

Approved

POLICE COMMISSION MEETING

Minutes of the Meeting of Thursday April 15, 2010

The Hooksett Police Commission held a public meeting on Thursday April 15, 2010, at the Safety Center. Present were Chairperson Joanne McHugh, Commissioner Henry Roy, Commissioner David Gagnon, Chief Stephen Agrafiotis and Town Councilor Jim Gorton.

1. Call to Order:

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

2. Proof of Posting:

Chairperson McHugh provided a copy of the meeting notice.

Chairperson McHugh explained housekeeping rules they had placed a table and chair for citizens to sit at when talking, and that a time clock would be used to allow each citizen to speak for 5 minutes.

3. Pledge of Allegiance:

The pledge of allegiance was held.

Public Session

4. Minutes of Last Meetings:

A. Chairperson McHugh stated the September 8, 2009 non-public minutes would be discussed in non-public session.

B. Motion was made by Commissioner Roy to accept the December 15, 2009 public minutes with amendments to page 9, Chairperson McHugh stated that she spoke with the Town Administrator and she stated they do them and it is required per the personnel plan. Changes to page 10, Chief Agrafiotis asked the Commission if they wanted to discuss this with the attorney that gave this advice of not doing them, and change the word safeguard to guidelines.

Change to page 16, Chief Agrafiotis stated that the 2 positions that will not be filled would be the difference between the 25 officers authorized now and funded and the 27 that is asked for in next year's budget those two wouldn't be filled.

Minutes of Last Meetings Continued:

Seconded by Commissioner Gagnon, motion carried unanimously by roll call vote.

B. Motion was made by Commissioner McHugh to accept the December 15, 2009 non-public minutes. Seconded by Commissioner Gagnon, motion carried unanimously by roll call vote.

C. Motion was made by Commissioner Roy to accept the January 4, 2010 public minutes. Seconded by Commissioner Gagnon, motion carried unanimously by roll call vote.

D. Chairperson McHugh stated the January 4, 2010 non-public minutes would be discussed in non-public session.

E. Motion was made by Commissioner Roy to accept the February 1, 2010 public minutes, seconded by Commissioner Gagnon, with amendments to page 4, Commissioner Gagnon stated that even if other communities do not do the gun safety part of it, there is nothing saying we can't be the first ones to do it and other communities would follow.

Change to page 6 Chairperson McHugh had brought it up as a result of an issue raised by a citizen.

Motion carried unanimously by roll call vote.

F. Chairperson McHugh stated the February 1, 2010 non-public minutes would be discussed in non-public session.

G. Motion was made by Commissioner Roy to accept the March 2, 2010 public minutes, seconded by Commissioner Gagnon, with amendment to page 1, to reflect: proof of posting and a change to page 2, Chief Agrafiotis agreed with no new cruiser in the proposed budget.

Chairperson McHugh stated to remove the third paragraph on page three that stated: Chairperson McHugh brought up that David Hess said that the courthouse was never closing – but his information was incomplete. Chairperson McHugh stated she did not say this. Commissioner Gagnon stated that someone did state this but did not remember who.

Change to page 6, Chairperson McHugh wanted this clarified as it states Chairperson McHugh brought up again what are we doing with merit raises? The police contract was voted down. Did town get voted down? She wanted to table the minutes and review them.

Motion was made by Commissioner Roy to table the March 2, 2010 minutes with amendments, seconded by Commissioner Gagnon. Motion carried unanimously by roll call vote.

H. Chairperson McHugh tabled the March 16, 2010 public and non-public minutes. Motion made by Commissioner Roy, seconded by Commissioner Gagnon. Motion carried unanimously by roll call vote.

5. Public Input:

David Pearl, 79 Main Street, Hooksett, NH

A. Asked if the questions he had submitted at the last meeting had been responded to and the complaint that was filed on September 30, 2009.

Public Input Continued:

Chairperson McHugh stated the complaint response would be sent out in the mail tomorrow. The other 4 questions are being reviewed.

