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ROCHESTER, NH POLICE COMMISSION

AGENDA

March 2, 2022 7:00 P.M.

CITY HALL COUNCIL CHAMBERS

1. CALL TO ORDER

- A. Pledge
- B. Opening Prayer
- C. Roll Call by the Clerk

2. PUBLIC COMMENT

3. ACCEPTANCE OF MINUTES:

- A. February 2, 2022

4. OLD AND UNFINISHED BUSINESS:

- A. Any Old Business before the Commission

5. NEW BUSINESS:

- A. Awards and Recognitions
 - 1. Support Person of the Year – Tiffany Pearce; Communications
 - 2. Officer of the Year – Officer Brendan Colson
 - 3. Chief Blair Memorial Award – Officer Hattie Johnson
- B. Year End Reports 2021
- C. Monthly Reports
 - 1). Operations
 - 2.) Administration
- D. Other

6. CORRESPONDENCE:

- A. Sgt. Benjamin is recognized for selection to the CHaD Battle of the Badges Hockey Championship.
- B. Sgt. Benjamin is recognized for work ethic, team work, management and leadership during a significant weather event.
- C. Off. Colson is recognized b a citizen as a kind-hearted person who goes above and beyond requirements.
- D. Off. Burrell and Off. Porfido are recognized by a citizen for being honest and nice public servants.
- E. Dept Members including Off. Bilodeau and Sgt. Benjamin are thanked by DPW for assistance during a water main break

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

Derek J. Peters, Commissioner
David R. Stevens, Commissioner
David E. Winship, Jr. Commissioner

MINUTES OF THE POLICE COMMISSION MEETING

The Rochester Police Commission held their regular monthly meeting on Wednesday, February 2, 2022 at 7:00 P.M. in City Hall, Council Chambers. Participants in this meeting: Comm. Peters (by remote), Comm. Stevens, Comm. Winship, Chief Boudreau, Dep. Chief Thomas, Capt. Swanberry, 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 Stevens and Commissioner Peters present.

2. PUBLIC COMMENT: No public comment.

3. ACCEPTANCE OF MINUTES:

A. January 5, 2022 regular meeting.

Comm. Peters MOVED to accept the minutes of the January 5, 2022 meeting. Comm. Winship SECONDED the motion. The motion to accept the minutes as presented PASSED by roll call vote. Comm. Winship-yes, Comm. Stevens-yes, Comm. Peters-yes.

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

5. NEW BUSINESS: Chief Boudreau thanked all family and friends and department members for coming out tonight. It is always an exciting time to swear in new officers.

A. Oath of Office –

1. Officer Zachary Wilson is a local resident. He's a 2016 graduate of Marshwood High in South Berwick. After high school he enlisted in the Coast Guard where he served in a full time capacity until 2021. He is now a reserve officer with the Coast Guard. During his enlistment he received many awards and commendations. Two that stand out are the humanitarian service medal and national defense service medal.

The humanitarian service award is something we would look for in a police officer to be involved with the community and look out for our fellow citizens. Zachary is currently enrolled in a criminal justice degree program at Southern NH University.

Zach made it through a rigorous hiring process, and at the last second the Police Academy opened up another Academy to be held simultaneously with the one that began in January and they had extra slots if we had a person to fill it. So we reached out to Zach who reported the next day to the PT test at the Academy. He passed that test and is heading off to the Academy next week.

2. K9 Ripley. Chief Boudreau had Officer Hatch and K9 partner Ripley come up. He said it has been several years since we have done this. Officer MacKenzie retired with his K9 partners last year and we had to choose another K9 officer. This is a highly sought after position that comes with a great deal of responsibility in training and caring for the dog, and the dog lives with the officer at his home. Our thanks to the Hatch family for being part of this journey.

We introduce our newest K9, Ripley. She is an 8-month old Sable German Shepherd. We acquired her from a breeder in New York who supplies Shepherds to police departments in New England. Officer Hatch and Ripley are training, and attend the Working Dog Foundation training weekly. They are working toward certification for obedience, evidence detection and tracking.

Executive Secretary Becky Warburton administered the oath of office to Officer Wilson and K9 Ripley.

A ten minute recess was called. Back in session at 7:24 P.M.

B. Accept Resignation – Officer Joseph Rousseau

Comm. Peters MOVED to accept the resignation, with regret, thanking him for his years of service. Comm. Winship SECONDED the motion. The motion PASSED unanimously.

C. Award Education Incentive – Sgt. Elizabeth Turner. Sgt. Turner recently completed her Master's Degree at UNH and is eligible for the education incentive.

Comm. Peters MOVED to accept the transcript and award the education incentive for a master's degree to Sgt. Turner. Comm. Winship SECONDED the motion. The motion PASSED unanimously.

D. Policy Update Policy 61.4.1 Traffic, Towing of Vehicles: First Reading.

Comm. Winship recused himself from this discussion citing a potential for conflict of interest.

Comm. Peters MOVED to place Policy 61.4.1 Traffic, Towing of Vehicles into a first reading. Comm. Stevens SECONDED the motion. The motion PASSED 2-0, with Comm. Winship recused. Open for discussion.

Comm. Peters asked for the Chief to provide some background surrounding the change.

Chief Boudreau stated that following a discussion with the DPW Director Peter Nourse there have been issues with people parking in violation of the winter parking ban. This is causing issues for snow removal throughout the city and creating hazardous conditions. The recent ice storm there were 50 vehicles in violation.

We had in our policy to try and call and find the owners to move the cars, and if we can't locate them we would call for a tow. This practice hinders snow removal operations, which led us to create a new paragraph in the policy to specifically deal with winter ban.

The policy follows the RSA that doesn't require any notice and now reads:

“Any vehicle found to be in violation of the Winter Parking Ban should be ticketed for any such violation. If any such vehicle, in violation of the Winter Parking Ban is deemed by public works personnel to be a hazard for snow plowing/snow removal operations, the vehicle should be towed without delay in order to not hinder public works operations.”

Comm. Stevens said so far this year we have had people in violation. When people park on a lot of our inner city streets, these are narrow streets and could delay getting an emergency vehicle down them, where a delay could put people in harm's way.

Chief Boudreau said if we are removing a vehicle for other than hazardous reasons and not during winter ban, we would try and find the operator for removal. But during a winter ban this affects our manpower and also delays DPW operations. Further it effectively delays other calls for service.

Comm. Peters concurred with the Chief that we need to make changes and this is the most appropriate way of doing it.

Chief Boudreau said that he has been in constant contact with DPW about making this recommendation. He has discussed it with the City Manager, and he believes that Director Nourse plans to bring this up with the Council Public Works committee.

Comm. Peters MOVED to suspend the rules and place Policy 61.4.1 Traffic, Towing of Vehicles into a second reading by title only, for adoption. Comm. Stevens SECONDED the motion. The motion PASSED 2-0, with Comm. Winship recused.

The motion to adopt Policy 61.4.1 Traffic, Towing of Vehicles as updated, PASSED 2 – 0, Comm. Peters and Comm. Stevens in favor, and Comm. Winship recused.

E. Monthly Reports

1). Operations. Captain Swanberry reported that RUN meetings remain on hold due to the ongoing pandemic. On the support side there were 19 cases sent up to investigations. There are 73 cases assigned. There were two detective callouts. There were nine backgrounds and 4 polygraphs.

Captain Pinkham, Sgt. Benjamin and Nicole Rodler all met with staff from the Sanford, Maine PD regarding homeless outreach resources.

COMPSTAT: Traffic stops have been lower than we would like to see, but that is attributed to staffing. There was one fatal accident this reporting period. Property crime is down significantly, and violent crime is down 28% for the year. Drug overdoses are down slightly for the month, but have increased year to date.

Comm. Stevens commented that property crimes being down 32% for the year and violent crimes being down 28% for the year are two big numbers on a good side.

Chief Boudreau said if you look at the three-year average it has trended down. Being faced with staffing challenges the past couple of years everyone is working extremely hard covering calls, being as proactive and visible in the community as we can. These numbers are a tribute to the hard work they are doing.

COMMUNITY ENGAGEMENT OFFICER/PROBLEM ORIENTED POLICING UNIT: The CEO and POP units have been temporarily reassigned for patrol staffing.

COMMUNICATIONS: The communications center has four candidates in the background process for current vacancies.

K9: Officer Hatch and K9 Ripley continue their training weekly toward certification.

OTHER: Comm. Stevens asked if there is a target date for the SRO to be back in the elementary schools.

Chief Boudreau said there is not a target date. Based on our staffing, if we had guess, it probably will not be this school year. More likely it will be in the fall.

Chief Boudreau said when we talk staffing the investigations bureau and POP are ones that I want to work toward so that we can get cases out of patrol faster. We have many cases that start with patrol officers that are time consuming and require follow up. If they are working on a complex case doing follow up in the building then they are not out on the street. We have to find a balance.

Comm. Peters said if we increase investigations by one or two it would free up manpower in patrol.

Chief Boudreau said Det. Rousseau's resignation this month was unexpected. We have selected someone to move over, but we are still down two in Detectives. We just haven't been able to get staffed to fill those. Then potentially we would like to add a third as staffing allows. We have three currently in FTO so as they are released we can look to moving people into investigations. But, when you put someone there, you are pulling from patrol.

2.) Administration. Dep. Chief Thomas advised that the new Animal Control truck was picked up this month. It is set to go to our vendor for installing the cap and other equipment. Two of the three cruisers have also arrived. They are being painted and then will go to the vendor for equipment installation. We are still waiting for the third cruiser.

Chief Boudreau provided an update on the body camera project noting that the finance committee approved the request to use WatchGuard without requiring a formal bid. WatchGuard is our current in car cameras vendor. The Council then gave unanimous support. We will be starting that process, getting the vendor representative in.

As the Commission is aware last fall Commissioner Stanley asked us to follow up on the fund created at the state to support agencies starting these programs. While this was supposed to be ready 6 months ago, they just released the information, today, on how to apply for the money. We are currently reviewing it.

Chief Boudreau said “I was a bit discouraged at first. The grant cannot supplant local funding. We started our project and partial funding has been allocated for it. I talked to the grant office today letting them know I don’t have the full funding. I do have almost the first three years. She said to apply.” There is a 50% match of up to \$50,000 per agency. The pool is not very large for all the agencies in the State and I suspect there will be a lot of competition for these funds. It is my intent to make a request to the City Manager to move this grant application approval forward.

Chief Boudreau continued stating we had \$150,000 budgeted based on the cost estimate where manufacturers had heavy upfront costs, and annual maintenance costs. Now it is a lesser upfront cost and a five year subscription model. We will buy 60 cameras. The storage is about \$48-50,000 annually.

Chief Boudreau said the cameras will be under warranty and if damaged it will be fixed or replaced.

Dep. Chief Thomas advised that we completed the budget building process within the deadline. We meet with the City Manager next week on our submission.

Comm. Peters asked that the Commission receives copies of our submission.

Dep. Chief Thomas advised that in training and hiring Officer Gleason completed field training and was released to solo patrol. The recruits who graduated the academy in December are moving into phase two of field training. We are targeting a mid-March release to solo patrol. We have four recruits heading off to the Academy on February 7th.

Dep. Chief Thomas said that the three candidates interviewed by the Commission the backgrounds are underway. One of the candidates background is complete, with a recommendation to hire.

Comm. Stevens commented that Sgt. Cost is working hard to bring good candidates before the Commission. It is a long process but pays off in the end.

Dep. Chief Thomas said that he has a couple more processes scheduled. One on February 28 and again on March 7.

Chief Boudreau added that we have been very aggressive with our advertising. Indeed has been our best recruiter for finding candidates at this point.

Comm. Peters said that we have a standard. We are looking for the right person to fit our organization. Not only fit, but to make it through training and stay with the City. We have put time and money into each individual we hire.

Comm. Peters said that he was approached by a commissioner to look at setting up a scholarship. He will report back on this at the April meeting if this is something that this Commission wants to look at supporting.

6. CORRESPONDENCE:

The following correspondence was received this period: Off. Gantert is thanked by a community member for his professionalism at an accident scene. Off. Robinson is recognized as a “credit to his profession” by a citizen thankful for his assistance. ACO Paradis is recognized by Granite State Dog Recovery for advice, teamwork and efforts in successfully trapping a dog missing for six days. Several Department members are recognized for work ethic, team work, leadership and professionalism, including: Off. Alexander, Off. Bibeau, Lt. Bossi, Specialist Bowley, Off. Danie, Supervisor Devine, Off. Gleason, Off. Hatch, Off. Kimbrough, Capt. Pinkham, Off. Porfido, Off. Seager, Capt. Swanberry and Dep. Chief Thomas. Det. Rousseau is thanked by the Town of Newfield for assisting with a polygraph during a hiring process. Off. Bilodeau when responding to a call for service noted the walkway was icy and used ice melt to prevent anyone from slipping. ACO Paradis is thanked for a quick response and capture for two loose dogs in extreme cold weather conditions.

Comm. Stevens commented it makes me feel good to see everyone stepping up to get the job done and to keep the city safe. It is a testament of leadership that command staff and senior leadership pitched in to help. There was no “it’s not my job.” That is remarkable and people need to know we do what we have to to keep people safe, and respond to the needs of the citizens.

The letter for Officer Bilodeau is another example if you see something unsafe you address it. He took the time to make sure no one would fall. He didn’t have to do it, but he did and that makes a difference. These letters are a testament to how we perform every day. I’m very proud of that.

Comm. Peters echoed those statements.

7. INFORMATION: None

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

Commissioner Peters MOVED to enter a nonpublic session at 7:53 P.M. pursuant to RSA 91-A: 3, paragraph II, section A (personnel) and section E (legal). Comm. Winship SECONDED the motion. The motion PASSED by roll call vote Comm. Winship – yes, Comm. Stevens – yes, Comm. Peters – yes.

The non-public session closed at 9:00 P.M. on a MOTION by Comm. Peters. Comm. Stevens SECONDED the motion. The motion PASSED by roll call vote Comm. Winship – yes, Comm. Stevens – yes, Comm. Peters – yes.

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

9. MISCELLANEOUS:

Comm. Peters MOVED to accept the evaluations and merit track advancements as presented for Officer Bilodeau (track 3). Captain Pinkham (3.75%), Lieutenant Aucoin (3.85%), Lieutenant Bossi (3.75%), Lieutenant Gould (3.75%), Sgt. Deluca (3.46%) and Sgt. Cost (3.6%), and the evaluations of Officer Gantert, Officer Kimbrough and Officer Murphy (all top of grade). Comm. Winship SECONDED the motion. The motion PASSED by roll call vote Comm. Winship – yes, Comm. Stevens – yes, Comm. Peters – yes.

10. ADJOURNMENT:

Comm. Stevens MOVED to adjourn. SECOND by Comm. Winship at 9:01 P.M.

Respectfully Submitted

Rebecca J. Warburton
Secretary

APPROVED BY COMMISSION:

POLICE OFFICER OF THE YEAR

Officer Brendan Colson

SUPPORT PERSON OF THE YEAR

Communications Specialist Tiffany Pearce

CHIEF THEODORE BLAIR MEMORIAL AWARD

Officer Hattie Johnson

NOMINATIONS
CIVILIAN SUPPORT
OF THE YEAR
2021

Becky Warburton

From: Nicole Rodler
Sent: Tuesday, February 15, 2022 10:24 AM
To: Becky Warburton
Subject: RE: Annual Award Nominations - Due 2/17/2022

B. Civilian Support Employee of the Year. This award is available to any employee in the Civilian Support Division and is intended to honor the employee who has consistently given superior effort in his/her day to day work performance.

I would like to nominate Tiffany Pearce as she has demonstrated all the nomination criteria over the years of her service to our Dispatch Center, our Dept and her colleagues! Tiffany has been seen going above what is expected to aid her team and has maintained optimism in times of great stress within her team! Tiffany has been acknowledged by our community in her empathy and her resourcefulness and has been a crucial member of the team in times when truly a balanced head has been needed! She is someone you can count on and provides professionalism when things are chaotic! A true leader by example and a true teammate in all she does!

Tiffany Pearce
Communications Specialist
Rochester Emergency Communications Center
23 Wakefield Street
Rochester, NH 03867
603-330-7128

February 14, 2022

Chief Gary Boudreau
Rochester Police Department
23 Wakefield Street
Rochester, NH 03867

RE: Civilian Support Employee of the Year

To whom it may concern,

Please accept this letter as my nomination for Civilian Support Employee of the year. My nomination has brought a certain kind of light that our team did not even know we were missing.

Coming to us from the communications world, my nomination jumped in feet first when she started with us March of 2020. Not only did she start right at the beginning of the pandemic, but also at a time when three of our own dispatchers were about to have babies, leaving the center short staffed for six to eight weeks. She was still eager to learn and pushed her way through our training program knowing that what our center needed most was another person on the desk.

After being released from training, she started working on midnights. Always coming in early to ensure she relieved her co-workers from a long shift and working an extensive amount of overtime to help out as much as possible. Over 200 hours of overtime to be exact.

Leaving little notes for her co-workers, little gifts for communications week and putting positive notes or funny dad jokes on the board are definitely some notable and notorious things this nomination is known for.

When she is not working crazy hours, she spends her time playing softball and enjoys time spent with her three daughters and granddaughter.

With that, please accept my nomination for Communication Specialist Heather Stevens Civilian Support Employee of the year. Becoming a new member of our team and creating such a pleasurable working environment over the past year has not gone unnoticed and is well deserving of this award.

Thank you for your consideration in the matter,

Tiffany Pearce
Communications Specialist



PAUL R. TOUSSAINT
Chief of Police

ROCHESTER POLICE DEPARTMENT

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POLICE COMMISSION

DEREK J. PETERS
Chairman
DAVID R. STEVENS
Vice Chairman
LISA M. STANLEY
Commissioner



Date: February 17, 2022
From: Keri Devine, Communications Supervisor
To: Rebecca Warbuton, Chief's Secretary

Re: Civilian Person of the Year 2021

I would like to extend my recommendation for Civilian Person of the Year 2021 to Heather Stevens.

Although Heather has only been with us for two years as a Communications Specialist, she has shown tremendous potential and grown as a dispatcher. She is a natural born leader within our Center and is a constant at boosting morale on the midnight shift. During her first year, she was a call taker on a homicide call and other various priority calls for service. Heather received accolades from the patrol supervisor that her voice is calming both on the radio and on the phone with the public.

The most noteworthy attribute Heather has is that she is a constant Team Player. She is a committed and dedicated member of our Center and this department. Heather was hired at the beginning and the height of the pandemic. She was hired in March of 2020 at the beginning of the COVID pandemic. She was forced to be secluded to our Center therefore really never met any of the patrolman or command staff for over a year after working here. She was forced to "meet" people over the phone and radio and establish a rapport with them electronically. Once Heather was released from training she ran with the overtime and never looked back. Heather has exceeded the expectations of being a loyal and dedicated employee, on average to help cover shifts during the pandemic and staffing shortages, Heather has worked an average of 10-15 hours a week of overtime. Often working back to back doubles to help cover shifts, all while working midnights the least desired shift to work. For this fiscal year to date (July 2021 to present), Heather has over 200 hours of overtime. Just when you think Heather is done, she constantly asks "what else can I do to help"?

February 17, 2022

Heather Stevens – Civilian Support Person of the Year 2021

Page 2

Heather has gone out of her way to bring morale up within the Center, she gets along with all of her colleagues and is neutral in conflict situations within the workplace. She is effective and efficient at her job wherein often times I am later notified of how clear and concise she is with her radio and phone transmissions. She is confident in her dispatch capabilities and if she isn't, she doesn't hesitate to ask for guidance. During our friendly dispatch competitions, Heather is quick to encourage the Center to get involved and often including the officers to partake.

Although Heather has only been here a short time, she shows tremendous dedication and commitment to the job and I only see many more nominations for Civilian of the Year in her future.

Keri Devine

**NOMINATIONS POLICE
OFFICER OF THE YEAR
2021**



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GARY M. BOUDREAU
Chief of Police

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Chairman
DAVID R. STEVENS
Vice-Chairman
DAVID E. WINSHIP, JR.
Commissioner



To Whom It May Concern,

I am pleased to nominate Officer Brendan Colson for the Police Officer of the Year Award. Officer Colson has been employed with the Rochester Police Department for just two years. During this short time, Officer Colson has demonstrated that he is dedicated to the Officers and the goals of this department.

Officer Colson is a high spirited and genuine person. Officer Colson has a great rapport with the public and the staff here at the Rochester Police Department. Officer Colson only being here for just two years has shown that he has a great understanding of the job and always completes thorough and well-done case work and has been praised by the legal team and prosecution for his cases.

Officer Colson, only having two years on the job, has learned quite a lot. Officer Colson seeks knowledge and demonstrates what he has learned day in and day out. This has led him to be consistently on the top in respect to arrests and drug seizures. Seeing what Officer Colson has been able to do in such a short period of time within the department is a testament to what he will do in the future.

Officer Colson presents a professional image on and off the job. Officer Colson represents what this department stands for when it comes to community policing and presenting the very best that we can be.

For the reasons above, Officer Colson illustrates the term, "Police Professional" and should be recognized by receiving the 2021 Police Officer of the Year Award.

Respectfully,

Sergeant William Robinson
Rochester Police Department
23 Wakefield Street
Rochester NH 03867
603-330-7127

Tiffany Pearce
Communications Specialist
Rochester Emergency Communications Center
23 Wakefield Street
Rochester, NH 03867
603-330-7128

February 14, 2022

Chief Gary Boudreau
Rochester Police Department
23 Wakefield Street
Rochester, NH 03867

RE: Officer of the Year

To whom it may concern,

Please accept this letter as my nomination for officer of the year. This year I found it difficult to pick just one person for this award as a few definitely came to mind. I believe that my nominee has gone above and beyond their duties, exceeding the criteria for this nomination.

A few years ago I recall being in morning briefing and there was a mention about new hires and start dates. It was noted that one, a female, would be coming to us and she was a sharp shooter. Really that's all I remember because I was so in awe with how cool that was. A real life, well I can't say what I did say because it wouldn't be appropriate.

