

March 18, 2014

The Nashua Police Commission held a meeting on Tuesday, March 18, 2014, in the Nashua Police Department classroom.

Members present:

Commissioner Thomas A. Maffee, Acting Chairman
Commissioner Robert E. Valade
Chief John Seusing
Deputy Chief Andrew Lavoie
Deputy Chief Christopher Peach
Karen Smith, NPD Business Manager
Elaine Marcum, Administrative Project Specialist (acting as recording secretary)

Others Attending the Public Session:

Alderman Lori Wilshire
Alderman Michael Soucy
Public Citizen Matthew Plant

PUBLIC SESSION

Commissioner Maffee called the meeting to order at 6:00 p.m.

MINUTES:

- February 20, 2014
- March 3, 2014

MOTION: Commissioner Valade made a motion to accept the minutes of the February 20, 2014, and the March 3, 2014, minutes as submitted. Motion seconded by Commissioner Maffee. Motion carried.

PUBLIC COMMENT:

Commissioner Maffee asked the public attendees if they had any comments. There were no comments.

BUDGET:

Business Manager Karen Smith provided the following budget report:

Department Detail Expenditure Report FY2014:

Thirty five (35) of fifty two (52) payroll weeks have been processed or should be at 67% of the average appropriation. The current payroll including a union budget adjustment of \$45,252 reflects that we are operating at 66% in the full-time payroll. Overtime is expended at 82.5%. Collectively the payroll account continues to run slightly over the 67% as a result of the full-time payroll account offsetting the overtime overage leaving only a slight overage at this time.

FY2014 Weekly Payroll Overtime:

The month of February includes a week of higher coverage overtime paid on week 32, which was paid on 2/6/14 or the week-ending February 1 as a result of an SRT call out. The average weekly overtime during the month of February continued to run higher at \$26,000 and is up from \$20,000 in the fall. The increase to overtime is in part due to snow removal during 2014, SRT, coverage for vacant civilian positions, and investigations.

Overtime Coverage Multi-Year Comparison Report:

The multi-year coverage report continues to show a decrease in overtime in coverage during FY2014 compared to prior years.

Payroll Costs Analysis:

The Commission received a copy of the report showing the payroll cost analysis created by CFO John Griffin and updated by Business Manager Karen Smith. Karen updated the report with a weekly payroll of \$278,000 and the weekly overtime of \$27,500 for the remaining seventeen payroll weeks of the fiscal year, which would leave a remaining balance depleted by year end in the payroll. Expected recent notices of retirements and expected new hires for May will cause the numbers to fluctuate slightly but they should be close. The unknown variable of overtime requirements related to unforeseen investigative overtime during the next quarter cannot be projected, but if it is within the norm, we will have funding within the operational budget.

FY2014 Overtime by Specific Case/Incident Report:

The Commission received a copy of the report showing the overtime cost for recent major cases including robberies. Of note, the updated overtime for the January kidnapping case which was paid the first week of February totaled \$13,094. The automobile accident that occurred on February 23 involving Mr. Robert Derome, will be on the March report for overtime paid in March. As of the first week in March, the total for that case is \$5,423 but will be updated if there are any changes that come through during the month of March.

FY2014 Revenue Report:

The Commission received a copy of the February 2014 Revenue Report.

Strength Report

The Commissioners received a copy of the February 2014 Strength Report.

	Commission Authorized	Budgeted	Positions Filled	Vacant Budgeted Positions
Total Sworn Full-Time	179	178	177	1
Total Sworn Part-Time		1	1	0
Total Non-Sworn Members	6	6	5	1
Total Part-Time Civilians	7	6	5	1
Total Full-Time Civilian	68	62	59	3
Total Grant Civilian	1	1	1	0
TOTAL:	261	254	248	6

FY2015 Proposed Budget:

An adjustment has been made to the FY2015 proposed budget that was submitted to the Commissioners on 3/3/14 in the amount of \$19,019,527. The new proposed FY2015 budget total is \$19,511,280. The adjusted proposed budget report for FY2015 was provided. The new total increase from FY2014 is \$711,404 after a budget adjustment for FY2014 contingency and is an increase of 3.8%.