B. He wanted to discuss the new website, and asked if it had a content management system. Chairperson McHugh stated that she did not know, and if he had a list of areas he feels should be addressed in the website, she would take those questions.

He wanted to know why a photo of the department in morning is on the website. He didn't understand why that is being used, and thought they could use a better picture, and the staff page contains only e-mail addresses and it still needs to have work done.

Maura Ouellette, 3 Summerfare Street, Hooksett, NH

A. She stated at the deliberative session she had spoken about the pay raises. She stated some of the raises were signed by Commissioner Roy, Commissioner Gagnon, or Chief Agrafiotis had signed for his own raises. She stated the Chief referred to the fact that his officers are held to a higher standard, and wondered if the Chief holds himself to the same high standards. She stated by signing for his own raises give the appearance of an impropriety on his part. She wanted to know if he acted on his own, or if the Commissioners were aware of all of these raises, and if they were in agreement with them.

Chairperson McHugh stated that this was discussed before and she stated that they would take questions and take them under advisement and respond.

Ms. Ouellette wanted to know how this happened and what policies they have in place.

Discussed exit interviews the Chair of the Commission would sit and she does not think that the Chief's secretary should be doing these as there is an HR person at town hall.

Marc Miville, 42 Main Street, Hooksett, NH

A. He asked about the questions he had submitted and is still waiting for a response. Chairperson McHugh stated that they will be discussed in non-public session tonight.

B. He also wanted his attachment to be added to the December 15, 2009 minutes. Chairperson McHugh stated that they would be attached.

C. Mr. Miville commented on the photo on the website of an officer in morning. He stated that he thinks this is sending a wrong message that they are in mourning, and urged that the photo be removed.

D. Mr. Miville stated he was not at the last Commission meeting and heard that some officers were there to testify in front of the Commission and express their concern of lack of morale. He stated that his opinion was if the officer's opinion was the citizens in town are contributing to their morale issues he strongly disagrees with this. He stated morale issues deal with the department itself it has nothing to do with the citizens commenting on the environment.

He wondered why 2 officers were present at a Commission meeting when they were paid to do so, and why they were not on the road that night. If there is a shortage of officers 2 out of the 3 were here at the meeting instead of being on the road. He wanted the Commission to be aware of that,

Public Input Continued:

and asked what kinds of management decisions are being made.

JR Ouellette, 3 Summerfare Street, Hooksett, NH

A. Mr. Ouellette asked if the Commission had answers to the questions he had submitted about the K-9 Officer and program. Chairperson McHugh stated that it would be discussed in non-public tonight.

6. Monthly Reports:

A. Discussed the 2009-2010 Budget the Town was in week 39 of 52, and expended 74.97% of the year, the Police Department was 64.30% expended.

B. Chairperson McHugh asked the Chief if he knew where the fund balance was going to be at some point. Chief Agrafiotis stated as of March 31, 2010 they were 10.67% under, they still have the cruiser issue to discuss and still have many payrolls coming up, and he can not venture a guess as to where they would be at the end of June.

Chairperson McHugh stated that she would be looking for information like this. Chief Agrafiotis stated that it would be hard to guess if there are floods in the spring and spend a lot in overtime. He stated if you look at the police department's budget you could see what the average has been and you can get a rough idea of what the history has been month by month.

Chairperson McHugh stated she was going by a statement that was made at one point that he thought it was one hundred and fifty thousand, and she was asking if he changed what he thought. He stated as a rough estimate/guess at this point to stick with that.

Commissioner Gagnon asked what the expense was in the Community Service line if it was the CodeRed expenditure. Chief Agrafiotis stated it was, and it was reflected in the variance report.

7. Old Business

a. Crime Prevention Activities

1. Status Neighborhood Watch Program

Bill Shackford informed the Commission the last meeting was held on April 14, 2010 and it was graduation night from the program. They held 5 meetings and there were 10 people involved from various parts of town. They are moving forward in trying to get the program going in the different neighborhoods.

He also wanted to thank Captain Cecilio and Lt. McDaniel for their help on this project.

He stated that the program is new to Hooksett and fairly new to New Hampshire, Manchester does have some neighborhood watch programs, they claim they have 65 programs, and Nashua has 13.