When I finally got to meet this woman, I was drawn to her southern like accent and her very cheerful personality. There was just something about her smile that would get you out of whatever sour mood you were in, whatever stressful call you just handled, she would just make you laugh right back with her. She reminded you to be like a duck feather, let it roll right off your back.

The longer I worked with her, I learned so much more about her. An amazing mom, one that I would aspire to be. A great sister and a one in a kind type of friend. A hard worker and fearless (most of the time, unless it is a creepy bug in the stairwell, then all bets are off). An all-around top of notch person that is willing to help others when needed, but never asks for help herself.

I could continue on about how genuinely lucky we are to have her at our agency, but I won't. With that, please accept my nomination for Officer Hattie Johnson as 2021 Officer of the Year. It is well deserved and an honor to have nominated her for this award.

Thank you for your consideration in the matter,

Tiffany Pearce
Communications Specialist

Becky Warburton

From: Nicole Rodler
Sent: Tuesday, February 15, 2022 10:24 AM
To: Becky Warburton
Subject: RE: Annual Award Nominations - Due 2/17/2022

A). Police Officer of the Year. This award is available to any police officer and is intended to honor the employee who has consistently given superior effort in the performance of his/her duties.

I would like to nominate Officer Hattie Johnson as she demonstrates all these traits and has been an asset to our Dept since her hire!! Her optimism and "motherly" advice on every shift has made a difference that is visible in her interactions with other officers and the public!! Officer Johnson is often seen going above and beyond in her role and always seeking to aid others, provide the best resources for our community and responds positively and quickly to her calls and community needs. She leads even in her role as a true leader, as a cheerleader for her team! Officer Johnson knows how to juggle and balance her personal and work life and never lets her fellow Officers down. I think she exemplifies the nomination criteria and is deserving of this title!!

**NOMINATIONS
BLAIR MEMORIAL
AWARD
2021**

Becky Warburton

From: Nicole Rodler
Sent: Tuesday, February 15, 2022 10:24 AM
To: Becky Warburton
Subject: RE: Annual Award Nominations - Due 2/17/2022

Criteria for the Blair Award

H. Chief Theodore W. Blair Jr. Memorial Award

- (1) Given to that Officer who throughout the year consistently maintains an exceptional level of public service and exemplifies characteristics reminiscent of Chief Blair, including but not necessarily limited to the following (in no specific order):

I would like to nominate Sgt Jake Benjamin, as I have seen him rise to any role he has been assigned and become accepted and truly appreciated within our Dept!! The community has had many faces in the Cmty Policing role over the years, of which each brings a different thought process and purpose to this role—and Sgt Benjamin has too! Sgt Benjamin has shown true compassion and understanding of the community challenges and issues facing our residents in Rochester and brings empathy to all his interactions! He has sought out the knowledge and

resources to make his job and that of the Depts better equipped to handle our calls and engage with the public and those seeking our help. He has attempted despite the many different pulls in various directions to stay focused on each issue that is pressing and in providing the best resource and/or outcomes for those challenges. Sgt Benjamin has shown commitment to the Dept and the community through all his interactions in always keeping the best interest of others at heart and does his best at following through on those commitments. And most significantly Sgt Benjamin leads by example, expecting nothing more of his team or fellow officers than what he is willing to do and accomplish! And seems to always do it with a smile and humor to back it up!

I feel Sgt Benjamin is a great example of this honor!!

Submitted by Nicole Rodler



GARY M. BOUDREAU
Chief of Police

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DAVID E. WINSHIP, JR.
Commissioner



To Whom It May Concern,

I would like to nominate Officer Hattie Johnson for the Chief Theodore W. Blair Jr. Memorial Award. Officer Johnson throughout her time at the Rochester Police Department has consistently maintained an exceptional level of public service.

Although I had not the pleasure to meet Chief Blair, I believe Officer Johnson has the same qualities described. Officer Johnson provides a strong commitment to both the department and the citizens she assists. Officer Johnson is always looking for the best possible outcome and prides herself on how she can best assist families in their time of need. Officer Johnson is compassionate, respectful and maintains a positive outlook despite the situation. Officer Johnson has been recognized by numerous citizens for her relations with the public. Officer Johnson also works with the explorers program in educating the youth.

For the reasons above, I gratefully recommend Officer Hattie Johnson for the Chief Blair Memorial Award.

Respectfully,

Sergeant William Robinson
Rochester Police Department
23 Wakefield Street
Rochester NH 03867
603-330-7127

Becky Warburton

From: Elizabeth Turner
Sent: Monday, February 7, 2022 12:50 PM
To: Becky Warburton
Subject: Blair award nomination

Becky,

I'd like to nominate Officer Johnson for the Blair award. In going down the listed criteria, I think Hattie checks every single box. What stands out to me about Hattie is her consistent kindness and compassion that she shows to the community. She is one of the more patient officers I've ever worked with and she always goes the extra mile to help people in need. Hattie is a dedicated officer who represents this Department in a manner that other officers should strive to.

Liz

Sergeant Elizabeth Turner
Rochester Police Department
(603) 330-7128

Becky Warburton

From: Becky Warburton
Sent: Wednesday, February 9, 2022 9:53 AM
To: Eric Bilodeau
Subject: RE: Annual Award Nominations - Due 2/17/2022

Which award my dear. Blair, or Officer of the Year.

Thanks
Becky

Rebecca J. Warburton | Exec. Secretary | Office of the Chief of Police
Rochester Police Dept. | 23 Wakefield Street | Rochester, NH 03867
☎: 603.330.7131 | 📠: 603.330.7159 | ✉: becky.warburton@rochesternh.net

“Be teachable. You’re not always right.”



From: Eric Bilodeau <eric.bilodeau@rochesternh.net>
Sent: Tuesday, February 8, 2022 7:16 PM
To: Becky Warburton <becky.warburton@rochesternh.net>
Subject: RE: Annual Award Nominations - Due 2/17/2022

I nominate Officer Hattie! I’ve seen her work on many investigations where she has won the hearts and minds of both those reporting crimes and those guilty of them. Officer Hattie would be an excellent choice for a recipient of the award. I personally believe she embodies the core ethos and character traits required of such a recipient.

Respectfully, Eric Bilodeau

Sent from [Mail](#) for Windows 10

From: [Becky Warburton](#)
Sent: Monday, February 7, 2022 11:39 AM
To: [Police Dept](#)
Subject: Annual Award Nominations - Due 2/17/2022

With the transition of top command, I’m a bit behind the 8-ball getting this request out to you all. We all know that we have a great group of people that work for this agency, day in and day out. Here is your opportunity to tell it like it is and **nominate your peers for one of the awards below**. I cannot believe we have been issuing the Blair Award for 20 years. Where did the time go?

I am asking for your nominations for the **20th Annual Chief Theodore Blair Memorial Award**; as well as **awards for Employees of the Year (Police Officer & Civilian Support)** You can send a reply via email, or type and submit a nomination. Please give some thought to the nomination. Submitting a name is great; adding justification is better.

See criteria for each below.

Nominations for all are due by Thursday, February 17, 2022 at noon. I’m giving you a tight turn around because, the longer I give you the quicker it drops from your radar.

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Subject: Annual Assessment/ Affirmative Action Plan

By: Chief Gary Boudreau

Date: January 28, 2022

Pursuant to the requirements of SOP 31.2.2, an assessment has been completed of the hiring procedures relating to the Affirmative Action Plan of the Rochester Police Department.

Assessment of the Affirmative Action Plan is done in two ways:

1. Comparison of the demographic makeup of the department compared to the demographic makeup of the city.
2. Comparison of males to females in the department positions.

The information below is pulled from the United States Census Bureau ACS Demographics and Housing estimates for 2019 data profile, 2020 data was not available at the time of this report. The Bureau lists the demographic makeup of the City of Rochester as follows:

Population			
Total Population	30,955		
Race	Population	%	
White	29,170	94.2	
African American	212	.7	
Asian	580	1.9	
American Indian and Alaska Native	18	.1	
Native Hawaiian and Pacific Islander	53	.2	
Other	181	.6	
Identified by two or more	818	2.6	

The population of the City is overwhelmingly white according to the census at 94.2%. The next highest representation are of individuals who identify by two or more races at 2.6%, followed by Asian at 1.9%, and Black or African American at .7%.

When staffing a police department, agencies should strive to mirror the makeup of the community they serve. New Hampshire as a whole according to census statistics is 94.2% white, and most agencies struggle to find interested, qualified candidates who are of a minority origin. The City of Rochester and Police Department are no different. While the department has consistently looked to recruit minority candidates the makeup of the department has historically been overwhelmingly white in its makeup. As the department closes 2021 out of 68 full time and part time sworn police officer positions only 61 of them are currently filled. Of these 61 officers one is of a minority (black or African American) which makes the department's makeup at 98.4% white. During 2021 the department did hire two other candidates who were of a minority, they however were dismissed during their academy training. The department will continue to seek qualified candidates of a minority.

In assessing the comparison of gender distribution in relation to the community makeup there is a greater disparity. Nationally law enforcement has historically been a male dominated field with approximately 13% of certified law enforcement officers being female. Currently the Rochester Police Department employees 7 certified female police officers, which is 10.3% of the current filled positions, this is up from 8.2% in 2020. During 2021 the department hired 2 additional female officers to fill open positions, this follows a national trend of more females entering the law enforcement profession.

If the overall makeup of the department is reviewed to include both certified police officers and civilian staff there is 85 positions budgeted. Currently as of the conclusion of 2020, there were five open and unfilled positions in the budget (three full time officers, one part time officer, and one dispatcher). If we look at the overall percentages for both the above categories for race and sex it changes the results. Overall, we have a minority representation of 1.2% for the department personnel and 27.5% of our employees are females. The majority of the female representation is through support type positions.

2020

TOTAL AGENCY WORKFORCE INFORMATION (funded)		
JOB CATEGORY	TOTAL	PRESENT
SUPERVISORY STAFF	16	19%**
PATROL OFFICERS	52	60%**
CIVILIAN DISPATCHERS	12	14%**
OFFICE/CLERICAL	6	7%**
TOTALS	86*	100%**

*Note: Figures do not include crossing guard personnel

**Note: Rounded totals

During 2021 the Rochester Police Department lost 15 officers, not including 1 who left and returned, for various reasons throughout the year, these range from individuals being dismissed, leaving for another law enforcement agency, leaving law enforcement and retirements. To combat this the department was aggressive in its pursuit of new candidates by holding several hiring processes throughout the year. This resulted in the hiring of 11 replacement officers. In addition there were 7 various civilians who left from various positions, this includes 5 dispatchers.

In review of our 2021, action plan most of the items implemented to the best of our abilities as we still have been dealing with the Covid pandemic.

2022 GOALS

As we move forward, the department should continue to focus on recruiting both the minority and female populations in order to strive to represent the community's makeup. The department should also seek to prepare and promote female candidates for supervisory positions within the department. Both of these goals are consistent with past objectives in policy 31.2.2

2022 ACTION PLAN

1. Active recruitment by the Department outside of the realms of the applicants gleaned from the Great Bay Community College.
 - a. Reach out to community based organizations/groups at local/regional colleges not law enforcement related for potential applicants.
2. Advertise openings outside of the local media and expanding in more regional areas with social media and police internet sites and organizations.
 - a. Continue to recruit on sites such as Indeed, Facebook and Instagram.
 - b. Post open positions on NHMA website, NHPSTC publications, and national law enforcement websites.
3. Ensuring use of women and other minorities for oral board examinations whenever proper and possible.
4. Utilize women in the recruitment process itself at job fairs and other public safety events.
5. Increase female and other minority internships through recruitment with area colleges.
6. Utilize our High School Resource Officers to actively recruit females and minorities in the school for our Explorer Program to expand the interest in law enforcement.
7. Active recruitment of female and minorities at regionalized written exams held at Great Bay Community College and NH Technical Institute by having out Training coordinator assist with the proctoring of exams.

Respectfully,

Gary Boudreau

Chief of Police



Rochester Police Department

Annual Report

2021

Prepared by: Stephen Kerlee
Crime Analyst

Introduction

This report reflects a compilation and analysis of activities of the Rochester Police Department during the year 2021. Specifically, the report looks at data from 2021 and how it compares with 2016 and 2020. The following categories of activities were used to compile this report: Calls for Service, Field Activities, Proactive Activity, Property Crimes, Violent Crimes, and Drug Related Activities. Lastly, the report will compare year 2021 activities and crimes with the previous 10 years using a Threshold Analysis.

The agency continued to adapt to the ongoing COVID 19 crisis throughout the year. There was hope that the pandemic would recede and life would return to “normal” at some point during the year. As the year progressed it became evident that it would take more time to get to “normal”. Throughout the year there was still considerable influence on the agency from the pandemic. Those impacts primarily impacted staffing levels due to exposure and illness. Handling non-serious calls over the phone, which was implemented in an effort to limit the spread of the virus, continued throughout the year.

During the previous year the agency implemented an online crime reporting function that allows the public to file an online report instead of meeting with an officer. The system is accessible on the agency website allowing individuals to file a report with the agency. The online reporting system enjoyed successful results throughout the year as over 100 reports were filed in this manner. The reports were reviewed by a supervisor and in some cases forwarded to an officer for further investigation.

In 2020 the agency formed and implemented a Problem Oriented Policing Team (POP). The team was comprised of 1 Sergeant, 2 Officers, and assistance from the Community Engagement Officer. The main function of the team was to identify long-term, specific crime and disorder problems and develop effective response strategies. The team was organized and became active in March of that year, just in time for the COVID 19 crisis. As can be expected, the team started off slowly, but as the year moved forward so did the team in a limited role. Throughout the 2021 year, the team was been busy working in this capacity and had met with success until they were tasked with assistance the Patrol Division due to staffing shortages.

Throughout 2021 the agency was challenged with staffing issues. It is important to understand that law enforcement agencies across the country were faced with staffing shortages and reduced levels of officers to patrol the streets. Aggressive recruiting efforts were undertaken throughout the year, and several candidates were selected and began their training. At the same time, the agency lost trained individuals who retired, left law enforcement all together, or went to other agencies. As a result of shrinking staffing levels, members of the POP unit were tasked with rotating between their regular POP duties and filling in on patrol shifts. As the year progressed, the team was temporarily reassigned to patrol duties to assist where staffing levels had dropped. With the reintegration of POP team members into the regular uniformed patrol schedule, the agency was able to maintain minimum staffing levels on the street. The work the POP team had been doing was impacted as a result of these changes and will be discussed later in this report.

Calls for Service

Calls for service are divided into two major categories: Requests for Service and Officer Initiated Calls for Service. Requests for Service generally come from the public and are classified into 3

categories depending on severity: Priority 1(P1), Priority 2(P2), Priority 3(P3), P1 being the most serious and P3 being the least serious. Due to their serious nature, Priority 1 calls require more than one officer and additional resources. Although not as serious in nature, Priority 2 and 3 calls for service may at times require additional assistance and/or resources. Officer Initiated Calls for service are divided into 2 categories and are typically initiated by the officer. The first category is classified as Proactive Activity and is comprised of: traffic stops, extra patrols, business check etc. The second category is classified as Administrative Duty and comprised of: administrative duty, report writing, in-service training, follow-up investigations etc.

Figure 1 compares the number of calls for service received from the public during years 2016, 2020, and 2021. Overall, the number of calls for service for 2021 appeared to be close to those received in 2016 and a notable decline from 2020 levels. A closer reviews shows the following: Priority 1 calls for service rose slightly between 2016 and 2020 before receding in 2021 back to 2016 levels. Priority 2 calls also rose moderately between 2016 and 2020 before returning to 2016 levels in 2021. Priority 3 call rose slightly between 2016 and 2020. The number of Priority 3 calls for 2021 dropped significantly below 2020 and 2016 levels, appx 11%. Online reporting was available during this time period as well and is surely a contributing factor. Online reports are not counted as calls for service and those reports would be considered priority 2 and 3 calls for service had the caller requested to see an officer.

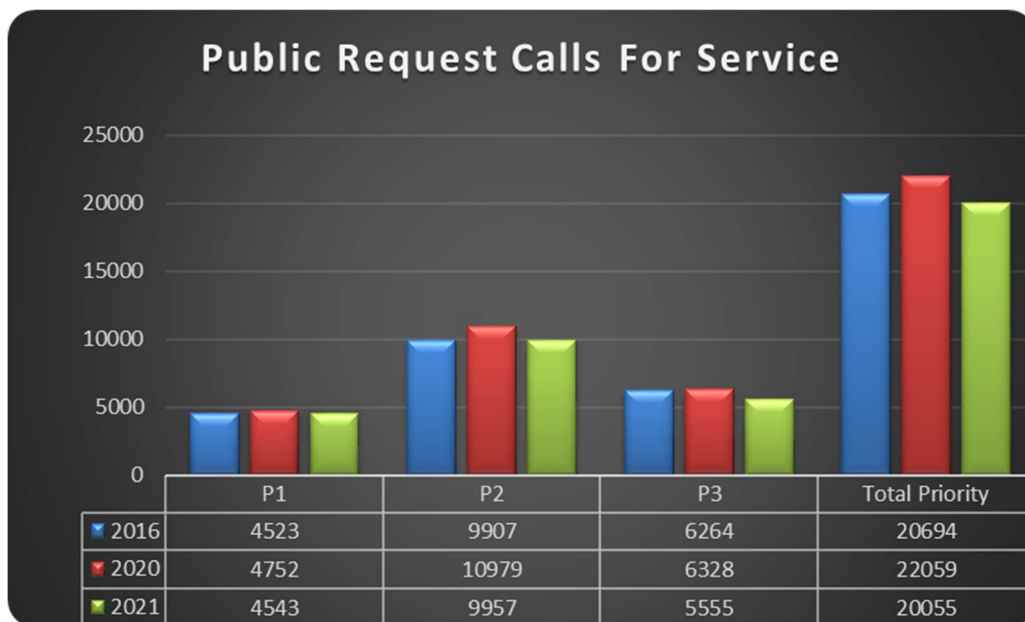


Figure 1

Field Activities

With few exceptions, Field Activities are primarily patrol oriented enforcement duties. Traffic stops are the bulk of Field Activities and the agency has spent time and effort emphasizing the importance of traffic stops. In looking at Traffic Activities from 2016 through 2021, there is a steady downward trend that is evident. In reviewing these

activities it is important to take into account the staffing issues the agency dealt with throughout the past year. **Figure 2** compares Traffic Activities from 2016 through 2021:

FIELD ACTIVITIES								
	2021	2020	% Change	2019	2018	2017	2016	% Change
Traffic Stops	3850	5554	-31%	5447	8055	6667	13394	-71%
Arrests from Stops	164	213	-23%	271	326	265	419	-155%
Summons	237	203	17%	227	490	407	904	-74%
Warnings	3314	4957	-33%	4356	6946	5798	11652	-72%
No Action	96	135	-29%	177	230	174	309	-69%
Accidents	940	1009	-7%	1113	1072	1140	1012	-7%
Summons from ACs	27	14	93%	39	36	31	38	-29%
Arrests from ACs	74	60	23%	58	56	83	66	12%
Field Interviews	100	146	-32%	96	120	161	199	-50%
DWI	77	85	-9%	110	76	97	78	-1%
DWI from ACs	37	37	0%	41	20	33	29	28%

Figure 2

Overall traffic stops during 2021 decreased significantly from 2020. As a result in the decrease in traffic stops, there was a noticeable decrease in overall enforcement action with the exception of Summons' issued which was up slightly from 2020/2021 levels. As stated previously, patrol staffing levels have a direct impact on proactive work, which includes Traffic Activities.

In looking at accidents for 2021, there was a continued a downward trend when compared to 2020 (-7%) and 2019 (-16%). Prior to the pandemic, there was a slight trend upwards in accidents. However, since the pandemic started (2020) there has been a noticeable decrease over the past two years. As 2021 progressed so did the number of vehicles on the road and the numbers of crashes began to increase, but not to the levels in previous years.

DWI arrests showed a 9% decrease between 2021 and 2020. Between 2021 and 2016 there was a 1% decrease in DWI incidents. DWI crashes for 2021 remained consistent with the number of crashes during 2020 (37). Of note is a 28% increase in DWI incidents between 2016 and 2021. The number of DWI crashes in 2021 remains the second highest in 6 years. It was also noted that the year with the highest number of DWI crashes also had one of the highest total crashes during the past 6 years (2019). The number of crashes for 2021 significantly decreased from 2019 however, there was only a slight decrease in the number of DWI crashes for the same period.

Proactive Activity

Proactive Activity and Administrative Duty are captured and tracked by hours spent on that activity instead of number of incidents. Due to the nature of the activity an officer could spend a considerable amount of time on one activity and it would only be tracked as a single incident. This would not give an accurate representation of that type of activity, therefore it is tracked by hours. **Figure 3** compares the work hours devoted in 2016, 2020, and 2021 to these activities.

Officers spent a combined 26% less time in 2021 on proactive and administrative duties when compared to 2020. When compared to 2016 levels, there was a substantial decrease in 2021 (28%) regarding proactive activity. 2021 reflected a 4% increase in administrative activity when compared to 2016. As stated previously in this report, decreased staffing levels had a major impact on the officer's abilities to perform Proactive and Administrative work throughout the year.

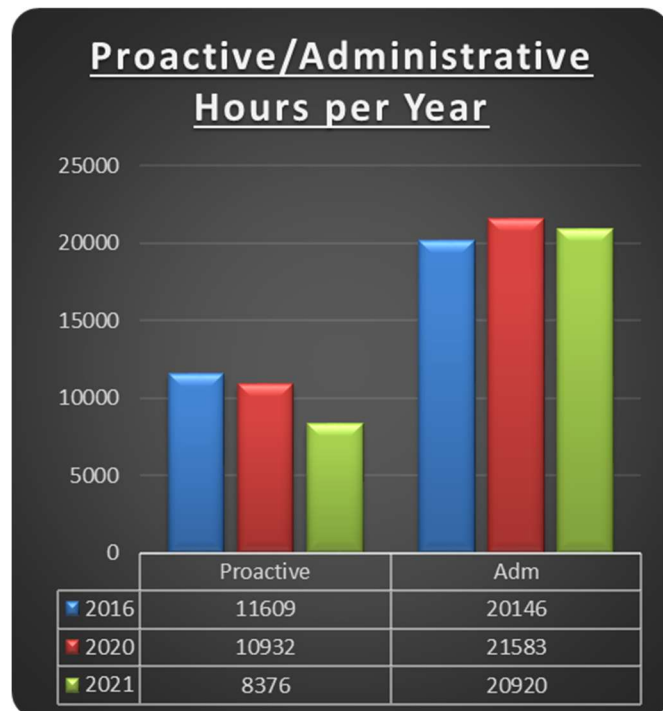


Figure 3

Property Crimes

Property Crimes decreased substantially during 2021 over 2020 (-32%). When comparing 2021 to 2016, there is an even larger decrease of (-41%). **Figure 4** compares property crimes from 2016 through 2021. While the majority of the country saw increases in property and violent crimes, it seems the city was able to avoid those same trends. A quick check with surrounding communities reflects that the entire region saw decreases in crimes as well. While there is speculation as to the cause(s) of the drop in crime, there are no solid theories at this point. To have a definitive answer for the drop in crime there must be analysis of current and future data.

