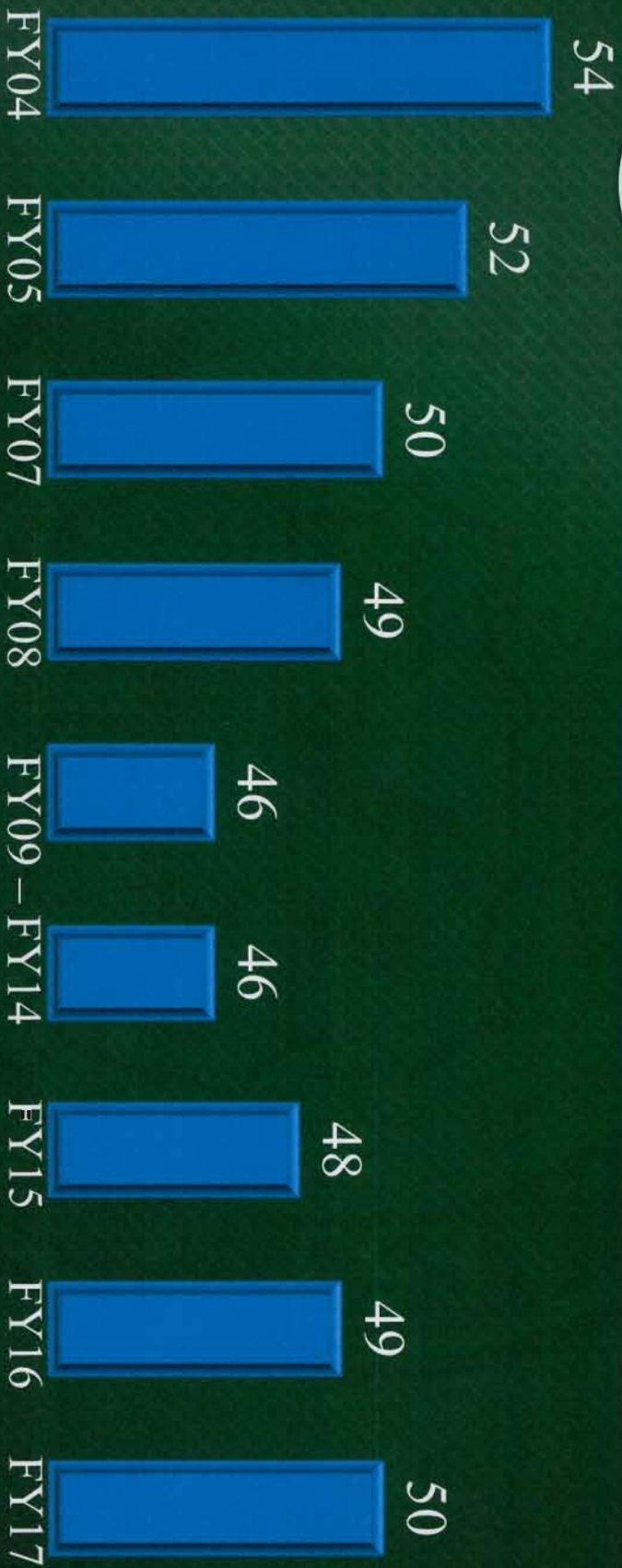




Sworn Officer Trends



POLICE DEPARTMENT
Dover, New Hampshire
STAFFING TABLE
EFFECTIVE DATE: January 1, 2017 – April 2, 2017

FIELD OPERATIONS DIVISION

Capt. Breault, Division Commander

0700 – 1700 SHIFT

Lt. Beaulieu, SHC
Sgt. Harrington, A/SHC
Off. Hurley
Off. Sullivan
Off. Lynch
Off. Glowacki
Off. Petrin
Off. Lilyestrom
Off. Joslin

1300 – 2300 (Tue – Fri)

Vacant

1600 – 0200 SHIFT

Lt. Gould, SHC
Sgt. Anderson, A/SHC
Off. Letendre
Off. Brown
Off. Harnish
Off. Collis
Off. Cooper
Off. Yerardi
Off. Gebers