They are waiting to see how these 10 people get their blocks going. They are told to invite people to the block meetings to try and get them involved.

Old Business Continued:

Chairperson McHugh asked if the 10 people that went through the classes are going to go out and try to solicit within their neighborhoods. Can new people be invited to the new classes? She stated that other communities list things on their website that the community should be aware of.

Commissioner Roy stated that he has already received a letter from the person in his neighborhood that is in charge of this.

Captain Cecilio informed the Commission that he had a press release to be sent out with a photo of the neighborhood watch group.

Chairperson McHugh asked if the gun safety issue was going to be addressed with this group also. Bill Shackford stated that it was not addressed; the other program had taken up all the time.

2. Crimeline

A. Chairperson McHugh stated that she spoke with the Manchester Crimeline and they stated that they were still looking to have Hooksett join and they are looking for was a commitment by Hooksett by doing fundraising to add funds to the Crimeline.

Commissioner Gagnon stated that he thought they had agreed to give funds to the Crimeline. Chairperson McHugh stated that the funds were for the signs or for anything else to get the program up and running and not for the rewards. She stated there was a misconception the funds can not come from the taxpayer's dollars. Commissioner Gagnon stated that is not what they were told in the beginning. A discussion was held and the Commission was informed that there has been no money spent yet.

Commissioner Roy asked if they knew what the dollar amount would be for the fundraising. Chairperson McHugh stated that she did not get a figure from Crimeline.

Chief Agrafiotis stated there was a cost upfront for the signs which would be paid by the police department, and the second part was the fundraising activities to raise money for the funds for the rewards.

Chairperson McHugh stated they needed to develop a way to raise funds. A discussion was held on how to raise funds.

Chief Agrafiotis asked what method the Commission feels comfortable with the department attempting to solicit funds for the Crimeline.

Commissioner Roy stated get suggestions from other communities on how they do fundraising.

Chief Agrafiotis stated they can check on the amount that would be needed for the fundraising and have Captain Cecilio check with other agencies to see what they do for fundraising. The Commission agreed to this.

3. Status of Police Department Website

A. Chief Agrafiotis stated that the website is up and running and it is still a work in progress. There is still a lot of work that needs to be done with the site.

Old Business Continued:

Captain Cecilio spoke with the Commission about a program called dream weaver and training that is needed. A discussion was held.

Chairperson McHugh voiced a concern with having to put too much on Captain Cecilio along with his other duties.

Commissioner Roy stated if they are going to do this they need to do it right and get the proper training.

Mr. Pearl stated that the town website has a content management system in place and explained how it works. They need to go with a company that would host the content management and provide the structure for the department. He suggested talking with Evelyn and seeing how it is used.

Richard Sullivan commented the company that designed the town's website is out of business and it could be costly, and spending the \$300 on dream weaver would help Captain Cecilio make the needed changes.

Chairperson McHugh suggested that she talk to the town and get back to the Commission, she stated she doesn't think it is fair to ask Captain Cecilio to do all these things.

Captain Cecilio stated that he did speak with the Town and talked to the IT person and did discuss the website.

Chief Agrafiotis suggested that Chairperson McHugh talk to the Town and Mr. Pearl to get information together and see what other options are out there.

Mr. Pearl stated that he has some names that are non-profit clients and he would give some of the names to the Commissioners.

Captain Cecilio submitted a letter of appreciation for Ben Davis for his help and assistance with the Department's website.

B. Exit Interviews Research

A. Chairperson McHugh stated that at the last meeting they discussed who was going to be on the panel. She had a follow-up conversation with the Town Administrator she had suggested that some department's use retired officers, so there is not a perception of bias. She wanted to see if this was something the Commission wanted to entertain. She realized that it has been on the agenda 5 or 6 times. She can have the Town Administrator get her the names of other communities as to who is on their panels.

Commissioner Roy stated if they can get a list of the people and they are willing to do it that would be fine with him.

Commissioner Gagnon stated they need to get it done so they can finish it, and keep it off the agenda.

