

Approved

POLICE COMMISSION MEETING

Minutes of the Meeting of Tuesday, March 16, 2010

The Hooksett Police Commission held a public meeting on Tuesday, March 16, 2010, at the Safety Center. Present were Chairperson Joanne McHugh, Commissioner Henry Roy, Commissioner David Gagnon, Chief Stephen Agrafiotis and Town Councilor Paul Loiselle.

1. Call to Order:

Chairperson McHugh called the meeting to order at 5:30 p.m.

Public Session

2. Pledge of Allegiance:

The pledge of allegiance was held.

3. Minutes of Last Meetings:

Chairperson McHugh stated the September 8th Minutes are Non-Public so we will move on to the Minutes of December 15. She received an email from Marc Miville asking about the comments he made be attached to the Minutes. Asked Commissioners if they would prefer to read over those, and then take it up ... then asked if everyone had received the comments.

Commissioners Roy and Gagnon stated they did not have a copy.

Chief Agrafiotis stated that the Ex. Assistant got them in late last week and didn't have time to get them to everyone.

Chairperson McHugh stated she needed a motion to table them.

Chairperson McHugh reviewed the January 4th Minutes. She could not find them in her packet and asked that these be tabled because she didn't feel comfortable about not finding them.

Chairperson Gagnon stated he did not have the Non-Public Minutes from January 4th.

Chairperson McHugh asked all those in favor to table the January 4th Public Minutes for the next meeting signify by saying AYE, and motion was carried unanimously by roll call vote.

Minutes of Last Meetings (continued)

Discussion was held about the Commission not having some of the Public and/or Non-Public Minutes.

Chairperson McHugh asked all those in favor to table the January 4th Non-Public Minutes signify by saying AYE, and motion was carried unanimously by roll call vote.

Chairperson McHugh said they were moving on to the February 1st.

Commissioner Gagnon stated he had neither.

Chairperson McHugh asked if there was some problem that some did not receive the Minutes.

Chief Agrafiotis stated he would check with the Executive Assistant.

Commissioner Roy asked if they should table the Minutes.

Chairperson McHugh stated that they all seem to have some pieces of the Minutes so they should set aside the Minutes for the time being.

Chairperson McHugh asked all those in favor to table the February 1st Public and Non-Public Minutes signify by saying AYE, and motion was carried unanimously by roll call vote.

Chairperson McHugh went on to the February 16th Minutes. Commissioner Gagnon motioned to accept. Seconded by Commissioner Roy.

Chairperson McHugh asked all those in favor of APPROVING the February 16th Minutes signify by saying AYE, and motion was carried unanimously by roll call vote.

Chairperson McHugh discussed the March 2 2010 minutes and tabled them as there were a number of things that were not accurate.

Chairperson McHugh asked all those in favor to table the March 2nd Minutes signify by saying AYE, and motion was carried unanimously by roll call vote.

Commissioner Gagnon questioned if they had taken up the February 16th Non-Public Minutes.

Chairperson McHugh thought they had but brought it back up for discussion.

Commissioner Gagnon made a motion to accept them.

Chairperson McHugh stated she had some corrections that needed to be done.

4. Public Input:

Michael Sorel, 5 Cross Rd., Hooksett, NH

A. Stated that he had gone away on vacation and had asked the police dept. to do a house check. While away, he had problems with his generator he contacted dispatch and Sgt. Blanchette to let them know there would be someone at his home to fix the problem. When he returned, he

Public Input Continued:

received his form back and the notes from Dispatch and Sgt. Blanchette were clearly marked on his form. He wanted to point out what good service the police department offers.

B. He then went on to state that he has concerns about the budget. He had a couple questions about the budget ... he stated that it is the Police Commission's budget, not the Chief Agrafiotis Budget – correct?

Chairperson McHugh said that is correct.

Mr. Sorel then stated it is level funded, within \$800.

Commissioner Gagnon had some discussion with Mr. Sorel about this.

Mr. Sorel went on to say that the Council removed about \$63,200 from that budget. If numbers are correct, the Budget Committee then removed an additional \$350,000 from that budget.

Chairperson McHugh stated that was correct. It was actually a little bit more, \$357,000-\$358,000.

Mr. Sorel stated that the Budget Committee reduced the police department budget by \$259,000.

Chairperson McHugh stated she did not know the answer to that question.

Mr. Sorel stated that these numbers total \$672,200 that has been taken out of the police department budget in the last 12 months. Wanted to express his concerns for the police department. He has been on the Budget Committee and he is very concerned about that amount of money. Feels the Budget Committee is acting in a punitive way with respect to the police department budget.