2200 – 0800 SHIFT

Lt. Martinelli, SHC
Sgt. Tarmey, A/SHC
Off. Mitrush
Off. Courter
Off. Goard
Off. Turner
Off. Gaudreault
Off. Levin
Off. Dunne

TRAFFIC BUREAU

Sgt. Speidel, Bureau Cmdr.
Off. Pete Lazos
Vacant, Crossing Guard

COMMUNICATIONS BUREAU

Sup. Wentworth, Bureau Cmdr.
Disp. Shepherd
Disp. Nelson
Disp. Dwyer
Disp. Cleary
Disp. Salantri
Disp. Moore
Disp. Kintz
Disp. Foster (Per Diem)
Disp. White
Disp. Spinney

ANIMAL CONTROL

A.C.O. Kathy Ladisheff

TRAINING / OTHER

Off. Couch (FTO)

INVESTIGATION BUREAU

Lt. Dolleman, Bureau Cmdr.
Sgt. Nadeau
Det. Burt
Det. Pike
Det. Kilbreth, SCDTF
Det. Mask
Det. Travaglini
Det. Keefe, DEA
Det. Carlson
Lisa Dalton, Secretary

LEGAL BUREAU

Brian Estee, Prosecutor
Patti Powers, Victim Advocate
Lisa Lawson, Secretary

PARKING BUREAU

William Simons, Manager
Michael Cicchese
PEO. Jerard
PEO. P. Hunter
PEO. Hawthorne
PEO. K. Hunter
PEO. Ashman

SECRETARY TO THE CHIEF

Melissa Young

SUPPORT SERVICES DIVISION

Capt. Terlemezian, Division Commander

PROFESSIONAL STANDARDS BUREAU

Sgt. Collopy, Bureau Cmdr.
Ann M. Clark, Personnel Assistant
Samuel Tweedy, Maintenance
Thavone Vansylvong, Maintenance

RECORDS BUREAU

Diana Wingren, Bureau Cmdr.
John Carmichael
Kerry Boston
Lisa Crowley

COMMUNITY OUTREACH BUREAU

Dana Mitchell, Prevention Coordinator
Vicki Hebert, Coalition Coordinator
Steve Pappajohn, Teen Center Director
Stephanie Retrosi, Prevention Specialist

MANAGEMENT INFORMATION

D. Michael Fenton
Brian Bortz

COMMUNITY RESPONSE (C.R.E.U.)

Sgt. Pettingill, Unit Commander
Ofc. Khalsa – P.O.P. Officer
Ofc. Plummer – D.H.A. Officer
Ofc. Kennedy – DHS Officer
Ofc. Pieniazek – DMS Officer
Ofc. Murch – DTN Liaison Officer
Ofc. Caproni – DTN Liaison Officer

Per: _____
ANTHONY F. COLARUSSO, Jr.
Chief of Police



Police Calls for Service

2005	22,361
2006	23,219
2007	24,253
2008	26,175
2009	24,910
2010	24,574
2011	28,276
2012	32,461
2013	30,911
2014	29,543
2015	31,534
2016	32,535
2005 - 2016	+ 45%



Police Protection Levels

Average per 1000 Residents 2016

Portsmouth	2.9
Manchester	2.2
Salem	2.2
Somersworth	2.2
Nashua	2.1
Concord	2.0
Londonderry	1.9
Hudson	1.9
Rochester	1.9
Derry	1.7
Dover	1.6

New Hampshire	2.2
Stafford County	1.7

To Get to NH Average of 2.2

Dover would need 66 Police Officers.

To Get to Stafford County Average of 1.7

Dover would need 52 Police Officers.

