u>12011 402110 INCOME FROM COPY M</u>	-5,698.00	.00	-5,698.00	-1,447.50	-4,250.50	25.4%*
<u>12011 402111 OUTSIDE SECURITY S</u>	-285,500.00	.00	-285,500.00	-88,839.10	-196,660.90	31.1%*
<u>12011 402112 OUTSIDE DUTY ADMIN</u>	.00	.00	.00	.00	.00	.0%
<u>12011 402115 ALARM FEES</u>	-5,241.00	.00	-5,241.00	-435.00	-4,806.00	8.3%*
<u>12011 402120 WRECKER SERVICE IN</u>	-1,650.00	.00	-1,650.00	.00	-1,650.00	.0%*
<u>12011 402121 DOG SHELTER & TRAN</u>	-1,888.00	.00	-1,888.00	-1,275.00	-613.00	67.5%*
<u>12011 402122 DOG FINES</u>	-13,088.00	.00	-13,088.00	-8,761.00	-4,327.00	66.9%*
<u>12011 405201 COURT FINES</u>	-5,790.00	.00	-5,790.00	-3,723.38	-2,066.62	64.3%*
<u>12011 405202 PARKING TICKETS</u>	-6,041.00	.00	-6,041.00	-1,335.00	-4,706.00	22.1%*
<u>12011 405203 EXCESS ALARM PENAL</u>	-2,000.00	.00	-2,000.00	.00	-2,000.00	.0%*
<u>12011 406201 MISCELLANEOUS REVE</u>	-10,386.00	.00	-10,386.00	-290.00	-10,096.00	2.8%*
<u>12011 406209 POLICE RESTITUTION</u>	-283.00	.00	-283.00	.00	-283.00	.0%*
<u>12011 406210 WITNESS FEES</u>	-6,770.00	.00	-6,770.00	-40.00	-6,730.00	.6%*
<u>12011 406216 HOST TRAINING FEES</u>	.00	.00	.00	.00	.00	.0%
<u>12011 406299 INSURANCE CLAIM RE</u>	-17,378.00	.00	-17,378.00	.00	-17,378.00	.0%*
TOTAL POLICE CITY REVENUE	-363,479.00	.00	-363,479.00	-107,085.98	-256,393.02	29.5%
12012 POLICE STATE REVENUE						
<u>12012 402116 DRUG GRANT NEW HAM</u>	.00	.00	.00	.00	.00	.0%
<u>12012 402117 HIGHWAY SAFETY GRA</u>	.00	.00	.00	.00	.00	.0%
<u>12012 402118 PEDESTRIAN GRANT</u>	.00	.00	.00	.00	.00	.0%
<u>12012 402119 DWI GRANT</u>	.00	.00	.00	.00	.00	.0%
TOTAL POLICE STATE REVENUE	.00	.00	.00	.00	.00	.0%
12013 POLICE FEDERAL REVENUE						
<u>12013 402113 LLEBG GRANT</u>	.00	.00	.00	.00	.00	.0%
<u>12013 402114 JUSTICE DEPARTMENT</u>	.00	.00	.00	.00	.00	.0%
TOTAL POLICE FEDERAL REVENUE	.00	.00	.00	.00	.00	.0%
TOTAL GENERAL FUND	-363,479.00	.00	-363,479.00	-107,085.98	-256,393.02	29.5%
TOTAL REVENUES	-363,479.00	.00	-363,479.00	-107,085.98	-256,393.02	

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CITY OF ROCHESTER
REVENUE FOR NOVEMBER


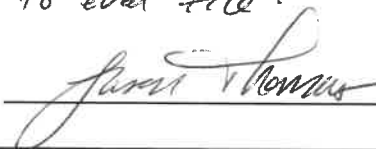

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FOR 2021 05

	ORIGINAL ESTIM REV	ESTIM REV ADJSTMTS	REVISED EST REV	ACTUAL YTD REVENUE	REMAINING REVENUE	PCT COLL
GRAND TOTAL	-363,479.00	.00	-363,479.00	-107,085.98	-256,393.02	29.5%