The only property crime category that had an increase from 2020 to 2021 was Burglary, and that increase was minimal, (5%). However, when comparing burglaries between 2021 and 2016 there is a substantial decrease of 54%. A review of Burglary incidents reflect that many cases involve burglary of storage units which create a unique challenge in trying to identify when the crime occurred and who the suspects may be.

2020 saw the highest number of motor vehicle thefts over the last 6 years. On the other hand 2021 saw the lowest number of motor vehicle thefts during the same 6 year period, a 37% decrease from 2020. The high number of motor vehicle thefts during 2020 were attributed to a couple of individuals involved in a series of crimes involving stolen vehicles. The same type of activity did not occur in 2021 and most cases were settled with the victim getting the vehicle back and refusing to go forward with a complaint.

Shoplifting saw a significant increase in 2020 when compared to previous years. However, 2021 cases reflect a 49% decrease from 2020. Two factors that need to be considered when looking at Shoplifting cases are: 1) Store employees continued to assemble “theft packets” and turn them into the police after the incident occurred. What ended up happening in many instances was that a shoplifting incident would occur and the store did not follow up with completing a theft packet. Many times officers were called to the store and asked to issue trespassing letters to the suspect in lieu of filing criminal complaints. 2) The most active store for shoplifting complaints made internal changes that decreased the number of calls the agency received from them regarding shoplifting cases. Arrests for Shoplifting continued to lag slightly from previous years, mainly because the suspects are wearing masks and in many cases the suspects leave before the police are arrive. Identification of suspects continues to be an issue.

Arrest rates for Property Crimes lags slightly behind the previous years for a couple of reasons. With the pandemic still going on and mask mandates in place, perpetrators are using the mask along with clothing items to obscure their appearance. Officers will have to continue to become more creative in an attempt to identify suspects such as through unique clothing identifiers, accessories like backpacks and bicycles etc. It also appears that many suspects/defendants are transient and difficult to locate. There have been numerous incidents in which a suspect has been identified and warrant issued but the officer was not able to locate him/her. With the increasing environment and economic situation it appears this will continue to be a roadblock for the officers.

Property Crimes											
Specific Crimes	2021	2020	% Change	2019	2018	2017	2016	% Change	2021 Closure Rate	2020 Closure Rate	2016 Closure Rate
Shoplifting	149	292	-49%	196	259	269	288	-48%	53%	65%	76%
Theft from M/V	115	122	-6%	236	187	198	124	-7%	2%	2%	5%
All Other Theft	206	317	-35%	363	359	408	440	-53%	7%	11%	18%
M/V Theft	32	51	-37%	34	42	26	36	-11%	22%	10%	22%
Vandalism	301	427	-30%	385	397	427	454	-34%	21%	22%	29%
Burglary	63	60	5%	100	89	117	137	-54%	16%	12%	12%
Total Property	866	1269	-32%	1314	1338	1445	1479	-41%	20%	20%	27%
Property Crime Arrests											
Specific Crimes	2021	2020	% Change	2019	2018	2017	2016	% Change			
Shoplifting	79	189	-58%	203	185	186	219	-64%			
Theft from M/V	2	2	0%	9	7	11	6	-67%			
All Other Theft	14	34	-59%	66	70	85	81	-83%			
M/V Theft	7	5	40%	6	11	6	8	-13%			
Vandalism	62	96	-35%	139	131	123	133	-53%			
Burglary	10	7	43%	19	13	15	16	-38%			
Total Property	174	333	-48%	442	463	426	463	-62%			

Figure 4

Violent Crimes

A quick look at Violent Crimes during 2021 shows a notable decrease of 28% from 2020. While this is good, a couple of categories require further study. Before discussing Rochester, NH incidents, it is important to also understand that violent crime rose considerably in many regions throughout the country during the pandemic that continued through 2021. It appears that with a couple of exceptions, Rochester did not experience the same level of violence as many communities across the country.

Figure 5 compares Violent Crimes over the past 6 years with comparisons from 2016 through 2021:

Violent Crime Incidents											
Specific Crimes	2021	2020	% Change	2019	2018	2017	2016	% Change	2021 Closure Rate	2020 Closure Rate	2016 Closure Rate
Homicide	1	5	-80%	0	2	0	1	0%	100%	60%	100%
Robbery	2	20	-90%	11	16	28	17	-88%	100%	55%	76%
Aggravated Assault	31	30	3%	61	79	79	68	-54%	52%	50%	60%
<i>Domestic Violence</i>	22	14	57%	23	44	29	43	-49%			
Simple Assault	281	384	-27%	387	457	469	538	-48%	52%	47%	49%
<i>Domestic Violence</i>	159	198	-20%	200	246	213	283	-44%			
Total Violent	315	439	-28%	459	598	605	667	-53%	76%	71%	95%
Violent Crime Arrests											
Specific Crimes	2021	2020	% Change	2019	2018	2017	2016	% Change			
Homicide	1	3	-67%	1	0	0	1	0%			
Robbery	2	11	-82%	7	9	10	13	-85%			
Aggravated Assault	16	15	7%	37	48	53	41	-61%			
Simple Assault	146	181	-19%	234	229	216	266	-45%			
Total Violent	165	210	-21%	279	286	279	321	-49%			

Figure 5

During 2021 Rochester experienced a notable decrease in violent crime, specifically a 28% decrease from 2020 and a 53% decrease from 2016. All levels of violent crime experienced decreases in excess of 20% with one exception.

Aggravated Assaults, specifically Domestic Violence related increased 57% when comparing 2021 incidents to 2020. However, when comparing 2021 incidents to 2016 there was a 49% decrease in these incidents. It is important to look at these numbers in context. From 2016 through 2021 the number of DV related Aggravated Assaults fluctuated from a high of 44 in 2018 and a low of 14 in 2020. 2021 saw 22 incidents that were DV related. While it would be good to have that number lower, when comparing 2021 to the previous 6 years, the number of incidents in 2021 was lower than the average for that time.

It is also important to understand that closure rates reflect adult arrests. Incidents involving juveniles are not listed as arrests and therefore impact the closure rate. Another factor regarding closure rates and assaults involves the unwillingness of victims to either identify their attacker or to cooperate with further investigations.

There was 1 Homicide during 2021, the result of a motor vehicle crash where one of the operators was intoxicated. That case resulted in an arrest and is pending court. Also worth

mention is the number of Robberies that occurred during 2021, which numbered 2. This is a significant decrease from previous years and both incidents resulted in arrests. The Robbery incidents this previous year involved drugs in one aspect or another. In one case an individual who was under the influence of drugs began what started as a Shoplifting incident that went terribly bad, inflicting injuries on store personnel in the attempted theft. The other involved an individual who tried to rob another of their illicit drugs and cash in what is commonly referred to as a “drug rip”. Of note during the past year is the absence of convenience store/bank/gas station robberies that the city had responded to in previous years. It is also important to understand that the number of robberies in 2021 was an all-time low and only time will tell to see if that trend continues.

Drug Related Activities

Figure 6 compares the past 6 years regarding drug activities with emphasis on 2021, 2020, and 2016.

Drug Incidents											
Specific Crimes	2021	2020	% Change	2019	2018	2017	2016	% Change	2021 Closure Rate	2020 Closure Rate	2016 Closure Rate
Possession- Drugs	176	185	-5%	150	170	192	204	-14%	36%	50%	91%
Overdoses	105	99	6%	121	146	215	109	-4%			
<i>Fatal</i>	15	16	-6%	22	13	22	19	-21%			
Drug Arrests											
Specific Crimes	2021	2020	% Change	2019	2018	2017	2016	% Change			
Possession- Drugs	63	92	-32%	119	152	177	185	-66%			

Figure 6

Drug possession cases reflected an obvious downward trend from 2016 through 2020 then in 2020 possessions picked up. The POP unit was formed in 2020 and began working on identified problems throughout the city, which included drug possession cases. However, during 2021 the POP unit had its priorities shifted to address staffing issues within the agency. As a result, there was a decline in drug investigations during 2021. Although there was a noticeable decline in drug possession cases in 2021, that does not mean the drug problem has diminished. The agency’s ability to specifically address the drug issue was indirectly impacted during the past year which is why there was a decrease in cases. Regarding arrests for 2021, many of the drug cases identified throughout the year are awaiting test results from the state lab before a warrant is issued or the warrant has been issued and the person cannot be found.

There was a slight increase in Overdoses between 2021 and 2020 (6%). Overdose deaths saw a slight decline during the same period (-6%) When comparing 2021 to 2016, there is a 4% decrease in overdoses and a 21% decrease in overdose deaths. Calculated over the past 6 years the number of overdose deaths for 2021 was just shy of the average. Methamphetamine continues to play a large part in local drug related events. Officers routinely get called to check the well-being of an individual who may be acting irregularly. Many times the person is gone when they arrive or they find the person is under the influence of a drug but the person doesn’t cooperate and the officer cannot legally detain them. The officer is left with offering solutions and outside assistance for addiction issues.

Drug incidents continue to be a large issue for the community and the police department. Much of the crime, disorder, and quality of life issues are a result of drug issues. The agency works with outside local, state, and federal authorities to help address the ongoing problem. Officers try to work with individuals they come into contact with who may have overdosed or are involved with illicit drugs, offering them alternative solutions and organizations that can help them.

Threshold

A threshold analysis was conducted to understand how the total number of specific crimes/activities compares to data over the past 10 years as seen in **Figure 7** below.

Crime	Yearly Average	Normal Range	2021	Activity Level
Accidents	1018	939-1097	940	Normal
Traffic Stops	8100	4952-11249	3850	Moderately Low
DUIs	87	71-103	77	Normal
Robbery	18	9-26	2	Moderately Low
Aggravated Assault	59	40-77	31	Moderately Low
Simple Assault	423	346-500	281	Moderately Low
Burglary	109	76-142	63	Moderately Low
Motor Vehicle Theft	33	24-41	32	Normal
Theft from MV	174	125-222	115	Moderately Low
Vandalism	418	371-465	301	Very Low
Shoplifting	271	204-338	149	Moderately Low
Theft from Building	167	91-242	74	Moderately Low
All Other Larceny	261	138-385	132	Moderately Low
All Other Theft	428	318-537	206	Very Low
Possession	169	123-215	176	Normal
Crime	Yearly Average	Normal Range	Current Year	Activity Level
Violent	504	411-597	315	Very Low
Property	1432	1176-1689	866	Very Low

Figure 7

A Threshold Analysis is a tool that assists agency commanders in understanding crime rates and whether current rates are aligned with the “normal” levels. It is used monthly to help identify potential trends or patterns outside what are considered normal crime rates. Commanders use the data monthly to identify those trends and take steps to address them when necessary. When used here in this annual report, the Threshold Analysis shows crime data for the current year and how it measures with previous years. The Yearly Average represents the average per year over the past 10 years in each crime category. The Normal Range represents the range (low - high) of each category during the same time period. The Current Year represents the current year number for each category, in this case 2021. Lastly the Activity Level is a specific code assigned to current year. The codes range from Very High to Very Low and each category

is color coded. The Activity Level gives a quick visual representation to the viewer of the status of that particular category.

For 2021 most categories are in the Normal, Moderately Low, or Very Low category. In looking at 2021 from a Threshold Analysis perspective it appears that there are no specific categories that require attention beyond the normal levels.

Conclusion

Despite the COVID 19 pandemic and staffing level challenges, the agency has responded in a professional and efficient manner. Faced primarily with staffing challenges, the agency found ways to continue to serve the community in an efficient manner. Although activities such as traffic activities and proactive/administrative activities were impacted, officers were still visible in the community and able to respond to calls for assistance.

Drugs continue to be a problem in the city of Rochester, as they are in the overwhelming majority of American society. The agency worked very hard to address the drug related issues throughout the past year. When possible, they partnered with outside agencies to provide assistance and resources to those that needed them.

Members of the POP unit returned to basic patrol duties during the past year and helped out with the individual shifts. One fact that should not be lost is that those members returned to patrol duties and used the knowledge/connections/experience they gained conducting POP duties and continued to apply them when working their individual shifts. Not only did this help address the crime and drug issues in the community, POP members were able to share their experiences and knowledge with younger, less-experienced officers. There is no doubt that those experiences helped strengthen the capabilities of those officers who benefitted from that assistance. In the end, it strengthens the agency and its ability to serve the public.



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Commissioner

GARY M. BOUDREAU
Chief of Police



January 26, 2021

To: Chief Gary M. Boudreau
From: Captain Todd Pinkham
Re: 2021 CI File Audit

Chief Boudreau,

In review of policy 42.2.7, Confidential Informants and Intelligence Gathering, this memo serves as the 2021 year-end report regarding the intelligence files maintained by the Rochester Police Department.

Section 4, subsection F, outlines a reporting procedure for **Authorized Access Only** files maintained by the Support Services Division Commander. As of this writing there are no **Authorized Access Only** files being maintained by my office.

Section 5, subsection C, outlines a procedure maintained by the Support Services Commander for those individuals suspected in being involved with OC (organized crime). As of this writing there are no files being maintained by my office for those individuals suspected of being involved in OC.

Section 5, subsection F, states that intelligence files will be audited every five years, or as required. There are no files being maintained in this capacity. The next audit (5th year) is scheduled for 2022, but as already noted, we have no files maintained in this capacity.

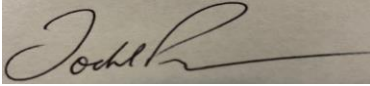
Section 5, subsection G, outlines procedures for purging information from our intelligence files. There was no information purged from our intelligence files in 2021.

Section 9, subsection B, outlines the procedure utilized by the Rochester Police Department in the use of confidential informants (CI) files. In 2021, there were six (6) new cooperating individual signed into the program.

Section 9, subsection C, requires that the Support Services Commander maintain a master file containing the names and assigned numbers for each individual. A CI log is on file with the CI files dating back to 2008. All CI files are maintained in my office with the accompanying log. Each file listed on the log from 2008 is accounted for in the master file.

Section 9, subsection D1, states that the Support Division Commander shall maintain inactive CI files for a period of 6 years. We currently have CI files dating back to 2008. For the years dated 2008 – present, all files are accounted for, and secured within my office.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Todd Pinkham", is written over a light-colored rectangular background.

Captain Todd Pinkham
Support Services Division



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GARY M. BOUDREAU
Chief of Police

February 18, 2022

To: Chief Gary Boudreau
From: Captain Andrew Swanberry
Re: 2021 Year End Report – Crisis Intervention Team

Chief Boudreau,

The Rochester Police Department responded to **411** calls involving mental illness in 2021. This is a decrease from last year; however, it is more consistent with the amount of calls in years past.

There were five (5) completed suicides this year. This is an increase from the past two years, each of which had three (3) completed suicides. The means of the 2021 completed suicides were two (2) by hanging, and three (3) by gunshot.

Type of Call

There is some overlap in the below statistics as an individual may make multiple threats.

245 subjects brought to our local hospital for services.

26 subjects indicated a threat to others.

Mental Health calls without a specific threat of self-harm or harm to others comprise the remaining calls.

Method reported to be used at time of call

Increases and decreases are compared to statistic of prior year incidents.

Edged Weapons	51, increase from 30
Overdose	30, decrease from 41
Firearms	9, decrease from 11
Jumping	0, decrease from 1
Hanging	8, decrease from 9
Drowning	0, same as last year
Traffic	7, decrease from 9

Carbon Monoxide **0, decrease from 1**

Police **0, decrease from 2**

Blunt Object **0, decrease from 3**

Other or unspecified means of causing harm comprise the remaining instances.

Lethal Weapons still present upon arrival

There were twenty (20) cases where weapons were still present upon police arrival. This is an increase from fifteen (15) the previous year.

Training

Justice Assistance Grant (JAG) funds were allocated to certify Rochester officers using the Memphis Model of crisis intervention. Due to Covid-19 restrictions and staffing challenges, this training was delayed and will be completed in 2022.

Respectfully Submitted,



Andrew Swanberry
Captain

EB



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GARY M. BOUDREAU
Chief of Police



January 23, 2022

To: Chief Gary Boudreau
From: Deputy Chief Jason Thomas
Re: 2021 Year End Report – Cruiser Accidents

Chief Boudreau,

In 2021, we had 6 cruiser accidents. Here is a breakdown from the past 8 years:

- 2021 – 6
- 2020 – 3
- 2019 – 6
- 2018 – 6
- 2017 – 4
- 2016 – 8
- 2015 – 13
- 2014 – 6

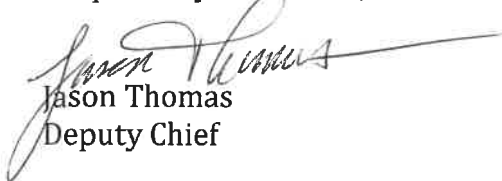
All six accidents in 2021 involved different officers. Four would be considered minor, and two had cruisers totaled. Here is a breakdown of the six accidents:

- A patrol officer was conducting a directed patrol of the fairgrounds during the midnight hours, and backed into a pole at a very slow speed. No damage to the pole and minor damage (scuffs) to cruiser 8.
 - Offense report completed
 - Officer was verbally counseled
- A patrol officer was handling a call for service on Winter St. This particular address has a telephone pole in the middle of the driveway. While backing out, the officer struck the pole at a very slow speed. No damage to the pole and minor damage to cruiser 18.
 - Sergeant handled the report
 - Officer was verbally counseled
- A patrol officer was handling a call for service at the Amazon Park. While the officer was trying to leave the park, he saw a private plow truck plowing. The plow truck stopped, and the officer thought he stopped for the cruiser to proceed. The plow truck then backed into the front of cruiser 13. Slow speed and no injuries.

- Sergeant handled the report
 - No action taken
- A patrol officer was on Rochester Hill Road looking for a Be On The Lookout (BOLO) in cruiser 8 when he went to turn around at the town line. As he was making a U-turn he was struck by another vehicle.
 - Somersworth Police handled the accident report
 - Officer was verbally counseled
- A patrol officer was enroute to a call for service. He was traveling northbound on Columbus Ave approaching Brock Street intersection. A vehicle traveling southbound on Columbus Ave then abruptly turned left to go into the Wild Willey's parking lot. No injuries were report, but cruiser 6 was totaled and needed to be replaced.
 - Somersworth Police handled the accident investigation
 - No action taken against the officer—the other 17 year old operator was at fault for failure to yield
- A patrol officer was enroute to a call for service code 3 (with blue lights) on Union Street, and went through the intersection of North Main Street when he was struck by a car traveling southbound on North Main Street. No injuries were reported, but car 18 was totaled and needed to be replaced.
 - State Police handled the accident investigation
 - Internal investigation was completed, and the officer was sustained for operation of police vehicle.

One of the six incidents occurred while driving code 3. For the past 8 years, we have had a total of 52 cruiser accidents which is an average of 6.5 per year. I do not see anything concerning in 2021 that would prompt me to change any standard practice—especially since our vehicles are driven 24/7 365. The one incident (last one cited) the officer was at fault, and a proper internal investigation was completed followed by appropriate discipline.

Respectfully Submitted,



Jason Thomas
Deputy Chief

ROCHESTER POLICE DEPARTMENT



GARY M. BOUDREAU
Chief of Police

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February 9, 2022

To: Chief Gary Boudreau
From: Deputy Chief Jason Thomas
Re: 2021 Year End Report – Internal Affairs Investigations (IA)

Chief Boudreau,

In 2021, we had 15 Internal Investigation (IA) cases. The average cases per year, from the below 10 years, is 32.4 cases a year. For the past three years now, we are well below that.

Here is a breakdown of total IAs for the past ten (10) years:

- 2021 – 15
- 2020 – 16
- 2019 – 12
- 2018 – 31
- 2017 – 28
- 2016 – 28
- 2015 – 64
- 2014 – 38
- 2013 – 48
- 2012 – 44

For 2021, here is the breakdown of how they were initiated:

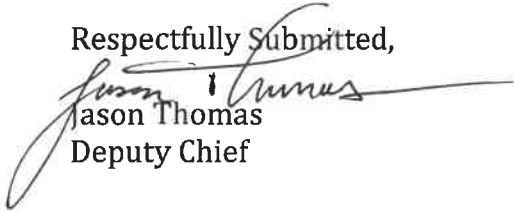
- 8 – were department initiated
- 7 – were citizen initiated

The overall breakdown of the Findings of these IAs are as follows (please note, one IA can have several "charges" as in multiple policy violations per complaint—which is why the tally will be higher than 15):

- Sustained – 22
- Unfounded – 1
- Not Sustained – 2
- Exonerated – 3

Overall, I feel all supervisors have done well holding personnel accountable, and dealing with progressive discipline appropriately such as Counseling's and/or Remedial Training's when applicable.

Respectfully Submitted,

A handwritten signature in black ink, appearing to read "Jason Thomas", with a long horizontal flourish extending to the right.

Jason Thomas
Deputy Chief



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GARY M. BOUDREAU
Chief of Police



January 14, 2022

To: Chief Gary M. Boudreau
From: Captain Todd Pinkham
Re: 2021 Year End ISB Report

Chief Boudreau,

The following is the data for ISB for 2021;

Number of new cases assigned in the division:

- **387** new cases
- **888** cases carried
- **74** cases average **per month being investigated**
- We presented **293** felony cases to Grand Jury.