Chief Agrafiotis asked if Chairperson McHugh had a chance to ask the Town Administrator what they had found out from the survey and how that would play into what they are discussing.

Old Business Continued:

Chairperson McHugh stated she did not have the form and she will discuss it with the Town Administrator.

C. Mobile Computer/Impact Fees

A. Chief Agrafiotis informed the Commission that on March 24, 2010 the Town Council voted unanimously to expend the impact fees in the amount of \$28,949.22 towards the program. Once this was confirmed Captain Daigle was directed to move forward with the project.

Captain Daigle stated that he had contacted all the vendors for this project and is ordering all the equipment. He is still waiting for some equipment to come in and once it is in they will schedule installs. He would also working with the State to get ORI numbers.

D. Status of Intersection of Route 3 and Benton Road

A. Chairperson McHugh wanted to make the citizen aware she had received a call from Councilor/ State Representative Boutin with regard to this issue. She stated in no way did the Police Commission or the Department want to take credit for this. Councilor Boutin stated to her that he was the one that approached the people at the State for this and he was the one who did all the leg work with regards to getting that in place. She stated that presently there are people that are wondering about the intersection with the way the lights are set up. She stated that Councilor Boutin told her that it was placed this way because of the upcoming work that will be done on Route 3. She thinks once the renovations are completed to Route 3 the confusion would stop. The only thing she wanted to make clear was the Commission sent a letter.

E. Accreditation Research

A. Chief Agrafiotis stated that the Commission had received a packet to review on accreditation and asked if they had any questions or concerns.

Chairperson McHugh stated seeing they are down a certain amount of officers how able are they to accomplish this and with the budget restraints can it be done.

Lt. McDaniel stated that there is no cost through the State other than the time it takes to get the policies and procedures in line with the standards. He thinks they are in a good position policy wise to try and meet that level. He stated that it is time consuming the prior accreditation manager had worked on accreditation for 3 years and he recalled that is all he did. They came close but did not reach that goal. He doesn't want to set himself up or the department for failure if they aren't committed in putting someone in charge of it fulltime. With the manpower at its level now and with the budgetary decision that were made recently he is concerned with being set up for failure. He does not think they should move forward at this time.

Commissioner Gagnon stated that they should suspend it for this year.

Lt. McDaniel stated they will continue to work towards that level, and he is hopeful that they would be in a better position to say they can do it.

The Commission agreed to wait and not move forward with the accreditation process.

Chief Agrafiotis stated that they needed the resources to get this accomplished. All the policies

Old Business Continued:

that are done now are to the level of accreditation. It is going to be a labor intensive project.

Lt. McDaniel stated that he believes there was a 5 member team and an accreditation manager that put the policies together correctly and make sure they were in compliance. There is some type of support staff that needs to be there as well.

F. Follow-up of Deliberative Session for 2010-2011 Budget

A. Chairperson McHugh asked the Chief were do they go from here as far as how they manage the budget. Chief Agrafiotis stated that he is going back through all the lines; they know the target number is 25 officers, and double check to make sure the budget would support the 25 officers. They currently have 24 officers on staff now, Officer Johansen just graduated from the Police Academy, and there are 23 on the road right now and the 24th officer will be coming on when he graduates from college next month. There are 2 candidates in the background process which would fill the 25th position.

He has spoken at the staff meeting this week and they will be looking at the patrol and detective schedules and they would take the positions that have been authorized in the budget and rework the schedule so that every shift is covered as much as possible. This will be done also with the dispatch schedule. The main concern is the overtime line that was approved compared to the last 4 years is almost 25% less than the last 4 year average. They will take the personnel that they have and spread them over the shifts, but when someone calls in sick or someone is away at training they will not be able to fill to the level they do now. If they have 3 officers on a midnight shift and someone calls in sick they have someone from the evening shift hold over for 4 hours and if it's going into a weekend or a snow storm they have someone from the day shift come in early. Those type of coverage's may have to be cut back or cease. They will do the best they can with what they have. This will start on July 1, 2010 with the new budget.

