

**Town of Auburn  
Police Commission  
November 4, 2014**

**Present:** David Dion, Police Commissioner, Dennis McCarthy, Police Commissioner, Ken Robinson, Police Commissioner, Chief Edward Picard, Captain Gary Bartis and Lillian Deeb, Office Manager.

**Also Present:** Bill Herman, Town Administrator, Mike Dross, Linda Dross, John Rolfe, Mary Ann Rolfe, Brad Sargent, Scott Norris, Greg Santuccio, Ken Geddes, Jim Cloutier and Ray Pelton.

**D. Dion** – the meeting was called to order at 7:01 pm and indications of location of restrooms and exits of the building at the town hall were made.

**REVIEW THE October 7, 2014 and October 21, 2014 MINUTES**

**K. Robinson** – motion to accept October 7<sup>th</sup> minutes. **D. McCarthy** – second. All in favor. **Motion passes.** **K. Robinson** – motion to accept October 21<sup>st</sup> minutes. **D. McCarthy** – second. All in favor. **Motion passes.**

**REVIEW BILLS AND CORRESPONDENCE**

**D. Dion** – comments there are no correspondence.

**NEIGHBORHOOD WATCH UPDATE**

**J. Cloutier** – comments email is again up and running. The NW is all set for the Safety Clinic on 11/13/14 and will discuss things with Ms. Deeb following the meeting what is needed from NW in preparation of the event. Further comments still having residents email NW rather than PD with happenings and NW continues to ask members to call the Department in these instances. **D. Dion** – asks about Steve Grange the new leader. **J. Cloutier** – explains working out the separating group B and C contact list and working to update and validating contacts and also looking to make adjustments on the way information is disseminated.

**CHIEF'S REPORT**

**Chief** - comments one burglary for the month of October and happy with those stats. Further commenting the department had some thefts from automobiles where hikers left property in plain view, locked vehicles, and suggests addressing this issue at the safety clinic.

**CAPTAIN'S REPORT**

**G. Bartis** - comments nothing really to report since last met, having just had two recent meeting.

**OLD BUSINESS**

**D. Dion** – comments moving on to discuss how going to handle hiring a new officer and plan B if budget funding not approved and asks Ray if ready to present to Selectmen. **R. Pelton**

–confirms ready. **D. Dion** – asks for total annual number of labor hours full-time officer will offer for second officer on patrol. **R. Pelton** – comments approximately 2800 hours with full-time covering 2080 and part-time remaining. **D. Dion** – confirms the department is looking to fund a full-time officer position utilizing \$40,000 from the part-time line and approved increased funding approximately by \$40,000, asking what Plan B is if funding not approved. **R. Pelton** – comments on level funded and not providing a second patrol coverage. **D. Dion** – comment on recent tax bill and the increase. **R. Pelton** – comments Adele and Bill Herman have been helpful providing the figures, comments the first year reducing the part-time line by \$40,000 would pretty much cover cost, explaining by the time the person is hired and trained looking at June or July and taxes wouldn't go up but 2016 funding at 100% that would likely see a tax impact. **D. McCarthy** – comments proposal was to hire in June, the cost would be covered by reducing \$40,000 of the part-time line. **D. Dion** – questions moving the \$40,000 from part-time line to the full-time line. **R. Pelton** –explains the department was going to ask to fund the part-time line at 80% in year one. **D. McCarthy** – confirms the budget will go up \$35,000 the following year. **R. Pelton** – explains next year up \$35,000 and request funding of part-time line at 100% and self-adjust, with the increase being realized in 2016. **D. McCarthy** –comments the commission needs to decide whether to fund full amount this year and try and hire before but risky if budget is denied. **D. Dion** – comments deciding whether asking for \$40,000 more. **D. McCarthy** – comments commission could switch the \$40,000, then explain to the budget committee this will mean the department will be looking for an increase the year after. **R. Pelton** – comments decision made not to and go with what the majority of the people want and go back to the services provided. **D. McCarthy** –comments budget committee doesn't agree money will be put back. **R. Pelton** – money is put back to cover current patrol shifts and status quo. **D. McCarthy** – comments only part of question, if department goes with new full-time, should part-time slots be reduced, thought commission was in agreement reducing by four and should done by union contract or attrition. **D. Dion** – comments on contact he had with Attorney Peahl and question related to union contact and comments on persons hired last but that two out of the four hired last, work a significant amount of shifts and was advised attrition may be the best way. Further comments the saving isn't really seen cutting the actual number of officers on roster with covering 2800 new patrol hours but for the minimal costs for equipment and to increase patrols having the current numbers may be beneficial to scheduling. **K. Robinson** –comments in favor of attrition. **D. McCarthy** –comments selling a full-time office to budget committee should look for a reduction and would look to attrition but with an end date. **D. Dion** –asks to run figures creating 2700 plus hours of new shift and new full-time takes 2080 hours of that. Questions were the remaining patrol coverage is going to come from that. **M. Dross** –comments on making the officers work shifts rather than details. **G. Bartis** – explains to Mr. Dross that scheduling comes out a month prior to details being filled, further explaining details are filled after schedule is posted and taken when they don't have prior work commitments. **R. Pelton** – explains cutting four part-time officers is really defeating the purpose of increased patrols, commenting one full-time officer equals approximately four part-time officers in patrol shift coverage. Further explaining some part-time officers have full-time job commitments that limit availability and cutting four from roster will make scheduling the additional shifts impossible. Reminds the commissioners again this is two separate concerns, the issue of funding a new hire and a concern that some part-time officers may need to make themselves available for more shifts to cover additional patrol shifts being proposed. He further explained this being handled by the department and any changes to the number of shifts an officer must put in for will need to be addressed through contract negotiations. **D. Dion** – questions when negotiations would begin again. **B. Herman** –comments funding for the union was only approved by the voters for one year and warrant article will need to be approved in March to fund second year of contract or negotiations would

need to begin in April. **D. McCarthy** – comments negotiations will need to look into the number of shifts officers work and further comments willingness to move forward with the request for a new full-time officer position being funded with the considerations of two part-time positions being reduced by attrition within a year. **D. Dion** –comments he will be prepared to present to the Selectmen on Monday the 10<sup>th</sup>.with all of the Commissioners agreeing to Mr. McCarthy's proposal. **D. McCarthy** – confirms should be able to present to the budget committee on a Thursday.

**K. Robinson** - Motion to adjourn. **D. McCarthy** –seconds. All in favor. **Motion passes.**

**Meeting closed at 7:41 pm.**