Other Activity:

- We had **33** callouts over the past 12 months. These callouts included offenses, but are not limited to, Serious Motor Vehicle Accidents, Overdose Deaths, and other untimely death investigations, as well Robberies, Sexual Assaults, Aggravated Assaults, Arson investigations, as well as DV and Child related calls and other criminal acts.
- We conducted **32** polygraphs and **46** backgrounds this year.

Evidence:

- We took in **3844** pieces of evidence this year
- Purged **1599** either through returning the items or destroying them.
- Our evidence numbers are not reflective of prior years due to issues surrounding staffing.

2021	Case Investigating	New Cases	Grand Jury*	Celebrite	ISB Callouts	Evidence Team Callouts	Polygraph	Back ground	Evidence In	Evidence Returned	Evidence Destroyed
January	59	29	15	3	3	0	3	1	236	34	22
February	61	31	20	10	1	0	1	4	330	35	101
March	69	35	42	10	4	0	5	6	364	94	64
April	60	37	28	9	5	0	2	3	456	41	119
May	69	35	28	6	0	0	0	1	285	85	55
June	86	26	18	6	0	0	4	6	327	34	91
July	90	41	8	10	3	2	6	8	315	29	183
August	79	28	30	3	5	0	0	0	255	18	71
September	81	30	27	5	4	0	0	0	499	45	116
October	75	32	40	3	2	0	3	5	311	45	104
November	77	27	24	1	3	0	6	7	268	44	49
December	82	36	13	6	3	0	2	5	198	44	76
Total	888	387	293	72	33	2	32	46	3844	548	1051

* All Presentations to the Grand Jury returned True Bills

Breakdown of personnel:

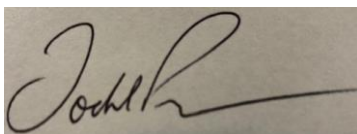
Total Detectives: 7

- o 2 Crimes Against Persons
- o 2 Crimes Against Property (one is resigning February 2022)
- o 2 General
- o 1 DV (retiring May 2022)

Experience:

- o 1 detective has 21 years (retiring May 2022)
- o 1 detective has 18 years
- o 1 detective has 16 years (resigning February 2022)
- o 1 detective has 15 years
- o 1 detective has 7 years
- o 1 detective has 2+ year with RPD but 25 with NYPD
- o 1 detective has 2+ year with RPD and 10 with Northwood

Respectfully submitted,



Captain Todd Pinkham
Support Services Division



RPD Juvenile Diversion Annual Report & Stats 2021

2021 Yearly Updates:

1. TRAININGS

- ✓ NH Probation Transformation Sessions
- ✓ ACES Training Series
- ✓ Youth Mental Health First Aid Instructor Training Certification
- ✓ NH Juvenile Court Diversion Annual Summit
- ✓ NH SRO Conference
- ✓ Northeast Counter Drug Training Center- Drug identification

2. What certifications do you hold and briefly explain what they are for?

- Certified Recovery Support Worker- renewed until 2022- used for the work I do with juvenile's around substance use and their recovery, as most cases I see have a component of use to them per assessment.
- Youth Mental Health First Aid- Instructor: This is a certification designed to teach skills for providing initial help to a young person experiencing a mental health or substance use challenge. Lifetime certification, must train 3x/year.
- Georgetown Certificate Program Transforming Juvenile Probation

3. Boards/Organizations that RPD/ Juvenile Court Diversion representation is part of:

- Board Chair NH Juvenile Court Diversion Network- the accrediting body for all diversion programs in NH and sharing of best practices amongst all programs
- Strafford County Public Health Network: Prevention Leadership Group and Addiction Task Force: Sit as a representation of our Dept and CRSW on the TF, and PLG connects to all prevention work we do in Rochester
- Governor's Commission on Alcohol and Other Drugs- Opiate Task Force: sit as Juvenile Court Diversion representation and as part of Law Enforcement recovery services
- NH State Law Enf and Crm Justice Race & Equity Work group: sit as juvenile justice representation
- NH State Probation Transformation Team: Juvenile Court Diversion representation
- Governor's Commission on Juvenile Justice Reform
- Nominated pending for Governor's Commission on Children's Behavioral Health Oversight

4. Projects accomplished over the past year and are on-going efforts:

- Working with Waypoint on opening the homeless youth and at-risk of homelessness day center that will provide much needed coordinated services for our youth & families.
- Juvenile Probation Transformation: working to increase diversion referrals across the state and develop equity in our juvenile justice system. Rolling out the assessment process through the Court system over 2022, Rochester being in the first trial round. Worked with team to educate LE, Judges and attorneys on transformation.
- Prevention work by providing YMHFA training to the Department's Crisis Intervention Team.
- Returned to in-person teaching LEADs at the High School.
- Worked with UNH Stats class on study of Juvenile Court Diversion's impact on juveniles that went through program versus those that declined or were returned to court.
- Held another summer of Teen Travel Camp
- Held another National Night Out successfully in-person in collaboration with Rec and Guyer Travel
- Staff assisted in 2 Drug Take Back days- providing disposal resources and educational materials



RPD Juvenile Diversion Annual Report & Stats 2021

Age	Total
7-11	0
12	2
13	3
14	1
15	9
16	3
17	7
18	1
Total referrals	26
Gender	
M	11
F	15
Race	
Caucasian	26
BI/Afr Amer	0
Mixed/Other	0
Ethnicity	
Non-Hisp	26
Hisp	0
County Of Residence	
Strafford	24
Other county in NH	2
Citizenship:	
<i>US Citizens</i>	26
<i>Non-US</i>	0
Referral Source:	
<i>Pre-Adj</i>	9
<i>Court referred</i>	14
<i>Returned/Declined</i>	3
<i># of extensions beyond 6 mos.</i>	0

Offenses:	
Drug Related Offense	8
Disorderly /Reckless Conduct	4
Willful Concealment/Theft/Burglary	2
Threatening/Simple Assault/Domestic Violence	9
Criminal Mischief/Trespass/Liability	3

Completion Status:	
<i>Successful</i>	10
<i>Returned to Court</i>	8
<i>Declined/opted out</i>	5
<i>Open at Year's end</i>	3

Community Service Hrs:	15
Restitution	\$0



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GARY M. BOUDREAU
Chief of Police

February 15, 2022

To: Chief Gary Boudreau
From: Captain Andrew Swanberry
Re: 2021 Year End Report – K9

Chief Boudreau,

In 2021, the K9 program saw a considerable amount of change. The year began with Officer MacKenzie as the primary handler for his K9 Gunner and department K9 Phlirt, with Officer Hatch training towards the role. In April, Officer MacKenzie and Phlirt entered retirement and Officer Hatch formally took over the role of K9 Handler. The department entered a MOU with Keith MacKenzie for K9 Gunner to remain working with Officer Hatch through October 31, 2021. In July, Officer Hatch and K9 Gunner were certified as a team, and were able to conduct tracks and searches together. In September, the department acquired its newest K9, a German Shepard puppy named Ripley. Officer Hatch and Ripley have been bonding, training, and attending community event together. We expect that they will be certified as a team sometime in 2022, and will then be able to conduct tracks and searches.

Due to the changes in the program, the K9 Unit was utilized on far fewer calls for service than in previous years. The K9 Unit responded to a total of fifteen (15) calls for service, eleven (11) of which were tracks, and the remaining four (4) were article searches. We expect that when Officer Hatch and K9 Ripley attain their certification, these numbers will increase substantially.

Respectfully Submitted,

Andrew Swanberry
Captain



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GARY M. BOUDREAU
Chief of Police

February 7, 2022

To: Chief Gary Boudreau
From: Captain Andrew Swanberry
Re: 2021 Year End Report – Motor Vehicle Pursuits

Chief Boudreau,

In 2021, we had sixteen (16) offenses of "Disobeying an Officer" that were related to vehicles not stopping.

Four (4) consisted of routine traffic stop attempts, however the vehicles accelerated away from the officer rather than stopping. Officers shut off their emergency equipment. The offenders were not identified, and no arrests were made. Two of these four were motorcycles – one event where an officer attempted to stop both motorcycles and both accelerated away.

Seven (7) consisted of routine traffic stop attempts, however, the vehicles accelerated away from the officer rather than stopping. Officers shut off their emergency equipment. Through investigations, the offenders were identified and later arrested. One of these instances was a felony stop of a parked vehicle where the offender drove away rather than exiting the vehicle as ordered.

One (1) was an attempt to stop a suicidal subject in a parking lot. Officers did not pursue the subject, however, he was blocked into the parking lot by civilian vehicular traffic and promptly surrendered to the offices.

One (1) was an attempt to stop a vehicle on Milton Road, and the vehicle refused to stop. The vehicle turned onto Highland Street where it was slowed by other vehicular traffic. An arrest was made.

One (1) was an attempt to stop a vehicle on Lowell Street, and the vehicle refused to stop. The officer discontinued their effort to stop the vehicle, and soon found it crashed on Cormier Drive. The driver was arrested for DUI, Disobeying, and multiple lesser charges.

One (1) was an attempt to stop a vehicle on Knight Street, and the vehicle refused to stop. The officer turned off their emergency equipment. Another officer soon located this same vehicle on Old Gonic Road, and attempted to stop it. The vehicle again took off and the officer turned off their emergency equipment. The vehicle was later found crashed on North Main Street near River Street. The operator was found on foot in the area and arrested.

One (1) was an attempt by an officer on foot, working a road detail on North Main Street, to stop a vehicle. The vehicle did not stop and continued on. Another officer located the vehicle parked at the Shell station on Washington Street and the operator was arrested.

Of the sixteen incidents of people not stopping when signaled by an officer, none of which resulted in an officer receiving discipline for policy violations. Overall, officers and supervisors have done well adhering to departmental policy regarding attempting to stop vehicles.

Respectfully Submitted,

Andrew Swanberry
Captain

2021
ADMINISTRATIVE REVIEW
OF
RACIAL BASED PROFILING



Prepared by:

Gary Boudreau Chief of Police

Rochester Police Department

Overview

Yearly the Rochester Police Department in accordance with established department policies conducts a review of all data from enforcement type activities to ensure the department is not conducting business utilizing discriminatory profiling techniques. The Mission Statement of the Rochester Police Departments in part reads:

The prime mission of the Rochester Police Department is the protection of life and property. This is accomplished through fair and equal enforcement, always keeping in mind the rights and dignity of the public. The basis of all police action is the law and the credibility of the agency.

The measure of our service will be judged by the public in the way we deliver our service.

By virtue of the mission statement, it is imperative the department provide police services to citizens fairly and impartially.

To ensure this a comprehensive review of data collected and entered by officers into the department's records management system (RMS) for arrest records, along with traffic enforcement activities will be reviewed. The review shall have a specific emphasis on potential race and gender profiling. If previous year's review identifies areas for improvement, these shall be reviewed to ensure efforts were made to correct any potential problems.

Census Data

Data from the US Census Bureau ACS Demographic and Housing estimates for the year 2019, which is the newest data available, is used to determine the current demographics of the city.

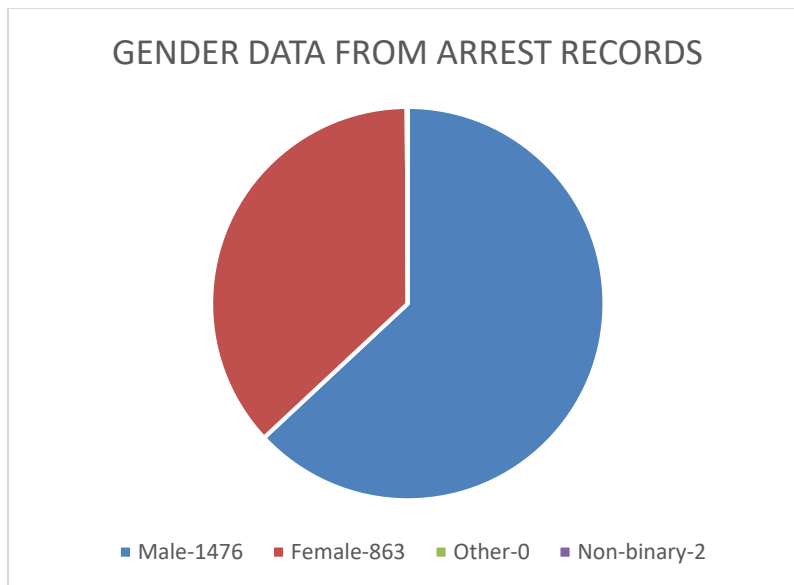
Population	
Total Population	30,955
Population by Sex/Age	
Male	15,423
Female	15,532

Race	Population	%
White	29,170	94.2
African American	212	.7
Asian	580	1.9
American Indian and Alaska Native	18	.1
Native Hawaiian and Pacific Islander	53	.12
Other	104	.3
Identified by two or more	818	2.6

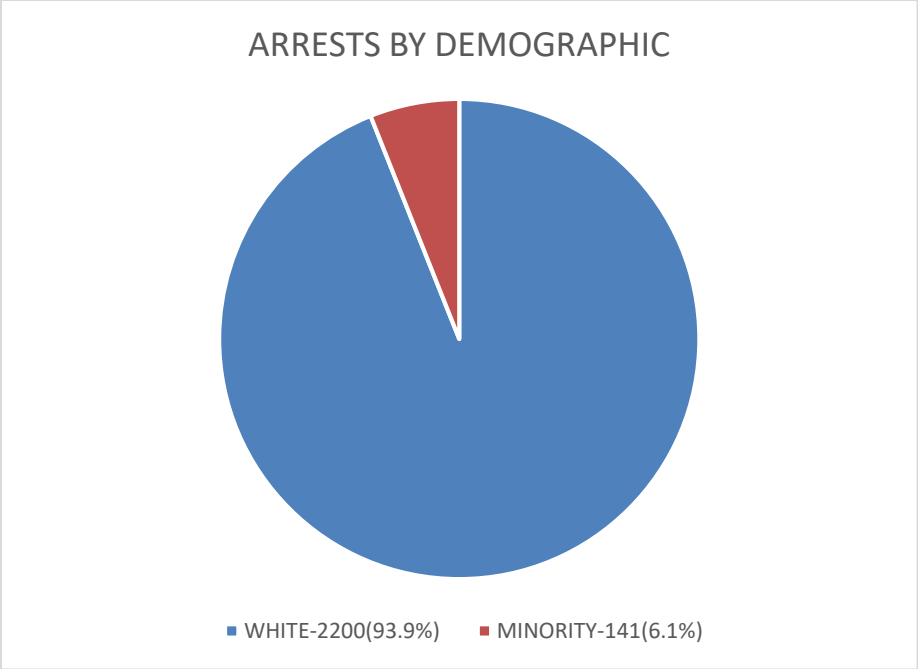
https://data.census.gov/cedsci/table?g=0400000US33_1600000US3365140&tid=ACSDP5Y2019.DP05&hidePreview=true

ARREST DATA

During 2021, Officers of the Rochester Police Department made 2342 arrests for various reasons. These range from protective custody arrests to felony level arrests. While US Census data has the estimated total population of the city split with 49.8% of the population being male and 50.2% female arrest records indicate 63%(1476) of all arrest were male and 37%(863) female. The RMS also has options for gender for non-binary in which we had two and other which had zero in 2021.

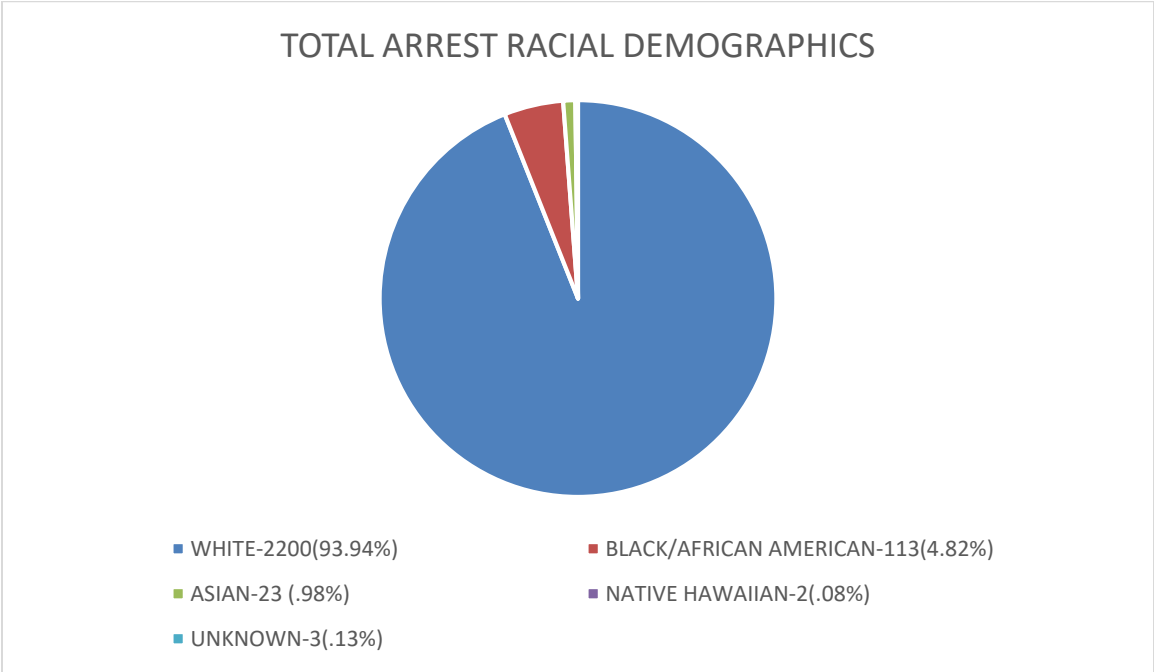


In analyzing data in relation to race as indicated by US Census data the City of Rochester is predominately white at 94.2% (29,170) and minorities representing 5.8%(1,785) of the city's population. If we were to further break down the minority population it would be as follows; two or more races at 2.6%(818), Asian at 1.9%(580), Black/African American at .7%(212), Other .3%(104), Native Hawaiian and Pacific Islander .2%(53) and American Indian and Alaska Native .1%(18). For purposes of comparison due to low minority population, the initial comparison will be between minorities and white population for arrest data.

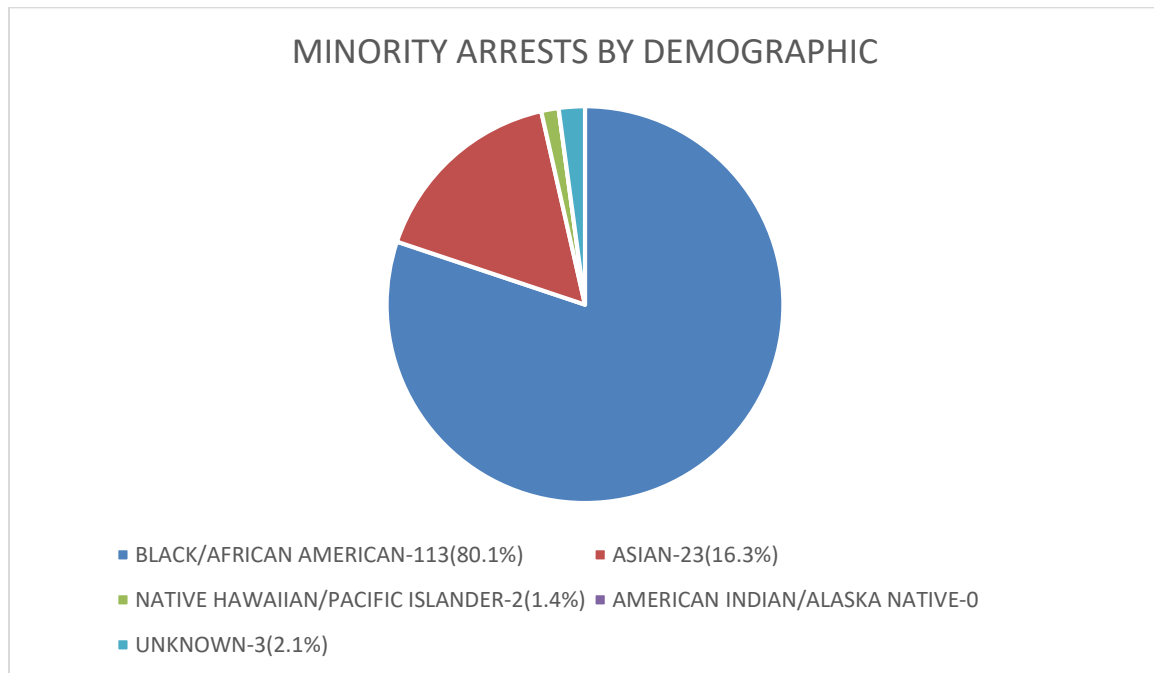


Statistically 2200(93.9%) of the 2,342 total arrests are white and 141(6.1%) of arrests are of minorities. Statistically this closely follows the racial makeup of the city.

If we breakdown the total of arrests, by all racial demographic it represents as:



If we further break down the 141 minority arrests among the above listed minorities that are in the RMS database, they represent as:



On an initial review of the above charts and numbers, the overall arrest demographics closely mirror those of the makeup of the city with 93.9% of arrestees being white. As we broke down our minority arrests further it is seen that 80.1% of minority arrests were of Black/African American individuals, followed by 16.3% Asian, 2.1% unknown race and 1.4% Native Hawaiian. This does not mirror the minority demographic makeup of the city, but the immediate conclusion of police are targeting Black/African American minorities at a higher percentage than other minorities must be explored further. Due to limitations with the records, management system there is no data option to include/research individuals who might identify as two or more races, officers can only input someone as one race. This will affect the data output. Further, officers arrest individuals who are residents and nonresidents of the city; none of the above information considers that fact. Due to the records management system limitations without manually researching each arrest we are not able to further breakdown the race in relation to resident status.

