



## POLICE-COMMUNITY ENGAGEMENT COMMITTEE MEETING MINUTES

Meeting Type: Regular Meeting  
Meeting Location: Virtual Meeting  
Meeting Date: **Thursday, January 20, 2022**  
Meeting Time: **4:30pm**

The meeting opened at 4:40 and was recorded.

Police Department members Present: Chief William Breault Captain David Terlemezian, Captain Brad Gould

Committee Members Present: Father Ryan Amazeen, Dan Bricker, Maggie Fogarty, Karen McNair, Hershey Hirschkop, Ashley Lewis, Clifton West, Chris Kozak, Tom Waldron, Luisa Pelletier, and Raude Raychel.

Committee Members Excused/Absent: Lauren Berman, Mayor Carrier, Brian Collins, Roxanne Osgood, Dennis Munson, Griffin Sawyer

- 1) Welcome and review of agenda – Chief Breault  
Chief Breault reminded the group that we are meeting on a quarterly basis based on the recent poll of the committee. Additionally, he told the group that we would continue to meet remotely until further notice. He also reminded the group to have other members of their organizations attend in the absence of regular members.
- 2) Department Updates – Chief Breault  
Chief Breault provided an update on the Police Social Worker position. He told the group that last fall the city was awarded a grant from DOJ to hire a social worker. The city council accepted the grant and in doing so expressed their desire to fund the position for at least one additional year. We posted the position and had about 40 applicants. We assembled a hiring committee of representatives from the police department, the fire department and Community Partners. We hired Kaitlin Jones who has a master's degree in social work and experience working in the drug prevention / recovery as well as with child services. She will not be a front line worker responding to calls but will be a referral specialist. She will work with PD and FD staff to identify people/families that need extra assistance or a connection to an outside agency that can help with their needs. She will start in mid-February.

Chief Breault discussed the mental wellness checks that each officer and dispatcher is required to attend. We started in September and Chief Breault was the first to attend. He told the group that the department continues to send officers to Crisis Intervention Team Training which is sponsored and organized by NAMI-NH (National Alliance on Mental Illness in New Hampshire). To date, we have nearly half of our sworn officers trained in CIT.



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Chief Breault informed the group that we are now wearing body cameras and have cameras in the vehicles. The Chief also explained that there is a narrow set of circumstances which would allow for the release of the body camera footage as it is tightly controlled by state law. The body camera statute was also sent out to the group.

He told the group that our RMS CAD software transition remains a work in progress. He highlighted the fact that the new software allows the department to retrieve data much more effectively which will result in the ability to provide more statistical data to the community. Part of the transition will include a public portal that will allow the public to view crime report data by date, type of crime and/or location. It is designed to be more transparent but also to provide specific data that is useful to individuals and increase efficiency. The information provided may also reduce the right to know requests for data which allows for staff to focus on other duties.

He also told the group about our recent personnel moves including Sergeant Tarmey being promoted to Lieutenant and Sergeant Mitrushi to CREU Commander. Additionally, Officer Tim Keefe was promoted to Sergeant.

We plan to introduce Sergeant Mitrushi and Social Worker Kaitlin Jones to the group at a future meeting.

He then provided a hiring update. Staffing remains a challenge but we have made some progress. We have new officers starting the week of January 24 and we have others under conditional offers. If those candidates are successful in passing the remaining hiring components, they will be able to attend a future academy.

The Chief discussed a misperception that we have more officers than we need. He informed the group that in 1998 we had 54 officers policing a city of about 25,000 people and answering approximately 22,000 calls for service that year. In 2022, our sworn strength has returned to 54 sworn officers, after being as low as 46, and we are policing a city of nearly 33,000 people and answering approximately 34,000 calls for service.



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He then discussed the commonly used measurement of officers per capita. We showed the group the document that outlines the most recent population estimates and numbers of officers and population estimates for our comparable departments. Dover remains at the bottom of the list with the ratio of 1.65 officers per 1,000 residents. By comparison, Portsmouth is at the top of the list with a ratio of 3.10 officers per 1,000 residents in that city. For Dover to have the same ratio, we would have 102 officers. If we were to meet the NH Average of 2.05 officers per 1,000 people, we would need 67 officers.

Our strategic plan calls for 57 officers.

Some members expressed support for mental health initiatives. Ashley asked about the status of the study for the City's response to mental illness. The Chief informed her that the City had awarded a contract to the St. Anselm's College Center for an Ethical Society. He said that the paperwork is being finalized and that initial meetings are scheduled.

- 3) Member Updates:  
Chris Kozak provided an update on the access point, mobile crisis teams, and rapid response for mental health crisis. He said, "so far so good" but it is a work in process.

Maggie told the group about anti-immigrant legislation that she has concerns about. She provided the e-mail address for anyone to contact the legislators to provide input. The Chief told her that he believes that the NH Chiefs of Police have voiced their opposition.

- 4) Strategic Plan Input-Captain Terlemezian

Captain Terlemezian sent the department's strategic planning issues and challenges update to the committee for input.

- 5) Discussion of April agenda:

CREU Commander Officer Mitrushi and Police Social Worker Kaitlin Jones to join us to discuss police social worker position and activities so far



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- 7) **Adjourn**  
The meeting adjourned at approximately 7:10 PM.