

May 26, 2020

The Nashua Police Commission held a virtual public meeting via Zoom on Tuesday, May 26, 2020, at the Nashua Police Department.

Members present:

Commissioner James R. Tollner, Chairman
Commissioner Nicholas Dahl, Clerk
Commissioner Matthew Plante
Chief Michael Carignan
Deputy Chief James Testaverde
Deputy Chief Kevin Rourke
Kathy Breslin, Administrative Project Specialist (acting as Recording Secretary)

Others Attending the Public Session:

Karen Smith, NPD Business Manager
Aldermanic Liaison Lori Wilshire (not in attendance)
Aldermanic Liaison Richard Dowd
Nashua Citizen-Stacey Geesey

PUBLIC SESSION

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

APPROVAL OF MINUTES:

- April 27, 2020

MOTION: Commissioner Tollner made a motion to approve the minutes of the April 27, 2020 meeting. Motion seconded by Commissioner Plante. All in favor.

BUDGET:

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

Passed Resolutions May 2020:

The following resolutions have been passed by the Board of Alderman.

- R-20-031: Department of Justice CESF \$122,122
- R20-034: Sidebar Agreement Five Police Unions Recruiting Incentive
- R20-036: CARES ACT \$2,092,948 (entire City) eligible for COVID-19 related expenses
- R20-038: \$830,000 First Aid Responder COVID-19 Stipend Program (Police, Fire, AMR)

FY2020 Expenditure Report, April 27, 2020:

- HVAC maintenance is finishing up in May.
- Reviewing the needs of the department for purchases that have been delayed due to the Mayoral bottom line reduction.

FY2020 Revenue Report, April 27, 2020:

A copy of the report was provided.

FY2020 Monthly Overtime Tracking by Specific Case Number or Significant Occurrence:

A copy of the report was provided.

Sworn Functional Strength Analysis:

A copy of the report was provided.

Overtime Weekly Trend Analysis:

Overtime for the month of April averaged \$23,050 weekly, which is down from the weekly target of \$40,000.

Strength Report:

A copy of the April 30, 2020, Strength Report was provided.

	Commission Authorized	Budgeted	Positions Filled	Vacant Budgeted Positions
Total Sworn Full-Time	187	179	176	3
Total Non-Sworn Members	1	1	1	0
Total Part-Time Civilians	2.4	2.4	2.4	0
Total Full-Time Civilians	70.88	62.88	57.88	5
Total Grant Civilians	1	1	1	0
TOTAL:	262.28	246.28	238.28	8

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

ACTIVITY REPORT:

Deputy Chief Kevin Rourke reported the following:

It has been a quiet month due to COVID-19.

Jonathan Turcotte was in K9 School and we were notified last week that he and the dog would not pass the Academy. We will revisit sending Officer Turcotte to a K9 school with the NH State Police. The dog has been returned to the owner. The department does not pay for the K9 until the completion of the Academy.

Since late April there has been a significant increase in motorcycle thefts. Due to the hard work of many officers in the Patrol Division we were able to apprehend 3 male individuals for motorcycle thefts in the area. Crime Analyst Jenny Sousa distributed a bulletin to all surrounding agencies regarding these arrests and the stolen motorcycle ring that has been extremely active in southern New Hampshire and the northern Massachusetts area. Information was received from over 20 agencies that have had motorcycle thefts in the recent past. It was later learned that two of the individuals are subjects of a major investigation involving the Middlesex District Attorney's Office in Massachusetts. All three men are also believed to be involved in Honda motor vehicle thefts, as well as the recent tire and rim thefts in the surrounding areas.

Deputy Chief James Testaverde reported the following:

Detectives:

There has been a significant increase in shootings with 4 incidents in the last 48 hours. Year to date from January to current, we have had 18 shootings. In the same time frame last year we had only 2 shootings.

Out of the 18 shootings, 13 have occurred since the COVID-19 crisis. The Detective bureau has been doing a great job and their hard work on these shootings has resulted in 9 arrests.

Professional Standards:

This month we are down 5 officers. A fifth conditional offer was given last week, 3 of the officers are certified.

The current recruits are in week 4 of the Academy, but still here at the PD. They should be attending the Academy in Concord by week 7.

Legal:

The Chief will be providing an update for the Legal bureau.

Services:

Captain Mederos has hit the ground running in the Services bureau. He had no experience going into the bureau and has quickly come up to speed with the HVAC project and grants.

The HVAC project has been slightly delayed due to COVID-19, but nothing significant.

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

CORRESPONDENCE FROM THE PUBLIC & OTHER AGENCIES:

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

- Bridges- Detective Steve Berry
- Rivier University-Sgt. MacGregor, Detective Abrams, Officer Lewis
- Citizen-Officer Gilbert
- Compassionate Care Hospice-NPD

- NAMI-NH-Sgt. MacGregor, Officer Fleming, Officer Stusse, Officer Duncan

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

NEW HIRE:

For the record:

Effective May 4, 2020- Brittany Benjamin-Probationary Dispatcher

CIVILIAN CHANGE OF POSITION:

Garrett Murray-Probationary Dispatcher-effective May 22, 2020

MOTION: Commissioner Tollner made a motion to accept the change of position of Garrett Murray effective May 22, 2020. The motion was seconded by Commissioner Dahl. All in favor.