Mr. Sorel then wanted to read into the record the testimony of Frederick Bishop before the Municipal and County Government Committee. He then gave the Commissioners, and Chief Agrafiotis copies. He stated he was going to read it into the record. He wanted it part of the Minutes and not an attachment so when it is put on the website, it is read verbatim and not as an attachment.

Chairperson McHugh stated this is a decision that the Police Commission needs to make. She said that if they do it for him, they have to do it for everyone else. She wanted to make him aware of that.

Mr. Sorel stated he wanted it on the record. He went on to read the testimony.

(See attachment #1 located at the end of the minutes.)

Chairperson McHugh then asked if anyone else wanted to speak.

Maura Ouellette, 3 Summerfare Street, Hooksett, NH

A. Stated she had a handout for the Commission.

Public Input Continued:

B. Ms. Ouellette stated that at the last meeting, she was talking about the ratio of admin to patrol to other communities compared to Hooksett and mentioned the dedicated west side car. Had received the approval for 5 extra officers for the dedicated west side car, they never hired the 5 officers. We added a captain's position so that took away from the west side car full time coverage. Ms. Ouellette stated she went back over some of her paperwork from 01-02 and 02 and 03. She stated the number of officers, Chiefs, Lieutenants, Sergeants, and detectives comparing the numbers with after the approval of the 5 additional officers. She went on to say that the information in these 2 reports leads her to believe we never put in place the 5 officers that would make up the dedicated west side car. Asked Commission if this is correct.

Chairperson McHugh stated she could not answer her question.

Ms. Ouellette then said that it was Commissioner Gagnon that said she was wrong.

Commissioner Gagnon then stated he doesn't have an answer.

David Pearl, 79 Main Street, Hooksett, NH

A. For the record, regarding his complaint about the Sheriff's investigation, which he referred to as Complaint #2, realized it had been misplaced but now they have it and asked if they could hear about it at the next meeting.

Chairperson McHugh stated she also responded to someone else about another issue. Let him know that it is not for lack that they haven't been working on it. Explained how they are working on it and once they receive a response that is acceptable to everyone, it would be sent out.

B. Mr. Pearl went on to talk about Complaint #1 regarding the Chief revealing what is in his personnel file. Read part of Lt. Cline's evaluation of Officer Defina. Stated that when the Chief was contacted by the Banner regarding Officer Defina's evaluation, he said he was lying. The Chief retracts that statement about 1/2 hour later stating that this was in his evaluation but had not seen it yet when previously contacted. Once he read the evaluation, he stated it was in the evaluation that Officer Defina be terminated but that doesn't mean that Officer Defina will be let go. Stated the Chief revealed information to the Banner that he should not have. When he asked the Chief about this at the Police Commission Meeting, the Chief stated he responded to the newspaper to set the record straight. Went on to say more about the Chief making these statements and should not have divulged that information. When the Chief was asked about this by Mr. Pearl, he stated that the evaluation was not in the file so it was not official.

Mr. Pearl questioned when a document becomes official is only when it is in the file.

Reviewed a letter by the Commission of February 19th stating this was a non-issue.

Mr. Pearl then asked 4 questions of the Commission and wanted them to answer them at their convenience.

1. Were all the Hooksett AOM'S and SOP's followed regarding the Chief's statement and the processing of my complaint?
2. Was any disciplinary action taken regarding the Chief's inappropriate statement?

Public Input Continued:

3. Does the Commission agree with the Chief's assertion that an evaluation is not official because it has not yet been filed?
4. Will the Commission confirm information thought to be in an officer's personnel file?

Mr. Pearl then passed in his questions in writing.

JR Ouellette, 3 Summerfare Street, Hooksett, NH

A. Stated there are a few inaccurate statements in the Minutes of March 2nd and he gave the corrections to the Commission to evaluate.

B. Mr. Ouellette stated he wanted to clear up a few things that Mr. Sorel had brought up about the budget. Went on to discuss cuts in the budget from last year. He asked for the percentage of funds that were expended to date were as far as this year's budget.

Chairperson McHugh looked it up and stated 67.31%.

Mr. Ouellette then stated that the police department is now running under budget by approximately 11%. His understanding that \$292,000 was returned to the general fund from last year's budget cycle, plus around another \$66,000 for benefits for a total of approximately \$358,000.

C. Mr. Ouellette went on to say that at the February 2, 2010 Commissioners Meeting he brought up some questions about the canine officer's program. Has not received any answers to them. Brought up also in October of 2009.

