

October 25, 2021

The Nashua Police Commission held a public meeting on Monday, October 25, 2021, at the Nashua Fire Department located at 177 Lake Street.

Members present:

Commissioner James R. Tollner, Chairman
Commissioner Nicholas Dahl, Clerk
Commissioner Matthew Plante
Chief Michael Carignan
Deputy Chief James Testaverde (not in attendance)
Deputy Chief Kevin Rourke
Karen Smith, NPD Business Manager
Kathy Breslin, Administrative Project Specialist (acting as recording secretary)

Others Attending the Public Session:

Aldermanic Liaison Lori Wilshire
Aldermanic Liaison Richard Dowd (not in attendance)
Five Citizens

PUBLIC SESSION

Commissioner Tollner called the meeting to order at 5:32 pm. Roll call taken.

APPROVAL OF MINUTES:

- September 27, 2021

Commissioner Tollner made a motion to approve the minutes of the September 27, 2021 meeting. Motion seconded by Commissioner Plante. All in favor.

BUDGET:

Business Manager Karen Smith provided copies of the following reports:

Grant R-21-175 Opioid Abuse Reduction:

\$300,000 from the State of New Hampshire, Department of Safety for the purpose of investigating and apprehending individuals or organizations that are involved in opioid related drug use and trafficking. This grant has gone before the Board of Alderman and next will go before Human Affairs. We hope to have this approved by mid-November. This grant is partnered with Hudson Police Department.

Highway Safety Grants:

State of New Hampshire, Office of Highway Safety Grants: Speed Enforcement \$9,720, DUI Enforcement \$8,000, Distracted Driving \$6,397, Join NH Clique \$850, Drive Sober \$1,700 and UTextUDriveUPay \$850.

FY2022 September Expenditure Report:

We are one quarter of the way into the fiscal year and the payroll accounts average around 25% which is right on track.

FY2022 September Revenue Report:

There was an issue last month with our Quickbooks software and the 45999 account (Miscellaneous Revenue) shows a negative \$21,000. This will be corrected next month with a reversal to the 45699 account (Other Reimbursements). This is the reimbursement from the Hollis Police Department for the Attorney Contract.

FY2022 Monthly Overtime Tracking by Specific Case Number or Significant Occurrence:

Monthly overtime for the month of September for significant occurrences totaled approximately \$55,452. This included \$3,050 for a 2018 case, \$21,045 for a 1st Degree Murder, \$3,753 for SWAT, \$3,565 for a 2nd Degree Assault, \$4,385 for training and a few miscellaneous items totaling \$1,000-\$2,000. The \$21,045 expense will be covered by a transfer from the Expendable Trust Fund.

September Functional Strength:

The functional strength, which is the number of total officers we were down for September, was 13; including 7 vacancies, 2 officers at the Academy, 1 officers with FTOs and 3 officers on extended leave.

FY2022 September Overtime Analysis:

The overtime for the month of September averaged \$47,506 per week. The weekly average was \$52,082 prior to the Expendable Trust Fund transfer request. The overtime coverage in Communications and Dispatch averaged \$8,000 per week. We are trying to bring the weekly average of overtime to \$40,000 by December.

There was discussion about the Holiday Stroll which will not be taking place this year, but the Veterans Day Parade will be held and that cost will be deducted from the Nashua Police Department budget.

September Strength Report:

A copy of the September Strength Report was provided.

MOTION: Commissioner Plante made a motion to accept the budget reports. Motion seconded by Commissioner Dahl. All in favor.

ACTIVITY REPORT:

Deputy Chief Rourke reported the following:

Last night there was a homicide in Manchester, NH. Officer Perry and his K9 Yukon were activated to assist the Manchester Police Department. They were able to locate 2 shell casings related to the shooting. The Manchester Police Department was very appreciative.

Body Worn started assisting us with the installation of the cameras in the cars today. The rest of the crew will be arriving tomorrow to begin the officer training. By the end of the week all the officers in Patrol will be trained. Civilians in Legal, Dispatch and Records will also need to be trained and anyone not trained in the next few weeks will get trained by supervisors and officers with the prior training.