NON-UNION BENEFIT PACKAGES:

Chief Executive Officers: Effective 7/1/20:

- ***3% wage increase***
- ***3 additional personal days***
- ***Increase clothing allowance by \$75***
- ***Increase wellness by \$100***

MOTION: Commissioner Tollner made a motion to approve the changes to the CEO benefit package effective 7/1/20 – 6/30/21. Motion seconded by Commissioner Plante. All in favor.

Sworn Staff: Effective 7/1/20:

- ***3% wage increase***
- ***3 additional personal days***
- ***Increase clothing allowance by \$75***
- ***Increase wellness by \$100***

MOTION: Commissioner Dahl made a motion to approve the changes to the Staff benefit package effective 7/1/20 – 6/30/21. Motion seconded by Commissioner Plante. All in favor.

1st Year Special Officer:

- ***1st Year Special Officer & 1st Year Special Officer Certified: 1% increase***
- ***1st Year Special Officer – Certified II: Wage based on Patrolman contract (\$76,221)***

MOTION: Commissioner Tollner made a motion to approve a wage increase of 1% to the 1st Year Special Officer & 1st Year Special Officer – Certified salary; and 1st Year Special Officer - Certified II salary increase based on Patrolman contract at \$76,221, effective 7/1/20 – 6/30/21. Motion seconded by Commissioner Plante. All in favor.

Animal Control Officer: Effective 7/1/20:

- ***2% wage increase***
- ***1 additional holiday (Columbus Day)***
- ***2 additional personal days.***

MOTION: Commissioner Plante made a motion to approve the changes to the Animal Control Officer Benefit package effective 7/1/20 – 6/30/21. Motion seconded by Commissioner Dahl. All in favor.

OTHER BUSINESS:

Chief Michael Carignan reported the following:

COVID19 Update:

Opening Main Street to downtown dining seems to be going well. Tim Cummings and the City have been very receptive to our feedback.

City Ordinance:

The Mayor will be holding a press conference tomorrow regarding the City ordinance requiring the wearing of masks. Captain Allard will be doing a question and answer period during the press conference to educate the public on the requirements. We would prefer to educate the public rather than write violations. We will respond to calls regarding violations by asking the people to wear a mask and if they refuse to ask them to leave the premise.

Legal Bureau:

Captain Kenney has been in charge of many COVID-19 tasks, but with the opening of district court those tasks will now be assigned to Captain Allard. Captain Allard has just finished assisting the department with educating officers on the benefits of the HSA plan prior to open enrollment.

District court will be fully opened next week. The entire Legal bureau is back to work and wearing masks. Captain Kenney has switched his office with the two attorneys so they have room to social distance while working.

The court will no longer be doing arraignments and we are expected to have agreements within 30 days. This is going to be a difficult task coordinating with defense attorneys. Last week we met with the judges at the courthouse. They understand the new process is going to be difficult and a work in progress, but the new guidelines are being dictated by the State.

Superior court will be opening a little later. The Mayor has agreed to hire our Administrative Assistant for the Detective bureau to assist with the increased workload.

Miscellaneous:

The amount of recent shootings within the City is unacceptable. We took a reactive approach during the COVID-19 crisis by reallocating resources and now we are seeing an increase in violence. This tells us that we need to get back to stopping cars and back to full business.

We would like to hold next month's Commissioners meeting in the classroom where we can effectively social distance. We can have Zoom available as an option if needed.

PUBLIC COMMENT:

No public comment

TENTATIVE DATE OF NEXT REGULARLY SCHEDULED MEETING:

- Monday, June 22, 2020, at 5:30 pm

END OF PUBLIC SESSION:

The Zoom call for the Public Session ended at 6:12 pm. The members immediately entered another Zoom call for the Non-Public Session.

NON-PUBLIC SESSION

MINUTES SEALED

PUBLIC SESSION INTO NONPUBLIC SESSION: 6:20 pm

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:

B. RSA 91-A: 3, II (b) "The hiring of any person as a public employee"

Motion by Commissioner Plante, seconded by Commissioner Dahl.

A roll call vote was taken:

- Commissioner Tollner – yes; Commissioner Dahl – yes; Commissioner Plante – yes

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: 6:36 pm

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:

RSA 91-A: 3, II (b) “The hiring of any person as a public employee”

MOTION: Motion by Commissioner Plante seconded by Commissioner [ND1]Dahl to seal the minutes of the Non-Public Session (Item #1) as authorized above. All in favor.

TENTATIVE DATE OF NEXT REGULARLY SCHEDULED MEETING:

- Monday, June 22, 2020 at 5:30 pm in classroom

ADJOURNMENT

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

Time: 6:38 pm

Respectfully submitted,

Commissioner Nicholas Dahl, Clerk