

April 16, 2018

The Nashua Police Commission held a public meeting on Monday, April 16, 2018, at the Nashua Police Department.

**Members present:**

Commissioner James R. Tollner, Chairman  
 Commissioner Nicholas Dahl, Clerk  
 Commissioner Matthew Plante  
 Chief Andrew J. Lavoie  
 Deputy Chief Michael Carignan  
 Deputy Chief Denis Linehan  
 Karen Smith, NPD Business Manager  
 Elaine Marcum, Administrative Project Specialist (acting as recording secretary)

**Others Attending the Public Session:**

Aldermanic Liaison Lori Wilshire (not in attendance)  
 Aldermanic Liaison Ernest Jette (not in attendance)  
 Citizen George Denault

**PUBLIC SESSION**

Commissioner Tollner called the meeting to order at 6:01 p.m.

**APPROVAL OF MINUTES:**

- March 26, 2018

**MOTION:** Commissioner Plante made a motion to approve the minutes of the March 26, 2018, meeting. Motion seconded by Commissioner Dahl. All in favor.

**BUDGET:**

Business Manager Karen Smith provided the Commissioners with the following reports.

**FY2018 Expenditure Report:**

The Commission received a copy of the March 31, 2018, Expenditure Report. The Expenditure Report includes 39 of 52 weeks of payroll which is 75% of the annual budget.

**FY2018 Revenue Report:**

The Commission received a copy of the March 31, 2018 Revenue Report.

**FY2018 Weekly Payroll Overtime:**

The overtime averaged \$36,320 per week during the month of March due to primarily coverage and investigative overtime.

**FY2018 Overtime Tracking by Specific Case or Significant Occurrence:**

The Commission received a copy of the FY2018 Monthly Overtime Tracking by Specific Case Number or Significant Occurrence report showing the overtime cost for recent major cases and/or significant occurrences. During the month of March, the overtime cost for recent major cases included AFSA \$872; Disorderly Conduct \$1,248; DV Simple Assault \$862; Robbery \$1,340; False Report \$1,002; First Degree Assault \$2,467. In addition, there was overtime for the Archives Project \$5,168; Building Maintenance \$2,211; Recruiting \$2,130; Storm for Snow 2018 \$2,777; Travel \$742; Training for Dive, K9, and Use of Force 3,137; Training SWAT \$2,785. Estimates are in process regarding the Archive Project. Currently twelve civilian employees are working on the project.

**Payroll Cost Analysis and Forecast:**

John Griffin's form "Police Department Payroll Cost FY2018" was updated by Karen Smith. This month has been updated with the retirement and separation pay account 51750 paid out in March (\$169,015). Year-to-Date the resignations and retirement account totals \$224,803. A transfer has been received from the Retirement Contingency Account in the amount of \$210,173.

**Strength Report:**

The Commission received a copy of the March 31, 2018, Strength Report.

	Commission Authorized	Budgeted	Positions Filled	Vacant Budgeted Positions
Total Sworn Full-Time	186	179	169	10
Total Non-Sworn Members	1	1	1	0
Total Part-Time Civilians	4	5	4	1
Total Full-Time Civilians	70	61	61	0
Total Grant Civilians	1	1	1	0
<b>TOTAL:</b>	<b>262</b>	<b>247</b>	<b>236</b>	<b>11</b>

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

**ACTIVITY REPORT:**

***Deputy Chief Denis Linehan reported the following:***

There were three incidents in March involving domestic stabbings. All injuries were not life-threatening. Arrests were made in all cases.

On March 12, 2018, officers responded to the Lake Street Convenience Store for an armed robbery. Officers conducted a canvas and located surveillance of the suspect prior to and after the robbery and were able to identify the vehicle and plate. The subject was arrested and charged with the robbery.

On March 14, 2018, officers responded to the SNHMC for a subject in the emergency room with a gunshot wound to his leg reporting a drive-by shooting. A crime scene was located at Gillis Street. It was later learned that the subject shot himself and was charged with making a false report.

