

## Official

### **TOWN COUNCIL MINUTES Regular Meeting Wednesday, November 17, 2010**

**CALL TO ORDER:** Chairman Gahara called the meeting to order at 6:30 pm.

**PRESENT:** David Boutin, James Gorton, Vincent Lembo, Jr., James Levesque, George Longfellow, Daniel Paradis, Michael Pischetola (excused), Nancy VanScoy, Chairman William Gahara and Carol Granfield (Town Administrator)

**ALSO PRESENT:** Police Commissioners Joanne McHugh (Chair), Clark Karolian and Henry Roy

#### **PLEDGE OF ALLEGIANCE**

#### **APPROVAL OF MINUTES**

November 3, 2010 – ***D. Boutin moved to approve the November 3, 2010 minutes as amended. Motion seconded by G. Longfellow. Motion carried unanimously.***

November 3, 2010 Non-Public – ***D. Boutin moved to approve the November 3, 2010 non-public minutes. Motion seconded by J. Levesque. Motion carried unanimously.***

#### **NOMINATIONS/APPOINTMENTS**

##### Available Board Positions

Heritage Commission – Alternate Member, exp. 6/2012  
Town Hall Preservation Committee  
Economic Development Committee

##### Available Council Rep Position

Conservation Commission Council Representative

#### **SCHEDULED APPOINTMENTS**

##### Public Hearing re: Purchase of Pinnacle Property

David Hess of Conservation Commission gave a background of the Pinnacle property.

The Pinnacle is an iconic piece of property in Hooksett that rises 300 feet above the Merrimack River and immortalized on the town seal with the tower that used to be on the top of the Pinnacle. The property includes 37 acres of land with almost 1/3 of a mile of waterfront on the Pinnacle pond. It was owned by Bud Locke, one of few survivors of the Bataan Death March. The Conservation Commission and the Town Council authorized to purchase the property for \$360,000 and for Pinnacle to be preserved and used as a recreation area. The property is to be purchased using Conservation Commission funds.

**The public hearing was opened with no public input and closed at 6:42 pm.**

D. Hess thanked the Council and the Town. He stated this is one of the three major conservation areas identified in the 2004 Master Plan. The other one is Head's Pond. The third will follow in a few months.

Parks & Recreation Advisory Board Update – Re-scheduled.

#### **NEW BUSINESS**

##### Assessing Contract Award

The current Assessing contract ends December 31, 2010. The Town issued a request for proposal and received four proposals from Certified NH Assessing Services, Granite Hill Municipal Services, KRT Appraisal and Municipal Resources, Inc.

C. Granfield recommended awarding the contract to Granite Hill Municipal Services.

***D. Boutin moved to award the Assessing Contract to Granite Hill Municipal Services as proposed. Motion seconded by G. Longfellow. Motion carried unanimously.***

Streetlights

D. Boutin brought up a story aired on Channel 9 last weekend. The Town of Conway Board of Selectmen voted to shut off 50% of streetlights for a projected savings of \$35,000. He proposed doing the same for Hooksett and putting aside saved funds for the renovation of the old Town Hall and general funds. He requested for the Town Administrator to research the matter.

C. Granfield stated she spoke with PSNH and placed a call into Conway to get more information. A warrant article may be needed to set up a reserve account. The Town is looking at a variety of options to save money as part of the budget process.

School Plowing

G. Longfellow suggested resolving this matter before the school budget starts.

C. Granfield stated Public Works submitted a proposal to the School department. She also inquired what other communities were doing. Out of 15 responses she received, 4 towns were plowing at no cost. The other 11 communities, the schools have sub-contractors doing the plowing.

Single Stream Recycling

G. Longfellow stated the Council never voted for the Town to adopt the single stream recycling system. The Council voted to sign on with a single stream recycling facility, which is yet to be built.

C. Granfield stated this is part of departmental function. If it involves a contract for over \$15,000, the Council will have to approve.

Chair Gahara stated this matter will be revisited when the Recycling & Transfer Superintendent comes back to report on the pilot, any concerns can be addressed then.

Commercial Vehicles Parking

D. Boutin brought to the Council's attention that there are some concerns with commercial vehicles parking on residential streets overnight when no overnight parking is in effect. The residents are requesting if the Council could adopt an ordinance prohibiting commercial vehicles from parking on residential streets.