Chairperson McHugh said she did take the email that was sent to her to make sure they would get to the appropriate person. She stated that there had been some responses made that need to be reviewed by the Commission. Not for lack of setting them aside and not doing anything with them.

D. Mr. Ouellette then wanted a cost breakdown for a new hire. The cost breakdown is \$21,243. Does a new hire receive benefits.

Chief Agrafiotis stated he doesn't have that breakdown.

Commissioner Gagnon thinks it is a 90-day delay.

Chairperson McHugh asked that this be written down to check on.

Mr. Ouellette then stated that he thinks these costs should be included in the breakdown. He also said that the breakdown indicates that there is uniform cost of \$1,678.75. Does this include cost of weapon, holster, tazer Or does the new officer receive the equipment of an officer that left.

Discussion between Chief Agrafiotis and Mr. Ouellette regarding this issue. The Chief stated that it depends on what we have here. A belt may not fit, etc.

E. Mr. Ouellette then had a question about when the new hire is in training, what happens to the unfilled shift.

Public Input Continued:

Chief Agrafiotis stated it is either overtime or left open.

Mr. Ouellette then stated that if it gets covered, the cost has not been included in the cost breakdown?

Chief Agrafiotis stated that it is not always covered, so there is no guarantee it will be covered.

Chairperson McHugh said that this is part of a statement she made to the Budget Committee of where we are this year and it's not always overtime so there aren't any costs.

Mr. Ouellette spoke about in comparison to other departments, we have a lot less than most other departments because normally, the shift would be covered or taken. He stated it has been brought up at past commission meetings that there was concern over dropping down to 21, 22 officers, they were told that as far as services, there would not be any issues with services. Now he is hearing that those shifts aren't being covered.

Chairperson McHugh then stated that she isn't sure that statement was made that there isn't going to be any difference in services.

Mr. Ouellette then stated he has it on tape.

Chairperson McHugh found that strange because there will definitely be an affect on services.

Mr. Ouellette stated that they were lead to believe that there would be no change in services, and she could view it on Hooksett Issues site.

F. Mr. Ouellette also brought up that for certified officers in New Hampshire, the training is only for 6 weeks.

Chief Agrafiotis asked if he meant the FTO program and stated yes.

Mr. Ouellette then asked if we have an officer coming from another department, would it only be a 6 week program.

Chief Agrafiotis pointed out that you can't put a timeline on it because one officer may accelerate through it. An officer from a NH police department may go through it quicker than a certified officer from Massachusetts.

Mr. Ouellette then asked if statistically it is a 6-week program. Reason for asking is because an officer who left here back in November is still not on the road after 4 months.

Chairperson McHugh asked what department he went to.

Mr. Ouellette stated Manchester.

Chief Agrafiotis stated that they may have different criteria.

Officer Dyrkacz stated that the first 2 weeks, they are filling out paperwork and getting their

Public Input Continued:

uniforms. After that they are out riding with an FTO. The shift is not open. They are scheduled with an FTO and they are actually taking calls.

Officer Peter Dyrkacz, Hooksett Police Dept.

Officer Dyrkacz stated he was tired of the negative comments in the paper and on the website. He has spoken with other officers that are here, they understand that certain people have a problem with the administration and or the commission on how things are being handled or how money is being spent. The bad publicity or going after administration is bringing the morale down downstairs. Overall, the budget looks like it is going to get cut and we are the ones who are going to feel the cut. If they are cut down to 23 officers, maybe services will be cut. Shifts might go over and they may be forced to do overtime. Everyone wants time off with their family. The other officers don't want to see this. They have a young department that needs to get to know the people in town. He doesn't want to see anyone else leave. He has no issues and is hoping things go smoothly and the Town votes to get them more officers. Citizens are going by statements made by police officers who are no longer with the department he doesn't want to see the negativity continue in the police department and wants to move forward and let that be in the past.

Todd Lizotte, 21 Post Road, Hooksett, NH

A. Mr. Lizotte spoke of the negativity and stated that as a new member of the community, he wants to see that the tax money gets spent correctly. He went to a Council meeting and brought a poster that looked at a comparison because of the equity raise issue. He took Goffstown and compared it to Hooksett. He stated that he feels the department is "failing to thrive". The Department has not evolved. Mr. Lizotte went on to say that he knows that sometimes people in charge or supervisor positions do not recognize ethical dilemmas or other controversies or things that happen. Compared it to his job and stated that these things have a ripple affect. Stated that the reason he got involved in here is because he saw an officer be persecuted – Jay Defina. Mr. Lizotte feels that the discipline is levied suspiciously. He feels it is being used as a method of management instead of nurturing.