We just received all the uniforms back that have been altered for the cameras.

After this week we are going to roll out the cameras on 2nd shift in order to test the system and work out the kinks while the Body Worn trainers are still in the building.

Brian Pinsonneault has been a great asset with the Body Worn project. He is very organized and very savvy with the technical equipment. Lieutenant Hudon is also assisting with the project. There are many facets to this system and it is important for us to soak up as much information as possible while the Body Worn trainers are here.

There will be charging stations for the cameras set up in the Roll Call Room. We will also be installing cameras in the Interview rooms and Booking.

Commissioner Tollner wanted to thank the Board of Alderman and the Mayor for approving the funding for the body worn cameras so quickly.

Wednesday we will be holding a SWAT test. We are currently down three unit members.

We have a few officers out due to injuries. Officer Densmore will be out 6 weeks for a torn pectoral muscle. Officer Santiago has a torn bicep and will be out an extended period of time. Officer Fruzzetti was out on an injury but will be returning next week.

Officer Granata has been activated for the Massachusetts National Guard. This was due to the vaccine mandate and the need for possible coverage in the prisons, but I received word just before the meeting that he has been deactivated.

Deputy Chief Rourke reported the following on behalf of Deputy Chief Testaverde:

Detectives:

SID has been very busy this month and Captain Allard has a young new division and they have done very well.

I cannot say enough about the great job Brian Pinsonneault has done. He is currently an Administrative Assistant in Detectives for the Evidence division and has been assisting with the body worn cameras. We definitely will need to hire someone full time to oversee the cameras. We have talked to other agencies with body worn cameras and they have hired one to two people to oversee the cameras. We can probably get by with just one person. We will need to add the new position to the next fiscal budget.

Irelynne West is the Administrative Assistant for SID and has been assigned the Registry for the Sex Offenders. She is going a great job.

Deputy Carignan stated that implementation of the body worn cameras is very in depth and Deputy Rourke has done an amazing job dealing with all the policy updates and technical aspects of the project. Brian Pinsonneault and Lieutenant Hudon have also been a great help. Deputy Rourke touched upon the need to hire a person to manage the system. The Mayor is aware this position needs to be added to our budget and Karen has already factored this in for next fiscal year.

Chief Carignan reported the following on behalf of Deputy Chief Testaverde:

Legal:

The courts are still in the process of recovering from the effects of Covid. They recently have brought back arraignments. The Felony First Program requires a much quicker time to get discovery to the defense. This is more expensive because it requires overtime to get the information quickly to the County Attorney's office. It also makes it more difficult because the case is coming to the Detective Bureau piecemeal, so items can be missed. It is not temporary, so it is something we are going to have to deal with.

Commissioner Tollner stated that he recently spoke to a former police prosecutor and he stated that the reports that came out of the Nashua Police Department were very detailed and far exceeded the reports from other departments.

***Deputy Chief Rourke reported the following on behalf of Deputy Chief Testaverde:
Professional Standards:***

The department wide Tactical Emergency Casualty Care (TECC) and CPR training has been completed.

Officers Donahue and Philogene will be completing their time with their Field Training Officer (FTO) and will be assigned to 1st shift to cover for officers that are out. In January they will be assigned to 2nd shift.

***Chief Carignan reported the following on behalf of Deputy Chief Testaverde:
Services:***

In regards to the HVAC project, Phase 1A was recently completed and then it rained. We had leaks this morning in Finance and Bill Mansfield's office. Turnstone immediately addressed the problem and hopefully it is fixed. Tomorrow it is forecast to rain again so I guess that will be the test.

Two Dispatcher candidates and one Communication candidate have been submitted to Professional Standards for background investigations. If hired they will be going to 3rd shift.

Commissioner Dahl asked if Officers Earnshaw and Tien passed the motorcycle training.