Chairperson McHugh asked if there are any items that were placed into the budget that they would have liked to purchase and won't be able to purchase, and they could transfer to a wage line. Chief Agrafiotis stated that they went through every line when they went through the budget process and they were all basic needs.

Commissioner Gagnon asked what the amount was for overtime in the new budget. Chief Agrafiotis stated \$142, 873. Commissioner Gagnon stated that they have expended \$145,000 year to date and they still have 3 months to go, there are a lot of cutback that need to be made.

Chief Agrafiotis stated that the overtime history that was discussed during the workshop sessions was 2008 -2009 \$208,000, 2007-2008, \$270,000, 2006-2007 \$242,000, 2005- 2006 \$231,000.

Chairperson McHugh asked if there were any grants available. Chief Agrafiotis stated that the only grant they currently have is the Jag Grant for approximately \$26,000 which could be used for the overtime line.

Commissioner Roy inquired how mutual aid worked and Chief Agrafiotis informed the Commission if other departments have officers available they would send them to assist and there is no charge for this. The system works well but there is no guarantee that other agencies have officers available.

Commissioner Roy stated he has a concern with the burnout the Chief stated that they are holding

Old Business Continued:

officers over for 4 extra hours. Chief Agrafiotis stated that they are already running into issues the officers are telling them they are tired, and they are watching the amount of hours they are working.

Lt. McDaniel stated that there are no grants out there right now and he is noticing that a lot of the homeland security monies are being pulled back, and the federal grants are starting to be pulled back also. He is watching for grants but there is nothing out there right now.

Commissioner Roy asked will they have to deny vacation time to some officers. Chief Agrafiotis stated that it maybe possible but they will try not to do that. That would be a last resort.

Chairperson McHugh asked what the difference was between the 2010-2011 budget and the default budget numbers. Chief Agrafiotis stated that the department's current budget is \$3,498,460 the default budget is \$3,839,007.

G. Backup Generator/Tower

A. Captain Daigle stated he received a letter from Dan Pike who had a letter drawn up for Frank Woodbury the land owner that the tower is on, and that the town leases from him. He signed the letter granting permission to expand the fencing on this site so it could incorporate the generator and the propane tank to run the generator. A letter was given to the Town of Bow building inspector for the plans of how the area would be expanded. Performance Electric would be doing the work there and it would cost \$1,833.00 he asked Dan Pike to get an invoice from Performance Electric so the money could come out of this budget. They should be able to begin work sometime in the month of May and his estimation of completion is sometime in June or July. He believes the Highway Department would be doing work at the site to expand the fencing and pour the pad.

H. Cruiser Purchase

A. Chief Agrafiotis stated that this is a vehicle that is in the current budget and has not been purchased yet. Chairperson McHugh stated she didn't want to have more cars than she has officers. Lt. McDaniel stated that the numbers show they have almost the equal amount. He stated that each vehicle has its own purpose. They have 10 marked cruisers of different ages, 7 unmarked vehicles and 4 special purpose vehicles, and two 2008 cruisers that have been marked, one is completely outfitted.

Chief Agrafiotis stated this is not to add to the fleet this is to replace a vehicle. Staff wise they are not changing what they have been using with the time line, the replacement cycle and information the Commission has it is watched very closely. Cutting back at this point they would be putting themselves in a bad position down the road the year after as they would be asking for even more vehicles. Chief Agrafiotis stated he explained to the Budget Committee seeing they were ahead with vehicles they could skip next year without a vehicle and use the vehicle from this year already in the mix into next year.

Lt. McDaniel stated the marked cruisers that are on the road, there are 4 cruisers that will be used up mileage wise by the end of the next budget process. They would only have 2 cruisers ready to be going into service and that will be all they have for the next fiscal year. There will be 2 cars that will be spending a lot on maintenance issues as they are older.

He stated that over the years they have been able to take cars out of service and give them to

Old Business Continued:

different departments. One was given to the Code Enforcement Officer or the Town Administrator, the expedition and an administration car was given to the Fire Department. They evaluate the fleet and if they can benefit other agencies within the Town they try to help out. If they do not get this vehicle out of this years budget next year will be tight and they will be spending money on maintenance issues.