A summary was provided which removed the benefits and pension amounts creating a working figure. The two changes that have been made that the computer generated report cannot provide in an automated report are as follows:

- Retro pay - the base budget for salaries for FY2015 had already been accounted for in the original budget calculations. However, the change to account 51900 Budget Adjustment for contingency was intended for when there are approved contract increases. There will be funds available for potential pay difference from the FY2011 base wages for the FY2012, FY2013, and FY2014 portion of the wages. The same was addressed for increases to overtime as a result of base wages increases and was added for the same fiscal years.
- A credit in the amount of \$421,404 was given to the proposed FY2015 budget, which represents the FY2014 contingency amount and is used only for purposes of calculating the percentage change.

Business Manager Smith mentioned that in the 2015 proposed budget meeting with Mayor Lozeau yesterday, the replacement telephone funding of \$80,000 will be removed from the NPD proposed budget and funding will be addressed by the Mayor. Additionally, a credit increase of \$91,320 has been added to the 2014 base relating to the contingency for prior years for the percentage change calculation only. These two changes will bring the percentage increase to 2.86%.

MOTION: Commissioner Valade made a motion to approve the revised FY2015 Proposed Budget in the amount of \$19,511,280. Motion seconded by Commissioner Maffee. Motion carried.

MOTION: Commissioner Valade made a motion to accept the budget reports and place on file. Motion seconded by Commissioner Maffee. Motion carried.

ACTIVITY REPORT:**Verbal report by Deputy Chief Andrew Lavoie:**

Deputy Lavoie gave the Commissioners and overview of a hit and run fatality that occurred on February 23 at the intersection of West Hollis and Pine Streets. The victim, Robert Derome, was found unresponsive in a snow bank. Without much information to go on, detectives and patrol officers teamed up and obtained camera footage from area businesses. Our Computer Forensic Unit detectives laboriously reviewed hours of videos and were able to piece together information regarding a suspect vehicle. Combining that information and other tips that were received, an arrest warrant was issued for Cara Smith, age 37 of Nashua.

In February there was a robbery at the Lake Street Market. Detectives only had partial facial photo of the suspect. That information was put out to all NPD officers and within four days the subject was identified and arrested.

A drug sweep took place between March 11-14, 2014, the results of which 18 separate suspects were arrested on warrants for the sale of narcotics including heroin, cocaine, crack cocaine, Suboxone, hashish, marijuana, and oxy. Five of the arrests were made at 23 Temple Street.

Ten officers recently completed Procedure School training which is a critically important part of first year officer training. The Professional Standards Bureau has also started advertising for the next police test which is scheduled in May. The next academy graduation is on April 11 with one Nashua Police officer scheduled for graduation.

Records Technician I Nancy Jarry has been transferred to the vacant Account Clerk III position in Financial Services.

Commissioner Valade complimented the Chief and Deputy Chiefs on the quality and quantity of training for Nashua Police Officers.

The new TI Simulator is in and being set up at the Pine Street facility. An Open House for the Board of Aldermen is in the planning stages and will include a demonstration of the new training simulator.

Verbal report by Deputy Chief Christopher Peach:

Deputy Chief Peach touched on overdoses that occurred in Nashua over the current and past year. In 2013, there were 48 heroin overdoses in the City. Between January 2014 and the current date, there were 22 confirmed heroin non-death overdoses (transported to the hospital, treated, and discharged). In addition, this year, we are awaiting toxicology confirmation regarding possibly 4-6 unconfirmed overdose deaths from possible heroin and 6-10 unconfirmed overdose non-deaths from possible prescription drugs.

