

DRAFT

Unofficial

Unapproved

POLICE COMMISSION MEETING

Minutes of the Meeting of Tuesday June 15, 2010

The Hooksett Police Commission held a public meeting on Tuesday June 15, 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.

2. Proof of Posting:

Chairperson McHugh provided a copy of the meeting notice.

3. Pledge of Allegiance:

The pledge of allegiance was held.

Non-Public Session

At 5:31 PM, the Commission entered a non-public session by a motion made by Chairperson McHugh, seconded by Commissioner Roy, 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 (c).

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

A motion was made by Commissioner Gagnon 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 5:50 PM.

Public Session

4. Minutes of Last Meetings:

A. Chairperson McHugh stated the February 16, 2010, March 16, 2010 and April 15, 2010 non-public minutes would be discussed in non-public session.

B. Chairperson McHugh amended the May 18, 2010 public minutes: page 5 first paragraph change word numeration to renumeration, and the fourth paragraph remove the word not. Commissioner Roy amended page 6 change word council to counsel. Page 7 second paragraph add to the end of the first sentence the wording by the Highway Department.

Commissioner Gagnon motioned to accept the May 18, 2010 public minutes as amended, seconded by Commissioner Roy. Motion carried unanimously.

5. Public Input (5 minutes)

A. Chairperson McHugh asked the public that if someone is speaking to refrain from interrupting the speaker.

David Pearl 79 Main St., Hooksett, NH

A. Mr. Pearl stated that he filed a complaint against the Chief as he had accused Jason Defina of lying. He received a response from the police commission on February 19, 2010. The commission agreed that the remark was inappropriate. He asked if Chief Agrafiotis has apologized to Jason Defina.

B. Chairperson McHugh stated to Mr. Pearl that they were not going to have a back-and-forth discussion. If he has a question for the Chief Mr. Pearl can submit it and Chairperson McHugh could get a response.

Mr. Pearl stated at the prior meeting he had asked her about asking questions. She had stated it would be permissible to ask questions and if it were questions that people could answer they would be allowed to answer, and if there was a question that needed consideration he would submit it, and he would not be out of order for asking a question.

Chairperson McHugh stated that was correct but stated the Chief was not going to respond to him.

Mr. Pearl asked the commission when he submitted complaint two he had submitted a video with it and wanted to know if the commission had reviewed the video. Chairperson McHugh and Commissioner Gagnon stated they had. Commissioner Roy stated he had not.

Vincent Limbo 56 Main St., Hooksett, NH

A. Mr. Limbo stated that the Special Olympics were held in Durham New Hampshire he wanted to thank Officer Peter Dyrkacz for all his help at the Special Olympics. He stated Officer Dyrkacz has been helping out every year on his own time, and he wanted to thank the command staff and Chief Agrafiotis for all the support at the Special Olympics. He asked if Chief Agrafiotis would relay this information to Officer Dyrkacz.

Mr. Limbo wanted to thank Commissioner Gagnon for the nine years of service as Police Commissioner he stated there has been a lot of controversy, and wanted to thank him for all his time and effort.

Maura Ouellette 3 Summerfare St., Hooksett, NH

A. Ms. Ouellette asked if there was a policy or procedure in place where the police commission has to have an item on the agenda before they are allowed to speak to it or vote on it.

Chairperson McHugh stated that she does not know whether or not there is a policy in place but stated if you are going to do something like that it should be on the agenda to give the public notice that there will be a discussion.

Ms. Ouellette stated at the May 18, 2010 meeting a motion was made by Commissioner Roy wanting to retain Attorney Higgins for negotiations. He made a motion he wanted to retain Attorney Higgins for the upcoming session, and Attorney Higgins could bill the department for the usual retainer the vote passed. She stated they cannot pay for services in this year's budget that are happening for next year. She spoke with the State DRA and the Town of Hooksett Auditors and both agreed. She wanted to know why a commissioner would be making this type of a motion. She commented they are chastised for coming in and overseeing what is happening. It is these types of tactics that keep her coming back. There needs to be a commission in place that needs to be looking out for the taxpayers.

Marc Miville 42 Main St., Hooksett, NH

A. He asked if there was any consideration for encumbrances of funds as there was nothing on the agenda.

B. He commented there have been discussions in town of whether the police commission would be meeting with the town council about the raises that occurred in January. He wanted to know if the commission would be meeting with the town council and what is the status of that discussion.