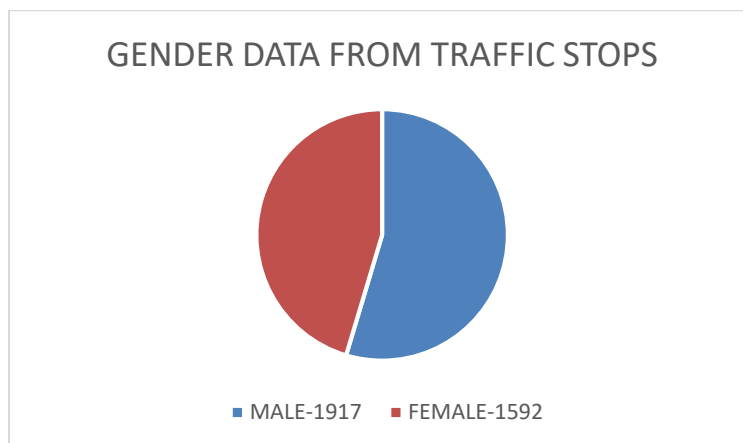
Overall arrest demographics suggest officers are not targeting minorities when compared to the demographic makeup of the city or to New Hampshire as a whole.

TRAFFIC DATA

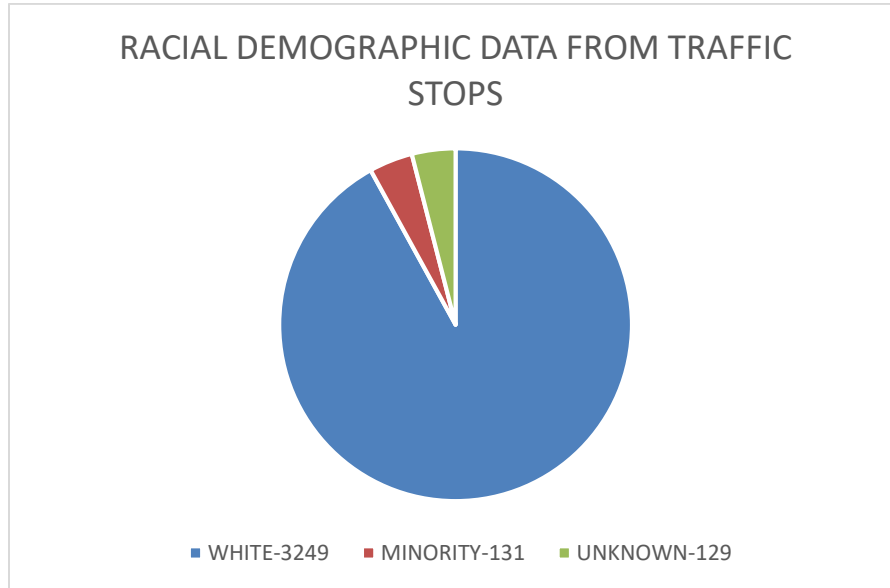
A major focus of the Rochester Police Department is traffic enforcement for patrol officers. There are several benefits to traffic enforcement, which include making our roadways safer for our citizens and visitors. Along with deterring criminal behavior by focusing traffic enforcement in areas where crime is happening. Several factors have an effect on traffic enforcement, but two of the major factors are staffing levels and call volume. In 2021, we were also still dealing with the lingering effects of the Covid pandemic. Due largely to staffing issues within the department we saw a decline of traffic enforcement activities as the department struggled to run the majority of shifts above minimum staffing. Due to this, the department also reassigned officers from the proactive Problem Oriented Policing Unit back to normal patrol operations.

It should be noted the RMS system the department utilizes shows a lack of consistency in the total number of traffic stops conducted based upon which data set is being extracted from the system. Further, the total number of traffic stops has a larger variation between the number of traffic stops in the RMS system and in the computer aided dispatch (CAD) system. Traffic stop data used in monthly Comp Stat reviews are taken from the CAD system, which show a higher number of stops as compared with the RMS data. For the purposes of this report and review, the data from the RMS system traffic citation analysis for age/sex/race statistics will be used.

During the calendar year 2021 a total of 3509 traffic stops were identified using the data set from the RMS system. The CAD system shows 3,850 traffic stops, so we have a 91% entry rate into the records management system. The 3,509 represents a 29% decrease in traffic stops as compared to the 4947 traffic stops in 2020. As with arrest data, these traffic stops will be reviewed for both racial and gender bias/profiling.



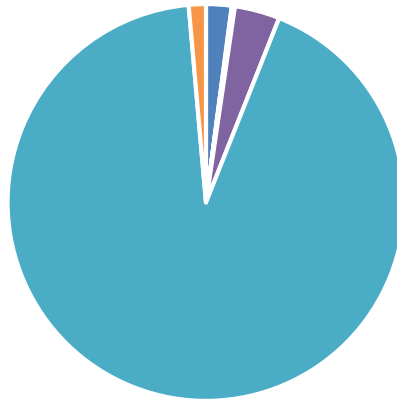
Census data places female population at 50.2% of the population of the city. Based upon traffic stop data they account for 45.3% of the stops and males account for 54.6%.



In review of racial data from this same data set combining both male and female for totals it shows 92.5% of operators from traffic stops were white, 3.7% were minorities and 3.6% were classified as unknown race. Since 2019 collecting and entering, the racial data of operators on traffic stops has been a focus during supervisor review. In 2019, 22.8% of operators were entered into the records management system as unknown race, this declined to 4% in 2020 and now to 3.6% in 2021.

To further breakdown the 131 minority operators 55 (73) were Black/African American, 37% (49) Asian, 1.5% (2) Native Hawaiian/Pacific Islander. These also represent 2.1%, 1.4% and .1% respectively of the total traffic stops in 2021.

RACIAL BREAKDOWN OF TRAFFIC STOPS TOTALS



As previously stated we cannot be drawn to the immediate conclusion we should only have the percentage of minority stops equal to the minority demographic of the city. When reviewing data drawn from the RMS system it does not have the capability to isolate where operators stopped were from as police officers make traffic stops of individuals who live both in and outside of the city. Based upon the numbers 131 of 3509 traffic stops being minority operators does not show officers of the department are targeting minority populations.

Final Review

Upon review of statistical data collected throughout 2021 would indicate enforcement activities such as traffic stops and arrests mirror the demographical makeup of the city and the state. Based upon the statistical data examined it would not appear officers of the Rochester police Department are engaging in unethical practices targeting minorities.

Sources

1. IMC-Records Management Systems 2021 Traffic Citation Analysis (See attached)
2. https://data.census.gov/cedsci/table?g=0400000US33_1600000US3365140&tid=ACSDP5Y2019_DP05&hidePreview=true

Strafford County Regional Accident Reconstruction Team

Annual Report
2021



Prepared By: Deputy A. Winkler

Date: February 16, 2021

CALL-OUT SUMMARY

The Strafford County Regional Accident Reconstruction Team has responded to, or assisted in, a total of fifteen crash investigations in 2021, compared to about twelve in 2020. The callout details are as follows:

Date	Location	Description
3/1/2021	Somersworth, Route 108	Head-on, injuries
4/2/2021	Lee, Route 125	Head-on, 3-cars, fatal
4/22/2021	Barrington, Route 125	Head-on Ford Escape v. plumbing truck, fatal
5/13/2021	Dover, Gulf Road	Head on, CDR Download & Vehicle inspection
7/12/2021	Rollinsford, Route 4	Pedestrian Fatality
7/26/2021	Middleton, New Durham Road	Pedestrian (Officer) vs sedan, injury only
8/21/2021	Barrington, Route 202	Single vehicle Fatality
9/10/2021	Milton, Elm Street	Head on crash, Injuries
9/12/2021	Farmington	Phone consult – EDR attempted, not possible
9/12/2021	Rochester, Route 202	Sedan versus motorcycle, rider fatality
9/21/2021	Rochester, Route 202 & Brock St.	2 sites & 3 cars with serious injury
9/28/2021	Middleton, Route 153	Single vehicle crash & fire, fatality
11/2/2021	Somersworth, Route 108	Pedestrian Fatality
11/16/2021	Farmington, Route 11	Head-on, fatality
11/21/2021	Rochester, Highland Street	Head-on fatality with charges

Barrington:	2
Dover:	1
Farmington:	2
Lee:	1
Middleton:	2
Milton:	1
Rochester:	3
Rollinsford:	1
Somersworth:	2

TRAINING

This year training was pretty limited due to the COVID concerns. Several members were able to attend training at Dover PD, which was a week long during the week of August 28th, 2021. The class was to earn a certificate of proficiency in operating the newly acquired FARO scanner and software. The class proved to be a very valuable training, and the instructor was excellent.

CHANGES

There are no major changes to report from the year 2020 to 2021. The team structure remains the same, with the same operating procedures, both of which have been working well for the team as a whole.

EQUIPMENT REQUESTS

A budget for the team continues to be a consideration. The Team has benefitted from the allocation of funds that have made possible the purchase of a FARO Scanner, related equipment, and two laptops with the associated software. This equipment has added a precision and completeness to scene and vehicle investigations that helps protect the interests of county residents. It should be noted that this purchase was made possible due to the hard work and collaboration of Sheriff Brave and the County Commissioners and Administrator Bower.

The large files associated with FARO scans has necessitated using large USB drives when delivering complete files to each department. Farmington Police Department has supplied five 32GB thumbdrives for this purpose. In the future it is hoped that departments will be able to either download these thumbdrives when delivered and return them or simply offer another one in trade.

FINANCES

The team has maintained its Non-Profit status. There is currently \$116.64 in the non-profit treasury account with Holy Rosary Credit Union.

ONGOING LEGAL MATTERS

Team members responded to subpoenas from Durham and Rochester related to the prosecution of cases from previous years, some of those matters have been resolved through pleas, others are still pending..

ROCHESTER POLICE DEPARTMENT



23 WAKEFIELD STREET
ROCHESTER NH, 03867-1933

POLICE COMMISSION

GARY M. BOUDREAU
Chief of Police

BUSINESS (603) 330-7127
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DEREK J. PETERS
Chairman
DAVID R. STEVENS
Vice-Chairman
DAVID E. WINSHIP, JR.
Commissioner

"Dedication, Pride, Integrity"

February 16, 2022



To: Chief Gary Boudreau
From: Deputy Chief Jason Thomas
Re: 2021 Year End Report – Use of Force Report (UOF)

Chief Boudreau,

I first want to breakdown the amount of calls our agency handles in order to put into perspective the amount of contacts we have with the public versus the use of force incidents we generate.

Calls for service (CFS) have historically increased every year, but I feel due to the global pandemic (COVID)—we have now seen a decline for two years. Here is a breakdown of CFS—which are priority 1, 2, and 3 calls (not counting proactive time):

2021: 20,055
2020: 22,055
2019: 22,956
2018: 22,659
2017: 21,933

Arrests also decreased:

2021: 2,201
2020: 2,547
2019: 2,702
2018: 2,618
2017: 2,309

Offense Reports: A few years back, Patrol has made a concentrated effort to reduce the number of offense reports that can be properly documented in the dispatch call log. In 2021, dispatch generated 49,824 call logs—this encompasses everything from CFS, to proactive time, to logging a meal break. Here is the breakdown for offense reports:

2021: 4,357
2020: 5,127
2019: 4,743
2018: 5,431
2017: 6,870

In addition to the numbers I've already mentioned—we also conducted 3,850 traffic stops, and conducted 100 Field Interviews (FI) where a FI number was pulled to document the interaction.

These numbers tallied show the large number of citizens we come into contact with throughout the year.

Here is the breakdown for **Use of Force (UOF)** incidents:

2021: 87
2020: 92
2019: 81
2018: 108
2017: 140

Of the 87 UOF incidents, 72 were during arrests which is 82%. In looking at 2020 numbers—that percentage was 92%. The remaining 15 in 2021 were from offense reports for: juvenile fights at the Middle School, most were subjects believed to be armed and officers displaying a weapon, and some were IEAs with mental health issues.

Taser:

Taser displays and deployments totaled 15 for 2021 or 17% of all UOF incidents. Compare to 24 total in 2020 or 26% of all UOF.

2021 breakdown: 13 displays, 2 deployments (one was an aggressive K9)
2020 breakdown: 15 displays, 9 deployments
2019 breakdown: 13 displays, 7 deployments
2018 breakdown: 14 displays, 11 deployments

Injuries:

2021: 24 (27% of total UOF)
2020: 24 (26% of total UOF)
2019: 18 (22% of total UOF)
2018: 23 (21% of total UOF)
2017: 34 (24 % of total UOF)

Officers: 3 for minor abrasions
1 dislocated shoulder (was out on workman's comp)
1 back injury (was out on workman's comp)

Civilians: 15 for minor abrasions
3 complained of pain, but no visible injuries
1 skin puncture from Taser probe

Shifts:

Similar to prior years, the evening shift has the most UOF incidents with 46 (52%), day shift had 32 (36%), and midnight shift had 9 (10%).

Officers:

41 different officers were involved in the 87 UOF incidents—compared to 36 different officers in 2020. The highest amount from one officer was 11, and the next highest was 9. Compared to 2020 which was 9 and 7. In review of these UOF reports there was nothing concerning—the officers with 11 and 9 are both on busy shifts and are very active officers.

Findings:

There was a 5% decrease in UOF incidents from 2020—although the trend over the past three years is consistent. There were no major concerns in all of these incidents. In 1 of the 87 incidents, an officer received remedial training in explaining that additional criteria must be met in order to reach the threshold of objective reasonableness when deciding to point a firearm at an individual.

Respectfully Submitted,


Jason Thomas
Deputy Chief

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February Financials FY22	28
February Revenue FY22	33

**Patrol Division
Monthly Report
February 2022**

R.U.N. Program: All RUN meetings are currently on hold due to the pandemic.

Comp Stat: Traffic stops have increased from December's report. Patrol conducted twice as many stops as the previous month and they remained mostly concentrated in the downtown and travel corridors. This correlates with a 90% increase in arrests from traffic stops from last month. Motor vehicle collisions have increased since last month; no concerning trends were uncovered. DWI arrests remained at five, the same as last month. No drug related accidents occurred this month and no particular pattern is emerging.

Property crimes remained down for another month with an exception of theft from a building. December's report showed a particular decrease in this category, so this month's increase is better described as a return to typical statistics. Shoplifting continues to remain at lower incident levels and can likely be attributed to change in staffing at local retailers. Some of the local retailers have shifted to civil resolutions for lower-level shopliftings in lieu of criminal charges.

Drug offenses are down significantly from last year but consistent with recent months. As a result, there has been a corresponding reduction in arrests for drug possession.

Violent crime appears consistent over the last few months. December was slightly lower than the November and January but again this number may have been the outlier as the others are consistent with each other and January of last year. A significant number of these remain related to domestic violence.

Calls for service remain lower than in prior years for the same month, this decrease is found in priority 2 and 3 calls. Proactivity is also below what we have seen in prior years but this is likely related to staffing issues.

Honor Guard: The Honor Guard did not participate in any events this month and it scheduled to present the colors at the annual CHaD hockey game coming up in March.

RPOA: The RPOA has nothing new to report, we were unable to attend the last month's meeting.

K-9: Ofc. Hatch and K-9 Ripley continue to train in several different areas. K-9 Ripley is progressing well with obedience and tracking. Ofc. Hatch and Ripley will continue to train in these areas for several more months to work toward certifications. There is no set date for certification, however, the goal is sometime in the spring.

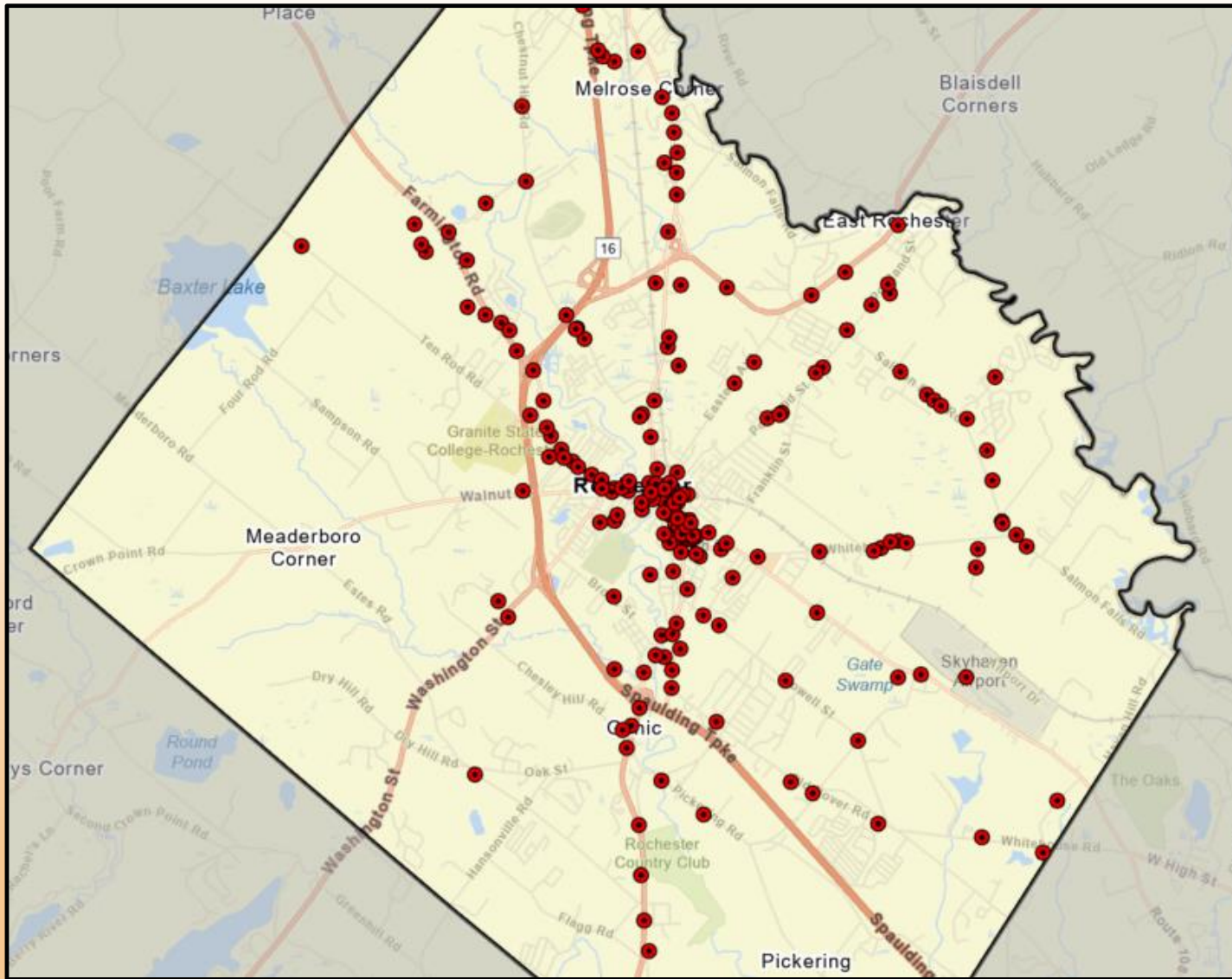
Rochester Police Department

January 2022 Compstat Report



January 2022 Traffic Activities

- Traffic Stops
- Motor Vehicle Crashes
- DWI Incidents
- Traffic Comparisons



Traffic Stops

Traffic Stop Breakdown

- 321 Total Stops
 - 19 Arrests
 - 13 for traffic related offenses
 - 3 bench warrant
 - 3 on-view
 - 19 Summons
 - 271 Warnings