This issue will be addressed at a future meeting.

Scouting for Food Program

D. Boutin commented on a great demonstration of people getting together to help the community. Hooksett Emergency Relief Committee (HERC), Hooksett Knights of Columbus and Kiwanis worked with Troop 292 Boy Scouts and collected food. This Friday, they will be putting together baskets to be distributed to needy families for Thanksgiving.

Operation Snow Angel

Chair Gahara shared a newspaper's article about a gentleman from Hooksett who started the program, Operation Snow Angel. He raised funds to purchase new jackets/coats for 45 needy Hooksett children. He will be invited to attend a Council meeting.

**TOWN ADMINISTRATOR'S REPORT**

1. 21 Leonard Avenue will be auctioned off on Saturday, Nov. 20<sup>th</sup>. There has been a lot of interest.
2. The Town has been making great progress with Technology Services. All computer systems were evaluated and moving forward with purchasing new computers. The new server will be installed on Friday, December 17<sup>th</sup>. The public will be notified that computers will be down most of the day.
3. The Council will meet on December 1<sup>st</sup> and 15<sup>th</sup> because of the holidays. Budget overview will be presented to the Council.
4. There will be a DOT informational meeting on Thursday, December 2<sup>nd</sup> at 7 pm at the Town Hall regarding the proposed open tolling at Hooksett tolls.
5. The Town Administrator attended the first Hooksett Chambers of Commerce ribbon cutting ceremony at Therapy Spa Salon. Tractor Services will be opening this weekend.
6. The Family Services' Adopt-a-Family program has started. Several names are still available for adoption.
7. An intern from St. Anselm College will start in January. The current intern, Barbara Stadtmiller will finish her term in January. The new intern will take over any unfinished projects.
8. At the last meeting, the Town Administrator was asked to verify with LGC the issue with allegations of an illegal Police Commission meeting. She provided the Council and the Police Commission with copies of the LGC opinion. LGC

advised that if two Commissioners have a chance meeting, it's not a meeting. It takes more than physical presence and the Commissioners would have to be acting as Police Commissioners and making decisions to be a meeting. LGC further advised some gatherings of two commissioners could present the appearance of impropriety even though they are not officially meeting and they should be cognizant of that.

9. A couple of full time employees are also serving as recording secretaries for the Budget Committee and Conservation Commission. In order to comply with the law, these employees will have to be paid at a blended rate, which is a combination of their hourly rate and secretary rate. Part time employees will be hired at a rate of \$12 per hour for recording minutes. The Town has started implementing this policy and has provided information to boards and committees. The two employees will be grandfathered and could continue taking minutes.

## **SUB-COMMITTEE REPORTS**

### **Planning Board**

Discussion on Development Regulations.

### **Police Commission**

1. Discussion centered around website update and crime watch. Neighborhood groups wanting to form neighborhood crime watch.
2. The Commission consulted with MRI regarding conducting Exit Interviews.
3. The Chief was not present at the meeting, thus, budget was not discussed.

### **ZBA**

1. Burl Land Clearing – The applicant asked for a temporary variance for a few months to allow them time to grind the stumps. The Code Enforcement Officer was advised to work with the applicant and the neighbors to see if the stumps could be grinded during the winter so they can be removed from the property.
2. A variance was granted to build a garage at Whitehall Terrace.

## **PUBLIC INPUT**

David Pearl, 79 Main Street: I'd like to fill the gap Councilor Gorton left out on his Police Commission report. A petition was presented to the commission with 900+ signatures for Chief Agrafiotis to be placed on Administrative Leave pending an audit of the department. I don't think Councilor Gorton does a good job as the Council's representative to the Police Commission.