B. Mr. Lizotte agrees with Mr. Sorel that any of his interactions with the police department and dispatchers when he has called in, 100% - courteous, follow-up, 100% professional.

C. Mr. Lizotte stated he feels there is a stagnation in the department. He is concerned with how they have handled discipline and this department continues to lose its most experienced officers. Feels the catalos has been the mishandling of the school reports and some people getting defensive. He stated that there seems to be a need-to-know information basis and it is very blatant here. Explained how this happens and how to change it. Would like to know some of these facts for his research.

Mr. Lizotte stated that another area is adhering to rules and regulations. He is concerned about Mr. Pearl's complaint. He read part of the SOP regarding Internal Affairs. He is concerned about this being followed.

Commissioner Roy then spoke. He wanted edification regarding the fact that people are saying we lost two sergeants. He stated he is aware of only one.

Chief Agrafiotis stated that one sergeant resigned and one sergeant went to another agency.

Public Input Continued:

Commissioner Roy then brought up that they keep referring to one who is driving to Portsmouth.

Vincent Lembo, 56 Main Street, Hooksett, NH

Mr. Lembo stated he is concerned with some of Officer Dyrkacz's comments. He supports the Commission and command staff. He feels they deserve the raises that they got. He went on to say that when Officer Dyrkacz said that the morale at the police department is low because of the Budget Committee. It is his opinion that certain individuals on the Budget Committee, 4, possibly 5, have a personal vendetta against the Chief and maybe the command staff and they are taking it out on the police budget. Mr. Lembo stated there is something wrong with going after the police budget to go after the Chief. If they have an issue with the Police Chief, they should resign from the Budget Committee and do what they need to do with the Police Chief and command staff – and then go back to the Budget Committee because of the conflict of interest. Mr. Lembo asked the commission if they have a concern that there is a conflict of interest between the Budget Committee and the Police Chief.

Chairperson McHugh spoke of ethics and the town does have an ethics policy. She explained that they have a vested interest and are doing the best for the town. She went on to say that one of the individuals that she had heard had a personal vendetta, wanted to put more money back into the budget because of information the commission brought forward. Also explained that her job is to explain the budget line and are able to support it with justification that the voters can understand.

Mr. Lembo then asked if she had justified the budget at the Budget Committee meetings.

Chairperson McHugh responded that she had.

Mr. Lembo then said and they cut it again?

Chairperson McHugh stated that she has no reason to know what their justification is. She stated she is doing her best and the rest will be taken up at the deliberative session as to why we are requesting the amount we are requesting.

Mr. Lembo stated he is upset that a line officer had to get up to speak today and how frustrated they must be. Wants to know when it is going to end. What has to be done to get this over with and have the police department move forward.

5. Monthly Reports:

Chairperson McHugh discussed the Town Budget Report and Police Budget Report. Wanted to know if the Commission had any questions.

Commissioners Gagnon and Roy did not have any questions.

Chairperson McHugh questioned if we had over spent on police equipment. Also asked where it was transferred from or are they using the bottom line budget.

Chief Agrafiotis stated that's correct.

Monthly Reports Continued:

Chairperson McHugh also asked about 52.6% expended. Wanted to know what the Chief felt our capacity was to hire within this budget. Some concern from Commissioner Gagnon as to whether or not we are able to hire with the new budget.

Chief Agrafiotis stated that the budget we are in now is higher at this point. Looking at the number proposed, not the bottom line number. Would not want to hire in this year's budget if proposed budget is lower.

Chairperson McHugh and Chief Agrafiotis had a discussion regarding how many to hire based on the recommendation.

Chairperson McHugh brought up the line for vehicle maintenance and was concerned as to whether or not we would be able to make it.

Chief Agrafiotis stated he is not concerned.

Chairperson McHugh stated that the negotiations are well over too.

5. Old Business

a. Crime Prevention Activities

Neighborhood Watch Program

Captain Paul Cecilio discussed the first meeting. Eight of the nine prospective coordinators showed up. Very positive meeting and once they gave them all the information, they were to go home and think about whether or not they want to do this. It is a big commitment. They will meet again March 24th. Also stated that if there is anyone else who would like to be a part of this, to speak up. Some coordinators also have volunteers under them already. A Press Release was issued.

Chairperson McHugh asked if people could just go to the meeting to monitor it and see if it is something they want to get involved with.

Captain Cecilio stated yes and the website is now up. Ben Davis did most of the work.