Motor Vehicle Crashes

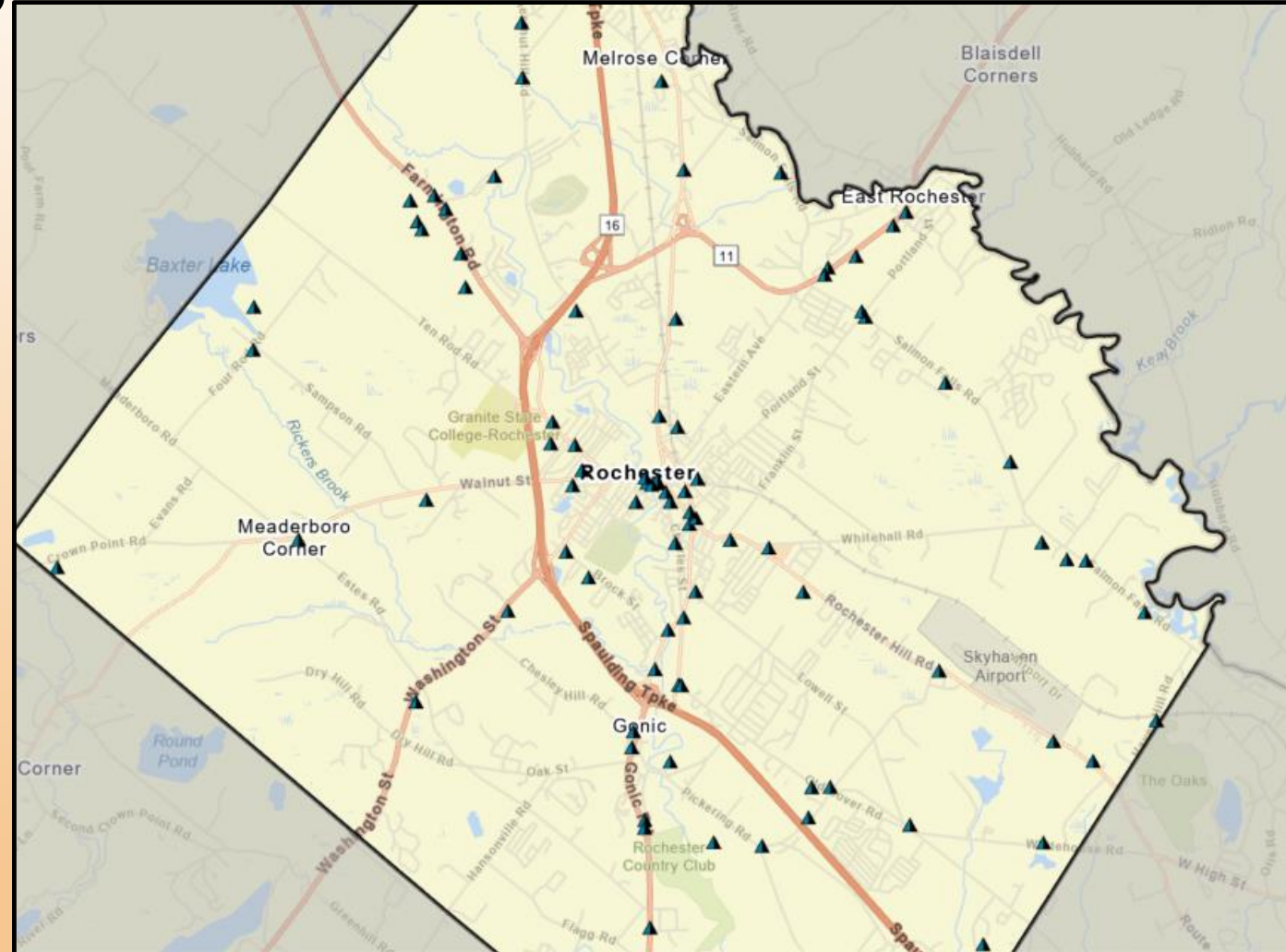
- **108 total crashes**

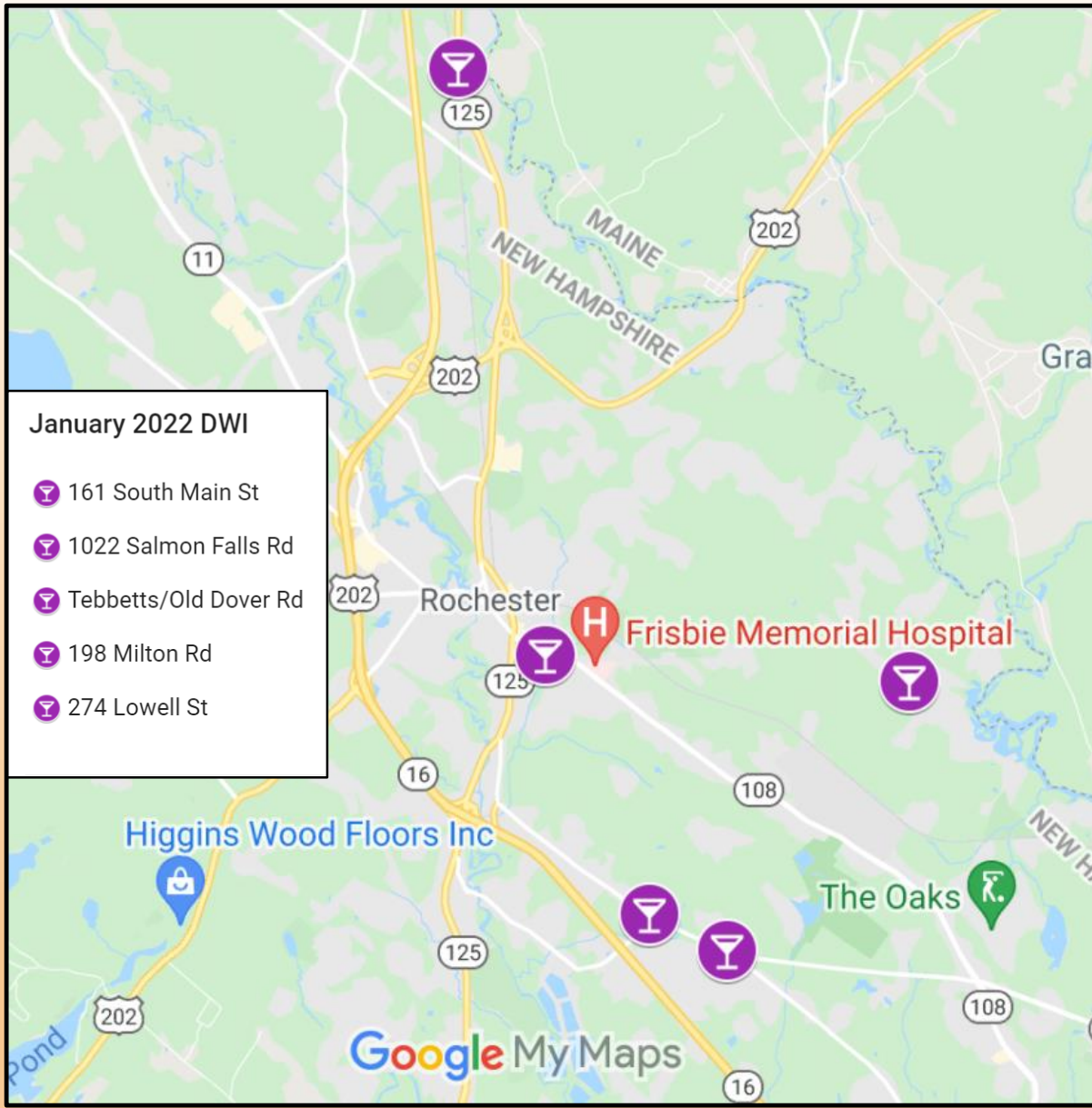
Slight decrease from previous month

- 8 Arrests
- 4 Summons' issued
- 12 Parking lot crashes
- 8 Hit & Run crashes

High Volume Roads

Street	# of Incidents
NORTH MAIN ST	10
WASHINGTON ST	9
SALMON FALLS RD	8
CHESTNUT HILL RD	6
FARMINGTON RD	6
GONIC RD	6
MILTON RD	5
HIGHLAND ST	5
SOUTH MAIN ST	4
ROCHESTER HILL RD	4
PORTLAND ST	4
MARKETPLACE BLVD	4





January 2022 DWI

- 🍷 161 South Main St
- 🍷 1022 Salmon Falls Rd
- 🍷 Tebbetts/Old Dover Rd
- 🍷 198 Milton Rd
- 🍷 274 Lowell St

DWI Incidents

Total Incidents – 5

- 5 alcohol related

Breakdown:

- 5 result of M/V crash

Traffic Activity Comparisons

Specific Crimes	Jan-22	Jan-21	% Change	Dec-21	% Change	Nov-21	YTD 22	YTD 21	% Change	YTD 20
Traffic Stops	321	674	-52%	160	101%	143	321	674	-52%	549
Arrests from Stops	19	35	-46%	10	90%	9	19	35	-46%	25
Summons	19	30	-37%	7	171%	13	19	30	-37%	12
Warnings	271	590	-54%	141	92%	117	271	590	-54%	500
No Action	11	13	-15%	4	175%	3	11	13	-15%	10
Accidents	108	61	77%	95	14%	112	108	61	77%	81
Summons from ACs	4	0	0%	0	0%	6	4	0	0%	0
Arrests from ACs	8	5	60%	9	-11%	8	8	5	60%	5
Field Interviews	3	3	0%	1	200%	8	3	3	0%	8
DWI	5	6	-17%	5	0%	4	5	6	-17%	3
<i>Narcotics</i>	0	2	-100%	3	-100%	1	0	2	-100%	2
<i>Alcohol</i>	5	4	25%	2	150%	3	5	4	25%	1
DWI from Accidents	5	2	150%	2	150%	2	5	2	150%	2

Property Crimes

All Incident Reports												
Specific Crimes	Jan-22	Jan-21	% Change	Dec-21	% Change	Nov-21	YTD 22	YTD 21	% Change	YTD 2021 Closure Rate	YTD 2020 Closure Rate	YTD 20
Burglary	2	5	-60%	2	0%	2	2	5	-60%	0%	0%	4
Shoplifting	4	11	-64%	9	-56%	17	4	11	-64%	50%	36%	23
Theft from a Building	6	7	-14%	1	500%	4	6	7	-14%	0%	29%	17
Theft from M/V (including Parts)	3	21	-86%	5	-40%	17	3	21	-86%	0%	0%	4
All Other Theft	6	22	-73%	16	-63%	12	6	22	-73%	0%	5%	8
M/V Theft	1	2	-50%	1	0%	3	1	2	-50%	100%	0%	2
Vandalism	17	27	-37%	29	-41%	30	17	27	-37%	35%	7%	27
Total Property	39	95	-59%	63	-38%	85	39	95	-59%	26%	11%	85
Arrests												
Specific Crimes	Jan-22	Jan-21	% Change	Dec-21	% Change	Nov-21	YTD 22	YTD 21	% Change			YTD 20
Burglary	0	0	0%	0	0%	0	0	0	0%			1
Shoplifting	2	4	-50%	4	-50%	5	2	4	-50%			33
Theft from a Building	0	2	-100%	0	0%	0	0	2	-100%			6
Theft from M/V (including Parts)	0	0	0%	0	0%	1	0	0	0%			0
All Other Theft	0	1	-100%	0	0%	0	0	1	-100%			3
M/V Theft	1	0	0%	1	0%	0	1	0	0%			2
Vandalism	6	2	200%	7	-14%	5	6	2	200%			14
Total Property	9	9	0%	12	-25%	11	9	9	0%			59

Drug Incidents

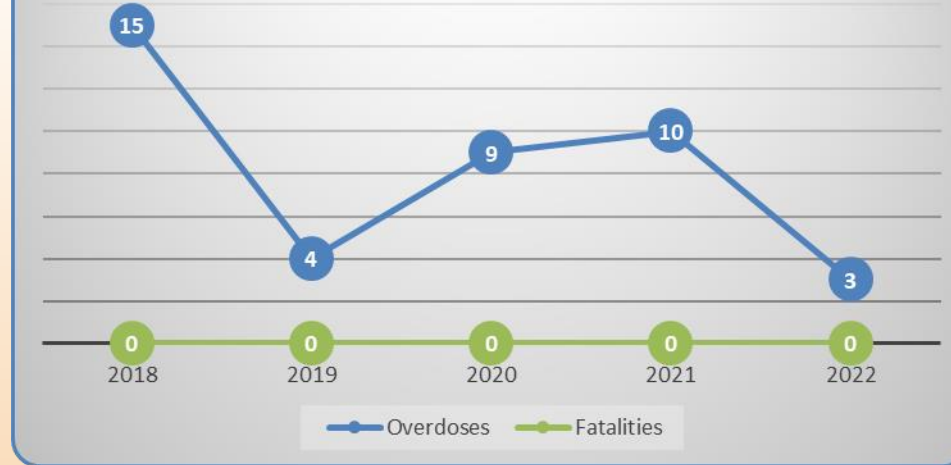
Types of drugs found:

- Heroin/Fentanyl, Methamphetamine, Marijuana Products

Types of cases:

- Search Incident to Arrest, Plain View Searches

Overdoses/Fatalities by Year



All Incident Reports

Specific Crimes	Jan-22	Jan-21	% Change	Dec-21	% Change	Nov-21	YTD 22	YTD 21	% Change	YTD 2021 Closure Rate	YTD 2020 Closure Rate	YTD 20
Possession	11	23	-52%	11	0%	13	11	23	-52%	55%	65%	17
Drug Events	6	12	-50%	7	-14%	6	6	12	-50%			14
Overdoses	3	10	-70%	4	-25%	5	3	10	-70%			9
Fatal Overdoses	0	0	0%	1	-100%	0	0	0	0%			0
Total Drug	20	45	-56%	23	-13%	24	20	45	-56%			40
Arrests												
Specific Crimes	Jan-22	Jan-21	% Change	Dec-21	% Change	Nov-21	YTD 22	TYD 21	% Change			YTD 20
Possession	6	15	-60%	5	20%	8	6	15	-60%			15

Violent Crimes

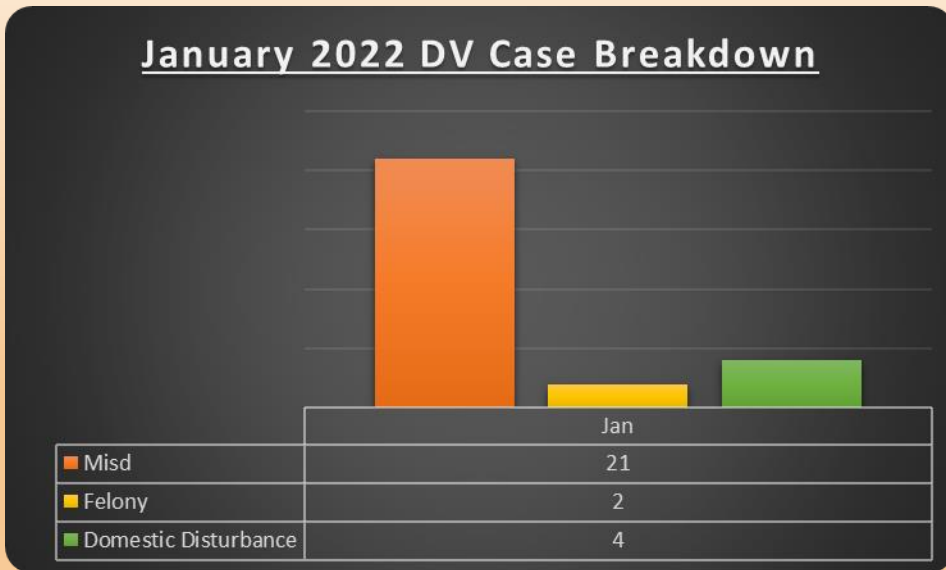
All Incident Reports												
Specific Crimes	Jan-22	Jan-21	% Change	Dec-21	% Change	Nov-21	YTD 22	YTD 21	% Change	YTD 2021 Closure Rate	YTD 2020 Closure Rate	YTD 20
Homicide	0	0	0%	0	0%	1	0	0	0%	0%	0%	0
Robbery	0	0	0%	0	0%	0	0	0	0%	0%	0%	1
Aggravated Assault	1	4	-75%	4	-75%	3	1	4	-75%	0%	50%	2
<i>from DV*</i>	1	2	-50%	3	-67%	2	1	2	-50%	0%	100%	1
Simple Assault	23	27	-15%	19	21%	25	23	27	-15%	39%	52%	32
<i>from DV*</i>	15	14	7%	11	36%	13	15	14	7%	53%	64%	14
Total Violent	24	31	-23%	23	4%	29	24	31	-23%	10%	25%	35
Arrests												
Specific Crimes	Jan-22	Jan-21	% Change	Dec-21	% Change	Nov-21	YTD 22	YTD 21	% Change			YTD 20
Homicide	0	0	0%	0	0%	1	0	0	0%			0
Robbery	0	0	0%	0	0%	0	0	0	0%			0
Aggravated Assault	0	2	-100%	3	-100%	1	0	2	-100%			2
<i>from DV*</i>	0	2	-100%	2	-100%	1	0	2	-100%			2
Simple Assault	9	14	-36%	10	-10%	12	9	14	-36%			16
<i>from DV*</i>	8	9	-11%	8	0%	11	8	9	-11%			10
Total Violent	9	16	-44%	13	-31%	14	9	16	-44%			18

Domestic Violence Related Calls

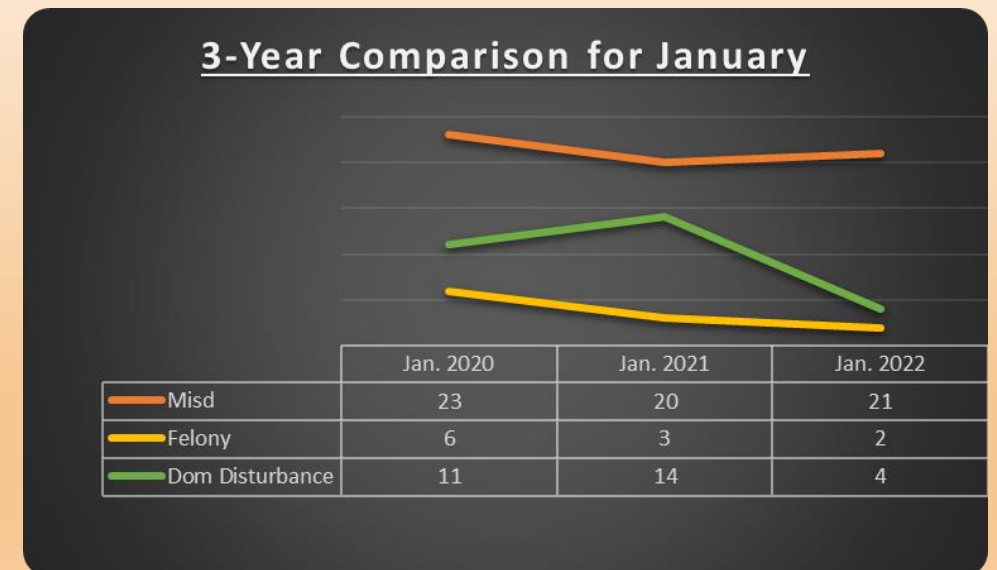
January 2022

Misdemeanor – 21
Felony - 2
Domestic Disturbance - 4

January 2022 DV Case Breakdown

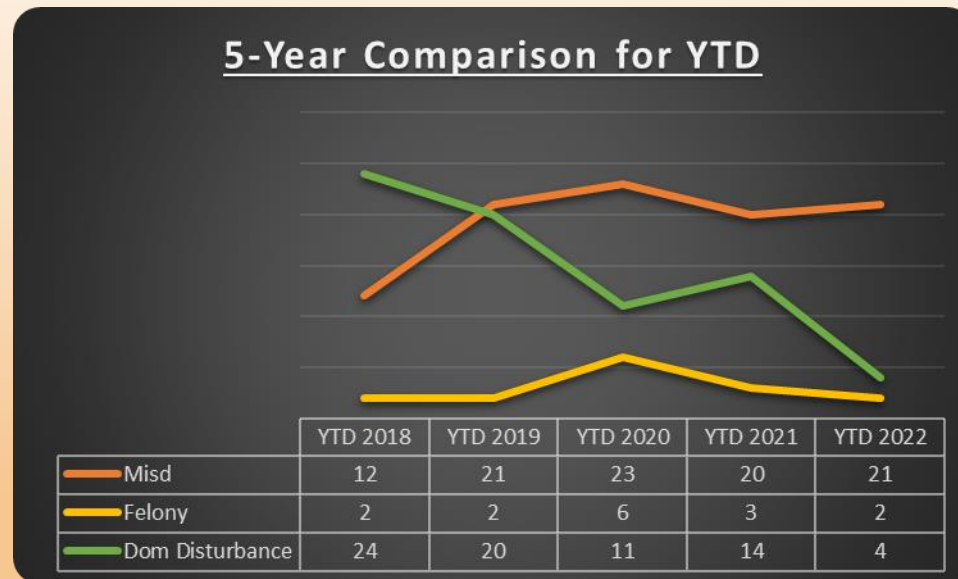


3-Year Comparison



Domestic Violence Related Calls, (cont.)

5-Year Comparison for YTD

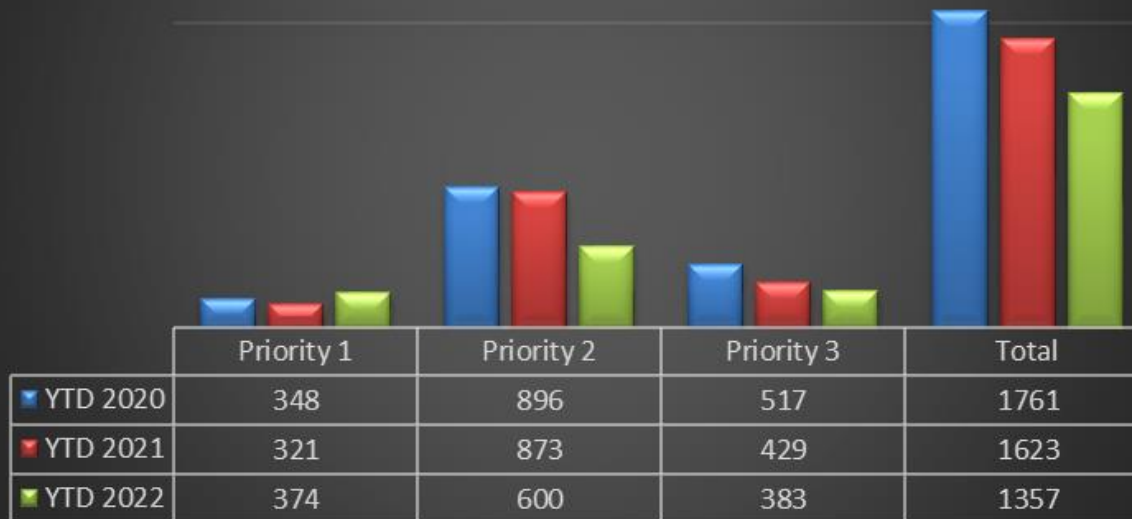


Threshold

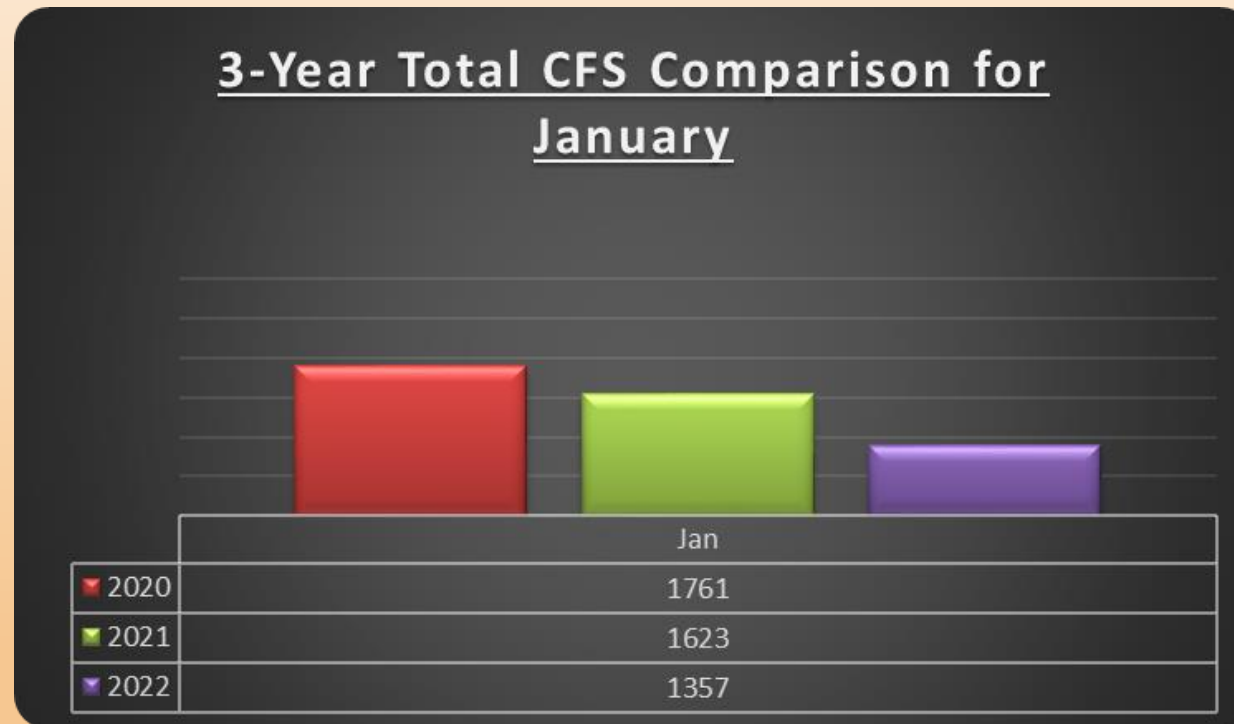
Crime	Monthly Average	Normal Range	Current Month	Activity Level
Accidents	85	70-101	108	Moderately High
Traffic Stop	585	232-939	321	Normal
DWI	7	4-10	5	Normal
Robbery	1	0-3	0	Normal
Aggravated Assault	5	2-7	1	Moderately Low
Simple Assault	35	26-44	23	Moderately Low
Burglary	7	4-11	2	Moderately Low
Shoplifting	21	12-30	4	Moderately Low
Theft from Building	15	7-22	6	Moderately Low
Theft from MV	14	5-22	3	Moderately Low
MV Theft	3	1-5	1	Normal
Vandalism	33	25-42	17	Moderately Low
Possession	15	9-21	11	Normal
Crime	Monthly Average	Normal Range	Current Month	Activity Level
Violent	41	30-52	24	Moderately Low
Property	107	81-132	39	Very Low