Todd Lizotte, 21 Post Road: Regarding snow plowing, my top priority is my kids. I think the Town should take of school plowing and make sure the children are safe. On the single stream recycling, I've been doing some investigation on this. People get confused on what can go into that bin. I don't want to hear the same argument such as, in anticipation of growth. The Town will have to look a little more deeply before you go down that road. Regarding the Police Commission, it has come to light that the Chief is pulling some files and taking them home. We've got something going on here that's undesirable. I was under the impression the Police Commission was formed to create a buffer between the Council and the Chief for any improprieties that take place. Allegations were made (by Mr. Gorton's words) the Chief was the source, it was backed up by Commissioner Roy. There's no professional courtesy given to you, the Commission, Mr. Roy or the Chief or Mr. Gorton to verify the claims. It doesn't look good with regards to separation of powers. I always hear you can't do anything to control the Commission but we have this back channeling happening. It doesn't look good. This leaves the taxpayers on the hook for liability.

Mike Horne, Parks & Recreation Advisory Board: We want to speak in favor of the Pinnacle Park. We are pleased to hear it's coming in. It's one of the future parks for Hooksett. Thank you.

Richard Sullivan, Morgan Drive: We've had controversy in the PD going on 2 years. The Hooksett Issues and members of the Budget Committee worked very hard to reinstate Officer Defina. They were successful at that. They send item is somehow to fire, convince he should leave or otherwise replace the Chief. People are micromanaging the daily activities of the PD. This has to come to a halt. Let us assume these folks are successful to remove the Chief. I don't think there is a well-qualified professional police officer that would be interested in the job. You folks have had some problems to regulate and control the PD. You are the elected leaders of this community. I know you are aware this does not do the Town well. This is a great opportunity for the Town Council. You may not be able to tell the Police Commission what to do but you could lead us out of this horror show. Get some pros in here. You can ask for RFP's. Get the names of several of these organizations and look at what they can do. They're pros, they've been in the business. The only one benefiting with this is young Mr. O'Brien (UL reporter).

John Lyscars, 142 Hackett Hill Road: I've been a resident for about 20 years. I've done my share of volunteering. I haven't paid much attention to town politics at all. I got involved with the Public Hearing re: Defina and witnessed for

myself. It wasn't hearsay. I listened to the lawyers and the arguments from both sides. It became clear what happened to Mr. Defina and I think that's what his lawsuit will prove. It's a sad remark that I'm happy for him because I'm a taxpayer too and I know this is going to cost us dearly. What's important for a young man like Mr. Defina is that when there's an organization out to ruin someone's character, like what happened in his case, people like Mr. Sullivan would like us all just to sit back quietly and not make any noise because it is bad for the Town. What's bad for the Town is if we all sit back and put blinders on and ignore a major problem that's going on. I'm very disappointed with Mr. Gorton tonight. I listened to his report of what happened in that meeting last night. I was shocked, Mr. Gorton, that you left out the part about the package that the Police Chief delivered to you. That is a very important thing for you to share with the Councilors. By doing that, you're hiding information from this group. You need to do your job, unbiased and report everything that goes on in that commission, not just the part you want them to hear. I support commissioners McHugh and Karolian. They are doing a great job.

Marc Miville, 42 Main Street: I was not aware that the single stream is only a pilot program. As I understand, it's not the income that matters, it's the savings earned. Recycling is inherently the right thing to do. I don't want to speak for Diane (Department Superintendent) but from what I understand, she is moving forward with the single stream recycling. Both Union Leader and the Hooksett Banner will be publishing favorable articles on it. I would favor a referendum on the program, a warrant article with no money attached to it. Regarding the PD issues, Statute 412 separates and grants the authority to the Police Commission. The detriment of the statute is that the Council does not have power over the commission but the beauty is that the citizens still do and perhaps influence the commission. We have information and the knowledge based on reports we get from fellow citizens and officers. Last night, we informed the commission that Mr. Gorton got a packet from the Chief. 956 registered voters signed the petition. Hundreds more supported the petition but did not want to sign it for fear of getting into the Chief's "hit list". That was spoken to us many times.

#### **TOWN COUNCIL/POLICE COMMISSION WORKSHOP**

The Administrative Assistant verified the Police Commission meeting notice was posted.

#### Memorandum of Understanding

The Town Council and the Police Commission signed an agreement on February 17, 2009, which states that PD's Employee Benefit budget line item shall be used exclusively for that purpose and any unused funds shall be returned to the Town's general funds.

J. McHugh stated given what the law states on the authority of the PC, this seems to be contrary to that. Commissioners McHugh and Karolian were not a part of the commission at that time. Commissioner Roy was. Why was there a need for such an agreement when the PC was in charge of the appropriated funds? According to the legal opinion they received from their legal counsel, this is outside of the definition of the authority of the commission.