On March 27, 2018, officers responded to the Best Buy Store at 220 DW Highway for a reported theft. Officers learned that several individuals had stolen approximately 30 iPods valued at approximately \$6000 from the store. Officers were able to locate a possible suspect license plate and a warrant was issued.

***Deputy Chief Michael Carignan reported the following:***

***2018 Drug Statistics:***

- Total opioid-related overdoses: 93
- Total opioid-related deaths: 12 with 3 pending toxicology.

***Detective Bureau:***

Detectives are being more proactive regarding following up on the sex offender compliance list and their use of social media accounts if restricted. Out of approximately 60-70 offenders, 15 to 20 were found to be non-compliant with registering.

***Professional Standards Bureau:***

A Police Recruit exam was held on April 7, 2018. There were 116 applicants, 75 showed up for the test, 31 passed both the written and oral portion of the exam. Interviews were scheduled and only one person made it through the interview process.

Chief Lavoie responded that we are seeing a drop in police recruit applicants, in large part due to what is going on across the country. According to our Accreditation Manager, this has been a problem nationwide. In addition, our weakened retirement system for police officers plays a factor as well. Despite the decrease in police applicants, the Nashua Police Department will not lower its hiring standards.

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

**CORRESPONDENCE FROM THE PUBLIC & OTHER AGENCIES:**

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

- March for Our Lives Event
- SJCS Meals on Wheels
- CHaD Children's Hospital at Dartmouth-Hitchcock
- Police Standards & Training Council
- Nashua Catholic Regional Jr. High School
- Bridges
- The Oro Family (assistance following a fall)
- Citizen Daral Makahusz (re: CHaD)
- Citizen Ernest Chiaradonna (broken down vehicle)
- Citizen Carolyn Baucher (senior citizen assistance)

**MOTION:** Commissioner Plante made a motion to accept the correspondence. The motion was seconded by Commissioner Dahl. All in favor.

**HIRING OF NEW POLICE OFFICERS:**

***Information only. Hiring previously approved by the Police Commissioners.***

Effective April 17, 2016, the following police recruit candidates will be sworn in as First Year Special Officers:

- Jessica M. Belsito
- Michael P. Casey
- Connor A. Perry

**RESIGNATIONS:**

- Dispatcher Jenny Fitzgerald (effective April 11, 2018)
- Police Attorney Donald Topham (effective date changed from April 26 to May 16, 2018)

**MOTION:** Commissioner Tollner made a motion to accept the resignations of Dispatcher Jenny Fitzgerald, effective April 11, 2018, and Police Attorney Donald Topham, effective May 16, 2018. The motion was seconded by Commissioner Plante. All in favor.

**AWARD:**

**For the Record**

***Commendation Bar for Lifesaving***

- Officer Matthew Alarie (overdose incident)

**OTHER BUSINESS:**

Chief Lavoie reported the following:

Nashua Police Department Chaplain, Father Richard Kelley, will be retiring from St. Christopher Parish and also as the NPD Chaplain effective June 27, 2018. He has been the NPD Chaplain since 2001.

Chief Lavoie will be deploying additional walking and bicycle patrol officers in the downtown area and a few other areas on request of BOA members and Crime Watch Captains. The assignments will take place in this fiscal year and will be reassessed as needed.

Officer Stefanie Welch will be graduating from the Police Academy this Friday at 2:00 p.m.

**PUBLIC COMMENT:**

Mr. George Deneault asked about the police recruit testing process regarding applicants passing the written portion and not the physical portion and the possibility of changing the physical requirements in the future in order to get more candidates. Deputy Carignan responded that the PT standards have been lowered multiple times in the past. The current PT test is a basic level of fitness and it is important that officers are physically and mentally prepared for the job. If an applicant fails the test, we encourage them to try again in the future. Chief Lavoie added that new officers are also required to meet the PT standards required by the Police Academy as well. The written test is a basic knowledge test. A video is on the NPD website outlining the PT testing process. Lowering our testing and background process is not an option as we strive to recruit the best candidates.