Chairperson McHugh stated that they were notified that it wouldn't be happening this month.

Councilor Loiselle stated at the last meeting per the town administrator they are tentatively setting up for August.

C. Mr. Miville stated the new budget would start in July and the voters voted down the 2% raises, he wanted to know if that money would still be handed out for the non-union employees.

Chairperson McHugh commented that she could not give a response, if it is a discussion that will take place in July she doesn't know what the decision is.

Chairperson McHugh stated there are 2 more pay periods for June. Mr. Miville stated then there are no plans for any payments to be made. Chairperson McHugh stated not right now.

JR Ouellette 3 Summerfare St., Hooksett, NH

A. He requested the questions he forwarded to Chairperson McHugh on February 2, 2010 along with the Chief's answers to the questions be attached to the minutes for the public to view.

B. Mr. Ouellette submitted a formal complaint in regards to this matter to Chairperson McHugh.

Mr. Ouellette stated last month he did not get to complete his response to the letter that was sent to him on April 20, 2010. He stated based on the Chief's lack of comment last month and that he changed the question by saying guaranteed shift. He was going to take the answer to his question that he did in fact have an agreement with the K-9 Officer in regards to working the night shift. Based on the Chief's comment the movement of the K-9 to days reference possible drugs in the school was done based on the letter to the Hooksett Banner by Maura Ouellette that alleged drug issues in the school. On December 16, 2008 the Chief stated to Commissioner Gagnon the K-9

Officer was moved to the day shift because of issues brought up at the school. When the Chief made this statement nothing was mentioned about making this change because of the letter to the editor. The letter referenced confiscated drug paraphernalia and did not mention anything about drug issues in the school and the letter was published on November 13, 2008. The K-9 Officer was moved to the day shift in April 2008. He asked if they could explain how the letter was used to move the K-9 Officer to days 7 months before the letter was published.

Chairperson McHugh commented that she and the Chief prepared the letter and that was the information that was included in the letter.

Chief Agrafiotis stated he had informed Chairperson McHugh the K-9 was moved to the days in the spring because of a burglary issue and put back into evenings which was a preferable but not a guaranteed shift, and when the drug issue came up he was moved back to days.

Mr. Ouellette stated the complaint he submitted to Chairperson McHugh is about this K-9 issue and it needs to be investigated.

Mr. Ouellette stated another question he had asked but did not receive a response to was the K-9 Officer spoke to the Chief about the impact the day shift had on his family. Mr. Ouellette stated the K-9 Officer spoke to the Chief and his schedule was changed to Monday through Friday day shift and weekends. Mr. Ouellette stated he knows the Chief has the right to make these changes but he wanted to know why the change was made.

Mr. Ouellette stated based on the false reasoning for the K-9 schedule change using the stats of the year the K-9 was working a less productive schedule to determine the fate of the K-9 program. He feels the K-9 Officer was targeted like may of the other officers. As commissioners he believes they should be aware this officer was one of the officers that filed a complaint against the Chief in 2005.

Michael Sorel 54 Cross Rd., Hooksett, NH

A. Mr. Sorel inquired about the public input section. He wanted Chairperson McHugh to clarify what the word input means and covers. He asked if the Commission has a protocol or a process in writing.

Chairperson McHugh stated it is a venue for questions for people to express their displeasure and concerns.

Mr. Sorel stated he was not questioning public input, the ability for the public to express themselves and ask questions. Those questions need to be answered at this agenda is it a back and forth discussion. He asked if this was a debate that goes back and forth.

Chairperson McHugh stated it is not a debate.

Mr. Sorel commented that people asking questions of the Chief don't go through the Chairperson. They address their questions to the Chief is that the Commissions protocol.

Chairperson McHugh stated the protocol is if the Chief is willing to respond to the question he can. If the Chief or someone here could respond to the question that did not take research they could do this.

Mr. Sorel asked if all the questions go through the Chair. Chairperson McHugh stated they do. Mr. Sorel commented all questions do not go through the Chair, he has watched this continually. He wanted to bring it to the attention of the commission. It appeared to other people in public that there is a debate going on, there are people seeking the business of the police department at the public input session. He wanted to know how broad the word input is in their protocol and policy.

Chairperson McHugh said she does not ask what people are going to discuss during public session.

