



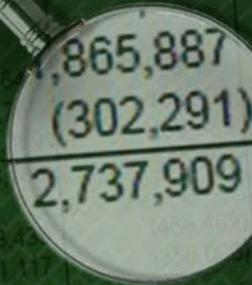
**CITY OF DOVER, NEW HAMPSHIRE**

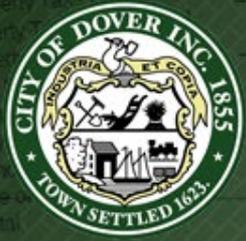
# **FY2027 PROPOSED BUDGET**

## **Dover Police Department**

**Presented to the City Council  
On March 4, 2026**

**David A. Terlemezian  
Chief of Police**

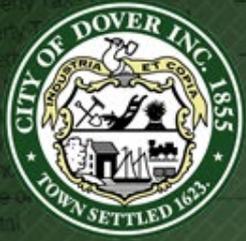




# Dover Police Department Mission and Vision

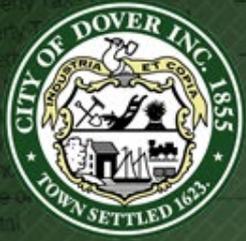
The mission of the Dover Police Department is to enforce the laws of society, maintain order, protect life and property, deliver quality services to the community and to assist the public at large in a manner consistent with the rights and dignity of all persons as provided for by law and under the constitution of the United States and the State of New Hampshire.

The Dover Police Department's vision is to be a police department that, through the use of best professional practices and transparency, provides public safety and law enforcement services to a growing urban community in a personal and dignified manner.



# Responsibilities

- Public Safety
- Proactive Patrol/Crime Prevention
- Motor Vehicle Enforcement
- Criminal Investigation
- Prosecution of Misdemeanor/Violations
- Records Maintenance
- Parking Enforcement
- Community Outreach
- Juvenile Diversion
- Youth Substance Use Prevention
- Social Work-Bridge to Services

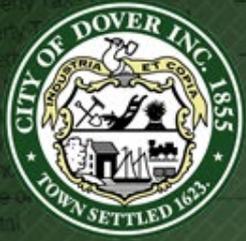


# WHO WE ARE

## Dover Police Department

### Divisions

- Field Operations
- Support Services

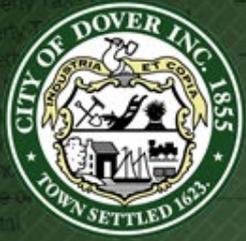


# WHO WE ARE

## Dover Police Department

### Bureaus

- Communications Bureau
- Patrol Bureau
- Parking Bureau
- Special Services Bureau
- Community Outreach Bureau

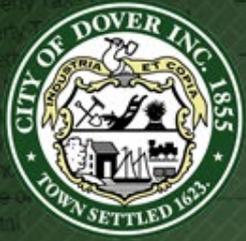


# WHO WE ARE

## Dover Police Department

### Units

- Legal Unit
- Records Unit
- Professional Standards Unit
- Community Response and Engagement Unit
- Dover Teen Center
- Information Technology
- Special Investigations Unit
- Prevention Services Unit
- Social Work Unit
- Animal Control



# WHO WE ARE

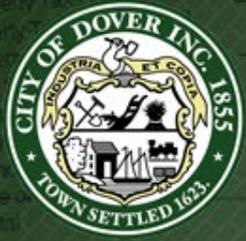
## Dover Police Department

### Police Officer Staffing Level:

Authorized 56/currently 49 sworn officers  
One Currently under a conditional offer  
9 female officers

### Civilian Staffing Level:

Authorized to have a total of 43 civilian employees  
Currently 2 vacancies.



# WHAT WE DO

## 2025 Metrics



**PATROL**

**31,827 Calls for Service**

**399 Group A Crimes**

**1,602 Group B Crimes**

**813 Arrests**

**9,204 Motor Vehicle Stops**

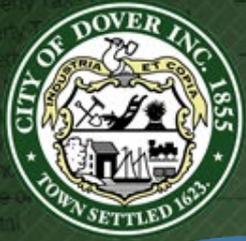
**85,161 Telephone Calls**

**5,691 Calls via 911**

**206,488 Radio Transmissions**



**DISPATCH**



# WHAT WE DO

## 2025 Metrics

- 17,074 Parking tickets issued
- 8,600 Enforcement Hours
- 2,100 Parking spaces managed
- 9,865 Monthly permits issued
- 1,830 Meter usage per day