Website

Ben Davis

Mr. Davis stated that he has a degree in digital media. He did our website as a volunteer. There are now forms set up on it, along with our Mission Statement. He said they are still adding more stuff and right now he is working on a Public Log. It will have a google map of where crimes are happening in town. Some email accounts are being set up for key people. There is also a link to the sex offender registry.

Chairperson McHugh extended her appreciation along with Commissioner Gagnon and Commissioner Roy.

Old Business Continued:

Crimeline

Chairperson McHugh and Chief Agrafiotis will meet with them to move forward on this. Chairperson McHugh stated she wants to show the community that we are in this. Put signs up and stated that there are no tax payer dollars going towards this. All money is raised by fundraising, and they need to get community support.

b. Town Attorney Research

Chairperson McHugh stated that it is at a standstill right now. They need to follow-up.

c. Exit Interviews

Chairperson McHugh stated that she followed up with the Town Administrator to have the Town Human Resource person do it. Unfortunately they cannot do it and they suggested that it be done within the police department.

Commissioner Gagnon asked why.

Chief Agrafiotis responded that because of the issues that may come up, that personnel issues should be handled and known within the agency. They would have certain reporting requirements and that takes it outside.

Commissioner Gagnon then questioned if we have a Human Resource person in the department and asked if it was the Executive Assistant.

Chief Agrafiotis stated that the best would be to use our Human Resource person to have one other person and Human Resource. Suggested to use a Commissioner and the Human Resource person. The Commission needs to make a decision and then they will move forward.

Chairperson McHugh explained that it's on the agenda so they can explore it with the Town and now they have done that and the issue is here. Asked if they want to put together a panel with Human Resource and a Commissioner.

Commissioner Roy stated he wants to leave it on the Agenda.

Chairperson McHugh asked if he was looking for additional research.

Commissioner Gagnon said we've already done that.

Chief Agrafiotis spoke about leaving it as it was years ago with the Chair of the Commission, but if you want to change it to Human Resource and a member of the Commission.

Commissioner Gagnon made a motion to have Human Resource and the Chair of the Commission.

Chairperson McHugh asked if there was any more discussion on the issue.

Chief Agrafiotis mentioned that they can always change it if it didn't work out.

Old Business Continued:

Chairperson McHugh asked all those in favor of the Exit Interviews being conducted by Human Resource and the Chair of the Commission signify by saying AYE, and motion was carried unanimously by roll call vote.

d. Mobile Computer/Impact Fees

Chief Agrafiotis stated that during the last meeting the Commission asked us to send a letter to the Town regarding the use of impact fee money. They prepared a package and have given the Commissioners this information. It is on the Agenda for April 14th for the Town Council.

Chief Agrafiotis explained that when reviewing the previous plan, Captain Daigle noticed that there had been a line item left out. The letter signed by the Commission was to release \$28,207.84, and now they are asking that they amend it to \$28,949.22.

Chairperson McHugh asked what it reflects.

Captain Daigle stated a vendor had removed one piece of equipment and it should not have been removed.

Chief Agrafiotis stated he had the new letter but wanted the Commission to take a vote to authorize the Chair to sign this with the new amount.

Chairperson McHugh asked all those in favor of the new amount of \$28,949.22 for use of impact fees, signify by saying AYE, and motion was carried unanimously by roll call vote.

e. Graffiti

Councilor Loiselle gave an update and the graffiti ordinance has been passed by the Council.

Chief Agrafiotis said that from the department's point of view, he has had Prosecutor Chabot look it over and speak to the Town Administrator. They must be enforceable.

Councilor Loiselle spoke about the budget making a statement that as of February 28th, the budget is at 67.31% and we are running at 57%, which is below and that is good.

f. Letter to DOT (re: Rt. 3 and Benton Road)

Chief Agrafiotis stated he sent a letter to DOT on Feb. 26th. On March 11th received information from the Town Administrator that after an inspection, DOT will put up another light with an arrow to assist with traffic.

Chairperson McHugh stated that this is at no cost to us.

Councilor Loiselle discussed construction that will be happening on 93 across the Merrimack this summer. This will be a long and tedious process.

g. Accreditation Research

Old Business Continued:

Chief Agrafiotis stated that the Commission wanted them to look into this program and that is what is in their packet for their review.

Chairperson McHugh stated she had a concern with regard to the staff accomplishing this, if they are already short staffed, will they be able to accomplish this.

Lt. McDaniel spoke about accreditation stating that the accreditation officer is a full time position and they need someone on top of compliance and policy. Stated that with us going into the next fiscal year short handed, he doesn't want to be set up for failure. He continued to say that he does not want to start it while short staffed but it is a good goal for us to work on.

