

May 28, 2014

The Nashua Police Commission held a meeting on Wednesday, May 28, 2014, in the Nashua Police Department classroom.

Members present:

Commissioner Thomas A. Maffee, Acting Chairman
Commissioner Robert E. Valade
Commissioner Carl Andrade
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)
Captain Michael Carignan

Others Attending the Public Session:

Alderman Lori Wilshire
Alderman Michael Soucy

PUBLIC SESSION

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

CONFIRMATION OF POLICE COMMISSIONER:

On April 23, 2014, Governor Maggie Hassan and the Executive Council confirmed the appointment of Carl Andrade as a Nashua Police Commissioner. His term will be effective from April 23, 2014 – September 1, 2016.

APPOINTMENT OF CHAIRMAN AND CLERK:

MOTION: Commissioner Valade made a motion to appoint Commissioner Maffee to the position of Chairman. Motion seconded by Commissioner Andrade. All in favor. Motion carried.

MOTION: Commissioner Andrade made a motion to appoint Commissioner Valade to the position of Clerk. Motion seconded by Commissioner Maffee. Motion carried.

MINUTES:

- April 15, 2014

MOTION: Commissioner Valade made a motion to accept the minutes of the April 15, 2014, meeting as submitted. Motion seconded by Commissioner Andrade. All in favor. Motion carried.

PUBLIC COMMENT:

There were no public comments.

BUDGET:

Karen provided the Commissioners with an updated NPD FY2015 budget, which includes a \$70,000 reduction. The Budget Review meeting is scheduled for Monday, June 2, 2014, at 7:00 p.m. at City Hall.

Business Manager Karen Smith provided the following budget report:

Grants:

The Nashua Police Department received the following Highway Safety Grant from the State of New Hampshire:

- \$2,574 Nashua "Join the NH" Clique Seatbelt Campaign.

Department Detail Expenditure Report FY2014:

Forty three of fifty two payroll weeks have been processed or should be at 83% of the average appropriation. The current payroll includes Police Supervisors, UAW, and Teamsters union budget adjustments in the amount of \$111,080, reductions for attrition in the amount of (\$100,000), and Retirement pay budget increase in the amount of \$92,550, and reflects that we are operating at 82% in the full-time payroll. Overtime is expended at 99%. Collectively the payroll account continues to be at 82% as a result of the full-time payroll account offsetting the overtime overage. The Supervisor's transfer has been received; however, the payout will not occur until the May reports. We had been running just slightly over and this trend should continue.

FY2014 Weekly Payroll Overtime:

The average weekly overtime for the month of April was \$19,376, which is in line with the \$20,000 we saw in the fall and in March. The average weekly overtime increased to \$28,937 for the first week paid in May due to SRT/ Sniper training, vacancies in Communications, and investigative overtime. Additionally, the following week paid on May 8th was increased to \$29,718 due to the Alago-Collazo shooting that occurred on May 2nd and coverage overtime increased. Overtime paid on May 15th was also increased at \$26,404 due to the balance of the shooting overtime worked on Sunday for a YTD total of \$10,455. Going forward, we will not have the surplus in payroll to offset overtime due to the filling of the vacant First Year Officer positions that were filled in early May.

Overtime Coverage Multi-Year Comparison Report:

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

Payroll Costs Analysis:

The Commission received a copy of the report showing the payroll cost analysis created by John Griffin and updated by Karen Smith. Karen updated the report with a weekly payroll of \$278,000 and the weekly overtime/per-diem amount of \$22,000 for the remaining nine payroll weeks of the fiscal year, which would leave the remaining balance depleted by year end in the payroll. Expected recent notices of retirements and 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 couple of months cannot be projected, but, if it is within the norm, we will have funding within the operational budget. May's activity has increased the overtime which will increase the year-end forecasted deficit slightly.

Overtime Tracking Report by Specific Case or Significant Occurrence:

The Commission received a copy of the report showing the overtime cost for recent major cases and robberies. Of note, the continuation of the Officer Morrill assault investigation had an additional \$4,578 in overtime in April. The Lake Street Convenience Store case had an additional \$1,103.

FY2014 Revenue Report:

The Commission received a copy of the April 2014 Revenue Report. Of note, the State of NH reimburses the department for witness fees.

Strength Report

The Commission received a copy of the April 2014 Strength Report. Of note, the April 2014 Strength Report does not reflect the increases in the Commission authorized strength that were approved at the April 15, 2014, meeting. The May report will show the adjustment.

