

Town of Auburn
AUBURN POLICE COMMISSION MEETING
MINUTES
November 8, 2016

Present: David Dion, Police Commissioner, Dennis McCarthy, Police Commissioner, Glenn Shaw, Police Commissioner, Chief Edward Picard, Lt. Ray Pelton, Sgt. Charles Chabot and Lillian Deeb, Office Manager.

Also Present: Steve Grange, John Rolfe, Mike Dross, Linda Dross, Bill Herman, Marion Miller and Mike Rolfe.

D. Dion – the meeting was called to order at 7:03.

D. McCarthy - motion to accept the September 6th minutes as presented. **G. Shaw** - second. All in favor. **Motion passes.** **D. McCarthy** - motion to accept the September 6th non-public minutes as presented. **G. Shaw** - second. All in favor. **Motion passes.**

D. McCarthy - motion to accept the October 18th minutes as presented. **G. Shaw** - second. All in favor. **Motion passes.** **D. McCarthy** - motion to accept the October 18th non-public minutes as presented. **G. Shaw** - second. All in favor. **Motion passes.**

REVIEW BILLS AND CORRESPONDENCE

D. Dion – comments there is no correspondence.

NEIGHBORHOOD WATCH UPDATE

D. Dion – welcomes Mr. Grange. **S. Grange** – comments on few new members joining and favorable response to updates. He asks the department to check into Raids online/Lexis Nexis because it appears there have not been updates made to the site recently. **L. Deeb** – comments she will look at that.

CHIEF'S REPORT

D. Dion – asks the Chief for his report. **Chief** – comments on a person not currently a member of the NW prevented a burglary. He mentions although the department does not approve confronting suspects, information the neighbor provided interrupted a burglary. He mentions the recent call for shots fired and the out pouring of local law enforcement agencies provided. **D. Dion** – asked who put the school on lockdown. **Chief** – comments the principal made the decision. **D. Dion** – asked who notified the school of incident. **Chief** – comments once the sheriff's department had deputies there the principal has protocol. He also explains there appears to be a discrepancy of when the incident occurred and lapse of time when it was called in.

LIEUTENANT'S REPORT

D. Dion – asks Lt. Pelton for his report. **R. Pelton** – comments on the few major events the department had over the last 30 days, commenting many remain under investigation but the department had a few burglaries and believe they are all connected and there is progress and some leads the department is following up on. He comments on the standoff in Candia that officers from Auburn were involved in, reporting the mother was armed and threatening to shoot daughter and took a few shots at officers on scene. The daughter was able to get out of the house and the Swat team was able to resolve the situation. He comments on an incident on Wood Hill Drive, intruder in the house and homeowner firing a shot. It is still under investigation and trying to ascertain what occurred, mentioning a search warrant was later served and marijuana plants recovered. He mentions there are still issues with Heroin and comments on a recent fatality and working with DEA looking to going after the dealer. He further comments that the department has received an increase in calls related to speeding complaints and explains the department is trying to get across to callers there are only two officers on duty and when dealing with a major event it requires the officers devote days to completing the investigation evidence and paperwork related to these incidents. He mentions the department understands these complaints are based on truths and are working to getting officers out there to answer these speeding complaints. He reminds the commission the department received grant funding for \$7,750 for a radar trailer and is proposing a Warrant Article for the matching funds from the town to purchase this. The new equipment will allow the department better data to better address the times when speeding is most prevalent. He mentions the department is working on an idea that involves the NW dealing with a traffic safety program to get the town residents involved in the reporting and notifying the department but this is still in the works. He updates the commission on where things stand with the recommendations MRI made, mentioning 33 of the 101 have been completed. He further mentions some recommendations that are completed indicate proposed but that is because the department is waiting on either the town or police commission to take appropriate action and the department's goal is to complete the recommendations by this time next year. He updates the commissioner on the building expansion the town is proposing for additional storage and garage for police department sharing storage with parks and rec, and mentions the meeting scheduled tomorrow to discuss. **M. Dross** – asked if the police union took the town to labor board over the MRI report and clarifies if implementing recommendations why is the union taking the town to labor board. **B. Herman** – clarifies the union is claiming an unfair labor practice and grievance has been filed and union has asked for continuance till January. **D. Dion** – comments the commissioners plan to address all the recommendations.