Commissioner Valade commented that he has heard a lot about “bad heroin” and Deputy Peach responded that there is no “quality control” when it comes to illegal drugs and many times dealers add other ingredients, such as prescription medications, to the illegal drugs in order to increase saleable quantities. Many dealers are purchasing drugs from the Lawrence/Lowell area where it is cheaper, therefore, increasing their profits by re-selling in Nashua.

MOTION: Commissioner Valade made a motion to accept the activity report. Motion seconded by Commissioner Maffee. Motion carried.

CORRESPONDENCE FROM THE PUBLIC AND OTHER AGENCIES:

The Commissioners received copies of letters of appreciation from citizens and outside agencies. The letters included appreciation for assistance with the execution of a drug-related search warrant in Merrimack, a K-9 search at Lowell High School, crowd and traffic control during a recent Senator Scott Brown rally, domestic violence victim assistance, an internship with the Police Athletic League, and appreciation of the handling of the Motel 6 incident.

MOTION: Commissioner Valade made a motion to place the letters on file. Motion seconded by Commissioner Maffee. Motion carried.

RESIGNATION:

Probationary Communications Technician Chitra Rajyashree: Resignation effective April 20, 2014.

MOTION: Commissioner Valade made a motion to accept the resignation of Chitra Rajyashree effective April 20, 2014. Motion seconded by Commissioner Maffee. Motion carried.

WORKLOAD ASSESSMENT:

The Workload Assessment report is nearing completion and the Chief expects it will be finalized for the next Police Commission meeting in April.

MOTION: Commissioner Valade made a motion to table the Workload Assessment review until the April meeting. Motion seconded by Commissioner Maffee. Motion carried.

OTHER BUSINESS:

The Nashua Police Supervisors Collective Bargaining Agreement is scheduled to go before the Budget Review Committee on April 3, 2014. The Collective Bargaining Agreements for Communications and the Patrolmen have not been approved as of this date.

A Nashua Police Department Open House for the Board of Aldermen is scheduled for Monday evening, March 31, 2014, between 6:00-9:00 p.m. More information is forthcoming.

Chief Seusing thanked everyone for the support for the recent Special Olympics Winni Dip. The NPD team raised approximately \$9,000 for the charity.

Chief Seusing informed Alderman Wilshire that our IT Division is now staffed with two employees. Our third IT position, which is vacant, is on hold for a trial period as our IT Division is working with City IT in some areas when needed.

NON-PUBLIC SESSION

MINUTES SEALED

TIME: 6:45 p.m.

PUBLIC SESSION INTO NONPUBLIC SESSION:

MOTION: Commissioner Maffee made a motion by roll call vote to suspend the public session and enter non-public session as authorized by:

RSA 91-A:3, II (b) HIRING

“The hiring of any person as a public employee”

Motion by Commissioner Maffee, seconded by Commissioner Valade. Motion carried.

A roll call vote was taken:

- Commissioner (vacant)
- Commissioner Maffee – yes
- Commissioner Valade - yes

MOTION TO SEAL RSA 91-A:3 III Commissioner Maffee made a motion to seal the minutes of this portion of the non-public session. Motion seconded by Commissioner Valade. Motion carried. Commissioner Maffee – yes; Commissioner Valade – yes. Minutes sealed.

END OF NON-PUBLIC SESSION: Commissioner Valade made a motion to end the non-public session and return to public session. Motion seconded by Commissioner Maffee. Motion carried.

RETURNED TO PUBLIC SESSION: 7:00 p.m.

TENTATIVE DATE OF NEXT MEETING:

The next meeting is tentatively scheduled for Tuesday, April 15, 2014.

ADJOURNMENT

MOTION: Commissioner Valade made a motion to end the public session and adjourn the meeting. Motion seconded by Commissioner Maffee. Motion carried.

Time: 7:00 p.m.

Respectfully submitted,

Commissioner Thomas A. Maffee, Clerk