Deputy Rourke replied they did pass the training and have been added to the Motorcycle Unit.

Commissioner Dahl also stated that it was a great job by the SWAT Team on September 15th on Tyler Street.

Commissioner Tollner wanted to thank the Housing Authority for their assistance on October 15, 2021, on Vagge Drive, and wanted to recognize them.

MOTION: Commissioner Dahl made a motion to accept the activity reports. Motion seconded by Commissioner Plante. All in favor.

CORRESPONDENCE FROM THE PUBLIC & OTHER AGENCIES:

Chief Carignan gave the Commissioners an overview of the letters of appreciation received from the public and outside agencies including the following:

- New Searles Elementary School- Officers Theriault and Van Tassel
- Goffstown Police Department-Sergeant Maclsaac
- Hudson Police Department thank you
- Hudson Police Department-Officer Perry and K9 Yukon
- Northern New England Police Accreditation Coalition-Chief Carignan and Sergeant MacGregor
- Hudson Police Department- Lieutenant Gaphardt
- Merrimack Police Department-Sergeant Gilbert, Officer Casey and Officer Perry and his K9 Yukon.

MOTION: Commissioner Plante made a motion to accept the correspondence. Motion seconded by Commissioner Tollner. All in favor

AWARD:

For the record:

On October 1, 2021 Officer Michael Kekejian was awarded the 2019/2020 New Hampshire Congressional Law Enforcement Award, Category; Beyond the Call of Duty.

CHANGE OF POSITION:

For the record:

Effective October 11, 2021 IT Manager/ Radio Network Administrator Peter Cinfo became the Assistant Radio Systems Manager/ Network Administrator.

CIVILIAN NEW HIRE:

For the record:

On October 18, 2021 Milena Cuadra Seas was hired as a Domestic Violence Victim Advocate.

OTHER BUSINESS:

Chief Michael Carignan reported the following:

Currently on the Nashua Police Department website we list only phone numbers as a point of contact for the Police Commissioners. We would like to set up Nashua Police Department email addresses for each of the Commissioners. As soon as those are set up we will post them on the website.

We are finding with this new generation of police officers are less interested in working overtime than the older officers. They put a greater emphasis on a work life balance, which is healthy. When we are down officers, normally people will take a few shifts to help out, but that is not happening now and we are having to order officers in to work. Officers are getting fed up, frustration is high and morale is low. We are in the process of analyzing the problem. We are looking at scheduling, eliminating officers from certain programs and even talking to the union. The New Hampshire Retirement System has changed over the years, so it does not motivate officers to come from Massachusetts to New Hampshire and we are now more at risk of losing officers to Massachusetts because their retirement plan is better. We will keep you posted on the situation, but right now it is all hands on deck for the Captains to come up with a solution.

Commissioner Plante asked if officers in Detectives could be used for Patrol.

Chief Carignan stated we are looking into that, but we have to take into account what we would do if a detective was called back in and was working on the street at the time.

Commissioner Plante stated this is not good to have morale issues when it is so hard to hire officers.

Recently there have been a lot of comments on Facebook regarding our Crime Watch Meetings and the fact we are using this venue to garner support on the Commission issue. Deputy Testaverde has been attending the Crime Watch Meetings per my instruction. Many attendees have had questions regarding the Commission and Deputy Testaverde had taken the opportunity to educate the voters. I think this is appropriate and a good venue to get the word out. This is a very political issue and I do not have the time to address these questions on a daily basis.

Commissioner Plante stated he had attended one of the meetings and thought Deputy Testaverde did a great job presenting the facts.

Commissioner Tollner asked if Chief Carignan could share the social media information since he did not follow Facebook.

Chief Carignan stated that Alderman Klee and Alderman Schmidt were the individuals attacking Deputy Testaverde on Facebook.

Commissioner Tollner stated that hopefully this will all be over in a week.

PUBLIC COMMENT:

Karen Bill, 95 Parnell Place:

Had a question regarding the budget, but Karen Smith had already left the meeting.