April 2014	Commission Authorized	Budgeted	Positions Filled	Vacant Budgeted Positions
Total Sworn Full-Time	179	178	174	4
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	58	4
Total Grant Civilian	1	1	1	0
TOTAL:	261	254	244	10

FY2015 Budget Report:

The FY2015 Budget Report was adjusted for the Supervisors contract. The funding was moved from contingency to the budget for payroll, overtime, holiday pay, and education incentive.

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 Christopher Peach:

Deputy Peach reported on a recent domestic violence related homicide that took place on Merrimack Street. The suspect shot both his ex-girlfriend (who survived) and her new boyfriend (who passed away) and then the suspect fled the scene. Through a great collaborative effort between officers, detectives, other agencies, and information sharing, the suspect was located in Lawrence, Massachusetts, deceased with a self-inflicted gunshot wound.

The final Attorney General's report regarding the officer involved shooting in March. The AG concluded that the use of deadly force was justified in this case. Deputy Peach reported that this is a testament to the comprehensive training all officers receive at the department.

Verbal report by Deputy Chief Andrew Lavoie:

Deputy Lavoie reported on an April incident in which a victim was robbed in his hotel room at the Crown Plaza Hotel after making arrangements over the internet to be visited by a prostitute. Two men and two women entered his room and held him down while they went through his personal effects and stole a number of items including cash and his employer's computer. Detectives and the Forensics Unit were able to identify a suspect through computer/phone forensics and social media information. The investigation is still ongoing.

The Police Recruit exam was held on May 10, 2014, in which 185 individuals took the test with 79 individuals passing the test. Oral Board interviews have been scheduled and are underway for all passing candidates.

April 27 was National Drug Take Back Day, in which NPD participated. A total of 325 pounds of prescription drugs were collected during a six-hour period (compared to 178 pounds two years ago). The next collection will be scheduled for sometime in October. The Nashua Police Department is in the process of setting up a permanent lock box installation and will be working with CVS Pharmacy who will be supplying boxes nationwide.

Nashua City Corporation Counsel attorneys are working on a letter for CVS or it may be in the form of a resolution.

MOTION: Commissioner Andrade made a motion to accept the activity report. Motion seconded by Commissioner Valade. All in favor. Motion carried.

MOTION: Commissioner Valade made a motion to support the acceptance and installation of a Drug Take Back Box in partnership with CVS Pharmacy. Motion seconded by Commissioner Andrade. All in favor. Motion carried.

CORRESPONDENCE FROM THE PUBLIC AND OTHER AGENCIES:

The Commissioners received copies of letters of appreciation from citizens and from outside agencies

MOTION: Commissioner Andrade made a motion to place the letters on file and for Chief Seusing to pass on compliments to each officer on behalf of the Commissioners. The motion was seconded by Commissioner Valade. All in favor. Motion carried.

DETECTIVE BUREAU PRESENTATION:

Captain Michael Carignan gave a presentation to the Commissioners regarding the 2014 Detective Bureau division mergers. The Youth Services Division and the Domestic Violence Unit (formerly under the command of the Legal Bureau) merged forming the Special Investigation Division. This new division investigates domestic violence offences, child abuse/neglect allegations, felony level assaults, and elder abuse. One goal of the merger was to better assist our victims by having highly trained investigator with specialized training. Cases of victims of domestic violence and child abuse victims are very similar and often times require a relationship with DCYF and other agencies. By merging the divisions, domestic violence officers and advocates along with other criminal detectives could collaborate on these types of cases. One domestic violence officer was also integrated into our Criminal Investigation Division. The merger has been successful thus far. Detectives are being cross trained in various areas. This merger also allows for early intervention with our Domestic Violence Victim Advocate who can assist victims with needed resources. Being in an early stage of continued development, the staff continues to work on improving some of the processes. The NPD has a great working relationship with the Child Advocacy Center and conducts any interviews needed regarding child sexual assault cases.

