

ROCHESTER, NH POLICE COMMISSION

AGENDA

January 5, 2022 7:00 P.M.

CITY HALL COUNCIL CHAMBERS

1. CALL TO ORDER

- A. Pledge
- B. Opening Prayer
- C. Roll Call by the Clerk
- D. Election of Chairman
- E. Election of Vice Chairman

2. PUBLIC COMMENT

3. ACCEPTANCE OF MINUTES:

- A. December 1, 2021

4. OLD AND UNFINISHED BUSINESS:

- A. Any Old Business before the Commission

5. NEW BUSINESS:

- A. Oath of Office – Promotions
 - 1. Deputy Chief – Jason Thomas
 - 2. Captain – Andrew Swanberry
 - 3. Lieutenant – Michael Miehle
 - 4. Sergeant – William Robinson
- B. Monthly Reports
 - 1.) Operations
 - 2.) Administration
- C. Other

6. CORRESPONDENCE:

- A. Comm. Specialist Tiffany Pearce recognized for professionalism and empathy speaking with and following up on a reported suicidal person.
- B. Officer Colson is thanked by Assistant County Attorney Ramos for his outstanding job obtaining audio statements from witnesses.

C. Officer Johnson and Officer Crawford are thanked for extra effort comforting a resident who recently lost his spouse in a motor vehicle accident.

D. Officer Danie, Officer Jackson, Officer Porfido, Lt. Bossi, Capt. Pinkham and Capt. Thomas are thanked by Principal Justin Roy for their response to an incident at the school.

7. INFORMATION:

A. Information Other; enclosed with Agenda: Any discussion.

B. Other

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



Rochester Police Commission
Rochester, NH 03867

David R. Stevens, Commissioner
Lisa M. Stanley, Commissioner
David E. Winship, Jr. Commissioner

MINUTES OF THE POLICE COMMISSION MEETING

The Rochester Police Commission held their regular monthly meeting on Wednesday, December 1, 2021 at 7:00 P.M. in City Hall, Council Chambers. Participants in this meeting: Comm. Stevens, Comm. Stanley, Comm. Winship, Chief Toussaint, Dep. Chief Boudreau, Capt. Thomas, Capt. Pinkham, Chaplain Cilley, Secretary Warburton, and invited guests.

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

All participated in the pledge of allegiance.

Chaplain Cilley led all in prayer.

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

2. PUBLIC COMMENT: No public comment.

3. ACCEPTANCE OF MINUTES:

A. November 3, 2021 regular meeting.

**Comm. Stanley MOVED to accept the minutes of the November 3, 2021 meeting.
Comm. Winship SECONDED the motion. The motion to accept the minutes as presented PASSED unanimously.**

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

5. NEW BUSINESS:

A. Oaths of Office:

Chief Toussaint said I want to welcome everyone to this ceremony. It seems we do this every month. We have three excellent candidates we have hired. They have passed a rigorous process to be hired, with extensive backgrounds and they passed flying colors. This is last formal part of their hiring process.

Officer Bibeau was born in Rochester and graduated from Prospect Mountain High in Alton. She is working on her degree. She was first hired as a communications specialist and has been here

since 2019. She resides in Rochester with her husband and three children. She is set to attend the academy for 16 weeks in January.

Officer Vatcher is from Salisbury, Mass. He attended Triton Regional High School and went on to Westfield University obtaining a Bachelor Degree in liberal studies. He has some law enforcement experience working for harbor patrol in Newbury, and he has a background in Corrections working at the Essex County Jail. His father is a longtime Newburyport Police Officer. Officer Vatcher resides in Massachusetts with his wife and four children. He is also heading to the academy in January.

Officer Masse was born in Dover and graduated from St. Thomas. He attended St. Joseph's college in Maine, graduating in May of 2021 with a Bachelor Degree in Criminal Justice. He resides in Berwick, Maine with his family. He is also heading to the academy in January.

Executive Secretary Becky Warburton administered the oath of office for Patrol Officer to Officer Khristine Bibeau; Officer Zachary Vatcher; and Officer Zachary Masse.

Chief Toussaint said that we also have a promotion this evening. Officer Spencer Williams-Hurley is being promoted to Sergeant. He fills the role vacated by Sgt. Emerson who retired in October. We do a testing process and several strong candidates applied. The person selected was Spencer. He has been with the Department for seven years, is a US Navy veteran; honorably discharged in 2011. He is a firearms instructor, a field training officer, and a member of the regional SWAT team. He of these disciplines requires leadership skills, exactly what we are looking for in a first line supervisor. He has many letters in his personnel file, all with a theme of kindness compassion and professionalism. These are traits we look for in any police officer, but more so in a supervisory position with the department. Spencer has done a great job since he joined our department. He rose to the top in a competitive promotional process. We know he has the tools and moral compass to do this job.