Calls for Service 2020 thru 2022

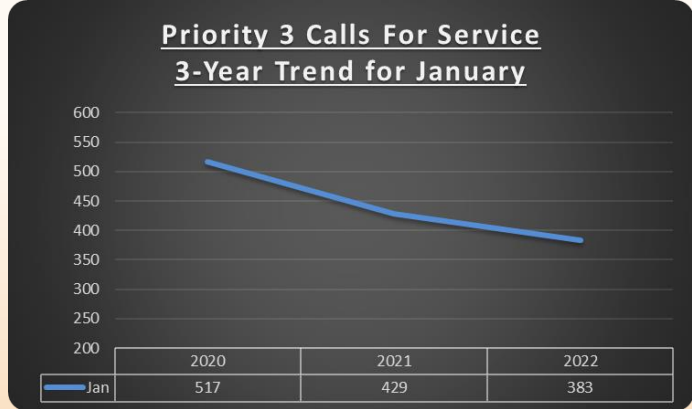
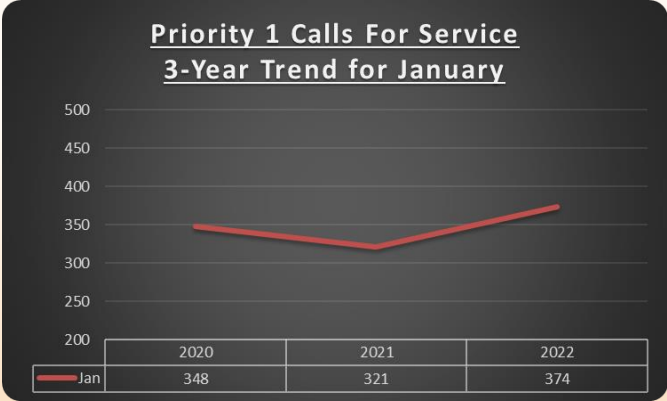
YTD Calls for Service Breakdown 2020 thru 2022



3-Year Total Calls for Service Comparison for January



Calls for Service 3 Year Trend by Priority



Top 5 Priority 1 Calls

Call Type	Number of Incidents
M/V Accident	137
Alarm Burglary	85
Dom Disturb	42
911 Hang-up	28
Disturbance	24

Top 5 Priority 2 Calls

Call Type	Number of Incidents
Welfare Check	120
Wanted Person	56
M/V Complaint	46
Theft	43
Assist O/Department	41

Top 5 Priority 3 Calls

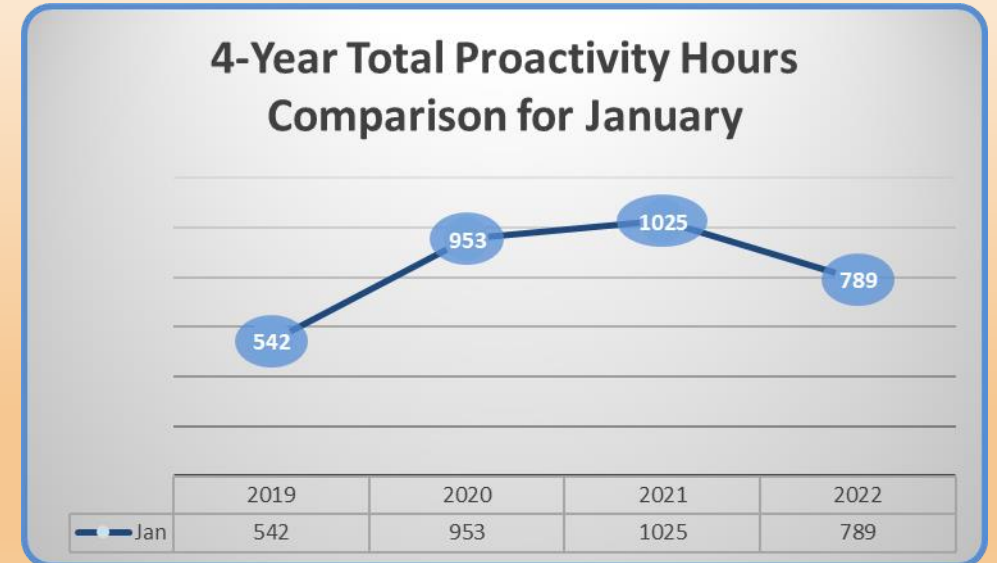
Call Type	Number of Incidents
Police Info	71
Animal Matters	51
Disabled Auto	37
Escort	30
Noise Complaint	30

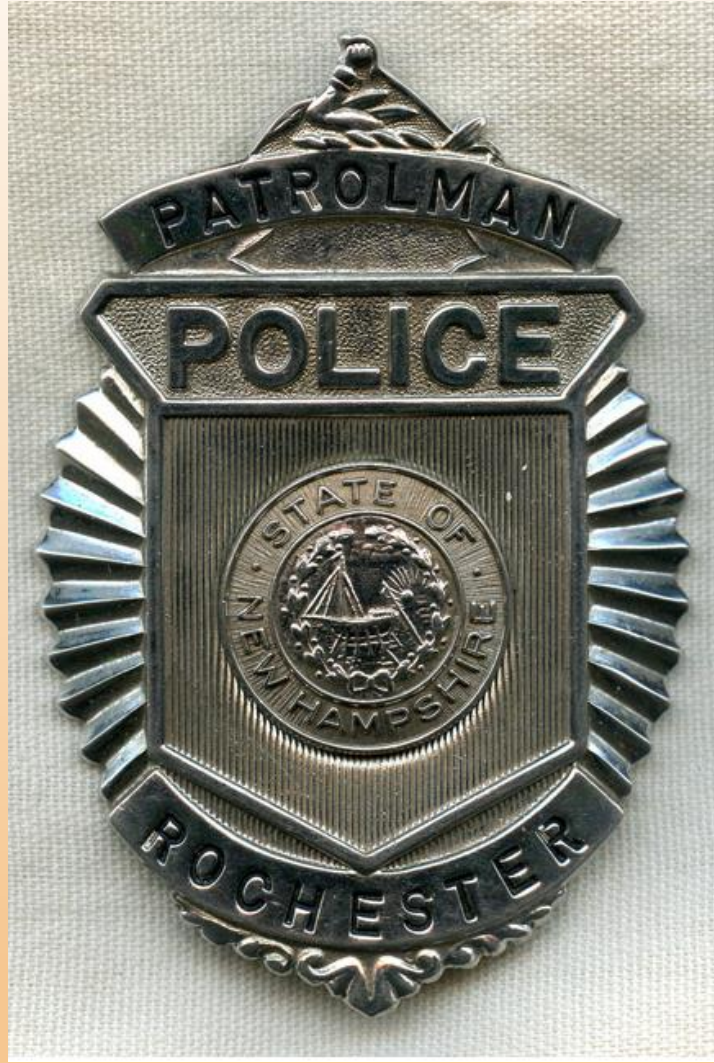
Proactive Hours by Shift

Proactive Hours per Shift



4-year Total Comparison for January





Flyingtigerantiques.com

**SUPPORT SERVICES DIVISION
MONTHLY REPORT
FEBRUARY 2022**

INVESTIGATIVE SERVICES BUREAU (ISB):

- 16 TOTAL CASES SENT TO ISB FROM PATROL OR DETECTIVE GENERATED
- 61 TOTAL CASES BEING INVESTIGATED CURRENTLY
- 16 cases presented at Grand Jury
- 0 phones analyzed with Cellebrite
- There were no ISB callouts during this reporting period
- 0 Evidence callouts
- 4 Polygraph examinations
- 8 Background investigations
- 2 Sexual offender compliance checks
- 0 Pawn shop compliance checks

EVIDENCE: Det. Rousseau, who had been filling in for the open Evidence Tech position, resigned part way into this reporting period. We do have a few good candidates for the ET position in the interview process.

- Number of pieces taken in: 278
- Number of pieces returned: 48
- Number of pieces destroyed: 0

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. It is still not known when we will be in a position to the staff those, however we did post the openings to determine interest and possible candidates.
- Due to the resignation of Det. Rosseau, Sgt. Benjamin has been filling the open Evidence Tech position.

COMMUNICATION CENTER - DISPATCH:

- The center is currently short staffed by 5 dispatchers. We have one who began her training at the beginning of January and is progressing nicely. This filled 1 of the 5 open positions. Of the 4 remaining, 4 conditional offers have been extended; 2 of the 4 offers are currently in the background phase and our recent hire will start training on midnight shift February 27, 2022.
- We have been maintaining staffing minimums with the remaining staff and the supervisor covering shifts. We have also opened dispatch overtime to trained Police Officers as well.
- 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 and currently waiting for decals to tie up loose ends before delivery is made.

JUVENILE PROSECUTION/ SCHOOL RESOURCE OFFICERS/ EXPLORERS

Juvenile Prosecution:

New cases:

Petitions:

There have been many changes made to the Juvenile Justice System and Juvenile Law that began in January 2022

New Cases:

- 23 petitions to DHHS under new system
- 3 petitions to court

Diversion: 7 DHHS under new system

CHINS: 0

Motion to bring case to court: 1 case/1 petition

0 = Show Cause/Case Status Hearing

1 = Emergency Placement AND/OR Arraignment

4= Arraignment (set for trial)

1 = Arraignments (resolved with a plea)

0 = Arraignment rescheduled, MTC, FTA

4 = Review hearings

0 = Violation hearings

7 = Trials resolved with a plea

0 = Trial Dismissed, Defendant not competent to stand trial

9 = Trial rescheduled, MTC

Completed Investigation District Courts Cases:

- 1 Motions to Impose
- 1 Contempt Investigation

Miscellaneous:

- 20 hours: doing District Court/Prosecution work typically done by an Administrative Assistant
- covered District Court for Attorney Mitrushi
- participated in oral boards for new hires
- participated in the SHS monthly Round Table meeting
- conducted training at RMS regarding the juvenile law changes/filling out court paperwork
- handled a case in District Court

SRO highlights:

High School: Officer Jackson

- Conducted normal perimeter checks around the building and surrounding grounds throughout the month
- Assisted SWAT Training at SHS
- Assisted Wakefield PD and assisted Somersworth PD
- Set up LEAD classes for second semester
- Assisted a student to obtain their 4 hours of court ordered community service
- Attended SHS sports events
- Assisted teachers with ADD procedures

Middle School: Sgt. Deluca

- Conducted normal perimeter checks throughout the month
- Started teaching LEAD lessons 1-4 to second half of 6th graders
- Working on several different investigations
- Assisted guidance with students/issues
- Handled many issues on school grounds, in lunch room and in classrooms

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

- 1 Cadet meeting took place this month

DIVERSION PROGRAM/TEEN DRUG COURT

- Staff continues to participate in the Probation Transformation. The first cases of roll out have shown to have some challenges with the process, but Staff has been working with the Prosecutor and the Assessment Workers in smoothing out the referral process and identifying the best resources for the cases.
- Staff will also be working with other Police Depts to prepare them for the roll out with educational trainings.
- Staff continues to teach LEADs at the High School for a new quarter anticipating about 8 rounds of classes.
- Staff is working with Community partners on Waypoint's Sleep Out 2022, which will help raise funds for the Rochester Teen Drop-In Center scheduled to open by May- this center will help provide resources to teens and families and be a location that education and services can be accessed.
- Staff is working with State partner in developing the Statewide Diversion Summit which will partner with the NH Juvenile Police Officer's Association and NH State DJJS.

HOUSING:

- This past month we have seen a slight decrease in police calls as compared to the month before.
- We still continue to work neighbor issues and quality of life issues at some of the locations.
- Wyandotte continues to lead in overall activity, which has prompted more patrols inside and outside the building to deter activity. Officers continue to work with managers to help with issues and promote a healthy environment.
- There have been eight background checks completed for potential new residents.

Respectfully Submitted,

Captain Todd Pinkham
Support Services Division

ADMINISTRATIVE MONTHLY REPORT

February 2022

Financial/Purchasing:

- Finance approved for us to forgo the sealed bid process and allowed us to use the State of NH bid for our backline Admin vehicle (for the Lts and Captains). A purchase order has been submitted. McFarland Ford in Exeter has the bid, and advised me delivery time is approximately 7 months.
- One of the new front line vehicles is at 2-way being outfitted with all the equipment. While the other two new front line cruisers are still at Rochester Ford being painted (doors painted white).
- Mobile Dispatch Backup Trailer: the major renovations to the trailer have been completed, and 2-way is now working on ordering and installing decals on the outside of the trailer.
- Body Cameras: Contract with Watchguard is being reviewed, then off to the City Manager for his signature.
- As noted last month, we have been working on the FY23 budget. All deadlines were met in January. This month, the Chief and I met with the City Manager, Finance Director, and Deputy Finance Director to present our budget including CIP and Issues & Options (I&O).
- We had one purchase this month that was over \$5,000: licenses for 3 new Tablets for Dispatch. This is for the Zetron system which tones out Fire and EMS.

Training/Hiring:

- Our three recruits, Officers Lazzar, Burrell, and Velasquez, are nearing the completion of phase two of FTO. They appear to be on target for release to solo patrol mid-March.
- Four recruits, Officers Bibeau, Masse, Vatcher, and Wilson, are just completing week 3 of the 16 week NH Police Academy. To date, all doing well.
- As of this report, we have 6 police officer candidate backgrounds underway all at various stages.
 - We have two additional hiring process dates set for February 28th and March 7th with 11 potential candidates going through the first round interview and physical agility test.
 - If all of the 6 backgrounds underway were to be hired, that would leaves us 2 open police officer positions
- Officer Kimball has returned from deployment this month, and spent 3 weeks with recertification training (Firearms and Use of Force “UOF”) as well as field training.

- Many officers and detectives attended a webinar titled “Documenting the Death Scene.”

Respectfully Submitted,

Jason Thomas
Deputy Chief of Police

February 2022

Expense & Revenue Reports

YEAR-TO-DATE DISPATCH BUDGET REPORT

FOR 2022 08

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	560,381	0	560,381	317,164.06	.00	243,216.94	56.6%
12030153 511002 08536 SALARIES -	2,000	0	2,000	4,900.43	.00	-2,900.43	245.0%
12030153 511004 SALARIES - HOLI	21,304	0	21,304	15,122.24	.00	6,181.76	71.0%
12030153 511012 SHIFT DIFFERENT	12,410	0	12,410	6,719.06	.00	5,690.94	54.1%
12030153 513001 OVERTIME - REGU	34,000	0	34,000	37,949.48	.00	-3,949.48	111.6%
12030153 513002 OVERTIME-TRAINI	10,000	0	10,000	582.58	.00	9,417.42	5.8%
12030153 516000 LONGEVITY	3,869	0	3,869	1,854.18	.00	2,014.82	47.9%
12030153 521100 HEALTH INSURANC	125,275	0	125,275	60,655.94	.00	64,619.06	48.4%
12030153 521200 DENTAL INSURANC	3,010	0	3,010	1,576.49	.00	1,433.51	52.4%
12030153 521300 LIFE INSURANCE	1,014	0	1,014	649.65	.00	364.35	64.1%
12030153 522000 SOCIAL SECURITY	45,116	0	45,116	27,772.62	.00	17,343.38	61.6%
12030153 522000 08536 SOCIAL SEC	0	0	0	374.93	.00	-374.93	100.0%
12030153 523000 RETIREMENT CONT	88,517	0	88,517	53,117.93	.00	35,399.07	60.0%
12030153 526000 WORKERS' COMPEN	883	0	883	.00	.00	883.00	.0%
12030153 528001 DISABILITY INSU	4,980	0	4,980	3,218.02	.00	1,761.98	64.6%
12030153 532001 STAFF DEVELOPME	3,300	0	3,300	25.00	.00	3,275.00	.8%
12030153 534001 STATE FEE COMPU	4,500	0	4,500	360.00	.00	4,140.00	8.0%
12030153 543002 EQUIPMENT MAINT	27,354	0	27,354	11,359.73	5,463.00	10,531.27	61.5%
12030153 552003 GENERAL LIABILI	2,895	0	2,895	.00	.00	2,895.00	.0%
12030153 553000 COMMUNICATIONS	500	0	500	569.24	.00	-69.24	113.8%
12030153 554000 ADVERTISING	68	0	68	.00	.00	68.00	.0%
12030153 558000 TRAVEL	2,000	0	2,000	70.76	.00	1,929.24	3.5%
12030153 561003 OFFICE SUPPLIES	1,250	0	1,250	233.69	84.25	932.06	25.4%
12030153 561010 CLOTHING	1,300	0	1,300	36.75	473.00	790.25	39.2%
12030153 561032 OTHER OPERATION	2,500	0	2,500	328.04	.00	2,171.96	13.1%
12030153 573401 ADMIN EQUIPMENT	10,684	0	10,684	6,739.10	.00	3,944.90	63.1%
12030153 581000 DUES AND FEES	550	0	550	345.00	.00	205.00	62.7%
TOTAL DISPATCH CENTER	969,660	0	969,660	551,724.92	6,020.25	411,914.83	57.5%
TOTAL GENERAL FUND	969,660	0	969,660	551,724.92	6,020.25	411,914.83	57.5%
TOTAL EXPENSES	969,660	0	969,660	551,724.92	6,020.25	411,914.83	

YEAR-TO-DATE DISPATCH BUDGET REPORT

FOR 2022 08								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED	
GRAND TOTAL	969,660	0	969,660	551,724.92	6,020.25	411,914.83	57.5%	

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

YEAR-TO-DATE BUDGET REPORT

FOR 2022 08

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	689,168	0	689,168	534,081.90	.00	155,086.10	77.5%
12010053 511002 SALARIES - PART	109,575	0	109,575	61,062.16	.00	48,512.84	55.7%
12010053 511005 SALARIES - OUTS	210,000	0	210,000	77,684.14	.00	132,315.86	37.0%
12010053 511099 SALARIES - ADJU	30,638	0	30,638	.00	.00	30,638.00	.0%
12010053 514000 EDUCATION INCEN	9,000	0	9,000	5,711.31	.00	3,288.69	63.5%
12010053 516000 LONGEVITY	3,550	0	3,550	3,500.00	.00	50.00	98.6%
12010053 521100 HEALTH INSURANC	69,896	0	69,896	45,752.99	.00	24,143.01	65.5%
12010053 521200 DENTAL INSURANC	1,670	0	1,670	1,082.38	.00	587.62	64.8%
12010053 521300 LIFE INSURANCE	1,441	0	1,441	997.65	.00	443.35	69.2%
12010053 522000 SOCIAL SECURITY	14,849	0	14,849	9,799.16	.00	5,049.84	66.0%
12010053 523000 RETIREMENT CONT	314,300	0	314,300	194,098.08	.00	120,201.92	61.8%
12010053 526000 WORKERS' COMPEN	83,073	0	83,073	.00	.00	83,073.00	.0%
12010053 528001 DISABILITY INSU	3,899	0	3,899	2,644.80	.00	1,254.20	67.8%
12010053 532001 STAFF DEVELOPME	13,351	0	13,351	7,050.60	5,064.00	1,236.40	90.7%
12010053 532001 09526 HOST TRAIN	6,000	0	6,000	.00	.00	6,000.00	.0%
12010053 532200 CONTRACTED SERV	75,780	0	75,780	75,539.08	159.00	81.92	99.9%
12010053 533003 PHOTO DEVELOPME	300	0	300	225.00	.00	75.00	75.0%
12010053 533004 MEDICAL SERVICE	12,035	0	12,035	4,772.99	5,960.01	1,302.00	89.2%
12010053 533005 ANIMAL DISPOSAL	1,000	0	1,000	.00	1,000.00	.00	100.0%
12010053 533011 ANIMAL BOARDING	4,000	0	4,000	.00	3,250.00	750.00	81.3%
12010053 541100 WATER/SEWAGE	3,602	0	3,602	1,604.46	1,395.54	602.00	83.3%
12010053 543001 VEHICLES MAINT	35,000	0	35,000	14,161.07	7,791.69	13,047.24	62.7%
12010053 543002 EQUIPMENT MAINT	66,327	0	66,327	49,142.23	11,888.97	5,295.80	92.0%
12010053 543500 INSURANCE CLAIM	5,000	0	5,000	2,922.12	.00	2,077.88	58.4%
12010053 544200 RENTAL OF EQUIP	400	0	400	.00	400.00	.00	100.0%
12010053 544500 LEASE COPIER/PR	12,468	0	12,468	14,353.77	.00	-1,885.77	115.1%
12010053 552001 FLEET INSURANCE	10,796	0	10,796	.00	.00	10,796.00	.0%
12010053 552002 PROPERTY INSURA	4,240	0	4,240	.00	.00	4,240.00	.0%
12010053 552003 GENERAL LIABILI	26,664	0	26,664	.00	.00	26,664.00	.0%
12010053 552004 OFFICERS LIABIL	43,851	0	43,851	.00	.00	43,851.00	.0%
12010053 553000 COMMUNICATIONS	41,443	0	41,443	19,305.20	4,330.38	17,807.42	57.0%
12010053 553400 POSTAGE FEES	8,050	0	8,050	3,926.24	.00	4,123.76	48.8%
12010053 554000 ADVERTISING	1,500	6,000	7,500	4,466.93	2,039.00	994.07	86.7%
12010053 555000 PRINTING AND BI	4,000	0	4,000	701.43	920.00	2,378.57	40.5%
12010053 558000 TRAVEL	6,100	0	6,100	253.66	1,544.26	4,302.08	29.5%
12010053 561003 OFFICE SUPPLIES	5,473	0	5,473	545.25	1,257.72	3,670.03	32.9%
12010053 561005 PUBLICATIONS	2,250	0	2,250	158.49	659.18	1,432.33	36.3%
12010053 561006 AMMUNITION	14,817	0	14,817	12,558.00	1,893.55	365.45	97.5%
12010053 561006 00604 SWAT TEAM	11,157	0	11,157	1,000.00	10,157.00	.00	100.0%
12010053 561008 VEHICLE SUPPLIE	11,030	0	11,030	3,795.49	500.00	6,734.51	38.9%