Mr. Sorel asked if they felt it necessary for the commission or the Chief to provide answers to the questions that they provide if they haven't provided them with the questions ahead of time. They haven't had the opportunity to review and know what the questions are.

Chairperson McHugh stated they have been instructed that questions that require research or any amount of deliberation on the commission's part will not be answered. Some are responded to by letter.

Mr. Sorel wanted to thank David Gagnon for his years of service, time, and effort.

6. Monthly Reports:

A. Chief Agrafiotis discussed the 2009-2010 budget the Town was in week 48 of 52 and expended 92.31% of the year and the Police Department was 77.69% expended.

Chairperson McHugh asked if the Chief had a figure of what he was anticipating on returning to the town.

Chief Agrafiotis stated he had met with the Town Administrator and the Finance Director a few weeks ago and gave a conservative number of \$300,000.

Chairperson McHugh wanted an over expenditure report that the commission can approve.

Chief Agrafiotis stated that he and the executive assistant would work on this. Chairperson McHugh stated she would show him the type of report.

7. Old Business

1. Status of Police Department Website

A. Captain Cecilio updated the commission on researching the maintenance program.

Ben Davis gave a presentation on the content management system they needed to get a bridge built to make the software compatible with one another that would cost \$995.00, there would be a \$99.00 monthly fee, and what they wanted to do to get the website up and running properly.

Chairperson McHugh asked if it was worth the money they were going to expend?

Captain Cecilio stated that the bridge would be the last step of this project. The Commission approved \$2,500 to be spent. He believes they would be over the \$2,500 by a couple of hundred dollars.

A discussion was held on how the system would work and the cost.

Commissioner Gagnon stated that he did not believe they had \$100.00 a month for the budget next year.

Captain Cecilio commented that they would finish up on the maintenance and if they elect not to do this they will stop.

Mr. Lizotte stated that it is a good approach and a good program there would be savings.

Chairperson McHugh asked the Chief if they would have the ability to pay this monthly.

Chief Agrafiotis stated he thinks they should do it. He believes if they want to show the citizens what is going on out there it would be a very cost effective way.

Commissioner Roy made a motion to approve \$575.00 for Ben Davis's bill, \$995.00 for the bridge, and \$99.00 one monthly fee for a total of \$1670.00. Seconded by Commissioner Gagnon. Motion carried unanimously.

A letter of recognition was presented to Ben Davis by the commission for all his time an effort that was put into the website project.

2. Replacement Commission/Hearing Date

A. Chief Agrafiotis stated Attorney Higgins advised that the commission needed to vote tonight on a motion that the step three grievance hearing for Jason Defina would be held at a public hearing on July 22, 2010 and July 23, 2010 at 6:00 pm at the Hooksett Town Hall.

Motion was made by Commissioner Roy for the step three grievance hearing for Jason Defina to be held at a public hearing on July 22, 2010 and July 23, 2010 at 6:00 pm at the Hooksett Town Hall. Seconded by Commissioner Gagnon, motion carried unanimously.

8. New Business

A. Commissioner Roy stated with the new commissioner coming on they were suppose to develop a policy for being put on the agenda it needs to be addressed.

B. Mr. David Pearl

Mr. Pearl stated he asked to be put on the agenda because he is dissatisfied with the results that were given to him when he filed a complaint with the police commission on October 21, 2009.

He reviewed the department's administrative investigation of the AOM P-252.

Chairperson McHugh stated that she wanted to make Mr. Pearl aware of information she had received. In regards to the administrative investigation those rules apply to command staff and not to the Chief. If there was a complaint issued against someone in the command staff excluding the Chief that would be investigated by the police department. Anything other than that would come to the commission if it was against the Chief.

Mr. Pearl did a presentation on the steps that have occurred over the past several years involving the Defina memo the scope of the investigation, the results of the sheriff's investigation, the letter

to the sheriff's department regarding the scope of the investigation, and the cover up of the safe school reports. He stated for 6 months the Defina memo was being investigated and it was clear that it had not been investigated. He wanted to know if the order had been changed after the meeting. He filed a right to know request for any changes to that order and he was told there were none. He filed a complaint on 10/21/09 he accused the Chief of being dishonest on May 19th. He received his response after the April 15th. He stated that the reply is problematic to him having filed the complaint and having all the video to go back and look at.