C. Granfield explained as part of the auditing process, all benefits have been under Administration. It reflected the true cost of running each department, however, the benefits were never intended to be utilized by any department for anything other than employee benefit. The agreement was needed because of the nature of the PC.

C. Karolian stated he could not find the minutes where the majority of the PC voted to authorize the PC Chair to enter into the agreement. He questioned the validity of the agreement.

H. Roy commented the bottom line is how enforceable this is. It's a memorandum of understanding.

Chair Gahara said it is, for lack of better analogy, a gentlemen's agreement. He suggested going back to both the Council and PC minutes where the boards approved the agreement.

A follow-up will be done to clearly define the Memorandum of Understanding.

#### Animal Control

J. McHugh stated the Animal Control budget line item was reduced to almost nothing but PD is still expected to do the services. The Town is collecting funds for dog licenses. More funds should be allocated for Animal Control if PD is to continue providing services.

C. Granfield explained the funds collected for dogs licensing is very small and the majority of it goes to the State. The Town gets a very small portion. It's not a significant amount.

C. Karolian asked why PD is expected to do Animal Control as opposed to Highway or Fire Department.

C. Granfield stated in many communities including Hooksett, Public Works usually takes care of dead animals. Most other issues associated with animals fall under PD. The enforcing part of the ordinance falls under PD.

This item will be included in the PC budget for the Council to consider.

#### Town Council Directives

The question came up at one of the PC meetings whether Town Council directives, i.e., Administrative Code, applies to the PC, given that PC is a separate entity.

Chair Gahara stated there are four different legal opinions on the matter. He is hoping TC and PC would be able to discuss various issues and come to an agreement. The only way to determine for sure is to go to court, which no one would like to do.

J. McHugh stated she was told the Administrative Code does not apply to PD/PC but other directives do.

D. Boutin asked how PC would like the TC to communicate, i.e, budget guidance, which was communicated to all other town departments. The TC has authority over all other department including the bottom line budget. He asked how it could be communicated to PC without sounding as a directive.

J. McHugh stated she was told it was a directive and was surprised not to receive a memo. The PC budget as it currently stands reflects the TC guidance. The PC still has to review their budget and come up with the final figures.

A memo from the Town Administrator to all department heads dated September 29, 2010 advised all departments of the TC guidance (not, a directive) of 1% reduction from last year's budget, not to increase fees and to limit warrant articles. It went to the Police Chief and should have been forwarded to the PC.

C. Karolian assured the TC that the PC is mindful of the taxpayers. The PD department head was instructed to come in line with the wishes of the TC for all town departments.

N. VanScoy commented with respect to the Admin Code, the PC is referred to multiple times. By reading the Admin Code, the inclusion of the PD implies that it applies to the PC.

J. McHugh stated they were told the Admin Code did not apply to them and they were also told it did. The commissioners intend to work with the Council for the betterment of the community.

N. VanScoy asked the PC if there were items in the Admin Code they do not feel they should follow or are unwilling to follow.

C. Karolian stated the PC will use the Admin Code as guidance in conducting business and will try to fall in line with some of the codes. There are two different legal opinions, one for either side of the issue. He thinks it would be best to make a compromise and work with the Council, not against the Council.

D. Boutin added essentially, the PD is part of the Town government. It is bothersome to have this "ping-pong" legal approach to manage the Town. It's not about the Council unreasonably burdening the PC with something they are not asking all other departments to do. The taxpayers want the Town to run the most efficient government possible at the lowest cost possible while providing services in public safety. There is an opportunity to work together and accomplish that.

C. Karolian stated he thought he made it clear that he was willing to work with the Council. It seems that if he's not 100% on the side of the Council then he's against the Council. The PC will come up with something that will work and adopt the things they need to adopt in order to make an efficient public safety organization. The purpose of the discussion is to work together and still have that vital separation.

#### Safety Center Plan Meeting Room

J. McHugh brought up the fact that the meeting room is not just for PD to use but also the Town's. Should related expenses be shared with the FD/Town?