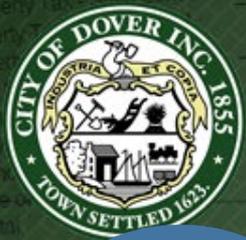


**PARKING**

- 3,366 Reports released
- 288 License requests
- 115 Sets of fingerprints



**RECORDS**



# WHAT WE DO

## 2025 Metrics



COMMUNITY  
POLICING

**1,660 Officer initiated Community Contacts**

**3,940 Total attendance at Teen Center**

**3,210 Students received drug prevention presentations**

**260 Hours of youth mentorship (Bigs in Badges)**

**345 Criminal Investigations**

**43 Death Investigations**

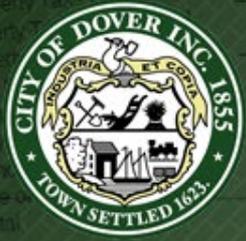
**9 Fatal overdose deaths**

**6,000 Items of evidence tracked**

**44 Sexual offenders registered**



INVESTIGATIONS



# WHAT WE DO

## 2025 Metrics

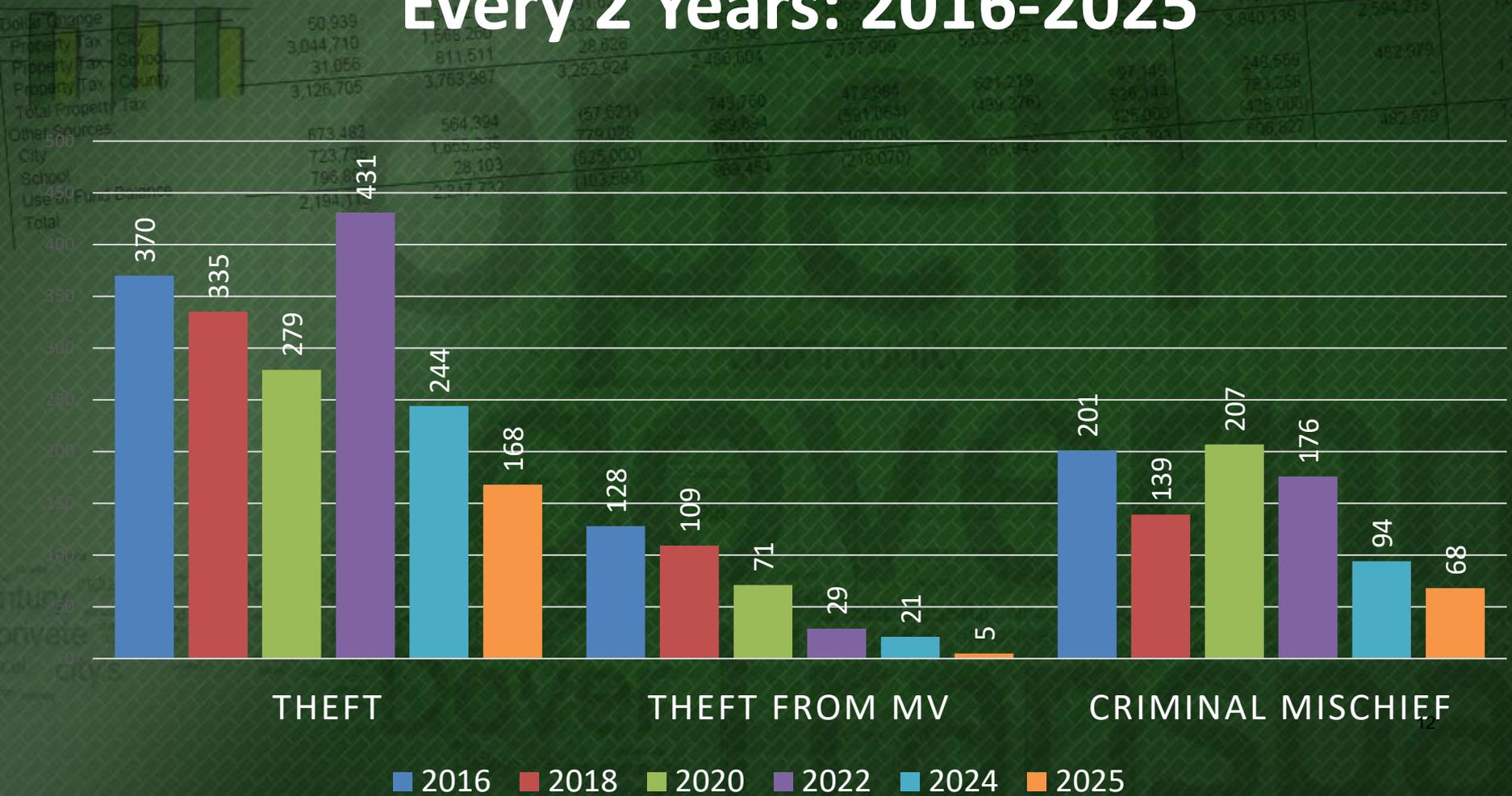


**PUBLIC  
ASSISTANCE**

- 1,071** Welfare Checks
- 1,407** Check Ups
- 66** Drug Take Back/Drop-Off
- 406** Mental Health Referrals by officers
- 243** Referrals to DCYF
- 283** Referrals to Police Social Workers