Executive Secretary Becky Warburton administered the oath of office for promotion to Sergeant to Spencer Williams-Hurley

B. Other. Chief Toussaint noted that Comm. Stevens had things to add to the program.

Comm. Stevens said it is always a pleasure to swear in new officers and recognize promotions. It's my favorite part, and shows that people have great potential to move up.

Comm. Stevens noted that this is officially the Chief's last public meeting. It has been a true pleasure working with him. I can't express how grateful I am to him. There will be a more formal command change on December 30. He has done a remarkable job in succession planning that allowed us to promote from within. That is a testament to the Chief that we don't have to go outside to fill his position. Dep. Chief Boudreau will be moving into the Chief's role. He has been here 24 years, is a local resident and has moved up the ranks. It is a great honor to have him. Capt. Jason Thomas will be the new Deputy Chief, he is also a Rochester resident. He started off as a Police Explorer in high school. We have the highest quality in staff and I am proud of the work they do.

Comm. Stevens recognized Commissioner David Winship, Jr. who was elected to the board in November, and filling a vacant seat. Happy to have him aboard.

Comm. Stevens also recognized Comm. Stanley, who has served on the Commission for four years. She has been a tremendous asset and helped to move the Department forward. Thanks [Comm. Stanley] you've been remarkable and I truly appreciate everything you've done. He presented Comm. Stanley with a plaque that reads:

Lisa M. Stanley
Police Commissioner
2019 – 2021
in recognition and appreciation
for service above self.

We have had a lot of meetings for promotions and hiring. Every one is a great selection. All you new officers, stick around, do the best you can, someday, you could be the Chief.

A ten minute recess was called.

C. Monthly Reports:

1. Operations: Capt. Pinkham reported that on the support side of operations there are 77 cases currently assigned. We are short-staffed in the bureau, to include the detective that has been covering for the vacant evidence technician position. We did have a candidate almost through the background who withdrew from consideration. There were 24 cases presented virtually to the Grand Jury and all were true bills. There were three call outs. There were six polygraphs and seven backgrounds. Evidence took in 268 pieces, returned 44 pieces and destroyed by court order 49 pieces.

COMPSTAT: Nothing major stands out in field activities. As we close out 221 traffic crashes are down 12%, DWI is down 4%. Property crime seems high when compared to 2020, but, this is an anomaly as many people were at home during 2020. Overall it is down 22%. Drug incidents were all search incident to arrest. Drugs we are finding include heroin, fentanyl, meth, some marijuana, suboxone and trazadone. There is nothing major in violent crime, which is down 31% year to date.

COMMUNITY ENGAGEMENT OFFICER/PROBLEM ORIENTED POLICING UNIT: The CEO and POP units have been temporarily reassigned for patrol staffing. Sgt. Benjamin attended the light the night event at the commons with Nicole Rodler. He is handling community events for now, amongst other duties he is responsible for.

COMMUNICATIONS: We have received an additional resignation in the center, which, shortly will bring our total open spots to 4. Two will stay on per diem so we don't lose the benefit of their years of service. The Supervisor has interviewed many candidates. We do have two in background currently.

HOUSING: With the coordination of shifts housing has coverage week days, nights and weekends. This has been helpful to patrol for calls they would otherwise have to respond to. There haven't been any major issues at the housing developments. The housing officers have assisted with vaccine clinics, and backgrounds on prospective tenants.

K9: Officer Hatch and Ripley continue training toward their certification. They visited an elementary school this period. Ripley is a big hit with the kids.

SCHOOL RESOURCE OFFICERS: Officer Porfido has been assigned to patrol due to staffing. He has been unable to teach LEAD at the elementary level. Sgt. Deluca and Officer Jackson are engaged in normal school activities and are also teaching their LEAD classes and doing good work in both schools. The Explorer Post has resumed meeting.

Comm. Stevens wished to express his gratitude to Officer Jackson and other responding officers for how the incident at Spaulding two weeks ago was handled. It was a quick response time and they were well on top of the situation.

Chief Toussaint said that you hear a lot that we are short-staffed. And we are. However the important and serious on-going calls we get there by prioritizing staffing. It does affect the lesser priority calls and community policing, but emergency calls are handled quickly.

Comm. Stanley said that as we come up to staffing and people are released from training, I think it's vital to get the elementary SRO back to that job as soon as possible. From my perspective that's the guy I want put back first.