He stated according to the AOM a complaint is supposed to be investigated. It stated it was reviewed and there was a 12 minute video he gave to the commission with the complaint and Commissioner Roy did not review it. It stated there were no changes made in the command given to the Chief. Mr. Pearl stated he never alleged there were any changes. Mr. Pearl's allegation was the Chief changed the order. Mr. Pearl stated that this does not speak to his allegation it is not an answer to his question.

Mr. Pearl stated the subject matter of his request was investigated by the sheriff's department. Mr. Pearl stated that Commissioner Gagnon's stated the Defina memo was not mentioned in the sheriff's report, and the fact that the results were made know to him. He filed another right to know request for the sheriff's report again and again was denied. The sheriff's report was never made known to himself or the public.

Mr. Pearl discussed P-252 and the requirements that need to be done with a complaint when it is filed with the department. Statements were made by 3 people, Commissioner Gagnon asking for an investigation of the Defina memo in which he accuses a police officer of lying. The Chief stating he relayed information to the sheriff's department, and the letter stating what the scope of the investigation was. He stated his dissatisfaction with the ruling of the commission was that this information was not relayed to the sheriff's department.

C. Safety Center/Lightning Strike

1. Captain Daigle updated the commission on June 5, 2010 the safety center was hit by lightning. A dispatcher received a slight shock through the console at the time and was not injured and all 3 radio consoles stopped working. Some cameras were lost as well through out the building and a couple of multiplexers were damaged that brought down the monitoring units. Ossipee Mountain Electronics responded and got the consoles working. They were working on a backup radio system that was in place in the dispatch area. One console unit was still down which was one of the main units that is used. Ossipee Mountain removed some equipment from the dispatch supervisors unit and placed it in the other unit to put back in operation. He stated that the motherboard was damaged by the strike; they needed to remove it and see if it could be repaired. By Saturday afternoon they had 2 of the 3 consoles working. They lost radio phone units located in the restroom and kitchen area of dispatch. They got them back in service on Monday. Pelmac worked on the multiplexer units 2 were down and there was one spare in the station, they replaced what they could and the 2 units were sent out to see if they could be repaired.

They lost the functioning of the south side sally port door which is used to bring prisoners in and out. The door was disengaged it is run through the dispatch console as well as several other doors throughout the building. On June 11, 2010 the sally port door was repaired and the door between the fire department and the police department that is used on a daily basis. They still do not have the functioning for the front door for dispatch to buzz in citizens and a few of the other doors as the cards were damaged and are being sent out for repair.

Captain Daigle stated the fire department sustained some damage as well with some of their

paging equipment and Ossipee Mountain had replaced some antenna components located on the tower. The town has been notified and any bills that come in will be marked accordingly and forwarded to finance as an insurance claim. He has received 1 bill that is under \$200.00 and they don't have any cost for the equipment as it is still being worked on.

Captain Daigle stated that when they first moved into the building the safety center received a lightning strike that ruined a lot of equipment. They paid a lot of money to expand the lighting protection for the building. In speaking to the vendors a direct hit to the tower will not be fully absorbed by what was in place.

Chairperson McHugh asked how long it would be before he hears back about the equipment. Captain Daigle stated he did not have a time frame, and as soon as they know they will contact him.

He has been told some of the equipment maybe obsolete if it is not repairable there maybe an additional cost to replace the equipment.

Chairperson McHugh stated this maybe an encumbrance that may need to be made by the end of the year.

Councilor Loiselle stated if they get the quotes in quickly they could encumber the funds.

Chairperson McHugh asked Captain Daigle to keep the commission updated.

Captain Daigle stated he would look into this first thing in the morning and keep the commission informed.

Councilor Loiselle stated to Chairperson McHugh to have the Town Administrator put the commission's request on the next Town Council agenda.

D. Letter of Recognition for Mr. Gorton

1. A letter of recognition was given to Mr. Gorton by the police commission who is a mail carrier for Hooksett for helping a citizen who was located on his mail route who needed medical assistance by contacting 911. He was being recognized for going above and beyond the call of duty.

E. Hiring Status

A. Chairperson McHugh asked Captain Daigle to give an update on the hiring status. He informed the commission that Officer Michael Zappala was the newest officer to be hired, and this was the last position that was going to be filled at this time.

F. Mag Lights

A. Lt. McDaniel gave a packet of information to the commission for review. A discussion was held and Lt. McDaniel explained the use of the mag lights and the need for them. Lt. McDaniel stated they would receive the items within 8 to 10 days.

