



POLICE-COMMUNITY ENGAGEMENT COMMITTEE MEETING MINUTES

Meeting Type: Regular Meeting
Meeting Location: Virtual
Meeting Date: **Thursday, February 18, 2021**
Meeting Time: **5:00pm**

Members Present: Chief Breault, Captain Terlemezian, Captain Gould, Bob Carrier, Diane Levesque, Tom Waldron, Hershey Hirschkop, Ashley Lewis, Meghan Stewart, Chris Kozak, Brian Collins, Maggie Fogarty, Maurice Olivier, Wilson Wardana, Raude Raychel, Lauren Berman, Dennis Munson, Griffin Sawyer, and Ryan Amazeen,

Members Absent: Purnell Ross, Marlene Guay, Miraqle LaPierre, Savannah Collinsworth, Roxanne Osgood, Clifton West, Karen McNair (substituted)

1. **APPROVAL OF THE MINUTES FOR THE JANUARY 21, 2021 MEETING:**

Bob Carrier was added to the list of those present, Lauren Berman's first name was corrected and Raude Raychel's last name was corrected for spelling.

2. **ADDITIONS TO THE AGENDA:**

There were none.

3. **POLICE DEPARTMENT UPDATES:**

The Chief provided several updates to the members of the committee:

- Thanks to Diane Levesque, the department is working with the VA to schedule training for staff on veteran PTSD and suicide prevention
- The department is in the process of transitioning to a new Computer Aided Dispatch and Records Management System (CAD/RMS). Among many other benefits, this will aid with transparency as the department expects to easily track statistics and publish them.
- The department is working with the Police Standards and Training Council (PSTC a.k.a. The Police Academy) to host trainings in the coming months. These will include trainings recommended by the New Hampshire Commission on Law Enforcement Accountability, Community, and Transparency (LEACT) such as ethics, de-escalation, and bias.
- All department staff has undergone implicit bias training called Changing Perceptions: A Fair and Impartial Policing Approach. The training covered implicit bias and helped to train officers to recognize their own bias in order to ensure that decisions are not made and actions are not taken based on bias. The training included videos of scenarios and an opportunity for the officer to make a decision as to which action to take. The outcome depended on the action taken and the lesson varied depending on the outcome.
- The department has also purchased licenses for a new training platform called PoliceOne. This platform will offer a variety of interactive and current police trainings for an annual fee. It is customizable and the department can add its own trainings to this platform. This training will be for each officer and each dispatcher.



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- On the budget, the Chief has included funding requests for vehicle and body worn camera systems as well as funding for mental wellness checkups for all sworn officers and dispatchers.

4. **REVIEW OF 2020 USE OF FORCE ANALYSIS AND RACE/GENDER DATA**

- Chief Breault then spoke about the two reports that he had sent to the committee. He discussed the purpose of report which is not only required by CALEA but good for the department's administration to use a tool to identify trends, training and equipment needs, and concerning behavior by staff. Releasing the reports provide for greater transparency. He also reminded the group that, due to accreditation through CALEA, the department's Use of Force policy, which has also been released publicly, is based on best practices. This includes prohibition on choke holds, the duty to intervene and the duty to provide medical care once force has been used by a police officer.
- Officers are required to document any and all use of force in an administrative report which is separate from the police report.
- When reviewing the report, it is important to keep the number of officers involved and the number of incidents involving the use of force in perspective based on the number of calls for service that the department answers each year.
- The Chief also explained the Early Warning System to the group. The system tracks a variety of actions such as use of force, abuse of sick time, car accidents, tardiness, citizen complaints, etc. When an officer has had 4 of these incidents within a 12 month period, it triggers a review. Each incident has been reviewed as it happened but this review allows a higher level look at the incidents together to determine if any concerning patterns of behavior are occurring.
- During discussion on use of force, Hershey asked if the department tracks use of force at domestic disturbances. The department could manually examine use of force documentation to determine the type of incident that officer was handling at the time but it is not something that is currently tracked.
- Tom Waldron noted an uptick in the number of use of force incidents since 2016. Chief Breault explained that it coincides with the increase in social service type calls involving mental illness, substance use disorder and homelessness. He also pointed to a change in culture that has been occurring over many years which encourages the documentation of the use of even the most minor of force.
- The Chief also asked the committee to think about what information from the report, or any other topic, is important for the public to know. One of the ideas was to share the training that members of the department receive each month. Another idea was to release officer injury/worker's compensation information. Another idea is to highlight referral information including the number of times the department refers people to partner agencies such as DCYF, SOS, and Community Partners.



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- The committee then discussed releasing the police department's portion of the monthly City Manager report which contains some but not all of the items that have been discussed. The report certainly highlights more of the positive things that members of the department do each month.

5. **MEMBER COMMENTS/INPUT/COMMUNITY CONCERNS**

- General discussion during the meeting included whether or not officers ask people that they interact with if they or a family member has served in the military.
- There was also discussion of more transparency/publication of the "good news" and "the good things you do every day" on social media and elsewhere. The group talked about the culture change that comes with self-promotion as a department and as individual officers. One of the ideas was to try to get our partner agencies to report out the good things that the department does.

6. **AGENDA ITEMS FOR THE NEXT MEETING**

During the next meeting will cover the recommendations from the LEACT Commission. This will include the areas where the Dover Police Department is already in compliance and the areas the department is working toward compliance with the recommendations. The group will also review the Black Lives Matter recommendations.

7. **NEXT MEETING DATE**

The next meeting of the Dover Police Department's Police Community Engagement Committee is March 18, 2021.

8. **ADJOURN**

The meeting adjourned at approximately 6:45 PM.