OLD BUSINESS

D. Dion – comments on the job description update per the MRI report and their recommendation to dissolve the captains position and outlines what has taken place to date to arrive at new job descriptions for the Lieutenant's, Detective Sergeant's and Dispatcher's jobs. He further questions if the union has been consulted report to the sergeant's position. **C. Chabot** – comments he polled the membership and there was no issue with the changed job description. **D. McCarthy** – makes a motion to discuss. **G. Shaw** – seconds. All in favor. **D. McCarthy** – comments on issue with what is being done by down shifting the captains position to the lieutenant and other duties to the sergeant and comments captains position was never needed and that the responsibilities were taken from the chief's and lieutenant's position with nothing going back to the chief. He further comments reasons cited for this change was completing MRI recommendations and but comments after talking with MRI they suggest Chief should be making the changes or MRI can. **G. Shaw** – comments a position was eliminated and the work still has to be done. **D. McCarthy** – comments all the work went down and now making a department where the Chief doesn't do much. **Chief** – asks Mr. McCarthy when the

last time was that he read the chief's job description. **D. McCarthy** – comments as the chief he should be dealing with many of these issues. **D. Dion** – asks everyone to not speak over the other person. **Chief** – asks the question again as to when his job description was last looked at. **D. McCarthy** – comments a year ago and it hasn't changed. **Chief** – comments there are plenty of responsibilities in it. **D. McCarthy** – agrees but mentions the building expansion, indicating it is Ray and Chip that are attending and comments most of the information commissioners receives is from Ray and Chip and think they are doing a great job but much of the work should be the chief's job. **Chief** – points out that those people work for him. **D. Dion** – reiterates the captain's position has been removed and the commission motioned that the three positions be reviewed realizing what payroll funding was available and the Chief's job description was done six years ago and MRI reviewed all the job description and didn't recommend any changes to the chief's. **R. Pelton** – comments the changes to the job description are based on the recommendations of the MRI report the town paid to have done and they recommended dividing up the duties and responsibilities of the captain's position among the lieutenant and detective sergeant position and reminds the commission this recommendation came from retired chief's with 30 years of experience. He further comments it was not recommended to change the chief's or patrolman's position because the duties being passed up are middle management and not just paying for increase in duties but for the executive officer that is present when the chief isn't as the second in charge and compensating them for the responsibility of deciding when the chief isn't around and some lady is about to shoot her daughter do officers rush the house or stay on the perimeter. **G. Shaw** – clarifies that there were only three job descriptions MRI recommended be changed. **D. Dion** – affirms and questions Commissioner McCarthy if he had issue with the changes made to the dispatcher's job description. **D. McCarthy** – comments he was fine with the changes made to her job description. **G. Shaw** – motions to approve the three new job descriptions as written. **D. Dion** – second. All in favor, **D. McCarthy** – opposed. **Motion passes.**