YEAR-TO-DATE BUDGET REPORT

FOR 2022 08

ACCOUNTS FOR: 1000 GENERAL FUND	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED
12010053 561009 TRAINING MATERI	350	0	350	99.50	.00	250.50	28.4%
12010053 561010 CLOTHING	65,500	0	65,500	21,841.67	16,041.21	27,617.12	57.8%
12010053 561032 OTHER OPERATION	4,150	0	4,150	1,424.58	848.18	1,877.24	54.8%
12010053 561032 00602 OTHER OPER	1,800	0	1,800	.00	.00	1,800.00	.0%
12010053 561032 15501 EVIDENCE S	7,035	0	7,035	2,606.78	1,492.65	2,935.57	58.3%
12010053 561032 15502 TASER CART	3,900	0	3,900	3,896.70	.00	3.30	99.9%
12010053 562200 ELECTRICITY	59,000	0	59,000	35,634.85	13,246.49	10,118.66	82.8%
12010053 562400 HEATING FUEL	8,500	0	8,500	2,789.27	5,248.34	462.39	94.6%
12010053 562600 VEHICLE FUEL	77,549	-6,000	71,549	30,083.91	.00	41,465.09	42.0%
12010053 573200 NEW VEHICLES	0	0	0	37,850.00	.00	-37,850.00	100.0%
12010053 573401 ADMIN EQUIPMENT	1,500	0	1,500	999.93	.00	500.07	66.7%
12010053 573900 OTHER EQUIPMENT	16,354	0	16,354	9,831.95	5,950.00	572.05	96.5%
12010053 581000 DUES AND FEES	2,920	0	2,920	810.00	1,090.00	1,020.00	65.1%
12010053 589007 CITY WIDE PROGR	11,600	0	11,600	1,590.12	2,502.72	7,507.16	35.3%
12010053 589007 CTDIV CITY WIDE	4,150	0	4,150	196.00	65.99	3,888.01	6.3%
TOTAL PD ADMINISTRATIVE SERVICES	2,232,001	0	2,232,001	1,302,551.84	106,695.88	822,753.28	63.1%

12012453 PD PATROL SERVICES

12012453 511001 SALARIES - FULL	3,476,575	0	3,476,575	1,900,870.07	.00	1,575,704.93	54.7%
12012453 511001 21552 SALARIES -	0	0	0	494.52	.00	-494.52	100.0%
12012453 511001 21553 SALARIES -	0	0	0	214.22	.00	-214.22	100.0%
12012453 511002 SALARIES - PART	51,923	0	51,923	38,117.23	.00	13,805.77	73.4%
12012453 511003 SALARIES - EARL	107,458	0	107,458	38,176.52	.00	69,281.48	35.5%
12012453 511004 SALARIES - HOLI	156,385	0	156,385	88,965.51	.00	67,419.49	56.9%
12012453 511099 SALARIES - ADJU	1,765	0	1,765	.00	.00	1,765.00	.0%
12012453 513001 OVERTIME - REGU	108,546	0	108,546	3,620.20	.00	104,925.80	3.3%
12012453 513001 00587 OT COMMUNI	0	0	0	3,705.38	.00	-3,705.38	100.0%
12012453 513001 00588 OT MISCELL	0	0	0	14,022.99	.00	-14,022.99	100.0%
12012453 513001 00589 OT ADMINIS	0	0	0	3,747.60	.00	-3,747.60	100.0%
12012453 513001 00590 OT VACATIO	0	0	0	17,420.49	.00	-17,420.49	100.0%
12012453 513001 00591 OT COMP &	0	0	0	12,370.51	.00	-12,370.51	100.0%
12012453 513001 00592 OT SICK BE	0	0	0	35,859.49	.00	-35,859.49	100.0%
12012453 513001 00593 OT PERSONA	0	0	0	214.53	.00	-214.53	100.0%
12012453 513001 00594 OT INVESTI	0	0	0	24,225.76	.00	-24,225.76	100.0%
12012453 513001 00595 OT COURT	0	0	0	12,101.03	.00	-12,101.03	100.0%
12012453 513001 00597 OT SAFETY	0	0	0	346.40	.00	-346.40	100.0%
12012453 513002 OVERTIME - TRAI	28,940	0	28,940	51,369.69	.00	-22,429.69	177.5%
12012453 514000 EDUCATION INCEN	17,000	0	17,000	9,499.62	.00	7,500.38	55.9%
12012453 515001 ON CALL	7,800	0	7,800	3,750.00	.00	4,050.00	48.1%
12012453 516000 LONGEVITY	14,000	0	14,000	6,000.00	.00	8,000.00	42.9%

YEAR-TO-DATE BUDGET REPORT

FOR 2022 08

ACCOUNTS 1000	FOR: GENERAL FUND		ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED
12012453	521100	HEALTH INSURANC	508,457	0	508,457	253,311.59	.00	255,145.41	49.8%
12012453	521200	DENTAL INSURANC	12,630	0	12,630	6,515.01	.00	6,114.99	51.6%
12012453	521300	LIFE INSURANCE	2,722	0	2,722	1,581.82	.00	1,140.18	58.1%
12012453	521300	00588 LIFE INSUR	0	0	0	9.11	.00	-9.11	100.0%
12012453	521300	00589 LIFE INSUR	0	0	0	2.51	.00	-2.51	100.0%
12012453	521300	00590 LIFE INSUR	0	0	0	9.77	.00	-9.77	100.0%
12012453	521300	00591 LIFE INSUR	0	0	0	7.49	.00	-7.49	100.0%
12012453	521300	00592 LIFE INSUR	0	0	0	22.05	.00	-22.05	100.0%
12012453	521300	00594 LIFE INSUR	0	0	0	16.66	.00	-16.66	100.0%
12012453	521300	00595 LIFE INSUR	0	0	0	8.00	.00	-8.00	100.0%
12012453	522000	SOCIAL SECURITY	55,315	0	55,315	30,091.11	.00	25,223.89	54.4%
12012453	522000	00587 SSA OT COM	0	0	0	53.22	.00	-53.22	100.0%
12012453	522000	00588 SSA OT MIS	0	0	0	202.96	.00	-202.96	100.0%
12012453	522000	00589 SSA OT ADM	0	0	0	54.34	.00	-54.34	100.0%
12012453	522000	00590 SSA OT VAC	0	0	0	251.77	.00	-251.77	100.0%
12012453	522000	00591 SSA OT COM	0	0	0	179.24	.00	-179.24	100.0%
12012453	522000	00592 SSA OT SIC	0	0	0	518.88	.00	-518.88	100.0%
12012453	522000	00593 SSA OT PER	0	0	0	3.11	.00	-3.11	100.0%
12012453	522000	00594 SSA OT INV	0	0	0	348.61	.00	-348.61	100.0%
12012453	522000	00595 SSA OT COU	0	0	0	175.10	.00	-175.10	100.0%
12012453	522000	00597 SSA OT SAF	0	0	0	5.03	.00	-5.03	100.0%
12012453	522000	21552 SOCIAL SEC	0	0	0	7.05	.00	-7.05	100.0%
12012453	522000	21553 SOCIAL SEC	0	0	0	2.84	.00	-2.84	100.0%
12012453	523000	RETIREMENT CONT	1,310,946	0	1,310,946	692,532.64	.00	618,413.36	52.8%
12012453	523000	00587 RET OT COM	0	0	0	1,255.40	.00	-1,255.40	100.0%
12012453	523000	00588 RET OT MIS	0	0	0	4,751.01	.00	-4,751.01	100.0%
12012453	523000	00589 RET OT ADM	0	0	0	1,269.68	.00	-1,269.68	100.0%
12012453	523000	00590 RET OT VAC	0	0	0	5,902.05	.00	-5,902.05	100.0%
12012453	523000	00591 RET OT COM	0	0	0	4,191.14	.00	-4,191.14	100.0%
12012453	523000	00592 RET OT SIC	0	0	0	12,149.18	.00	-12,149.18	100.0%
12012453	523000	00593 RET OT PER	0	0	0	72.68	.00	-72.68	100.0%
12012453	523000	00594 RET OT INV	0	0	0	8,207.71	.00	-8,207.71	100.0%
12012453	523000	00595 RET OT COU	0	0	0	4,099.92	.00	-4,099.92	100.0%
12012453	523000	00597 RET OT SAF	0	0	0	117.36	.00	-117.36	100.0%
12012453	523000	21552 RETIREMENT	0	0	0	167.55	.00	-167.55	100.0%
12012453	523000	21553 RETIREMENT	0	0	0	72.58	.00	-72.58	100.0%
12012453	528001	DISABILITY INSU	0	0	0	9.63	.00	-9.63	100.0%
TOTAL PD PATROL SERVICES			5,860,462	0	5,860,462	3,293,267.56	.00	2,567,194.44	56.2%

12012553 PD SUPPORT SERVICES

12012553	511001	SALARIES - FULL	158,158	0	158,158	111,876.87	.00	46,281.13	70.7%
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YEAR-TO-DATE BUDGET REPORT

FOR 2022 08									
ACCOUNTS 1000	FOR: GENERAL	FUND	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED
12012553	511002	SALARIES - PART	234,217	0	234,217	112,238.54	.00	121,978.46	47.9%
12012553	511099	SALARIES - ADJU	2,454	0	2,454	.00	.00	2,454.00	.0%
12012553	513001	OVERTIME - REGU	0	0	0	3,896.55	.00	-3,896.55	100.0%
12012553	513001	00589 OT ADMINIS	3,000	0	3,000	.00	.00	3,000.00	.0%
12012553	516000	LONGEVITY	2,275	0	2,275	1,400.00	.00	875.00	61.5%
12012553	521100	HEALTH INSURANC	34,448	0	34,448	23,421.01	.00	11,026.99	68.0%
12012553	521200	DENTAL INSURANC	900	0	900	599.92	.00	300.08	66.7%
12012553	521300	LIFE INSURANCE	321	0	321	223.20	.00	97.80	69.5%
12012553	522000	SOCIAL SECURITY	29,911	0	29,911	16,195.94	.00	13,715.06	54.1%
12012553	523000	RETIREMENT CONT	23,257	0	23,257	15,598.63	.00	7,658.37	67.1%
12012553	528001	DISABILITY INSU	1,593	0	1,593	1,101.50	.00	491.50	69.1%
TOTAL PD SUPPORT SERVICES			490,534	0	490,534	286,552.16	.00	203,981.84	58.4%
TOTAL GENERAL FUND			8,582,997	0	8,582,997	4,882,371.56	106,695.88	3,593,929.56	58.1%
TOTAL EXPENSES			8,582,997	0	8,582,997	4,882,371.56	106,695.88	3,593,929.56	

YEAR-TO-DATE BUDGET REPORT

FOR 2022 08								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED	

GRAND TOTAL	8,582,997	0	8,582,997	4,882,371.56	106,695.88	3,593,929.56	58.1%	
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** END OF REPORT - Generated by Rhonda Morganti **

FEBRUARY REVENUE


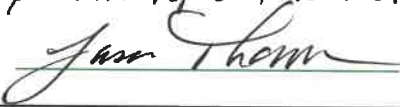


FOR 2022 08							
ACCOUNTS FOR:	ORIGINAL	ESTIM REV	REVISED	ACTUAL YTD	REMAINING	PCT	
1000 GENERAL FUND	ESTIM REV	ADJSTMTS	EST REV	REVENUE	REVENUE	COLL	
12011 POLICE CITY REVENUE							
12011 400407 PISTOL PERMITS	-1,668	0	-1,668	-480.00	-1,188.00	28.8%	
12011 402110 INCOME FROM COPY M	-8,058	0	-8,058	-2,031.20	-6,026.80	25.2%	
12011 402111 OUTSIDE SECURITY S	-285,600	0	-285,600	-101,415.39	-184,184.61	35.5%	
12011 402115 ALARM FEES	-5,103	0	-5,103	-295.00	-4,808.00	5.8%	
12011 402121 DOG SHELTER & TRAN	-1,982	0	-1,982	-980.00	-1,002.00	49.4%	
12011 402122 DOG FINES	-14,543	0	-14,543	-7,025.00	-7,518.00	48.3%	
12011 405201 COURT FINES	-5,675	0	-5,675	-7,380.89	1,705.89	130.1%	
12011 405202 PARKING TICKETS	-5,517	0	-5,517	-1,555.00	-3,962.00	28.2%	
12011 405203 EXCESS ALARM PENAL	-2,553	0	-2,553	-1,400.00	-1,153.00	54.8%	
12011 406201 MISCELLANEOUS REVE	-9,030	0	-9,030	-580.00	-8,450.00	6.4%	
12011 406209 POLICE RESTITUTION	-377	0	-377	-213.63	-163.37	56.7%	
12011 406210 WITNESS FEES	-5,561	0	-5,561	.00	-5,561.00	.0%	
12011 406216 HOST TRAINING FEES	-450	0	-450	.00	-450.00	.0%	
12011 406299 INSURANCE CLAIM RE	-5,000	0	-5,000	-44,184.40	39,184.40	883.7%	
TOTAL POLICE CITY REVENUE	-351,117	0	-351,117	-167,540.51	-183,576.49	47.7%	
TOTAL GENERAL FUND	-351,117	0	-351,117	-167,540.51	-183,576.49	47.7%	
TOTAL REVENUES	-351,117	0	-351,117	-167,540.51	-183,576.49		

FEBRUARY REVENUE

	ORIGINAL ESTIM REV	ESTIM REV ADJSTMTS	REVISED EST REV	ACTUAL YTD REVENUE	REMAINING REVENUE	PCT COLL
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GRAND TOTAL	-351,117	0	-351,117	-167,540.51	-183,576.49	47.7%
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** END OF REPORT - Generated by Rhonda Morganti **

RECORD # _____	<u>ROCHESTER POLICE DEPARTMENT</u>	<u>PERSONNEL RECORDS ENTRY FORM</u>
1. <u>EMPLOYEE NAME</u> : JACOB BENJAMIN		DATE: 01/12/2022 TIME: _____
2. <u>TYPE OF ENTRY</u> <input checked="" type="checkbox"/> RECOMMENDATION <input type="checkbox"/> EVALUATION/FOLLOW UP <input type="checkbox"/> COUNSELING <input type="checkbox"/> DISCIPLINARY <input type="checkbox"/> TRAINING INTERVIEW <input type="checkbox"/> OTHER		
3. <u>NARRATIVE</u> : Officer Benjamin is representing Rochester PD at the CHaD Battle of the Badges Hockey Championship.		
4. <u>ACTION TAKEN BY SUPERVISOR</u> : SIGNATURE: _____ DATE: _____		
5. <u>COMMENTS/RECOMMENDATIONS OF BUREAU COMMANDER</u> : Best of luck! Make us proud! SIGNATURE:  DATE: 2-10-22		
6. <u>COMMENTS OF DEPUTY CHIEF OF POLICE</u> : No doubt you will represent us well -proud of you Jake! SIGNATURE:  DATE: 2-10-22		
7. <u>COMMENTS OF CHIEF OF POLICE</u> : We are proud to have you represent Rochester Jake. The children are the winners, no matter the final score of the game. Thanks for all you do. SIGNATURE:  DATE: 2-7-22		
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: 2-14-22		



January 12, 2022

Rochester Police Department
Chief of Police
Paul Toussaint
23 Wakefield Street
Rochester, NH 03867

RECEIVED
JAN 26 2022
OFFICE OF THE CHIEF
ROCHESTER POLICE DEPT

Dear Chief of Police Toussaint,

We are excited to bring back the CHaD Battle of the Badges Hockey Championship, where Police Officers and Firefighters from across New Hampshire will face off to support children from our region. We are even more thrilled to have Jacob Benjamin represent your department in the 14th annual game on Sunday, March 13 at the SNHU Arena. Their participation in the game further embodies their strong commitment to our local communities and raises critical funds for the Children's Hospital at Dartmouth-Hitchcock.

Team Police and Team Fire will gather over the next few months to practice and get ready for the big game. Each player has also been paired up with a CHaD Buddy – a CHaD patient who has a unique story related to their experience at the hospital. These Buddies help provide the inspiration to the players over the next few months as they each aim to raise over \$1500 in order to participate in the game.

While it has been nearly 22 months since the last game, and 34 since we had spectators in the arena, we are looking forward to the teams lacing up their skates to support CHaD. We hope that this year's championship will have more spectators than ever before.

We greatly appreciate your support of Jacob Benjamin's participation in this year's game. Your enthusiasm of the 2022 CHaD Battle of the Badges Hockey Championship supports the health and wellbeing of the children and families in the communities we call home. We hope you and your department will consider viewing the game as we our local heroes and cheer them on in support of our kids.

Please don't hesitate to reach out with any questions or concerns at Kathleen.M.Procek@hitchcock.org or 603.629.1238 . For more information on the game and all of the fundraising efforts related to it, please visit our event website www.chadhockey.org.

Sincerely,

Kathleen Procek
Event & Project Coordinator
CHaD Community Relations

For Jake's File

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 cursive script, appearing to read "James A. Boyer", written over a horizontal line.

DATE: 2-14-22



ROCHESTER POLICE DEPARTMENT

23 WAKEFIELD STREET
ROCHESTER NH, 03867-1933

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

"Dedication, Pride, Integrity"

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DEREK J. PETERS
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Vice-Chairman
DAVID E. WINSHIP, JR.
Commissioner

GARY M. BOUDREAU
Chief of Police



To Whom It May Concern:

I recently received a letter from Sergeant Jacob Benjamin, praising several officers for their performance on January 5, 2022 when faced with roadways abruptly freezing, resulting in dozens of reports of motor vehicle collisions. I would like to take this opportunity to recognize that Sergeant Benjamin himself also contributed to resolving the barrage of collisions and overall chaotic-seeming situation, and I would also like to add that the role of a sergeant in these situations is particularly stressful: Not only is the sergeant tasked with helping handle the workload in order to keep the city operational and citizens continuing with their day, the sergeant must also manage and triage the influx of calls, ensuring that priority calls are handled appropriately and allocating available resources. I was working on January 5, and I recall Sergeant Benjamin remaining calm and collected over the radio, setting a professional example for officers to follow. It is also worth commenting on the fact that after that morning's whirlwind had subsided, Sergeant Benjamin followed through on his leadership principles by recognizing the men and women he works alongside, working to build a strong team.

I ask that this letter be placed in Sergeant Benjamin's evaluation file, recognizing his efforts alongside the team, his management composure during a stressful event, and his leadership in recognizing exceptional work of employees.

Sincerely,

Andrew Swanberry
Captain

RECORD #	ROCHESTER POLICE DEPARTMENT	PERSONNEL RECORDS ENTRY FORM
1. EMPLOYEE NAME: Robert Burrell		DATE: 02/02/2022 TIME: 2344
2. TYPE OF ENTRY <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. NARRATIVE: R C :alled the station to advise that Officer Porfido and Officer Burrell were awesome. C stated that the officers were honest and nice public servants. C stated that they should be recognized for a job well done during a civil matters call. <i>22-4067</i>		
4. ACTION TAKEN BY SUPERVISOR: Completed and submitted. Thank you dedication to the public and keeping great relations within the community. SIGNATURE: <i>[Signature]</i> DATE: <u>02/02/2022</u>		
5. COMMENTS/RECOMMENDATIONS OF PATROL COMMANDER: <i>Great job! Thank you for your professionalism Recommend forwarding to eval file.</i> SIGNATURE: <i>[Signature]</i> DATE: <u>2.10.2022</u>		
6. COMMENTS OF DEPUTY CHIEF OF POLICE: <i>Robert - Thank you for your professionalism!!</i> SIGNATURE: <i>[Signature]</i> DATE: <u>2.10.22</u>		

7. COMMENTS OF CHIEF OF POLICE: *Great job Robert! Thank you*

SIGNATURE: _____



DATE: 2-10-22

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:

Becky Warburton

From: Gary Boudreau
Sent: Tuesday, February 1, 2022 8:12 PM
To: Police Dept
Subject: FW: Water Main Break Columbus/Old Dover

To Eric Bilodeau and Jake Benjamin and everyone else who might have helped with last week's water main thank you. Your efforts are appreciated by not only me, but by the DPW director and his crew.

Gary

From: Peter Nourse <peter.nourse@rochesternh.net>
Sent: Friday, January 28, 2022 8:15 AM
To: Gary Boudreau <gary.boudreau@rochesternh.net>
Subject: Water Main Break Columbus/Old Dover

Hi Gary. Wanted to thank you for the great assistance to our crew last night on this challenging break. Scott said your guys were great. Thank you!

Peter C. Nourse PE
Director of City Services
209 Chestnut Hill Rd.
Rochester, NH 03867
(603) 332 4096