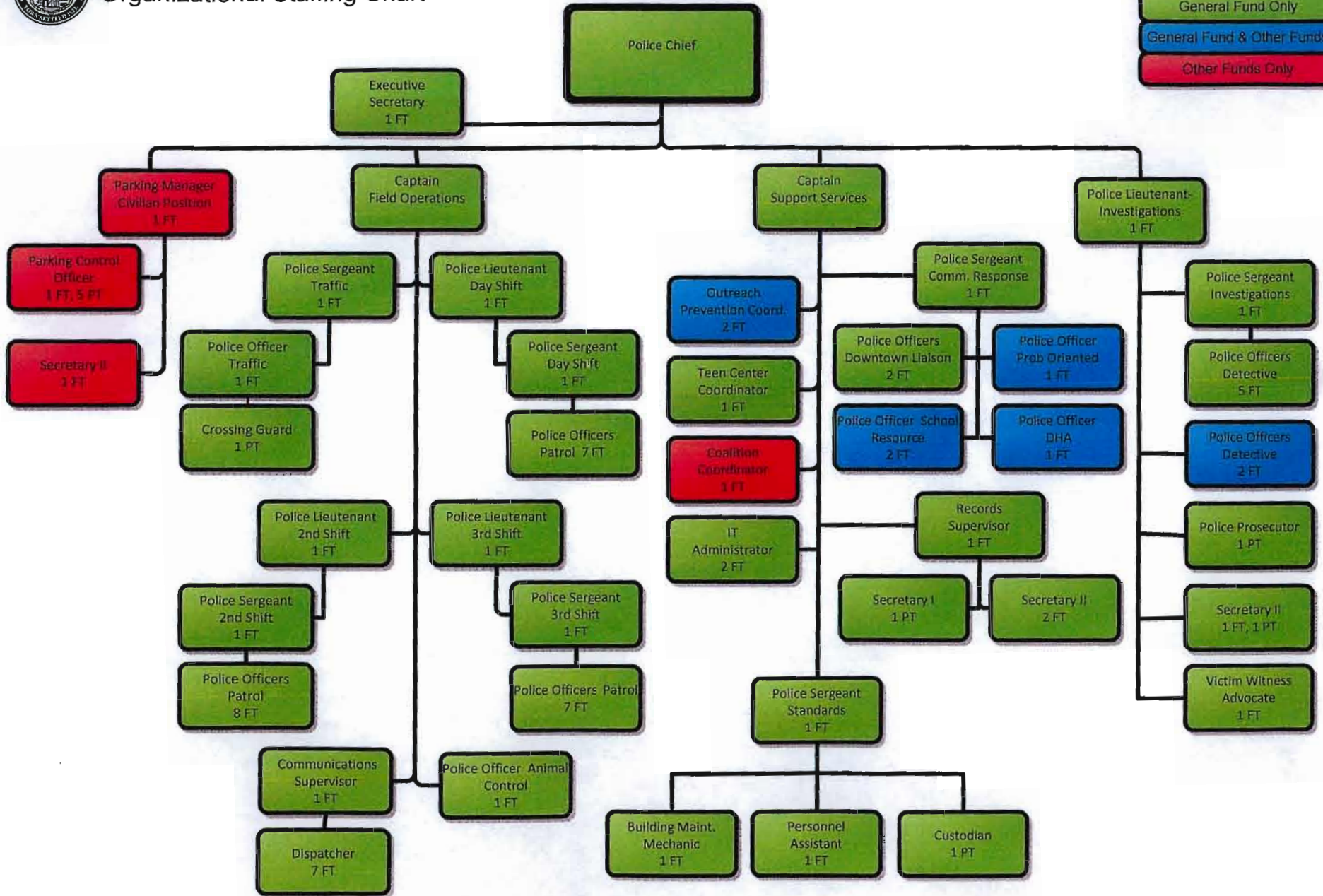


City of Dover, NH
Organizational Staffing Chart

Police Department

FINANCE SOURCE:

- General Fund Only
- General Fund & Other Funds
- Other Funds Only



Reporting for Wage - Police

As of July 1, 2014

Population 15,000 - 24,999

Patrol Officer

Works under the supervision of a superior officer. Patrols beat either on foot or in a cruiser; directs traffic; answers complaints; checks par

	# Full-Time Positions	# Part-Time Positions	# Volunteer Positions	A/E	Min Hours / Week	Max Hours / Week	NE / EX	Min Salary	Max Salary	Union
Goffstown	17			A		40	NE	\$20	\$30	NEPBA
Hudson	32 (1)			A		40	NE	\$22	\$31	HPEA
Laconia	24			A	40		NE	\$20	\$29	LPOA
Londonderry	40			A		40	NE	\$24	\$33	AFSCME
Milford	17			A		40	NE	\$19	\$27	AFSCME
Portsmouth	44	30		A	(1)	40	NE	\$21	\$29	PPPU