** END OF REPORT - Generated by Rhonda Young **

CORRESPONDENCE

RECORD #	ROCHESTER POLICE DEPARTMENT	PERSONNEL RECORDS ENTRY FORM
1. <u>EMPLOYEE NAME</u> : James Murphy		DATE: 11/3/20 TIME: 0740
2. <u>TYPE OF ENTRY</u> <input checked="" type="checkbox"/> RECOMMENDATION <input type="checkbox"/> COUNSELING <input type="checkbox"/> TRAINING INTERVIEW <input type="checkbox"/> DISCIPLINARY <input type="checkbox"/> EVALUATION/FOLLOW UP <input type="checkbox"/> OTHER		
3. <u>NARRATIVE</u> : Officer James Murphy was thanked by Sergeant Cost for his commendable work for conducting self-motivated reviews, revisions and updates to the Rochester Police Department in-service training program as it pertains to defensive tactics, handcuffing, Monadnock Expandable Baton and Oleoresin Capsicum.		
4. <u>ACTION TAKEN BY SUPERVISOR</u> : Forwarded to Patrol Division Commander. Recommend a copy be sent to the Police Commission and placed in his file. SIGNATURE:  DATE: 10/24/20		
5. <u>COMMENTS/RECOMMENDATIONS OF PATROL COMMANDER</u> : <i>James - Thank you for your hard work & dedication !! forward to eval file.</i> SIGNATURE:  DATE: 10/26/2020		
6. <u>COMMENTS OF DEPUTY CHIEF OF POLICE</u> : SIGNATURE: _____ DATE: _____		
7. <u>COMMENTS OF CHIEF OF POLICE</u> : <i>Great work Jim!</i> SIGNATURE:  DATE: 10/27/20		

8. ACKNOWLEDGMENT OF EMPLOYEE:

I have, this date, been made aware of the information contained on this record and afforded an opportunity to review the associated documentation.

EMPLOYEE SIGNATURE:

A handwritten signature in black ink, appearing to be "JH", written over a horizontal line.

DATE:

1/13/20



City of Rochester, New Hampshire
23 Wakefield Street . Rochester, NH 03867
603-330-7128
www.rochesterpd.org



INTEROFFICE MEMORANDUM

TO: CAPTAIN JASON THOMAS
FROM: SERGEANT MARC E. CILLEY
DATE: 10/24/20
SUBJECT: JAMES MURPHY COMMENDABLE WORK

Captain Thomas,

On September 8, 2020 Sergeant Cost sent an e-mail thanking Officer Murphy for his commendable work. Sergeant Cost said that Officer Murphy conducted a complete review, revision and updates to the Rochester Police Department's in-service training as it pertains to defensive tactics, handcuffing, Mondadnock Expandable Baton and Oleoresin Capsicum. Officer Murphy is a certified instructor in all of these training disciplines and updated Sergeant Cost on revisions related to department policies and procedures and provided current lesson plans. Officer Murphy's attention to detail and initiative resulted in Sergeant Cost submitting a memorandum requesting an update to the Expandable Baton policy. Officer Murphy's efforts in all of this were self-motivated and greatly appreciated by Sergeant Cost.

Respectfully,

A handwritten signature in cursive script, appearing to read "Marc E. Cilley".

Marc E. Cilley

Sergeant

Rochester Police Department



City of Rochester, New Hampshire
23 Wakefield Street . Rochester, NH 03867
603-330-7128
www.rochesterpd.org



INTEROFFICE MEMORANDUM

TO: CAPTAIN JASON THOMAS
FROM: SERGEANT MARC E. CILLEY
DATE: 10/24/20
SUBJECT: OFFICER JAMES MURPHY TRAINING APPRICATION

Captain,

On October 22, 2020 Sergeant Cost sent an e-mail expressing his gratitude and appreciation for the commitment that Officer Murphy continuously makes to the department's training needs. Sergeant Cost refers to him as his "go to guy" as it relates to Officer Murphy's expertise in noted disciplines (Field Training Officer, defensive tactics, Monadnock Expandable Baton, Oleoresin Capsicum, TASER, and Use of Force Simulator operator). Sergeant Cost cites that Officer Murphy always gives 100 percent in his responsibilities and gives Sergeant Cost a sense of relief and confidence when he assigns a new officer to Officer Murphy for Field Training. Officer Murphy submitted complete lesson plans in the above noted fields to Sergeant Cost for the upcoming four hour Use of Force training sessions and has without delay or hesitation made himself available to assist with the training. I am recommending that a records entry be forwarded to the Police Commission and placed in his file.