Commissioner Gagnon recommended that they review the packet and then decide what they want to do at the next meeting.

Commissioner Roy stated that they should wait until after the deliberative session.

h. 2010-2011 Budget Status

Chairperson McHugh stated that this next issue be put on so everyone can see what the Budget Committee is recommending for the budget. Questioned if this was the difference, \$414,848?

Chief Agrafiotis reviewed the spreadsheet with Chairperson McHugh.

Chairperson McHugh asked if Budget Committee had added the \$63.2.

Chief Agrafiotis stated yes.

Chairperson McHugh had a question about the 10% rule.

Mr. Sorel spoke about the RSA that will address this. It is either RSA 32:14 or 32:16.

Chairperson McHugh wanted to check with the Commissioners. After reviewing the two figures, with regard to the Commission itself, how do they want her to go into the deliberative session with regard to this budget and is there anything the Commissioners are willing to concede on. She brought up suspending the raises to see if this would bring a more positive approach to the budget.

She stated that she had one opinion about it, Commissioner Gagnon had another and they need to get Commissioner Roy's opinion.

Chairperson McHugh asked the Chief if he is willing to not take the raise.

Chief Agrafiotis stated he feels the raises were proper and they should stay.

Commissioner Roy wanted to discuss the raises during Other Business. He did say that with the budget cuts, there is no way they can adequately protect the town with these budget cuts. Concerned about only 2 officers being on duty instead of 3. How long do they need to wait for back up. Cannot cover an area the size of Manchester with only 3 officers.

Old Business Continued:

Chairperson McHugh stated that she was just trying to point out that she thought that maybe if they would suspend the raises, wondering if that would bring a more favorable outcome on the budget. She stated that she agrees with Commissioner Roy and it is going to be difficult and she will attend the meeting and do her best to bring forward the budget.

Commissioner Gagnon asked Chairperson McHugh if she met with the staff since that was the recommendation.

Chairperson McHugh stated no because if she were one of the staff members who received the raise, she would say I want to get my raise.

Commissioner Roy then wanted to bring up the pay raises. He read an article about Londonderry Police Department approving a pay hike.

Chairperson McHugh feels that they need to work with the Town Council to go over the positions that are out of whack, and put them where they should be. She is concerned with how so many people are having a difficult time. She explained more on her position to suspend the raises.

Commissioner Roy stated that he thinks that \$13,437 is an immaterial amount and when will the timing be right.

Councilor Loiselle stated that he had a bit of history ... a couple of years ago, they had the same scenario where they wanted to give the Town Administrator a raise. He declined it. He said based on what the employees were getting, he declined the raise. It was an \$8,000 raise.

Chairperson McHugh stated again that she wanted to make sure they wanted to hold their stance.

Commissioner Gagnon and Commissioner Roy stated yes.

Chairperson McHugh brought up a concern about the Executive Assistant having access to the Town Website to post meetings. She does not have access as of yet but they are working on it.

Commissioner Gagnon stated they can post it on our own website now. He asked if we are going to put our website on the back of our cars.

Chief Agrafiotis stated that this is definitely possible.

There was some discussion regarding this and they would like some figures brought back to them.

Chief Agrafiotis discussed the cars being serviced through Town maintenance.

Councilor Loiselle stated that the Highway Department was very interested.

Chairperson McHugh stated that the Town Administrator is supposed to set up a meeting with the Highway Department.

Chief Agrafiotis talked about the tower site on Hackett Hill Road. They do not have a generator there. This had been discussed with the previous commission and since there are other town departments up there, that emergency management should look at a grant for putting a generator

Old Business Continued:

up there. This never got done. After the wind storm it came up again, and there was a follow-up meeting that Captain Daigle attended. He stated that the information he received from the Town Administrator is that Emergency Management has looked at the cost and it is \$5,500 and the administrator was proposing that the 3 major departments, police, fire and public works, split the cost of putting the generator in which works out to \$1,833 per department. A Federal Grant would be put in to FEMA.

Commissioner Gagnon wanted to know if it was a portable generator.

Captain Daigle stated it would not be a portable generator and the Highway Dept. would do the site work.

Chief Agrafiotis asked for approval by the Commission to pay for one-third of it.

Chairperson McHugh asked if he is looking for approval for the \$1,833.33 contingent upon the other agencies putting in their third, and also we would look for a grant.

Chairperson McHugh asked all those in favor of appropriating the \$1,833.33 contingent upon the other two agencies paying their share, signify by saying AYE, and motion was carried unanimously by roll call vote.