A motion was made by Commissioner Gagnon to purchase 25 mag lights in the amount of \$2975 and 25 holders in the amount of \$375.00 for a total of \$3350.00. Seconded by Commissioner Roy, motion carried unanimously.

9. Other Business

A. Chief Agrafiotis informed the commission that they are working on getting the commission report completed for the annual town report.

B. Chairperson McHugh stated they have not set up a meeting with Crimeline and to put it on the next agenda, and they needed to decide what they are going to do for fundraising if they are going to continue with Crimeline.

Chairperson McHugh stated to Captain Cecilio that her neighborhood held a crime watch meeting and she stated they were looking for the signs or stickers. Captain Cecilio stated they are looking for the purchase of the signs.

Chairperson McHugh asked Captain Cecilio to find out what the cost would be for the signs and to have it put on the next agenda.

Councilor Loiselle stated he recommended encumbering the funds by the end of the month for the sign purchase.

10. Next Agenda

1. Agenda Procedure/Policy
2. Crimeline (schedule meeting, fundraising and purchase of signs)

11. Public Input (5 minutes)

Michael Sorel 54 Cross Road, Hooksett, NH

A. Mr. Sorel stated Mr. Ouellette provided Chairperson McHugh with paperwork and he understands that once it was accepted it becomes a public document and he was requesting under the Right to Know Law to receive copies of everything that was provided to her by Mr. Ouellette. He is submitting a verbal request at this time and, if requested by the Commission he would submit a written request also.

Mr. Sorel informed the Commission a bill was filed in the legislature to increase the Hooksett Police Commission from 3 to 5. On March 17, 2010 the House of Representatives voted the bill inexpedient to legislate and it died. House Bill 626 was a bill requiring voter identification to vote was approved by the House and sent to the Senate, and voted down by the Senate, but a floor amendment was made in the Senate for the language to be taken out of the bill and the language replaced by what was originally in House Bill 1126. It was approved and sent back to the House causing some confusion which it went back to the committee of election law. May 19, 2010 the House of Representatives voted House Bill 626 non-concur, meaning the bill is dead. He commented 2 times the legislature has taken a position on the police commission being increased from 3 to 5, and the deliberative session the Town of Hooksett took a position of not addressing the issue of the police commission increasing from 3 to 5.

Maura Ouellette, 3 Summer Fare St., Hooksett, NH

A. Ms Ouellette wanted to confirm that the police department has 23 certified police officers.

Chief Agrafiotis stated they have 23 certified and 1 non-certified.

Ms Ouellette asked if there were any plans to hire the 25 officer. She stated they have the funding to do so.

Chairperson McHugh stated they are having discussion about what the abilities are in regards to the budget. They will determine that at a later date.

B. Ms. Ouellette stated she received information that paperwork has been filed for a new union within the police department. The union would be made up of the sergeants, lieutenants, captains, dispatch supervisor, prosecutor and the chief's secretary. She wanted to confirm if that was correct.

Chief Agrafiotis stated they have not been notified formally.

Ms. Ouellette stated if this is correct any wages are frozen and it limits the opportunity for the commission, the council or anyone else to take back the raises.

David Pearl 79 Main St., Hooksett, NH

A. Mr. Pearl thanked the Commission for being put on the agenda.

Mr. Pearl stated he was embarrassed to be a citizen of Hooksett when the leader of the police department has called another police officer a liar in the paper. He stated the Chief has failed to apologize. They need to lead by example when the leader of the department shows his lack of integrity Mr. Pearl thinks there is no surprise there is severe problems in the police department.

He wanted to file a complaint and referred to it as complaint 3. It is a complaint asking the Defina memo of November 13, 2008 be investigated. He has listed the allegations that have been brought forth in the complaint and he hopes it will be investigated under P-252.

Marc Miville, 42 Main St., Hooksett, NH

A. Mr. Miville asked were the petition to form the union is if they have not been notified.

B. Mr. Miville stated the enabling legislation 626 and the earlier one he believes was 1126. The bill was to allow the Hooksett citizens to decide what to do with the police commission. It turned into a political football and the bill was wrecked. The system failed because the legislature played politics it had nothing to do with the actual bill being proposed which was enabling legislation allowing the citizens to determine the nature of the commission.