C. Granfield explained the meeting room as well as the training room at the Fire side are both available for the public's use. Expenses on the training room are paid for by FP. The meeting room being on the Police side and predominantly used by PD is charged to PD. They are both public rooms.

### Recording Secretary

An issue with the recording secretary came up due to additional meetings held monthly. Instead of meeting just once a month, PC meets twice sometimes three times a month. The Executive Secretary takes the meeting minutes. Being an hourly paid employee, the PC had to pay a lot of overtime hours. It also created additional work for the Executive Secretary. Is it possible to hire someone to take meeting minutes?

C. Granfield explained before changes could be made, the PC will have to review the job description of that position. If taking minutes is part of that position that will have to be considered as the job description is the basis for salary. Because the position also handles Human Resources, it may be an exempt position. If it falls under the category no overtime is paid. The Town has been exploring hiring part-time employees for taking minutes for various boards and committees.

This is one area PC is trying to address in their budget as a lot of money is spent on overtime.

### Police Department Pay Raises

N. VanScoy: It is good to get together but the original request was quite a while ago and seemed to have been spawned by some pay raises that were handed out to the command staff.

J. McHugh: They were equity raises.

N. VanScoy: What caused the PC to look at the existing pays for similar positions in other towns?

J. McHugh: The Chief brought a letter he received from one of his Captains regarding how low his salary was in comparison to other police officers in the department that were lower ranked. Apparently at that meeting, the Chief and two former commissioners explained that was a motion made at one time that there be a differential of 10% between the supervisors and staff under their supervision.

N. VanScoy: Just a clarification on the 10% differential, where did that come from?

H. Roy: The pay scale was set up approximately 10 years ago by Commissioner Bishop. It's compressed over the years. It's gotten progressively worse. The sergeants were making approximately \$10-20,000 more per year than the command staff. There was no incentive for officers to be promoted. That was one of the problems. Captain Cecilio presented this to us in the fall of 2009. We had numerous documented meetings. We didn't set the precedent. There has been equity adjustments done over the years. I know what you're going to say, that the timing was bad. When was the timing good? We're looking at probably the longest recession we've ever had. We just felt the pay scale should be adjusted. We're talking \$13,436 for the first six months, approximately .2 of 1% of our budget. I'd like to remind you that we returned to the Town approximately \$440,000 this year. That was our justification.

J. McHugh: It was my responsibility to look at all other departments and what they were paying. The first round, I convinced the commission not to go forward with it. The second round, the amount might have been lowered except for the facts (1) the differential of 10% and (2) the years in service. There was a caveat attached to it. That's how the amount was determined.

D. Paradis: Do you have the list of the towns you looked at?

J. McHugh: I don't have list, I can provide it. They were same size communities. The overriding piece was the fact that the commission adopted this 10% pay differential.

D. Paradis: FYI. The City of Manchester does follow pretty close to that 10% for rank and seniority.

H. Roy: I just want to make sure you understand, the \$13,000 for the first six months and the \$26,000 for the next twelve months was spread amongst four individuals, a lieutenant, two captains and the chief.

D. Boutin: The average pay increases over the two-year period is between 10 and 13%. You may call them equity pay raises. How do you justify, under any circumstances those raises when families are struggling to pay their mortgages and struggling to keep their homes. If nothing else, the perception is outrageous. What really bothers me is the fact that the PC refused to meet with this board to discuss these raises. I know that the commission Chair and Mr. Karolian were not on the commission at that time. The voters turned down a 1.5 increase for the "foot soldiers" of the department. You can justify a 13% pay increase? It's total insensitivity. It's wrong and it should be rescinded.

H. Roy: I don't know where you're getting 13%. \$13,000 is .2 of 1% of our budget.

D. Boutin: It's the percent of pay raise, not the total budget.

J. McHugh: As I said earlier, there was a caveat attached to it based on the evaluation. The evaluation was going to go hand in hand with the raises along with the fact that at least 3 of those 4 people will have increased responsibilities. About being totally insensitive, I will say this to you, I tried three times as a commissioner to see if that could be set aside for the time being but that was not the will of the commission. It was given for a specific reason. I did try two or three times to have it rescinded.