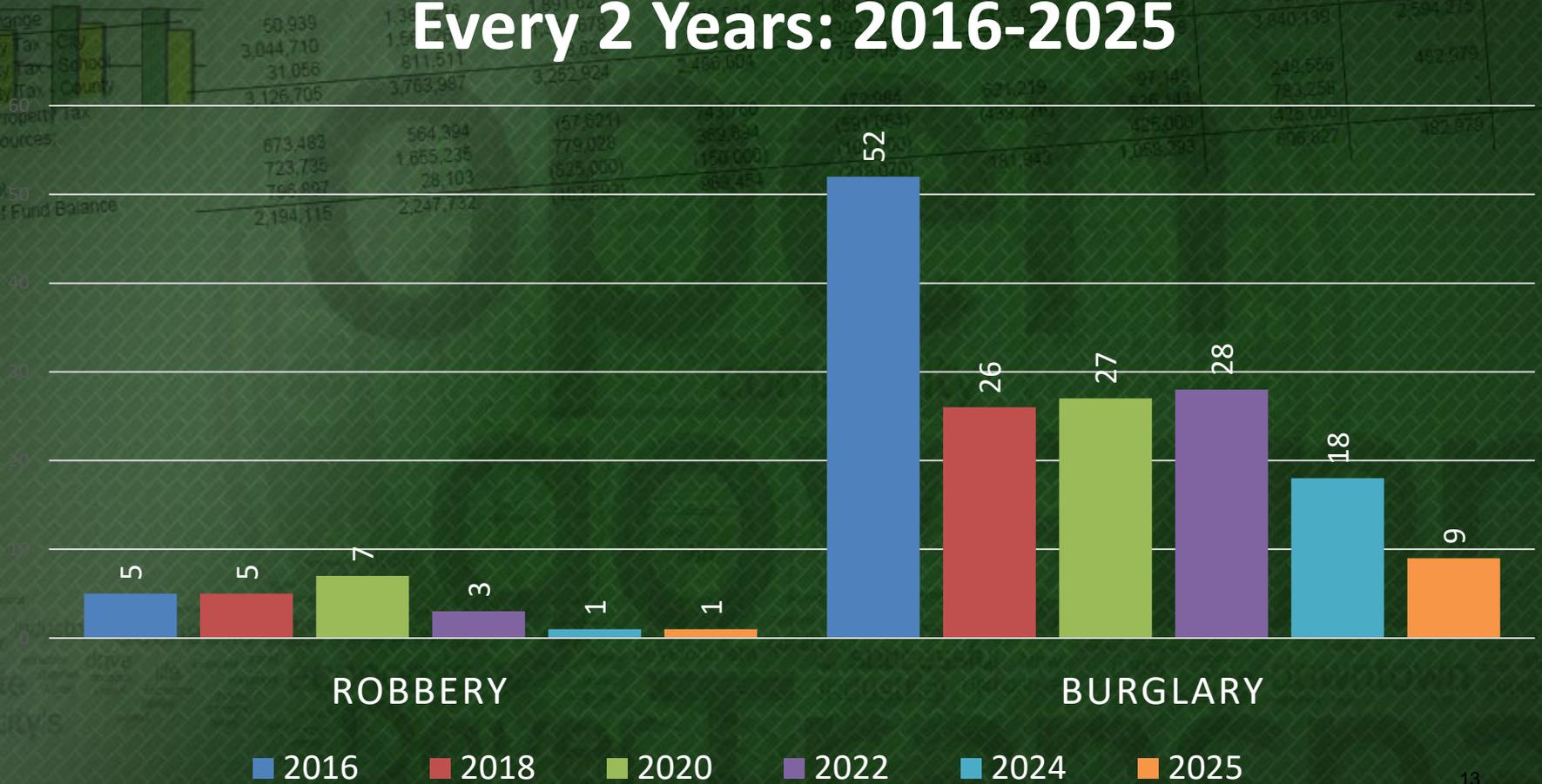


# Quality of Life Crime Every 2 Years: 2016-2025





# Quality of Life Crime Every 2 Years: 2016-2025





# Common Non-Criminal Calls

## Non-Criminal / Social Service Calls For Service 2015-2025

20% increase in Welfare Checks

65% increase in Assistance calls

90% increase in Suicidal Subject calls

287% increase in reports of Trespassing



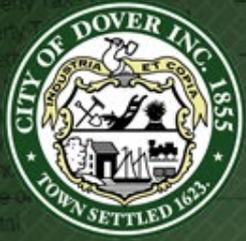
# FY 27 BUDGET General Fund

Staff Request to Chief	\$13,117,723
Chief to City Manager	\$13,052,791 (-\$64,932)