Chairperson McHugh stated that she is hesitating as they are down in the number of people on the command staff and they have been able to maintain the cars, they have been running a lot longer than other agencies have run their cars. She was looking for more of an appraisal of what the condition of the fleet is currently, and there was discussion about the fact they were looking to the Town about saving money by having the vehicles serviced by the Town.

Chief Agrafiotis stated Councilor Loiselle reported last meeting the only way the Highway Department could do that was if they hired more help. There are no extra people in Highways budget this year.

Chairperson McHugh commented Councilor Loiselle stated they could experience as much as a \$20,000 savings. What they needed on the Town side she was not aware of. She would like to pursue this if there could be a \$20,000 saving. She asked if the vehicles could be evaluated to see if they are going to need a lot of maintenance or not. Commissioner Gagnon asked how someone could evaluate that. They can't tell you how long a vehicle would last.

Chief Agrafiotis asked if Councilor Gorton would go back and see if the Highway Department was in the position to absorb the maintenance of the fleet.

Councilor Gorton stated that he recalled as stated by Councilor Loiselle that Highway stated they would have to hire more help.

Chief Agrafiotis asked is the Council looking to hire more help and get them trained to a level to work on emergency vehicles to save the \$20,000.

Chairperson McHugh stated that she was going by what Dale Hemeon told her he stated they use to do it, and he didn't know why they weren't doing it anymore. Chief Agrafiotis stated they didn't have enough personnel to deal with all the different fleets in Town, and they didn't have the certification or the equipment to work on the vehicles.

Chairperson McHugh asked if it was a closed issue with regards to the Town doing the maintenance.

Chief Agrafiotis stated they needed to ask Councilor Gorton to bring back the question and see. Councilor Gorton stated he would discuss the questions at Tuesday's meeting.

8. New Business

A. Guidelines for public comments reference the agenda

Chairperson McHugh wanted to see if the Commission wanted to adjust the public input time from 5 to 3 minutes. A discussion was held and it was decided to leave the public input at 5 minutes as long as the Chairperson administers it.

New Business Continued:

B. Cost of putting Department Website on Cruisers

Lt. McDaniel stated that it would cost \$10.00 per cruiser.

Commissioner Gagnon motioned to put the website address on the back of each cruiser, seconded by Commissioner Roy. Chairperson McHugh abstained.

C. Follow up on Construction on 93

A. Chief Agrafiotis informed the Commission that he attended a meeting discussing the start date for the I-93 project. He stated that the impact for the department was bridge depth work they would be doing on 93 over exit 10. The only impact would be some lane restrictions going under the 93 overpass at exit 10 when they are working, and some nights they would close some ramps. The impact should be minimal and there would be weekly traffic meetings.

D. Benefits go into effect for New Hires

A. Chairperson McHugh stated that she had spoken with Captain Daigle and received the information.

E. Animal Control

A. Chief Agrafiotis discussed the cuts to the animal control line and past history the Police Department had been tasked by the Council or Board of Selectmen years ago; there had been some agreement that the Police Department would take care of animal control. They did have a part-time animal control person and a van and went to a full-time person. For a number of years they have not filled the position and the officers have been handling it. They came across an RSA that it is not the Police Department's primary responsibility; as it has been for many years. He is concerned with the budget cuts, and wanted everyone to know what the ramifications are going to be, and take it back to the Town Council who is actually suppose to be doing these tasks by RSA.

He wanted the Commission to review the packet and see what they wanted to do. The Commission decided to discuss this with the Town Council. Councilor Gorton stated that he would discuss and review the packet with the Town Council and get back to the Commission.

Chief Agrafiotis stated that 2008-2009 animal control line there had been \$3656 appropriated for this line and only \$443.00 was expended. Currently there is \$1650.00 in that line and the line was reduced to \$450.00 for the 2010-2011 budget, and there is \$725.00 already expended this year.

Chairperson McHugh asked Councilor Gorton is there has been a case of any other department using a deficit appropriation set up at all? Councilor Gorton stated that he would look into this and report back to the Commission.