Dep. Chief Boudreau offered that one of the law package officers was released to solo patrol and we anticipate the final review board for the other in a couple of weeks. He still has to test out of the law package. That test is Friday. He will finish up another week in field training. We are plugging holes with what has been pulled from patrol filling recent promotions. We also have a new military deployment. It might be a while yet.

Comm. Stanley said I hope it is prioritized.

Capt. Thomas said after field training, two months down the road, when these officers are released to solo patrol we can discuss pulling some units to go back to prior assignments.

2. Administrative. Dep. Chief Boudreau said that we've received the budget memo for fiscal year 2023. It is 2% in the O&M budget. We will start to work on the budget as an admin team, getting new members up to speed. We have to have the budget submitted by January 14, 2022.

Dep. Chief Boudreau said the cruisers have build dates. It will be anywhere from three to six weeks before we see them delivered to the dealership, and then they will need the equipment installed. We do not yet have a build date on the ACO truck.

Mobile Dispatching: The dispatch trailer is at 2-Way and we are told it looks good for getting it back sooner than anticipated.

Radio Replacement Project- We had been planning to bring the new tower at DPW on line in November, but DPW has yet to complete their move in. There is still fiber that needs to be pulled to the tower from the building, and IT is working on setting up switches in their equipment.

We continue to work on the MOU with Dover PD for putting our equipment on the Long Hill Road tower, which will outline that if anything happens to our equipment we are responsible for it.

Body Cameras – We are still working with finance on our request to waive the purchasing policy. This is a large project. We have had good discussion with them.

We didn't do a formal bid, but we did get quotes from competing vendors. WatchGuard was far less expensive than the other two vendors, by roughly \$100,000.00. The issue we are facing is that when we proposed this project out to now, the pricing structure changed. There is a concern of locking us into a five-year deal and handicapping future councils into those deals. We had anticipated upfront costs at roughly \$48,000.00 with recurring annual costs of \$39,000.00. This five year deal is less up-front costs, between \$13-20,000.00, but over the long haul about \$250,000.00.

Comm. Stevens asked the timeline where we may actually have these on officers.

Dep. Chief Boudreau said that once we are approved, we have to contract for the equipment, install them and train on their use.

Comm. Stevens asked the plans of staying involved in some of these big projects once transitioning to Chief.

Dep. Chief Boudreau said he plans to stay involved, as in some instances it will be easier, but he will be bringing the new Deputy Chief into the project for body cameras and the third floor expansion. We are working on RFP's for that construction.

B. Other.

1. The Police Department will be assisting the Chamber with the holiday tree lighting on December 3 and the holiday parade on December 5 from the high school to the commons.

6. CORRESPONDENCE:

The following correspondence was received this period: Officer Knox is recognized for building rapport with a barricaded, suicidal person; ultimately getting this person to services needed. Officer Johnson is recognized by DCYF Attorney Chellman for going above and beyond investigating an assault case. Officer Marshall and Officer Miller during a welfare check assisted a community member locked out their home. Officer Marshall is recognized for his positive interaction with a community member.

7. INFORMATION: None

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

Commissioner Stanley MOVED to enter a nonpublic session at 7:45 P.M. pursuant to RSA 91-A: 3, paragraph II, section A (personnel) Comm. Winship SECONDED the motion. The motion PASSED by roll call vote Comm. Winship – yes, Comm. Stanley – yes, Comm. Stevens – yes.

The non-public session closed at 8:05 P.M. on a MOTION by Comm. Stanley. Comm. Stevens SECONDED the motion. The motion PASSED by roll call vote Comm. Stanley – yes, Comm. Stevens – yes.

9. ADJOURNMENT:

Comm. Stevens MOVED to adjourn. SECOND by Comm. Stanley at 8:06 P.M.

Respectfully Submitted

Rebecca J. Warburton
Secretary

APPROVED BY COMMISSION:



ROCHESTER POLICE DEPARTMENT

23 WAKEFIELD STREET
ROCHESTER NH, 03867-1933

BUSINESS (603) 330-7127
FAX (603) 330-7159
www.rochesterpd.org

"Dedication, Pride, Integrity"

GARY M. BOUDREAU
Chief of Police

POLICE COMMISSION

DEREK J. PETERS
Commissioner
DAVID R. STEVENS
Commissioner
DAVID E. WINSHIP, JR.
Commissioner



January 4, 2022

I, **William Robinson** do solemnly swear that I will faithfully and impartially discharge and perform all the duties incumbent on me as a **Sergeant** with the Rochester Police Department, according to the best of my ability, agreeable to the rules and regulations of the Constitution and the Laws of the State of New Hampshire, so help me God.