Mr. Deneault asked if the NPD is seeing any neighborhood targeting of sex offenders as the sex offender registry is public information. Deputy Carignan responded that we are not seeing any incidents of targeting.

Commissioner Plante commented that he is a member of the City Strategic Planning Committee representing the police department. The committee has established strategic goals to include:

1. Promoting the vibrancy of downtown and clearly communicate regarding a sustainable approach to economic development.
2. A safe and well-maintained infrastructure and utility system that is coordinated with existing needs and with plans for future growth.
3. Nashua will continually improve the quality of lifelong education for all citizens, so they are well prepared for life and careers in the twenty-first century.
4. The City of Nashua will provide a healthy and safe community
5. The City of Nashua will effectively manage resources to ensure citizens receive great value for their tax dollars.
6. The City of Nashua will make this city the a regional center for arts, culture and recreation
7. The City of Nashua will ensure that downtown Nashua is a safe, clean, attractive and accessible urban center.

One of the issues in the downtown area is noise-related complaints on Main Street. Commissioner Plante asked if NPD could enforce the noise ordinance. Chief Lavoie responded that it is very difficult to enforce the noise ordinance; however, added police presence on Main Street should help with the situation somewhat. Skateboarders in the library area have also been problematic and officer address that issue as needed.

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**NON-PUBLIC SESSION**

**MINUTES SEALED**

**PUBLIC SESSION INTO NONPUBLIC SESSION: 6:47 p.m.**

**MOTION:** Commissioner Tollner asked for a motion by roll call vote to **suspend** the public session and enter non-public session as authorized by:

**Item #1:**

**RSA 91-A:3, II (a):** “The dismissal, promotion, or compensations of any public employee or the disciplining of such employee, or the investigation of any charges against him, unless the employee affected (1) has a right to a meeting and (2) requests that the meeting be open, in which case the request shall be granted.”

Motion by Commissioner Tollner, seconded by Commissioner Plante.

*A roll call vote was taken:*

- Commissioner Tollner – yes; Commissioner Dahl – yes; Commissioner Plante – yes
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**END OF NON-PUBLIC SESSION:**

**MOTION:** Commissioner Tollner made a motion to end the non-public session and return to public session. Motion seconded by Commissioner Dahl.

**RETURN TO PUBLIC SESSION: 7:35 p.m.**

**MOTION TO SEAL RSA 91-A:3 III:**

Minutes of proceedings in nonpublic session shall be kept and the record of all actions shall be promptly made available for public inspection, except as provided in this section. ...”

- “divulgence of the information likely would affect adversely the reputation of any person other than a member of the body or agency itself,
- or render the proposed action ineffective,
- or pertain to terrorism...”

Commissioner Tollner asked for a motion to seal the following minutes of the Non-Public session (**Item #1**).

***Item #1: RSA 91-A:3, II (a),***

“The dismissal, promotion, or compensations of any public employee or the disciplining of such employee.....

**MOTION:** Motion by Commissioner Tollner, seconded by Commissioner Dahl, to seal the minutes of the Non-Public Session (**Item #1**) as authorized above.

Commissioner Tollner – yes; Commissioner Dahl – yes; Commissioner Plante – yes. Minutes sealed.

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**TENTATIVE DATE OF NEXT REGULARLY SCHEDULED MEETING:**

- Monday, May 21, 2018, at 6:00 p.m.

**ADJOURNMENT**

**MOTION:** Commissioner Plante made a motion to end the public session and adjourn the meeting. Motion seconded by Commissioner Dahl.

**Time: 7:35 p.m.**

Respectfully submitted,

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Commissioner Nicholas Dahl, Clerk