



NEWINGTON POLICE COMMISSION MEETING



There was a meeting of the Newington Police Commissioners on **Tuesday August 2, 2022** at the Newington Police Department.

PRESENT: Chairman Brenda Blonigen, Commissioner William Wright, Commissioner F. Jackson Hoyt, Chief Michael Bilodeau, Executive Admin Taylor Fiore.

I CALL TO ORDER

Chairman Blonigen **called the meeting to order at 4:06 pm**

II MINUTES OF PREVIOUS MEETING(S)

On a **MOTION** by Chairman Blonigen and **seconded** by Commissioner Hoyt the **Commissioners voted unanimously to accept the minutes from the June 7, 2022 meeting as written.**

On a **MOTION** by Chairman Blonigen and **seconded** by, Commissioner Wright the **Commissioners voted unanimously to accept and seal the minutes from the June 7, 2022 non-public meeting as written.**

III POLICE COMMISSION INFORMATION

Other Police Commission Information

The Commissioners reviewed expenditures to date. No significant issues requiring attention.

IV OLD BUSINESS

A. Chief Annual Review:

- a. The Commissioners and Chief have agreed to initiate a self-assessment procedure annually for the Department Chief position. The first year will act as a strawman with the Chief fine tuning the format that provides the most benefit to the Department. Commissioners will review the Chief's self-assessment which will begin January 2023 when the rest of the department conducts annual reviews. The intent is to adopt a self-assessment document that will become standard procedure for future Chiefs.

B. Recruitment/Retention; Bonuses/Longevity

- a. A conditional offer was given to a candidate and the individual's background check is being conducted. There will be another oral board on Friday August 4th for 2 more full-time officer candidates.
- b. Retention- The Police Department is looking at different ideas for additional longevity bonuses along with other incentives. The Town leaders are open to changes in personnel policy. Discussion focused on longevity bonuses starting at 3 years and continuing in increments of 3 years with the dollar amount increasing each longevity period. The Board will continue this discussion at the next meeting. The Board thinks this is an urgent matter so a cost analysis will be done to see if it can be introduced into next year's budget. This



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would fall under the Longevity line in the budget. It was discussed to retroactively pay those officers currently in the Department. The NPD will discuss this initiative with the Board of Selectmen before the budget is presented in October. Chief Bilodeau and Capt. Smart will capture quantitative data regarding the expenses the Town incurs to recruit, hire and retain an officer which will provide insight into the true cost of longevity bonuses if these additional payments help reduce attrition. A list of qualitative benefits (experience, institutional knowledge, etc.) will be developed as well.

NEW BUSINESS

A. Patrol Activity June 2022:

- a. 276 motor vehicle stops, 6 accidents which were down 50% from the previous month, 34 incidents, 19 arrests, 4 field interviews

B. Donation of Rifles

- a. Wilcox industries would like to donate rifles to the department. Chief and Det. O'Reilly visited Wilcox and saw the rifles and were able to check out the optics. They will be donating 3 rifles to Newington and 5 to the Seacoast Emergency Response Team. All 8 rifles will be given to the Newington Police Department as it is easier to transition them from one entity to another. Once in the possession of the department, documents will be drawn up to sign them over to the SERT team. They are the same AR platform as the SIG rifles the department currently has. The ammo is the same and the magazines are interchangeable. Currently, the department has no extra rifles and in the case one is ever discharged, having extras will be beneficial. On a **MOTION** by Chairman Blonigen and **seconded** by Commissioner Hoyt the **Commissioners voted unanimously to approve the donation of 3 rifles from Wilcox and to accept the 5 that will be signed over to the SERT team.**

VI (If Applicable) Non-Public Session RSA 91-A:3 II(c) Personnel Matter

N/A

VII NEXT MEETING DATE/TIME/LOCATION

The next meeting is **scheduled for September 6, 2022 at 4:00 p.m.** at the Newington Police Department.

VIII ADJOURNMENT

On a **MOTION** by Chairman Blonigen and **seconded** by Commissioner Hoyt, **the Commissioners voted unanimously to adjourn at 4:42pm**

by William Wright, Secretary
minutes recorded by Executive Admin Taylor Fiore