William Robinson

STATE OF NEW HAMPSHIRE

STRAFFORD, SS:

Then the above named **William Robinson** , appeared and took oath of Office by law prescribed.

Before me

Rebecca J. Warburton,
Justice of the Peace



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GARY M. BOUDREAU
Chief of Police



January 4, 2022

I, **Michael Miehle** do solemnly swear that I will faithfully and impartially discharge and perform all the duties incumbent on me as a **Lieutenant** with the Rochester Police Department, according to the best of my ability, agreeable to the rules and regulations of the Constitution and the Laws of the State of New Hampshire, so help me God.

Michael Miehle

STATE OF NEW HAMPSHIRE

STRAFFORD, SS:

Then the above named **Michael Miehle** , appeared and took oath of Office by law prescribed.

Before me

Rebecca J. Warburton,
Justice of the Peace



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Commissioner

GARY M. BOUDREAU
Chief of Police



January 4, 2022

I, **Andrew Swanberry** do solemnly swear that I will faithfully and impartially discharge and perform all the duties incumbent on me as a **Captain** with the Rochester Police Department, according to the best of my ability, agreeable to the rules and regulations of the Constitution and the Laws of the State of New Hampshire, so help me God.

Andrew Swanberry

STATE OF NEW HAMPSHIRE

STRAFFORD, SS:

Then the above named **Andrew Swanberry** , appeared and took oath of Office by law prescribed.

Before me _____

Rebecca J. Warburton,
Justice of the Peace



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Commissioner

GARY M. BOUDREAU
Chief of Police



January 4, 2022

I, **Jason Thomas** do solemnly swear that I will faithfully and impartially discharge and perform all the duties incumbent on me as a **Deputy Chief** with the Rochester Police Department, according to the best of my ability, agreeable to the rules and regulations of the Constitution and the Laws of the State of New Hampshire, so help me God.

Jason Thomas

STATE OF NEW HAMPSHIRE

STRAFFORD, SS:

Then the above named **Jason Thomas** , appeared and took oath of Office by law prescribed.

Before me

Rebecca J. Warburton,
Justice of the Peace

**PATROL DIVISION
MONTHLY REPORT
December 2021**

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

RPOA: Lt. Bossi was not able to attend the December meeting.

HONOR GUARD: The HG participated in the Rochester Holiday parade, and provided a Flag detail to march. The HG is making preparations to participate in the Change of Command Ceremony for the Chiefs on the 30th, for the posting of the colors.

K-9: Officer Hatch and K9 Ripley continue to work on tracking and obedience. K9 Ripley is progressing well with both. Officer Hatch and K9 Ripley participated in the Holiday Parade on December 5th. Officer Hatch and K9 Ripley visited the Nancy Loud School during a recess, and children were able to meet Ripley.

CompStat: Compstat had to be cancelled for December due to our crime analyst being out for an extended period. The only major incidents to report now: we are investigating two suspected overdose deaths—we will update the rest of field activities, property crimes, and violent crimes in the January monthly.

Respectfully submitted,

Captain Jason Thomas

**SUPPORT SERVICES DIVISION
MONTHLY REPORT
DECEMBER 2021**

INVESTIGATIVE SERVICES BUREAU (ISB):

- 36 TOTAL CASES SENT TO ISB FROM PATROL OR DETECTIVE GENERATED
- 82 TOTAL CASES BEING INVESTIGATED CURRENTLY
- 13 cases presented at Grand Jury
- 13 true bills
- 6 phones analyzed with Cellebrite
- There were Three ISB callouts during this reporting period
- 0 Evidence callouts
- 2 Polygraph examinations
- 5 Background investigations
- 1 Sexual offender compliance checks
- 0 Pawn shop compliance checks

EVIDENCE:

- Number of pieces taken in: 198
- Number of pieces returned: 44
- Number of pieces destroyed: 76

Misc:

- Det. Frechette conducted department training for CPR/AED/Narcan
- Det. Frechette also conducted new recruit dv training
- Det. Root conducted intro to investigations training for new recruits
- Unit took place in annual Use of Force training as well as CPR recertification

COMMUNITY ENGAGEMENT OFFICER (CEO) and POP UNIT:

- Both the CEO and POP Unit were temporarily re-assigned full time to the Patrol Division in September to assist with the ongoing staffing shortage.
- This current rotation ends February 26, 2022, and we will reassess the CEO and POP positions again at that time, however it remains unlikely the unit will be fully reestablished at that time.