Chief Agrafiotis stated that we now have a new vehicle in. This is in our budget for this year. He asked if the Commission has any problem with us purchasing this vehicle.

Chairperson McHugh wanted to know if they are purchasing more vehicles than they have people.

Chief Agrafiotis said it is replacing older vehicles.

Chairperson McHugh has concerns about how many vehicles they have compared to how many people need vehicles.

Chief Agrafiotis said he would look at what he presented at budget time as to where our fleet is.

Chairperson McHugh stated she needs more information.

Chief Agrafiotis discussed the maintenance agreements coming up this year. They are as follows: Microsystems, \$14,231.20; Ossipee Mountain Electronics, \$13,908; Acorn Recording, \$2,600; N.E. Document Systems, \$1,060. Chair wanted it brought to the commission.

Chairperson McHugh asked all those in favor of approving \$14,231.20 for prepayment to Microsystems, signify by saying AYE, and motion was carried unanimously by roll call vote.

Chairperson McHugh asked all those in favor of approving \$13,908 for prepayment to Ossipee Mountain Electronics, signify by saying AYE, and motion was carried unanimously by roll call vote.

Chairperson McHugh asked all those in favor of approving \$2,600 for prepayment to Acorn Recording, signify by saying AYE, and motion was carried unanimously by roll call vote.

Old Business Continued:

Chairperson McHugh asked all those in favor of approving \$1,060 to New England Document Systems, signify by saying AYE, and motion was carried unanimously by roll call vote.

7. New Business

No new business.

8. Other Business

Commissioner Roy spoke about an article in the Hooksett Banner by Ms. Kozlowski regarding the Safety Center sign. He stated this was requested by Town Council. There have been liability issues because people could not find the safety center. He went on to mention the transport van and refreshed everyone's memory that David Boutin had brought up that the court was closing and they needed to move on this.

9. Next Agenda

1. Check on when benefits go into effect for a new hire
2. Exit Interviews
3. Follow up on the construction on 93 across the Merrimack
4. Accreditation
5. Cost of putting HPD website on back of cruisers.

10. Public Input

Dick Sullivan, 7 Morgan Drive, Hooksett, NH

A. Mr. Sullivan stated that with all due respect to Chairperson McHugh, that asking the Chief about his pay was totally inappropriate.

B. Mr. Sullivan talked about the 18 or 19% regarding their people and they had a 3rd party investigating the adjustment.

C. Regarding their raises, he remembers Chairperson McHugh thinking they are fair, and they continue to be fair.

D. Mr. Sullivan discussed that he has been to many Budget Committee meetings and at the last meeting, Chairman Pieroni expressed a concern that perhaps the cuts were getting too deep. He wanted to create a so-called slush fund for safety.

He further stated that Mr. Miville wanted the money in case the Budget Committee could render that money if necessary. Mr. Pieroni had reminded him that this could not be done.

E. Mr. Sullivan spoke about the town being angry about these pay raises. The Commission had many discussions and meetings and that is what they should get.

F. He went on to state some of the people in town are going after the Chief. Went through each of the issues they have complained about. Stated that Mr. Pearl has even published that he wants the Chief to be fired. This is from a man who is on the Budget Committee.

Public Input Continued:

Spoke of some of the terminology used at tonight's meeting. He explained how they criticize the Chief and the Commission, but on the other hand, they state that the police department does an excellent job and are very competent. How can the police department be so competent without the command staff being competent.

G. Went through some of the most recent crimes in Hooksett and how quickly the police department solved it.

David Pearl, 79 Main Street, Hooksett, NH

A. Mr. Pearl stated he respects all of the officers in the Police Department and that is why he is involved with this.

B. He stated that Mr. Roy forgot to mention one thing about the Londonderry Police Department raises that it was approved by the voters. That is at least half of the problem is they did these raises in non-public. He went on to state that Mrs. McHugh stated that it was done like that because of a letter brought forward by a captain. He also heard her say these were equity adjustments, so these were being based on positions. Continued on to state why he feels this was done improperly.

C. Mr. Pearl then stated that he has some questions about them being able to seal those Minutes and he will send them some information on that.

D. Mr. Pearl spoke about the accreditation. He feels they should do the accreditation stating that for the past 6 years, the department has had money left, the budget hasn't been cut, and it needs to be done. He suggested that they should go to Goffstown and talk to them because they have done it.

E. He spoke of the "small group of people" ... come to the meetings and speaks with respect to the Commission. If they are pointing out the things that are wrong with the department and the department doesn't like it that is not their fault.