Respectfully,

Marc E. Cilley
Sergeant
Rochester Police Department

Marc Cilley

From: Christopher Cost
Sent: Thursday, October 22, 2020 12:58 PM
To: Jeremy Aucoin; Marc Cilley
Cc: Gary Boudreau; Jason Thomas
Subject: Officer James Murphy

Good Afternoon Lt. Aucoin and Marc.

I'm taking this time to express my appreciation and gratitude for the commitment and efforts Officer James Murphy continuously makes in his contributions to our department's training needs. I refer to Officer Murphy as my "go to guy" as it relates to his responsibilities as an instructor (defensive tactics, monadnock expandable baton, oleoresin capsicum, TASER and use of force simulator operator) and field training officer. He takes his responsibilities in assisting me in any way very seriously and never shows an effort short of 100%. In starting my tenth year at the police department in November, I can never recall a time in which Officer Murphy has been delinquent or turned away any request or assignment I have given him when it comes to training assignments for our agency or new recruits. In assigning a new recruit to Officer Murphy for field training, I am relieved and confident that recruit is going to be guided, mentored and taught in preparation for solo patrol. Officer Murphy in many ways may be "black and white with no gray in between", our recruits are being shown the right and proper way which is reflected in his documentation (daily observation reports).

Recently, myself and Sgt. Eric Babine drafted a training program as it relates to our department's mandated 4 hour "Use of Force" class with a component relating to defensive tactics, baton, handcuffing and oleoresin capsicum. In sending out an email to all the department instructors for suggestions and/or lesson plans, the only instructor who replied with not only suggestions but a detailed lesson plan was Officer Murphy. Now I am not sure if this was a collaboration from all the instructors coordinated by Officer Murphy but to date, I'm still leaning on instructors to be available when our classes start next week. I once again reached out to Officer Murphy asking if he would be available to assist me in instruction on all three (3) dates from 0800 to 1200 hours. Without delay or hesitation, he replied "No problem."

Please be sure this is reflected in his upcoming evaluation.

Chris

Sgt. Christopher L. Cost
Training Coordinator

Rochester Police Department
23 Wakefield Street
Rochester, New Hampshire 03867

Marc Cilley

From: Jeremy Aucoin
Sent: Tuesday, September 8, 2020 11:07 AM
To: Marc Cilley
Subject: FW: Commendable Work

Marc,

Can you please do a personnel entry for this.

Thanks,

Jeremy

Lieutenant Jeremy F. Aucoin
23 Wakefield Street
Rochester, NH 03867
Phone: 603-330-7127
Direct: 603-330-7147
Fax: 603-330-7159
jeremy.aucoin@rochesternh.net
<http://www.rochesterpd.org/>
<https://www.facebook.com/rochesternhpd>





From: Christopher Cost <christopher.cost@rochesternh.net>
Sent: Tuesday, September 8, 2020 10:39 AM
To: Jeremy Aucoin <jeremy.aucoin@rochesternh.net>; Marc Cilley <marc.cilley@rochesternh.net>
Cc: Gary Boudreau <gary.boudreau@rochesternh.net>; Jason Thomas <jason.thomas@rochesternh.net>; James Murphy <james.murphy@rochesternh.net>
Subject: Commendable Work

Good Morning Lt. Aucoin and Marc.

I would like to take this time to thank FTO James Murphy for his commendable work on making a complete review, revisions, and updates to our in-service training as it pertains to defensive tactics, handcuffing, monadnock expandable baton, and oleoresin capsicum. Being a certified instructor in all these noted training disciplines, Officer Murphy went through each of these training components advising me what needed to be updated or revised especially as it relates to department policies and then provided me with current printed lesson plans that are in the department's training files. I have already submitted an updated policy revision memorandum for consideration as it pertains to the expandable baton due to Officer Murphy's initiative and attention to detail. His efforts were self-motivated and greatly appreciated.