COMMUNICATION CENTER - DISPATCH:

- We have a new communications specialist that will begin her training Monday January 3rd.
- With that position filled, the center is still currently short staffed by 3 dispatchers. A conditional offer was given to another possible candidate and she will begin the background process and we have more interviews scheduled.
- Dispatcher Supervisor and the Deputy Chief have discussed moving forward with the construction of the third floor for the new dispatch location.
- The mobile command unit is under construction at 2 way.

JUVENILE PROSECUTION/ SCHOOL RESOURCE OFFICERS/ EXPLORERS

Juvenile Prosecution:

New cases

Petitions: 25

Diversion: 1

CHINS: 0

0 = Show Cause/Case Status Hearing

1 = Emergency Placement AND/OR Arraignment

2= Arraignment (set for trial)

4 = Arraignments (resolved with a plea)

5 = Arraignment rescheduled, MTC, FTA

1 = Review hearings

2 = Violation hearings

6 = Trials resolved with a plea

0 = Trials found Guilty

3 = Trial Dismissed

5 = Trial rescheduled, MTC

1 = Case brought forward via motion

Completed 2 Contempt warrants

Completed Investigation District Courts Cases:

- 5 Motions to Impose

Miscellaneous:

- 28 hours: doing District Court/Prosecution work typically done by an Administrative Assistant
- 11/29 covered District Court for the day
- 12/16 attended the county-wide meeting at the court for new Juvenile Law changes
- 12/28 worked with new recruits for the afternoon

SRO highlights:

High School: Officer Jackson

- Conducted normal perimeter checks around the building and surrounding grounds throughout the month
- Worked with the Criminal Justice class for fingerprinting
- Brought CJ class to Rochester District Court
- Brought CJ class to the PD for the simulator and a tour, to include Dispatch
- Participated in 3 re-entry meetings with students and parents
- Taught LEAD classes

Middle School: Sgt. Deluca

- Taught LEAD classes
- Conducted normal perimeter checks throughout the month
- Participated in several intervention meetings
- Continued with the Buddy program he developed

Elementary School (9): Officer Porfido

- Officer Porfido has been temporarily assigned to the Patrol Division due to the ongoing staffing shortage

Explorer Post: Officer Jackson

- 2 Cadet meetings took place this month

DIVERSION PROGRAM/TEEN DRUG COURT

- Staff continues to work with the State-wide “NH Race and Equity LE/CJ Workgroup on developing appropriate and effective trainings around cultural diversity, awareness and anti-bias. The Committee is currently looking at developing community conversations and focus groups rather than recreating anti-bias trainings.
- Staff continues to participate in the Probation Transformation
- Staff continues to teach LEAD at the High School
- Staff participated in the Gingerbread House making and gift fundraiser with the children and staff at the St. Charles School

HOUSING:

- Overall calls declined this month with no real concerns. This may be attributed to the colder winter weather. Many things are addressed by Housing Officers and managers before they make it in to a police log. There continues to be a lot of behind the scenes work that keeps our police related calls for service low. Many of the follow up calls listed below are housing officers helping or addressing issues.
- Housing Officers assisted with 3 separate food basket deliveries. Some included members of Rotary and the Rochester Police Dept assisting as well.
- Housing Officers did not complete any background checks for potential new residents.
- There were 45 calls for service, of which 28 were Police related calls for service

Respectfully Submitted,

Captain Todd Pinkham
Support Services Division

ADMINISTRATIVE MONTHLY REPORT

December 2021

Financial/Purchasing

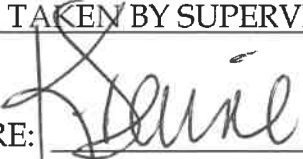

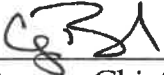


- No delivery date yet for the new cruisers or ACO truck from the vendors.
- Radio Replacement Project-DPW tower is still not on line due to delays not associated with our project.
- Mobile Dispatch Backup-the major renovations to the trailer have been completed and.
- After discussions with the Finance Department, they have asked I attend the next finance committee meeting of the city council to discuss the changes in the pricing and contract with the vendor for body cameras prior to moving forward on this project.
- We will be starting the FY23 budget building process as a command staff in January. The directive from the City Manager is for O&M increase to be no more than 2% of the current FY22 budget. For the police department this will mean an increase of approximately \$13,800.00 for our O&M lines. We have also made initial requests to HR for costs associated with potential new positions.

