



NEWINGTON POLICE COMMISSION MEETING



There was a meeting of the Newington Police Commissioners on **Tuesday September 6, 2022** at the Newington Police Department.

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

I CALL TO ORDER

Chairman Blonigen **called the meeting to order at 4:01 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 August 2, 2022 meeting as written.**

III POLICE COMMISSION INFORMATION

Other Police Commission Information

The Commissioners reviewed expenditures to date and had no inquiries this month.

IV OLD BUSINESS

- A. Longevity/Cost Analysis:** A cost analysis was done by Chief Bilodeau to show how much it is to hire a new full-time Officer. It was broken down into the expenses for a background check, polygraph, psych analysis, academy hours and FTO hours. The total up front was \$36,000. The group identified additional costs that will be compiled later. This cost analysis will help the Police Department put together a strategy to improve recruitment and retention of NPD staff. The Commissioners and NPD Executive staff want to stay ahead of the worsening hiring and retention situation. Chief Bilodeau will also gather more qualitative data to identify the impact on the NPD's ability to maintain safety and sustain a quality force. The NPD is currently struggling to compete with area PD's to hire and retain staff. The limited candidates that have been interviewed have very little to no experience. Departments around the state are offering hiring bonus anywhere from \$10,000 - \$20,000. Barrington PD recently announced a sizable bonus program (over \$250,000) using Federal Grant funds issued during the pandemic. Chief Bilodeau will gather additional data on the current state of officer recruitment in the Seacoast area. The Commissioners and NPD are seeking an innovative plan that will keep Newington competitive by awarding current staff for loyalty to the town and attracting new qualified candidates to fill vacant positions.

NEW BUSINESS

- A. Patrol Activity August 2022:** Patrol activity was consistent with the month of July.



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- B. Body Cameras:** The Department will be purchasing cruiser cameras before body cameras. These cameras will come from AXON. They are compatible with the body cameras so once we can obtain those, they will go hand in hand. There are open grants for 2023 but the department will need to put more monies into a reserve account to lessen the cost because the grants are covered 50/50.
- C. Security Audit:** The town did a security audit for all departments on how safe our technology is from hackers. The Town Manager has requested 100% NPD participation in Primex COMSEC training on Sep. 16 or Sep. 23. This mandate has a significant cost impact for the Department. While speaking about Cyber security, Chief Bilodeau mentioned that he has been looking into changing our domain from .com to .gov.

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

On a **MOTION** by Chairman Blonigen and **seconded** by, Commissioner Wright, **the commissioners voted to enter a non-public session at 4:30pm**

On a **MOTION** by Chairman Blonigen and **seconded** by, Commissioner Hoyt, **the commissioners voted to come out of the non-public session at 5:11pm**

VII NEXT MEETING DATE/TIME/LOCATION

The next meeting is **scheduled for October 4, 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 5:24pm**

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