Mr. Miville asked if they cannot use public input to ask questions and to seek information at these meetings. What are they supposed to do?

Chairperson McHugh stated it was set up for people to bring concerns and questions that needed to have answered. They have decided as a commission to allow people a certain amount of time to bring forth their concerns, questions, and comments. There will not be an ongoing debate.

Mr. Miville asked if public input only related to police matters. If a citizen comes to criticize other people during public input is it relevant to the commission.

Chairperson McHugh stated they have had all of the above. If it comes to the point that it would cause problems then they would have to stop. Everyone is entitled to bring up their concerns.

Mr. Miville stated there was discussion of encumbering funds by the end of the month, and asked if there would be another public session held.

Chairperson McHugh stated she hopes not to have another public meeting. Once they receive the figures they would bring them to the Town Council.

Dick Sullivan, Morgan Dr., Hooksett, NH

A. Mr. Sullivan stated there were several cameras set up and asked who the young man was recording for. The young man stated he understood it was a public session.

B. Mr. Sullivan stated at the budget committee hearings he heard the Chief indicate he would like to have 2 K-9's. If everyone is willing to do this it would take care of the problems.

C. Mr. Sullivan stated under Chapter 412 this commission has the responsibility for setting pay scales and this commission is an independent operation. Chairperson McHugh stated she doesn't have the information in front of her and she would have to research it. Mr. Sullivan asked if he could have an answer by the next meeting. Chairperson McHugh stated yes.

Mr. Sullivan commented he keeps reading in the paper the commission was to meet with the council this has to do with pay raises that was voted by this commission. He stated if his understanding is correct under Chapter 412 there is not reason for this commission to appear before the council.

Mr. Sullivan stated Bill 1126 was submitted by Representative Boutin at the request of Town Council to expand the commission from 3 to 5. He stated the no one did any homework on that bill before submitting it. If they had they would have found out there was a conflict with another state law that mandates 3 members to the police commission. There would have to be a law that would change the ability for all communities to increase and he stated that is the reason 1126 did not make it in the legislature. He stated there was a warrant article submitted before that bill was acted on to get a sense of how the community felt about abolishing the commission. The deliberative session decided they did not want to do this and changed the language on the warrant article and killed it.

JR Ouellette, 3 Summer Fare St., Hooksett, NH

A. Mr. Ouellette discussed the memo that was given out at the budget meeting by Chairperson McHugh. He stated the west side car had been eliminated for over a year and wanted to know why. There has been ample funding to achieve a fulltime west side car this budget cycle. By the end of May the department has under spend 14.62%, which was \$572, 513. The memo said the midnight shifts are worked short in the middle of the week. This has not changed even when there was a full compliment of 28 officers. He discussed the memo and stated that these are not budget related issues, the funding is there. The turnover rate is well above standard level the budget cut is not affecting anything. He wanted to suggest they review the past schedules over the last 6 years of what is going to be cut before making any changes. The department averages 25 and 1/3 officers over the last 6 years; there is no reason why services should be cut. Based on his calculation the department should have \$600,000 at the end of the budget cycle, and the cuts for the next budget cycle are approximately \$413,000, and the department should have a slush fund of \$187,000.

Mr. Ouellette wanted to speak as a budget committee member. The information on new hires given to the budget committee was incomplete and lacked information.

James Gorton 150 West River Rd., Hooksett, NH

A. Mr. Gorton wanted to commend the police department and the staff. His experience with dealing with the department and the response time he has seen nothing but professionalism in every situation.

Todd Lizotte 21 Post Road, Hooksett, NH

A. Mr. Lizotte stated Commissioner Roy had voiced concern of this happening and the Chief on a number of occasions tried to eliminate the formation of a union on the sergeants side. He is concerned with management staff forming a union seeing the Chief has defended the fact limitation in regards to management staff forming a union. He hoped the commission and the Chief would continue against the formation of a management union in the department.

Non-Public Session

At 7:57 PM, the Commission entered a non-public session by a motion made by Commissioner Gagnon, seconded by Commissioner Roy, 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).

A motion was made by Commissioner Roy to seal all parts of the minutes of the non-public session. The motion was seconded by Chairperson McHugh and the motion was carried unanimously by roll call vote.

The motion was made to come out of the non-public session at 8:56 PM.

Meeting adjourned at 8:56 PM.

Drafted by: Executive Assistant Francine Swafford