A Computer Forensics Unit was also implemented in 2014. This unit is currently staffed by two detectives. An in-house computer lab has been created which contains specialized equipment and software, which was provided by the F.B.I. at no cost, for retrieving information from various forms of electronic devices. Upcoming training has also been scheduled and additional specialized equipment will be obtained from the Secret Service at no cost. Unit members are now able to assist patrol officers and detectives when forensic analysis is needed for an investigation or ongoing case. Unit detectives also work closely with the NH Internet Crimes Against Children Task Force (ICAC) and assist with conducting investigations involving child exploitation throughout the state. Our forensic equipment is very useful when working with ICAC. Unit members have also conducted several presentations to the high schools and other city agencies regarding on-line safety and "sexting". Future considerations are being given to acquiring video and image enhancement equipment and training.

Prior to the merger, all "evidence" fell under the Evidence Division. The two detectives assigned are responsible for recording, organizing, and maintaining all incoming evidence. They are also tasked with the management of discovery requests and the disposition of all evidence that is no longer needed. More than 120,000 pieces of evidence are stored, some pieces going back to the 1970s and 1980s, many with little or no value and can be returned to the owner or destroyed. However, prior to destruction or being returned to the owner, the disposition of each case must be researched and proper procedures must be followed. Maintenance of our evidence and the chain of command are vital to our continued accreditation requirements. One of our major obstacles in managing the evidence is manpower and when manpower allows, the department is utilizing School Resources Officers and other officers when available. The goal is to achieve a 10% reduction in evidence during the next year. Evidence related to cold case crimes such as homicides, violent crimes, or sexual assaults are kept. We are also reviewing the current procedures anticipating streamlining some of the processes.

Commissioner Andrade questioned how other departments are structured regarding domestic violence and juvenile cases. Captain Carignan stated that most departments have separate domestic violence and separate juvenile division, however, the merger of these two areas has worked well for Nashua and for the size of our department. He also added that our Burglary Unit consists of two detectives and is also set up to include assistance from patrol officers regarding follow ups on some cases.

RETIREMENT OF POLICE OFFICER BADGE NUMBERS OF FALLEN OFFICERS:

For the record, at the Second Annual Nashua Police Awards Ceremony on May 13, 2013, Chief John Seusing officially retired from circulation the following badge numbers that were previously worn by our fallen officers. The listed badge numbers will be permanently removed from circulation.

- Fallen Officer James Roche: Badge #28
- Fallen Officer Michael Latvis: Badge #59
- Fallen Officer Edward Graziano: Badge #85
- Fallen Officer/Captain, Acting Chief Armand Roussel: Badge #52

AWARDS:

For the record, the following awards were presented at the Second Annual Nashua Police Awards Ceremony on May 13, 2014:

Recognition of Volunteers:

Mery Rose, Linda Gogolin, Eugene Mueller, Susan Curtis, Kathy Belknap

K9 Service Award:

K9 Handler Officer Robert Dunn, Mautz

Letter of Recognition Simoniz Carwash Burglary:

Officer Donald Weiss, Officer Gregory Miller

Letter of Recognition TD Bank Robbery:

Officer Alexander Gangi

Letter of Recognition Eagles Wing Function Center Robbery:

Officer Steven Hallam

Letter of Recognition Brandon Tata/Enrique Santiago case:

Detective Patrick Hannon, Detective Aaron Belanger

Letter of Recognition Devon Gould/Unique Gould case:

Detective Marc Anderson, Detective Patrick Hannon

Letter of Recognition Christina Hill homicide case:

Sergeant Kerry Baxter, Detective James Stone, Detective Jennifer Cartier

Letter of Recognition Danny Vorn/shooting case:

Lieutenant Denis Linehan Sergeant Craig Allard, Sergeant Todd Martyny, Sergeant Brian Kenney, Detective Brian Trefry, Detective Joshua Albert, Detective Robert Powers, Detective Daniel Hodges, Lieutenant Michael Moushegian, Sergeant Thomas Bolton, Officer Ian Day-Lewis, Officer Kevin Pucillo, Officer Timothy Roach, Officer Ryan Rooney, Officer Matthew Allen, Officer Steven Berry, Detective Phillip Costa, Detective Andrew Hagan, Detective Robert Macleod, Detective Daniel Archambault, Sergeant Kevin Rourke, Detective Timothy MacIsaac, Detective Daniel Ostler, Detective Clark Gaphardt, Detective Christopher Caron, Sergeant Michael Fauteux, Officer Ross Desmet, Officer Timothy Orrico, Officer Adalberto Garcia, Detective James Stone, Detective Ty Kucharski, Detective Jennifer Cartier, Detective Donald Densmore, Detective Scott Hudon, Detective Christopher Ditullio, Detective Charles MacGregor, Detective Caleb Gilbert