City Manager Proposed	\$13,036,991 (-\$15,800)

FY26 Police Budget  
\$12,372,344

FY27 Proposed Budget  
\$13,036,991

Increase of \$664,647 which is 5.37%



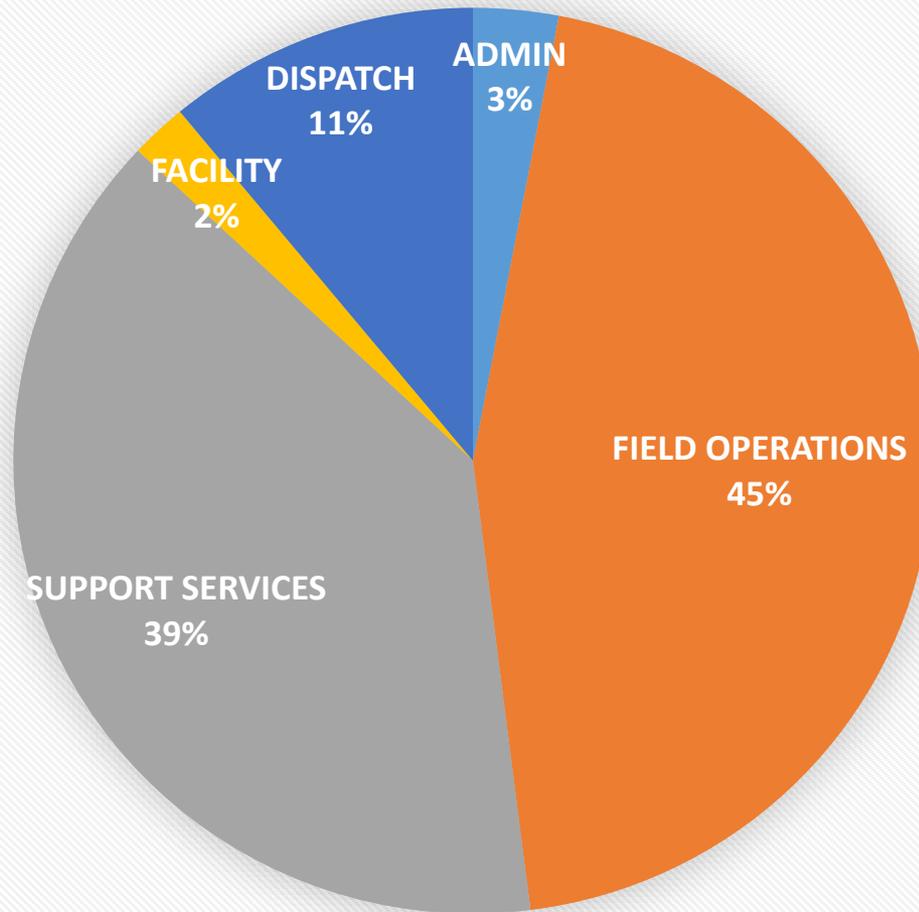
# Major Budget Drivers

Overall increase of \$664,647

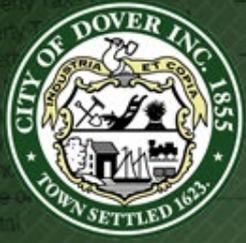
- Contractual Obligations Page #s 381,394,401
- Staff Development Page #s 367, 380
- Training Related Travel Page #386.
- Body Camera Contract Page #372
- Grant Matches Page #390
- Necessary Technology Page #s 389, 403