Training/Hiring

- Officers Moon, Granatowski, and Slankard have been released from the field-training program and our now assigned to solo patrol. We have also extended the field training for one new officer.
- Our three recruits (Lazzar, Burrell, and Velasquez) all graduated from the academy. Lazzar and Burrell will be returning on 12/30/21 to retake one of their exams, while Velasquez will be returning later to make up a 4-hour ground-fighting block of instruction that was missed due to a Covid-19 issue. All three will be starting their field-training program in the first week of January.
- On December 13th, I was involved in a zoom conference for police chiefs hosted by the director of the police academy concerning changes coming to the recruit academies in 2022. We were advised the academy would be moving to a commuter style academy with no overnight stays unless it was needed due to travel issues. Also due to a large number of registrations for the January academy, they would be adding one academy class in 2022, bringing it to four new recruit academies.
- Recruits Bibeau, Vatcher, and Masse have completed their in house training programs. All three recruits took their entrance PT test at the academy and will be attending the academy starting in February. Additionally new hire Zach Wilson also was able to take his entrance PT test and was accepted to the February academy as well.

- We were contacted by the academy about additional open slots in the February academy and asked to submit any potential candidate by January 14th. We currently have two backgrounds in process, which we will be attempting to complete the hiring requirements and get them submitted for possible acceptance to the February academy.
- During the month of December, we have been finishing yearly required in service training such as use of force and firearms qualifications, along with CPR/NARCAN training.

Respectfully Submitted,
Gary Boudreau
Deputy Chief of Police

RECORD #	ROCHESTER POLICE DEPARTMENT	PERSONNEL RECORDS ENTRY FORM
1. <u>EMPLOYEE NAME</u> : Tiffany Pearce		DATE: 12/6/2021 TIME:
2. <u>TYPE OF ENTRY</u> <input checked="" type="checkbox"/> RECOMMENDATION ___ COUNSELING ___ TRAINING INTERVIEW ___ DISCIPLINARY ___ EVALUATION/FOLLOW UP ___ OTHER		
3. <u>NARRATIVE</u> : Great job by Tiffany handing a call from a suicidal juvenile.		
4. <u>ACTION TAKEN BY SUPERVISOR</u> : Placed in personnel folder. SIGNATURE:  DATE: 12/6/21 Keri Devine		
5. <u>COMMENTS/RECOMMENDATIONS OF SUPPORT COMMANDER</u> : Great job Tiffany! Keep up the good work! Add to personnel file and forward to Commission. SIGNATURE:  DATE: 12-7-21 Capt. Todd Pinkham		
6. <u>COMMENTS OF DEPUTY CHIEF OF POLICE</u> : Great job Tiffany! Thank you for your hard work. SIGNATURE:  DATE: 12-7-21 Deputy Chief Gary Boudreau		
7. <u>COMMENTS OF CHIEF OF POLICE</u> : Nice work! SIGNATURE:  DATE: 12/7/21 Chief Paul Toussaint		
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:  DATE: 12/9/21 Tiffany Pearce		



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Vice Chairman
LISA M. STANLEY
Commissioner

PAUL R. TOUSSAINT
Chief of Police



To: Capt. Todd Pinkham
From: Communications Supervisor Keri Devine
Re: Recommendation for Personnel Folder – Tiffany Pearce
Date: 12/6/2021

Captain Todd Pinkham:

I would like to extend a job well done to Communications Specialist Tiffany Pearce for her recent interaction with a juvenile 911 caller on November 26, 2021. Tiffany showed great professionalism and empathy for the caller who was described as a suicidal juvenile who was threatening to shoot herself. Tiffany was able to gather as much information as possible and continued to do her due diligence at trying to locate the caller after the caller disconnected. Tiffany used all of her training and to gather information and calm the caller down. It was later determined that the caller was most likely a hoax however, I felt the need to commend Tiffany for the way she handled this call for service.

Please place this recommendation in Tiffany Pearce's personnel folder for going above and beyond her job responsibilities.

Sincerely,

Keri L. Devine

Keri L. Devine
Communications Supervisor

Cory Krochmal

From: Walter Ramos <wramos@co.strafford.nh.us>
Sent: Wednesday, December 15, 2021 1:54 PM
To: Cory Krochmal
Subject: Information

Hey Sgt. Krochmal,

I wanted to reach out to you and let you know that I have received a lot of new cases were Officer Brendan Colson has responded or assisted in the call. I have listened to his audio recordings and he has been doing an outstanding job obtaining audio statements from witnesses. I know sometimes officers don't get a lot of credit or recognized when they do a good job so I wanted you to know that he is doing a very good job. He asks the right questions and is able to engage the witnesses without interrupting them while obtaining the right information.