F. Hooksett Court

A. Chief Agrafiotis supplied a copy of the letter that was sent to the Governor by Judge Broderick. He stated that one of the areas that the court may need to cut back on was the security at the courts. He stated the prosecutor has been informed that there will be times when the court will be open and have reduced security if there is a problem they are expecting the Police Department to provide security on as needed basis when they have an issue.

New Business Continued:

Chairperson McHugh stated how do you prove services if you are short staffed. Chief Agrafiotis stated that they would stack calls if something happens at the court the call would be prioritized like all the other calls.

Chairperson McHugh inquired about liability. Chief Agrafiotis stated that the liability would be if they had 2 or 3 issues at the same time and don't have the manpower to send. The liability would come from 2 areas one being people being upset because they did not respond in a reasonable amount of time, and the officer's safety. The town is not providing for the size of the Town and what they have to deal with for adequate coverage.

9. Other Business

A. Chief Agrafiotis stated that he and Chairperson McHugh attended a press conference last Thursday about the 3A Project the department will be watching as the project moves forward.

10. Next Agenda

1. Crime line
2. Website
3. Exit Interview
4. Cruiser Purchases

11. Public Input

David Pearl 79 Main Street, Hooksett, NH

A. He wanted to thank the Commission for retaining the 5 minute public input.

B. He stated as a Budget Committee member he wanted to correct the Chief that he had stated a couple of times that the budget was recommended by the Budget Committee and referred to the Council Budget. He stated that after Saturday there were only 2 budgets, the proposed budget and the default budget. Mr. Pearl stated there were no more recommended or Council budgets.

C. Mr. Pearl wanted to clarify that the Commission was not going to answer questions. Is that 100% or are they going to answer questions that are no to a person at that time.

Chairperson McHugh stated it is difficult to answer questions right away, unless it is a simple question, there are questions that require thought and need to be taken under advisement.

D. Mr. Pearl stated he wanted to comment about the Commission not moving forward with accreditation. He doesn't think the Department is in a good place. The Department needs something to move the Department forward.

E. He discussed that when he hears the overtime problems and the burnout problems. He believes there is a problem with the creditability when they say that. He has a hard time when they are saying there is going to be burnout, if it is not being used correctly, there will be problems with it. He stated that shows a creditability problem when it comes to overtime.

F. He stated he was confused about Commissioner Gagnon's statement about the raises that they should have been taken care of over the past years and they weren't. He stated that

Public Input Continued:

Commissioner Roy stated they got skewed 3 or 4 years ago.

There was a presentation at the deliberative session that showed there were multiply raises, signed by Commissioner Gagnon and asked him how he can say they go out of whack when there were 9 or 10 raises in a 5 year period.

Commissioner Gagnon stated that they just stated they were not going to answer questions.

Mr. Pearl stated that if he chose not to answer that was fine it seems, like a contradictory situation and credibility is being lost when they are being told one thing and the facts through the Right to Know show something very different.

Jr. Ouellette, 3 Summerfare Street, Hooksett, NH

A. Mr. Ouellette stated that he said the Chief mentioned the Department was 10.67% below budget there is approximately \$50,000 that was expended in the month of March, that is more than what the department has been averaging through week 35.

B. Mr. Ouellette stated they should keep in mind that the overtime line is paying for the current shortage of officers and these numbers would go down when they get back to a full compliment.

C. He submitted a Right to Know Request to determine the number of officers that the Department has been averaging over the last 6 years. They have been averaging 25 and 1/3 officers over the last 6 years.

He stated that the cost for the Department new hires should be included in the whole Department's breakdown. The Budget Committee received \$23,000 for a new hire and he was told through other departments the cost was between \$60,000 to \$80,000.

D. Mr. Ouellette stated that he thinks the accreditation is very important. He suggested looking at Goffstown Police Department.