She asked if accident reports are accessible to the public. In November there was an accident on Charron Ave. where a woman was hit crossing the road and she never heard another thing. What I want to know is the number of traffic fatalities in the City?

I know the police department is facing a lot of challenges in the City, but I think one of the top concerns is speeding. I know you say to call the police department to report, but last time I did that the dispatcher asked for a license plate. Is there any way they can use cameras?

I also wonder why not sit down and have a meeting with the Chief and the Mayor regarding the Commission. It is my understanding that the Mayor send out the email for his proposal to redo the Commissioners after the budget meeting where the Mayor stated he was giving the Nashua Police Department a zero percent increase in their budget. It was even after this email that the Chief and Commissioner Tollner tried to sit with the Mayor to discuss this matter and he refused. I wish the general public could hear this. We all know the Mayor would not attend the Work Study meeting the other night because he could not add his people to the agenda last minute. That speaks volumes. I think the Nashua Police Department and the Commissioners have been very professional during the whole thing.

Chief Carignan responded that by State statute, accident reports can be public, but they have to be redacted.

If you have requests for statistics you can run them through me. I will contact the supervisor for Jenny Sousa, our Crime Analyst, to request the data.

I am very aware of the traffic issues in your area. We have had a number of complaints and we are trying to address them. The State of New Hampshire is against video surveillance for license plate readers so we are very restricted on what we can do. We are trying to be creative in how to solve this problem.

Every year the New Hampshire Chiefs of Police has a person go through all the bills that are to be presented before the New Hampshire State Legislature. We then see what bureau would be effected by these bills, have them reviewed to see if they are good or bad, and then we have officers go testify. We are very engaged in this process.

Stacey Geesey, 26 Cortez Drive:

I attended the Westgate Village Crime Watch Meeting and Deputy Testaverde was very well received. People had questions and he was able to respond and give them answers.

Chief Carignan stated that it is not appropriate for members of the Nashua Police Department to go door to door to educate the voters, but in the proper venues we will.

Laurie Ortolano, 41 Berkley Street:

I am wondering does the Nashua Police Department tie accidents to certain areas and does that information get to The Department of Public Works (DPW). I was told you cannot get your hands on accident reports, but how do you handle road safety?

Chief Carignan stated that it is a very time consuming process. If DPW inquires about a location then we can get them the information.

Deputy Rourke stated that the DPW recently inquired about putting a stop sign at the top of the road outside the police department. After researching the traffic reports it did not warrant changing the yield sign to a stop sign.

Alderman Wilshire needed to leave the meeting, so Commissioner Tollner wanted to take a moment to publicly thank her for her handling of the Board of Alderman Work Study Group on October 21, 2021.

George Denault 5 Candia Street:

In regards to the general public and the ballot question coming up to vote yes or vote no, is there a way to have a sign that says if you vote no what that means?

Chief Carignan stated that he did not think it was appropriate for the Nashua Police Department to do signs or go door to door.

George Denault stated that it would be nice to have someone independent of this group to have signs to better explain.

Commissioner Tollner stated that Chief Carignan and the Mayor will be speaking at the Rotary Club on Monday, November 1, 2021, 12:00 pm, at the Nashua Country Club. Each person will have 10 minutes to speak. You need to be invited by a Rotary Member to attend.

Deputy Rourke responded to Karen Bill's earlier question stating that motor vehicle accidents in the City are down from the prior years. As of today there are no motor vehicle fatalities in the City of Nashua.

TENTATIVE DATE OF NEXT REGULARLY SCHEDULED MEETING:

The next tentative date for the Police Commissioners meeting will be Monday, November 22, 2021, 5:30 pm, at the Nashua Fire Department on 177 Lake Street.

END OF PUBLIC SESSION:

MOTION: Commissioner Dahl made a motion to end the public session and enter the non-public session. Motion seconded by Commissioner Plante. All in favor

Time: 6:54 pm

Respectfully submitted,

Commissioner Nicholas Dahl, Clerk