C. Karolian: Councilor Boutin, as you correctly stated I was not part of the commission at that time but I want the Council to know that although I was not part of the commission for that decision, I did look into that. I can assure you that there was heated debate on my part about that. I researched it. I tried to find out what criteria was used, what percentages were used, and the like. It hasn't gone undiscussed. I've asked the same questions you've brought forth here. I don't have the answers to that either. I'm not throwing blame. I just want to make sure it's understood that even though I was not a part of that, I did look into that. And I've raised the same questions and still don't feel adequately satisfied.

D. Boutin: Thank you for the responses. I understand the positions you and Commissioner McHugh are in. Notwithstanding that, I think the prudent thing for this commission to do is to revisit this issue and in light of the economy that we're in that those pay raises be rescinded.

H. Roy: I also would like to remind you that the lack of support that was given to this command staff also led to the formation of a union. I don't know what our legal fees were. Luckily, Atty. Higgins was able to prevail and we got the judgment. I don't think it's going away.

N. VanScoy: Work performance was not a part of the consideration?

J. McHugh: The work performance was part of the understanding.

V. Lembo: How's the morale of the department on the patrol side and the command side?

J. McHugh: I'd be frank. It's not good. The fact that there was an attempt to unionize for a certain group of them. Those were not already a part of the union. They felt over the years that we have not followed suit as a department in keeping their salaries equitable with others of same rank and responsibilities.

V. Lembo: What can we do to raise the morale in the department?

J. McHugh: No one wants that more than I do. As commissioners, it is our duties and responsibilities to carry out our duties in a fair manner and treat the staff accordingly. That's what we attempt to do. Does someone perceive it as micromanaging? Maybe. I don't consider it micromanaging. I consider it as that's the way we should be operating and maybe some people are uncomfortable at the fact that they're having to do some things a little bit different. That may make someone a little angry. We feel that it is the best interest of the department and the community. We've heard repeatedly that more police presence is needed in the community. I have to say that the command staff and Captain Daigle is always open to listen to comments and suggestions. Sometimes we don't do it right the first and some of the suggestions don't pan out, which cause some distress. In the end we'll all be better for it. We're going to be more transparent as a PD. We'll be offering the community the services they require. But we'll do it in a cost effective manner. We spend a lot of time doing that. The exit interviews have been discussed for the longest time. We've explored every avenue. We did contact MRI (Municipal Resources, Inc.). We've been told not to do them at all. We've had the discussion of having some kind of audit, not financial audit. In the course of doing things, it's a big change for people and it does cause some distress. We're doing it with everybody's well being in mind. We always entertain comments and discussion.

Chair Gahara: I have some suggestions with the morale issue. People feel empowered if they're given the opportunity to give input, i.e. "What would you like the department to change, stop, start?" You can set up specific questions you'd like feedback on and begin to formulate a plan. That plan should start with the Chief.

J. McHugh: Another idea is to try and bring back the Police Association. The officers and their families feel they're connected and they have the support. The community could also benefit. I think it goes a long way. Those are the things we're looking at to try and improve.

D. Boutin: I appreciate you being here tonight. It's been a great dialogue. I can't speak for other Councilors. But I can give you my perspective on what it's been like for the last two years as a Councilor. No matter where I go, all I hear is, "What are you going to do about the PD?" The answer is, "I have no jurisdiction over the PC."

C. Karolian: What is the problem that they perceive?

D. Boutin: It's all the negative news day after day. It goes on and on and on. I am asking you to appreciate the frustrations we feel. That being said, I am very pleased with the direction the commission is moving in. I know it's a very difficult task. I applaud the work that you do and encourage you to keep moving forward. I do think it would be helpful to consider funding an audit of the department. I know some people have suggested putting the Chief in Admin Leave. We need to have a new starting point. We need to know where we are and where we need to go. Hooksett needs to come together, work together and move forward.

C. Karolian: I can assure you I, as a commissioner, also get negative feedback from the citizens. We've tried to address one avenue, the exit interview. It was my understanding, that the Town's Human Resources will not do those exit interviews because they do not have control over those employees. Again, it puts us in a quandary, who has control of the PD? Is it the PC or the TC or a combination thereof? Which way do we go? Those are the issues we have to deal with. As far as press coverage, we want to move forward that's one of the reasons why we're here. I can't do an action because I'm worried about what's in the press. We're doing what we can do. The Commission will move forward in trying to bring up the morale. I don't know what the morale is. I haven't polled the staff. Somebody has to go down the line and ask them.