# FY27 Budget Allocation



■ ADMIN ■ FIELD OPERATIONS ■ SUPPORT SERVICES ■ FACILITY ■ DISPATCH



# Grant Revenue FY 27

DHA	\$70,000
SRO (DHS & DMS)	\$108,000
COPS	\$100,000
Partnership for Success	\$375,000
WDH	\$200,000
United Way*	\$75,000
NH BDAS	\$40,000
CARA*	\$75,000
Highway Safety	<u>\$29,140</u>

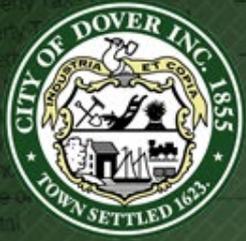
Total: \$1,072,140

\*pending applications



# Police Department Strategic Plan

- 1** Maintain Professional Police Services and Appropriate Staffing Levels
- 2** Community Outreach And Engagement
- 3** Transparency
- 4** Proper Training, Equipment and Efficiency



# MAINTAINING HIGH STANDARDS

## NATIONAL ACCREDITATION

- Ongoing accreditation with CALEA
- Compliance with over 400 best practice standards

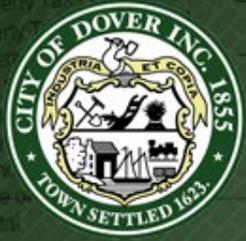
## CONSISTENT REVIEW OF DATA

- Biased Based Policing Analysis
- Use of Force Analysis / Early Intervention System
- Citizen Complaint and Internal Investigation Analysis

## TRAINING

- Statutorily required training and certifications
- Bias based policing
- Mental Health / SUD
- Developmental and Physical Disabilities





# ENSURING COMMUNITY ENGAGEMENT

## OUTREACH EVENTS

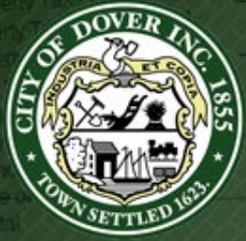
- Coffee with a Cop
- National Night Out
- Open Houses
- Apple Harvest Day
- Breaking Barriers



## DIVERSE WORKFORCE

- Continue efforts to recruit staff that reflects our diverse community
- Current staff includes three minority police officers
- Current staff includes nine female police officers





# Key Considerations

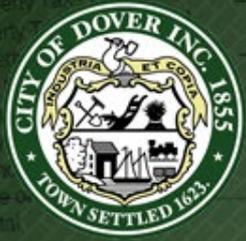
1. Overall service demands will increase and change as Dover continues to grow.
2. Ability to recruit and retain staff is essential to maintain the high quality of life Dover residents and visitors expect.
3. The department must continue to work to earn and maintain the community's trust while also improving staff performance.
4. Emergency services continue to be on the front lines of the mental health and substance misuse crisis.



# Procedural Justice

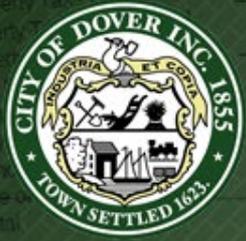
Procedural justice is the idea of fair processes and how people's perception of fairness is strongly impacted by the quality of their experiences, not just the end result of these experiences. Factors include:

- Whether they were treated with **dignity and respect**;
- Whether they were given **voice**;
- Whether the decision-maker was **neutral and transparent**; and
- Whether the decision-maker conveyed **trustworthy** motives.



# Daily Reminder

- No Matter what you do, do it with INTEGRITY. No matter who you are dealing with, treat them with DIGNITY AND COMPASSION.



7,891,558	2,520,760	8,950,755	21,137,974	4,100,811	5,404,763	38,059,711	10,904,151	10,497,630
17,298,396	18,866,856	20,199,334	4,589,131	4,286,840	16,788,600	51,219,575	12,289,898	13,651,025
2,805,056	3,616,567	3,645,193	40,997,129	43,736,035				
31,493,614	35,257,601	38,510,525						
6,730,746	7,295,142	7,735,142			1,075,041	9,172,633	8,421,292	12,289,898
9,296,859	10,952,094					11,605,630	12,589,898	
1,046,897	1,075,000					405,000		
17,074,504	19,322,236					21,204,263	21,961,004	22,724,065
50,939	1,384,200					151,207	1,861,308	364,398
3,044,710	1,568,260					18,252	1,616,814	1,575,775
31,056	811,510					16,389	172,017	850,192
3,126,705	3,763,969					190,976	3,840,199	2,594,275
673,483	564,394					27,149	248,549	462,979
723,735	1,665,235					526,144	783,258	593,473
796,897	28,103					425,000	425,000	1,171,111
2,194,115	2,247,732					1,058,293	1,687,827	482,979



A Nationally Accredited Law Enforcement Agency