Walter Ramos
Assistant County Attorney
Strafford County Attorney's Office
259 County Farm Road
Dover, NH 03820
Phone: (603) 749-2808
Fax: (603) 743-4997

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This email has been scanned for spam and viruses by Proofpoint Essentials. Click [here](#) to report this email as spam.

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 "D. Smith", written over a horizontal line.

DATE:

12/25/21



ROCHESTER POLICE DEPARTMENT

23 WAKEFIELD STREET
ROCHESTER NH, 03867-1933

POLICE COMMISSION

PAUL R. TOUSSAINT
Chief of Police

BUSINESS (603) 330-7127
FAX (603) 330-7159
www.rochesterpd.org

Chairman
DAVID R. STEVENS
Vice Chairman
LISA M. STANLEY
Commissioner

"Dedication, Pride, Integrity"



To: Captain Jason Thomas
From: Sergeant Elizabeth Turner
Re: Officer Hattie Johnson

December 15, 2021

Captain Thomas,

Recently, our Department handled an accident, which resulted in the death of [REDACTED]. As part of that investigation, Officer Johnson had contact with [REDACTED] husband Robert [REDACTED]. Officer Johnson recently received a thank you note from Robert, thanking her for sitting with him and comforting him. Officer Johnson called him to thank him for the note, and found that he was very emotionally upset. Officer Johnson then went to his residence to check on him. She brought Officer Crawford with her and they brought him a coffee. Hattie truly has a caring nature and she brings that out in other officers. Even though it was not part of normal expected police duties, Officer Johnson's actions were greatly appreciated by Robert [REDACTED].

Respectfully submitted,

Sergeant Elizabeth Turner

Hattie,

I wanted to thank
you for sitting with me
at the start of this nightmare
I find myself in. It was
very comforting. I found
you to have a caring nature.

thanks again

Bob

8. ACKNOWLEDGMENT OF EMPLOYEE:

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EMPLOYEE SIGNATURE:

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DATE: 12/25/21



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To: Captain Jason Thomas
From: Sergeant Elizabeth Turner
Re: Officer Doug Crawford

December 15, 2021

Captain Thomas,

Recently, our Department handled an accident, which resulted in the death of [REDACTED]. As part of that investigation, Officer Johnson had contact with [REDACTED] husband Robert [REDACTED]. Officer Johnson recently received a thank you note from Robert, thanking her for sitting with him and comforting him. Officer Johnson called him to thank him for the note, and found that he was very emotionally upset. Officer Johnson then went to his residence to check on him. Officer Crawford went with her and he bought Mr. [REDACTED] a coffee. The actions of Officer Crawford and Officer Johnson were extremely kind and I would like to formally recognize them.

Respectfully submitted,

Sergeant Elizabeth Turner

RECORD #	ROCHESTER POLICE DEPARTMENT	PERSONNEL RECORDS ENTRY FORM
1. <u>EMPLOYEE NAME</u> : Ofc. Kyle Danie		DATE: 12/23/21 TIME: 1000
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> : SHS Principal Justin Roy sent a letter regarding several officers responding to an incident at the school on 11/18/21. Principal Roy cited the PD's response time was less than a minute, and noted "...the rapid, efficient, and impressive response certainly stands out as a shining moment for RPD."		
4. <u>ACTION TAKEN BY SUPERVISOR</u> : See below. SIGNATURE: <u>N/A</u> DATE:		
5. <u>COMMENTS/RECOMMENDATIONS OF PATROL COMMANDER</u> : <i>Kyle - Thank you for your quick response and professionalism on this day. Forward to eval file.</i> SIGNATURE: <u><i>Jason Thorne</i></u> DATE: <i>12/23/21</i>		
6. <u>COMMENTS OF DEPUTY CHIEF OF POLICE</u> : <i>Great work</i> SIGNATURE: <u><i>[Signature]</i></u> DATE: <i>12-27-21</i>		
7. <u>COMMENTS OF CHIEF OF POLICE</u> : <i>Nice work Kyle!</i> SIGNATURE: <u><i>[Signature]</i></u> DATE: <i>12-28-21</i>		
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><i>[Signature]</i></u> DATE: <i>12/29/2021</i>		



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and
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Jeanne Civiello
Special Ed. Coordinator

Joanne Houston
Dean of Students

December 1, 2021

Chief Paul Toussaint
City of Rochester
28 Wakefield Street
Rochester, NH 03867

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DEC 08 2021
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While this incident is certainly a reminder of what could happen in our school, it also highlights how prepared and well trained the Rochester Police Department is at responding to immediate threats. I have been at Spaulding for nine years and have always enjoyed a professional working relationship in all of my interactions, but on this occasion, the rapid, efficient, and impressive response certainly stands out as a shining moment for the Rochester Police department.