D. Dion – comments the next item on the agenda was sergeant promotion and outlines MRI's recommendation, position was posted pursuant to union contract, test taken and oral board given. **R. Pelton** – comments a grade of 70 or more had to be gotten on a written test which Officer Cashman received. **G. Shaw** – makes a motion to promote Officer Cashman to sergeant. **D. McCarthy** – second. All in favor. Motion passes. **B. Herman** – reminds the commissioners a labor grade and step must be approved. **G. Shaw** – motions to revise his previous motion to include promotion Officer Cashman as sergeant as labor grade 11, step 11. **D. McCarthy** – seconds to discuss motion questioning why starting him at Step 11 and asks what his rate is presently. **R. Pelton** – comments grade 11, step 11 is \$26.65 hourly. **D. McCarthy** – asks what is the current rate of pay. **R. Pelton** – comments \$22.30 hourly. **D. McCarthy** – asks what step is he currently on. **R. Pelton** – comments he is currently grade 7. **K. Cashman** – comments he believes he is at labor grade 7 step 13. **D. McCarthy** – comments puts him in the middle of the labor grade and typically is not done and that's a four dollar an hour increase. **G. Shaw** – comments Officer Cashman stepped up and is our K-9 officer. **D. McCarthy** – comments after forty years in municipal government never seen this and there was no thought given to putting him at that rate of pay. **R. Pelton** – comments step 11 was selected because it rounds out to \$55,000 salary per year and this is reasonable for a police supervisor, running the police department in the evening and making critical decisions as fair compensation. **D. McCarthy** – comments he is opposed to rate of pay. **D. Dion** – comments he and Glen agree to amount of pay. **Motion passes.** **D. McCarthy** – mentions MRI's recommendation related to part-time sergeant positions. **Chief** – comments Sergeant Garofano has given notice. **R. Pelton** – reminds the commissioners MRI recommended going to full-time supervision which at this point the department is not ready to do because financially don't have the money to pay

another full-time sergeant and suggest keeping Sergeant Goonan who has supervisory experience.

NEW BUSINESS

D. Dion – clarifies if employee evaluations need discussion commission should move into a non-public setting. **R. Pelton** - asks before they move to evaluations that the commission consider setting aside 2016 funds for back-up server \$5932 and IMC upgrade to link with Rockingham County anywhere from \$7500 to \$9000. **D. Dion** – comments his support of this proposal explaining this way the department is not looking to increase 2017 budget. **G. Shaw** – Motion to approve setting aside \$15,000 of Police Department's 2016 budgeted funds to present expenditure to Selectmen. **D. McCarthy** – second. All in favor. **Motion passes.**

R. Pelton – comments if there is discussion about an evaluation should be in non-public. **B. Herman** – clarifies the vote must be taken in public. **D. McCarthy** - motion to approve the increase for Calvin Kapos based on satisfactory review and award him a step increase from a Labor Grade 7, Step 11 to a Labor Grade 7, Step 12, **G. Shaw** – second. All in favor. **Motion passes.**

D. McCarthy - motion to approve the increase for Anita Lombardo based on satisfactory review and award her a step increase from a Labor Grade 6, Step 10 to a Labor Grade 6, Step 11, **G. Shaw** – second. All in favor. **Motion passes.**

D. Dion – addresses Mr. Dross. **M. Dross** - asks about the investigation at 663 Raymond Road. **R. Pelton** – comments Sergeant Chabot can brief Mr. Dross after the meeting. **M. Dross** – comments that the September meeting minutes didn't reflect the Chief's statement that the investigation of the landfill had concluded and would like that reflected in the minutes that the town's people will know the issue of the landfill is done. **D. McCarthy** – indicates "let the minutes reflect that Chief Picard responded at the September meeting that the landfill investigation was done". **D. Dion** – comments there is still the question of 663 Raymond Road. **R. Pelton** – again comments Sergeant Chabot can speak to Mr. Dross. **L. Dross** – would like the commission to address this in public. **C. Chabot** – comments, contacted Department of Environmental Services and the land was not contaminated to their level that required remediation. He further comments Mr. McFarland entered into an Agreement with town and returned the soil to a fit condition. He comments he contacted the AG's office and they indicated it was not a chargeable offense because it happened on owner's own property and there was no clear cut intention on owner's part to commit a crime and without a crime or intent there is no crime. **M. Dross** – asked why he was charged with a felony littering on town property, further questioning if it is alright to dump stuff on the side of the road. **C. Chabot** - comments the dumping took place on owner's property and explains the circumstance to the soiled property occurred on right of way but that is considered owner's property and littering office is throwing onto the property of another negating the element of the offense therefore there is no charge. **M. Dross** – questions whether it a little bias. **C. Chabot** – comments he can't speak to that.

G. Shaw - Motion to adjourn. **D. McCarthy** – second. All in favor. **Motion passes**

Meeting closed at 7:46 pm.

Minutes approved by _____ on _____.