Officer Justin Crotty, Hooksett Police Department

Officer Crotty stated that he is happy to be with this police department and feels they take very good care of him. Until recently, he always read the paper but he has stopped reading the paper because of all the negativity about the police department. If other people are stating that he has issues with the administration that is not true. It is a dangerous situation for the officers and the Town with the budget cuts.

What it comes down to, is not the budget issues or the officer's issues we need personnel. It's just going to irritate people more and the young officers we do have are probably going to leave because they don't just want one car to back them up.

Michael Sorel, 54 Cross Road, Hooksett, NH

Mr. Sorel spoke about the transport vehicle. He stated David Boutin came before the Town Council stating that they were going to lose the court house. No one ever came back to say that it was not closing. Discussion about this and the fact that the police department and Commission were pro-active and got the vehicle. Commission is A-political and politicians are trying to make it

Public Input Continued:

political. He stated some facts about a trailer that was purchased for an emergency last week. There was nothing said about the Town Council spending \$51,000 on the trailer.

He went on to state that what has been done and said by a few people to this board has not been in the best interest of this community. They have had a single agenda. They come before you and try to make political arguments. Mr. Sorel would like to know what makes them qualified to make these statements.

JR Ouellette, 3 Summerfare Street, Hooksett, NH

A. Mr. Ouellette first stated that he doesn't feel these officers were just passing by tonight and that this wasn't planned. He wanted to make note that it doesn't seem like the department is short staffed as you can see by the numbers that have been here.

B. Mr. Ouellette feels they are making a big mistake in having the Executive Assistant as part of the Exit Interview because she has close ties to this department. She shouldn't be involved. You should have someone who is a Human Resource person doing the Exit Interviews.

C. Mr. Ouellette spoke about the pay equity raises and wondered if they had the opportunity to look at Goffstown because the Chief is making about \$89,000 a year over there. He also stated that they are 30% larger than we are. The department budget is currently 11% under budget which is about \$440,000 under budget and we're only in March. Went on to explain how this increases over time.

D. Mr. Ouellette said that some of the individuals that spoke tonight think that the department returns most of the unexpended funds to the general fund. Stated that he would like to give some credence to another one of our guest speakers that night, he has continuously stated that you should only speak when you have the knowledge to speak, and he is also a believer in that statement. He said he wanted to give some history about the returned funds of this department.

2003-2004: Amount of under expended line items
\$369,546 - \$71,484 was the return for a total of 19.3% that was returned

2004-2005: \$241,026, \$53,146 was returned for a total of 22%

2005-2006: \$339,301, total return was \$10,939 for a total of 3%

2006-2007: \$502,152, total return was \$208,742 for a total of 41.6%

He stated that this number jumped up in '06, '07. Said that if you go back and look at the Minutes of the Town Council, one of the Town Council members, check the Minutes of 1/6/07, the council was questioning these funds and why were they not being returned.

2007-2008: \$475,038, total return was \$317,618, for a total 66.9%

He stated that the Town Council was monitoring this over the past 3 years.

2008-2009: \$504,700, total return \$358,129 for a total of 71%

Public Input Continued:

Mr. Ouellette then stated that one of the Town Council members who have been at the meetings several times was questioning how much was going to be returned as he had concerns about the Safety Center.

Commissioner Gagnon stated that they weren't looking for the funds for the Safety Center.

Mr. Ouellette then stated that that is what he heard at the Police Commission Meetings and I know we have it on tape. Going from the '03 to '06 budget cycles, only \$135,000 was returned out of \$950,000 for a total of 14.3%. Went on to say that the '06 and '09 returns was \$884,000 out of, at one point, almost \$5 million, for a total of 59.7%. He also stated that, as far as John Pieroni, if you take a look at some of his voting, he believed he voted in favor of all the cuts so he doesn't understand why this is being brought up.

Non-Public Session

At 8:10 PM, the Commission entered a non-public session to discuss personnel issues. Commissioner Roy motioned, seconded by Commissioner Gagnon, the motion carried unanimously by roll call vote to enter non-public session in accordance with the provisions of NH RSA 91-A:3,II (a),(c).

1. NH RSA 91-A:3, II, (a),(c).

Chairperson McHugh motioned asking all those in favor of hiring Michael Zappola, signify by saying AYE, and motion was carried unanimously by roll call vote.

A motion was made by Commissioner McHugh to seal all parts of the minutes of the non-public session having to do with the personal information of the new hire. The motion was seconded by Commissioner Roy and the motion was carried unanimously by roll call vote.

The motion was made to come out of the non-public session at 8:40 PM.

Meeting adjourned at 8:41 PM.

Drafted by: Prosecution Assistant Cynthia Ullrich