I want to personally acknowledge and thank the following officers who responded.

Andrew Jackson
Frank Porfido
Kyle Danie
Brandon Kimbrough
Sgt. Michael Miehle
Dwayne Hatch
Lt. Anthony Bossi
Cpt. Jason Thomas
Cpt. Todd Pinkham

Please extend my appreciation to these officers.


Justin Roy
Principal
Spaulding High School



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Justin Roy
Principal
Spaulding High School

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1. <u>EMPLOYEE NAME</u> : Ofc. Frank Porfido		DATE: 12/23/21 TIME: 1000
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		
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4. <u>ACTION TAKEN BY SUPERVISOR</u> : See below. SIGNATURE: <u>N/A</u> DATE:		
5. <u>COMMENTS/RECOMMENDATIONS OF PATROL COMMANDER</u> : <i>Frank - Thank you for your professionalism and quick response this day - Forward to eval file.</i> SIGNATURE: <u><i>Justin Thomas</i></u> DATE: <u>12/23/21</u>		
6. <u>COMMENTS OF DEPUTY CHIEF OF POLICE</u> : <i>Great work</i> SIGNATURE: <u><i>[Signature]</i></u> DATE: <u>12-23-21</u>		
7. <u>COMMENTS OF CHIEF OF POLICE</u> : <i>Nice work Frank!</i> SIGNATURE: <u><i>[Signature]</i></u> DATE: <u>12-28-21</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><i>[Signature]</i></u> DATE: <u>12/28/21</u>		



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Justin Roy
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1. <u>EMPLOYEE NAME</u> : Lt. Anthony Bossi		DATE: 12/23/21 TIME: 1000
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		
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4. <u>ACTION TAKEN BY SUPERVISOR</u> : See below. SIGNATURE: <u>N/A</u> DATE:		
5. <u>COMMENTS/RECOMMENDATIONS OF PATROL COMMANDER</u> : <i>Tony - Thank you for your response and professionalism this dat! Forward to eval file.</i> SIGNATURE: <u><i>[Signature]</i></u> DATE: <u>12/23/21</u>		
6. <u>COMMENTS OF DEPUTY CHIEF OF POLICE</u> : <u>Great work</u> SIGNATURE: <u><i>[Signature]</i></u> DATE: <u>12-27-21</u>		
7. <u>COMMENTS OF CHIEF OF POLICE</u> : <i>Nice work Tony!</i> SIGNATURE: <u><i>[Signature]</i></u> DATE: <u>12-28-21</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><i>[Signature]</i></u> DATE: <u>28 Dec 21</u>		



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Justin Roy
Principal
Spaulding High School

RECORD #	ROCHESTER POLICE DEPARTMENT	PERSONNEL RECORDS ENTRY FORM
1. <u>EMPLOYEE NAME</u> : Capt. Todd Pinkham	DATE: 12/23/21 TIME: 1000	
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		
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4. <u>ACTION TAKEN BY SUPERVISOR</u> : See below. SIGNATURE: <u>N/A</u> DATE:		
5. <u>COMMENTS/RECOMMENDATIONS OF PATROL COMMANDER</u> : <i>Todd - Thank you for helping & assisting Patrol this day!!</i> SIGNATURE: <u><i>Juan Thomas</i></u> DATE: <i>12/23/21</i>		
6. <u>COMMENTS OF DEPUTY CHIEF OF POLICE</u> : <i>Great work. Copy to eval file & commission</i> SIGNATURE: <u><i>[Signature]</i></u> DATE: <i>12-27-21</i>		
7. <u>COMMENTS OF CHIEF OF POLICE</u> : <i>Nice work Todd!</i> SIGNATURE: <u><i>[Signature]</i></u> DATE: <i>12-28-21</i>		
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><i>[Signature]</i></u> DATE: <i>12/28/21</i>		



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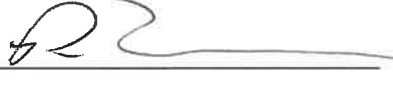

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1. <u>EMPLOYEE NAME</u> : Capt. Jason Thomas		DATE: 12/23/21 TIME: 1000
2. <u>TYPE OF ENTRY</u> <input type="checkbox"/> RECOMMENDATION <input type="checkbox"/> COUNSELING <input type="checkbox"/> TRAINING INTERVIEW <input type="checkbox"/> DISCIPLINARY <input type="checkbox"/> EVALUATION/FOLLOW UP <input checked="" type="checkbox"/> OTHER		
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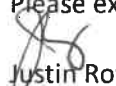
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