Thomas Keach, 29 Pinnacle Street, Hooksett, NH

A. He wanted to thank the commissioners for being Police Commissioners; he knows they have had a tough year with high and low points. He wanted them to know from a public citizens stand point if they were all doing a horrific job then there would be people lined up at the door to take their positions, and as far as he knows there is only one person that has applied. He wanted to say thank you and would hope the public would try to make productive suggestions to Commission and not criticism.

Michael Sorel, 54 Cross Road, Hooksett, NH

A. Mr. Sorel stated a point of interest is people come before the Commission that are members of the Budget Committee and they don't identify themselves as members of the Hooksett Budget Committee but they are going to speak to you as a private citizen. So are they speaking to you as a member of the Budget Committee or are they speaking to the Commission as a private citizen. He asked this question to the Budget Committee and inquired if there was a protocol and that question has never been answered. He raises it again to the Commission seeing that so many of these people repetitively come before the Commission to criticize and analyze. He stated that

Public Input Continued:

some of the comments this evening are budgetary items and is there a conflict.

Mr. Sorel stated that one of the people that spoke to the Commission tonight has made 35 Right to Know Requests in the last 11 months to the Police Department. Do they have the administrative staff to handle all of this paperwork they are being asked to do. They have people in the community that are opinionated, criticize and analyze, he does not know of their backgrounds or life experiences that they can share with the Commission to show that they have that ability to do what they do and say what they say. There are very few people that come to these meetings and in the community that criticize and analyze the police department. It started with the criticism of the Chief, then it went to the Commission and when that progress was not made they know criticize the Command Staff and the police force itself. It is not in the best interest of the Town it is not accurate or correct and they are not moving forward.

Marc Miville, 42 Main Street, Hooksett, NH

A. He asked if they could identify the neighborhoods that the crime watch would be held in and if it could be posted on the website.

B. He is happy the website is up and running but does not like the photo that was discussed earlier.

C. Mr. Miville stated that exit interviews are a human resource procedure and not legal procedures and he had advised the Commission to seek out advice from Liz Dionne. The Town doesn't want to get involved in it and they should be conducted with a qualified Human Resources person.

There was discussion at the December meeting whether personnel files should be used at exit interviews. He was wondering if this was going to be taking place.

D. Mr. Miville stated the speech given earlier he has always addressed process and never addressed anyone without respect, and added facts and information. He stated that this conversation has been spoken about specifically several times on his part he speaks about repetitive comments being made by people from the public. He feels the conversation is irrelevant to the Commission and it is none of their concern their concern are police matters. He believes it is also dangerous to speak without knowledge.

Mr. Miville stated that this meeting dealt with budget concerns through the Commission and through the Chief and he thought it was very appropriate to address concerns. He stated that this was a budget meeting with a lot on the agenda and to state they can not discuss the budget is absurd.

Chairperson McHugh commented on the exit interviews and they will not be looking at personnel files when exit interviews are done.

Non-Public Session

At 8:14 PM, the Commission entered a non-public session by a motion made by Commissioner Roy, seconded by Chairperson McHugh, 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) & (i).

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

Non-Public Session Continued:

A. Motion was made by Commissioner Gagnon to accept the January 1, 2010 non-public minutes. Seconded by Commissioner Roy, motion carried unanimously by roll call vote.

B. Motion was made by Commissioner McHugh to accept the September 8, 2009 non-public minutes with amendments. Seconded by Commissioner Gagnon, motion carried unanimously by roll call vote.

C. Motion was made by Commissioner Gagnon to accept the February 1, 2010 non-public minutes. Seconded by Commissioner Roy, motion 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. 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 8:41 PM.

Meeting adjourned at 8:45 PM.

Drafted by: Executive Assistant Francine Swafford

Attachment #1

Statement from Michael Sorel

Mr. Sorel stated that he made comments to the Town Council and stated that it is dangerous to speak without knowledge, it is irresponsible to speak without knowledge, it is said it is the height of ignorance to speak without knowledge. His own opinion between ignorance and stupidity is if you're stupid your maker didn't give you the ability to have knowledge if your ignorance you have the ability and you chose not to have it. He is concerned for the Commission and the Town Council that noise makers become policy makers and he cautions the Commission not to be pressured or influenced by these people.