Commendation Bar for Distinguished Unit Action Crisis Intervention – Multiple incidents:

Lieutenant Francis Bourgeois, Sergeant Carlos Camacho, Detective Adalberto Garcia, Detective Christopher Ditullio, Detective Phillip Costa, Officer Michael Dore, Officer Nicole Clay

Commendation Bar for Lifesaving Kinsley Street:

Officer Andrew Karlis

Commendation Bar for Lifesaving 25 Tolles Street:

Officer Peter Forgione

Commendation Bar for Lifesaving 1 Salvail Court:

Officer John Hannigan

2013 Nashua Police Patrolman's Association Officer of the Year:

Retired Officer Todd Moriarty

2013 Nashua Police Department Civilians of the Year:

Network Administrator Joshua St. Onge

Detention Specialist William Silva

2013 Nashua Police Department Officer of the Year:

Officer Andrew Karlis

2013 Nashua Police Department Detectives of the Year

Detective Marc Anderson (SID)

Detective Daniel Mederos (CID)

NOTICE OF HIRE & CHANGE OF POSITIONS:

(For the Record)

Civilian Hire:

Auto Mechanic First Class: Ronald Page was hired on May 5, 2014

Civilian Change of Positions:

- Dispatcher Danielle Levesque: Change in position to Shift Leader effective April 18, 2014
- Communications Technician I Caitlin Goulden: Change in position to Records Technician I effective April 28, 2014
- Records Technician I Wendy Savoie: Change in position to Communications Technician I effective June 2, 2014.

Sworn Hire:

The following people were sworn in as a First Year Special Officer on May 5, 2014:

- Brandon J. Cali
- Christopher D. Guy
- Jordan R. Kelly
- Adam M. Rayho

OTHER BUSINESS:

Alderman Wilshire asked when the new Nashua Police Department sign was scheduled for installation. Chief Seusing responded that the sign is expected to arrive in approximately three weeks.

On behalf of the Commission, Commissioner Maffee offered condolences to Alderman Wilshire who recently lost her father, to Alderman Soucy who recently lost his mother, and to Chief Seusing who recently lost his father-in-law. Both Aldermen thanked the Police Department for their support.

MOTION: Commissioner Valade made a motion to suspend the public session for a brief recess. The motion was seconded by Commissioner Andrade. All in favor. Motion carried.

MOTION: Commissioner Valade made a motion to end the recess and return to public session. The motion was seconded by Commissioner Andrade. All in favor. Motion carried.

OTHER BUSINESS:

NON-UNION BENEFIT PACKAGE APPROVALS FOR FY2015:

➤ ***Chief Executive Officers Benefit Package FY2015, effective 7/1/14 – 6/30/15:***

MOTION: Commissioner Andrade made the following motion. The motion was seconded by Commissioner Valade. All in favor. Motion carried.

- Wage: To approve a wage increase for FY2015 of 2.5%
- Educational Assistance: To increase by \$100 the maximum amount the Department will pay per class for a total of \$1,000.

➤ ***Staff Members Benefit Package FY2015, effective 7/1/14 – 6/30/15:***

MOTION: Commissioner Valade made the following motion. The motion was seconded by Commissioner Andrade. All in favor. Motion carried.

- Wage: To approve a wage increase for FY2015 of 2.5%
- Educational Assistance: To increase by \$100 the maximum amount the Department will pay per class for a total of \$1,000.

➤ ***First Year Special Officers Benefit Package FY2015, effective 7/1/14 – 6/30/15:***

MOTION: Commissioner Valade made the following motion. The motion was seconded by Commissioner Andrade. All in favor. Motion carried.

- Wage: To approve a wage increase for FY2015 of 1.5% (Certified & Non-Certified)

➤ ***Parking Enforcement Specialists & Animal Control Officers Benefit Package FY2015, effective 7/1/14 – 6/30/15:***

MOTION: Commissioner Andrade made the following motion. The motion was seconded by Commissioner Valade. All in favor. Motion carried.

- Wage: To approve a wage increase for FY2015 of 2.5%

TENTATIVE DATE OF NEXT MEETING:

The next meeting is tentatively scheduled for Tuesday, June 17, 2014.

ADJOURNMENT

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

Time: 8:40 p.m.

Respectfully submitted,

Commissioner Robert Valade, Clerk