Chris

Sgt. Christopher L. Cost

RECORD #	ROCHESTER POLICE DEPARTMENT	PERSONNEL RECORDS ENTRY FORM
1. <u>EMPLOYEE NAME</u> : Eric Bilodeau		DATE: October 28, 2020 TIME: 1600
2. <u>TYPE OF ENTRY</u> <input type="checkbox"/> RECOMMENDATION <input type="checkbox"/> COUNSELING <input type="checkbox"/> TRAINING INTERVIEW <input type="checkbox"/> DISCIPLINARY <input type="checkbox"/> EVALUATION/FOLLOW UP <input checked="" type="checkbox"/> OTHER		
3. <u>NARRATIVE</u> : Officer Bilodeau received an e-mail reference to how professional and compassionate he was in dealing with a suicidal subject.		
4. <u>ACTION TAKEN BY SUPERVISOR</u> : Great job Eric keep up the good work!! E-mail submitted by Supervisor. SIGNATURE: <u></u> DATE: <u>Oct. 28, 2020</u>		
5. <u>COMMENTS/RECOMMENDATIONS OF PATROL COMMANDER</u> : <i>Eric - Great job under stressful conditions! Forward to eval file.</i> SIGNATURE: <u></u> DATE: <u>10/29/2020</u>		
6. <u>COMMENTS OF DEPUTY CHIEF OF POLICE</u> : SIGNATURE: _____ DATE: _____		
7. <u>COMMENTS OF CHIEF OF POLICE</u> : <i>Nice work Eric!</i> SIGNATURE: <u></u> DATE: <u>10/30/20</u>		
8. <u>ACKNOWLEDGMENT OF EMPLOYEE</u> : I have, this date, been made aware of the information contained on this record and afforded an opportunity to review the associated documentation. EMPLOYEE SIGNATURE: <u></u> DATE: <u>11/01/2020</u>		

Call 20-45436

Call Summary - Officers were requested to respond to a residence for a person in crisis. The reporting party noted all three responding officers were professional and compassionate given the nature of the call. The reporting party notes that these officers were a tremendous representation for the Rochester Police Department and wished to pass along their gratitude.

Call 20-45436

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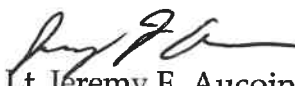
1. <u>EMPLOYEE NAME</u> : Thomas Powers	DATE: October 28, 2020 TIME: 1600
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2. TYPE OF ENTRY

<input type="checkbox"/> RECOMMENDATION	<input type="checkbox"/> COUNSELING
<input type="checkbox"/> TRAINING INTERVIEW	<input type="checkbox"/> DISCIPLINARY
<input type="checkbox"/> EVALUATION/FOLLOW UP	<input checked="" type="checkbox"/> OTHER


3. NARRATIVE: Sgt. Powers received an e-mail reference to how professional and compassionate he was in dealing with a suicidal subject.

4. ACTION TAKEN BY SUPERVISOR: Great job Tom keep up the good work!! E-mail submitted by Supervisor.

SIGNATURE:  Lt. Jeremy F. Aucoin DATE: Oct. 28, 2020

5. COMMENTS/RECOMMENDATIONS OF PATROL COMMANDER:

*Tom - Thank you for handling this situation with tact and diplomacy!
Forward to eval file.*


SIGNATURE:  DATE: 10/29/2020

6. COMMENTS OF DEPUTY CHIEF OF POLICE:

SIGNATURE: _____ DATE: _____


7. COMMENTS OF CHIEF OF POLICE:

Nice work Tom!

SIGNATURE:  DATE: 10/30/20

8. ACKNOWLEDGMENT OF EMPLOYEE:

I have, this date, been made aware of the information contained on this record and afforded an opportunity to review the associated documentation.

EMPLOYEE SIGNATURE:  DATE: 11/4/20

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