J. McHugh: Unfortunately, human nature is such that we don't always accentuate the positive and bad things make the news. We have with us this evening Captain Daigle and Bill Shackford. Mr. Shackford has worked with the PD and now working with us on the neighborhood watch group. That is a big positive for this community to come together. It's not stated in the newspaper.

J. Levesque commented when the neighborhood watch group was discussed at the PC meeting, Captain Cecilio was asked if there was a budget for this item. Commissioner Karolian refused to make a motion to pay the related expenses because the Chief didn't ask for it.

C. Karolian explained procedures have to be followed.

N. VanScoy: I'd like to hear your input on having an independent study/audit. Has the PC discussed this?

H. Roy: Before we go that route. I'd like to refer you to Section 3.13 (Inquiries and Investigations) of the Town Charter, read it and see if you read it the way we read it. I would like to suggest before we go to this audit route, that you people set up your own panel, come down and talk to the command staff, patrol officers and dispatch. Form your own opinion and come back to form a conclusion whether or not an audit is needed. I have no idea what this is going to cost. I'm sure it's going to be prohibitive.

C. Karolian: Can I get an explanation as to why the Human Resources could not conduct exit interviews for PD.

C. Granfield: We conduct exit employees for other departments. We have personnel files on all employees for other departments. We do not have any information on PD employees. It's in effect, a separate entity. It didn't seem appropriate to be having exit interviews providing the commission and information that comes out of that when we had no involvement with that group at all. We had no authority. With other employees, if something comes out of the exit interviews, the HR relays the information to me and I talk to the department. It's putting our HR in an awkward situation. I suggested other HR, LGC or other organizations that might be appropriate.

C. Karolian: Based on those answers, can the TC understand the dilemma that we're in when HR has no control over those employees where we have this separation that we're talking about that we're trying to bridge without causing a problem. On one hand, you are saying the Town has no control, and on the other hand you want to have control. Do you understand the confusion we're in as well?

N. VanScoy: I do understand. Based on discussions tonight, I will be asking the Council to consider asking the Administrator to remove all references to PD from the Admin Code because it does not seem to be appropriate. That is my opinion based on discussions tonight. If Admin Code does not apply to you, the Admin Code should be reviewed and any references to PC and PD should be removed.



Chair Gahara: A can understand the dilemma. I would hope that we respect one another's opinions. Regarding the exit interviews, I think feedback is a gift. True feedback that can be given to you as individuals, as a commission so that from there you can develop a plan that will help move where we need to go forward. I would suggest, to put extra money in the budget for the Animal Control and find out how much it will cause to do interviews.

J. McHugh: We have done that with MRI. What we've learned is that they have done a number Police Departments. They have retired police officers doing the audit. We haven't arrived at a figure yet. We're working on it. It is my intention, to work with the TC in a harmonious attitude for the good of this community. Every once in a while the different legal opinions polarizes them in a different direction, which is unfortunate. We always have in mind the taxpayers, the citizens of Hooksett and what's best for the community.

C. Karolian: It will be hard to work with the Council if there is someone trying to undermine the work of the PC.

V. Lembo: I would like to see some of the concerns of those citizens pulled back, a little. I think they have a lot of respect for the current commission. I would request that everybody take a step back and give them some breathing room. Let the commissioners get the department in order. I am asking for everyone to step back and let the commissioners do their job.

C. Karolian: I can assure you that we are still moving forward regardless of all the concerns.

N. VanScoy asked for clarification on the PC purchasing policy.

J. McHugh: Some of it is still a work in progress. Over the years, there hasn't been a policy in place but there are certain guidelines that they're following. A question was raised whether the PC spending authority was in line with the Council. It wasn't the same. The commissioners did not have a policy book. Now they have a policy book. Some of those things have been instituted. I lot of those things do take time and we have been working on it.

The Council thanked the Police Commissioners for coming in.

#### **ADJOURNMENT**

The meeting was adjourned at 10:16 pm.

Respectfully submitted by,

Evelyn F. Horn  
Administrative Assistant

Vincent Lembo, Jr.  
Town Council Secretary