The municipalities listed below did not report this position:

Keene - Bedford

Population 25,000 and over

Patrol Officer

Works under the supervision of a superior officer. Patrols beat either on foot or in a cruiser; directs traffic; answers complaints; checks par

	# Full-Time Positions	# Part-Time Positions	# Volunteer Positions	A/E	Min Hours / Week	Max Hours / Week	NE / EX	Min Salary	Max Salary	Union
Dover	33			A		41	NE	\$20	\$29	DPA
Manchester	174			A		40	NE	\$24	\$41	MPPA
Rochester	40	3		A	25	40	NE	\$21	\$30	

The municipalities listed below did not report this position:

Concord - Nashua - Derry - Merrimack - Salem

February 1, 2017

«Last_Name»
«Company_Name»
«Address_Line_2»
«City», «State» «ZIP_Code»

Dear «First_Name»:

The Dover Police Department is a professional law enforcement agency committed to providing the best service possible to members of the community. One way to measure service quality is to assess the impact and effectiveness of our employees in the performance of their duties. In order to assist us, you have been randomly selected from a list of persons who have had recent contact with the Dover Police Department. Please take a moment of your time to fill out the enclosed call for service evaluation form and return it in the self-addressed stamped envelope.

The results of this survey will be utilized to help us ensure the quality and level of service that you expect from your police department. Additionally, the survey will allow us to gain insight on issues, concerns and problems that you experience in your neighborhood and within the community. In addition to answering the survey questions, please feel free to include any other comments or concerns by using the back of the form.

Please understand that I am committed to ensuring that you receive the best possible service from the Dover Police Department. Thank you very much for taking the time to assist us in this endeavor by sharing your insight and comments. Your help is greatly appreciated.

Very truly yours,

ANTHONY F. COLARUSSO, JR.
Chief of Police

AFC/amc

Officer Gaudreault
Det. Pike

Dover Police Department

Citizen Contact and Call for Service Evaluation Survey

It is very important to us that we provide the best possible police service to our community. Our records indicate that you had recent contact with the police department. We would greatly appreciate it if you would take the time to complete this survey and comment on the quality of that contact and the employee (s) whom you encountered. Please return this survey in the enclosed postage paid envelope. If you need additional space, please use the back of this form.

This section is specific to your recent police contact or call for service.

Nature of your contact was: **Burglary Case: 16028952** Date of Call: **12/3/2016**

- How would you rate the attitude and helpfulness of the **dispatcher** who assisted you?

Excellent Good Fair Poor No contact

- How would you rate the skills and abilities of the **dispatcher** who assisted you?

Excellent Good Fair Poor No contact

- How would you rate the attitude and helpfulness of the **police officer** who assisted you?

Excellent Good Fair Poor No contact

- How would you rate the skills and abilities of the **police officer** who assisted you?

Excellent Good Fair Poor No contact

- How would you rate the overall performance of the police department in this case?

Excellent Good Fair Poor

- How could we have improved our service in this case?

Please use this section to offer more general comments and suggestions

Do you have additional comments or suggestions for improvement in our procedures, practices or level and quality of service?

Yes No

If yes, please explain _____

Do you have any concerns over safety and security issues within our community?

Significant concerns Moderate concerns No concerns

If yes, please describe the nature of your concerns and any suggestions for resolving the problem.

Thank-you!

Dover Police Department

Citizen Contact and Call for Service Evaluation Survey

It is very important to us that we provide the best possible police service to our community. Our records indicate that you had recent contact with the police department. We would greatly appreciate it if you would take the time to complete this survey and comment on the quality of that contact and the employee (s) whom you encountered. Please return this survey in the enclosed postage paid envelope. If you need additional space, please use the back of this form.

This section is specific to your recent police contact or call for service.

Nature of your contact was: **MV Accident Case:16027315** Date of Call: **11/12/2016**

- How would you rate the attitude and helpfulness of the **dispatcher** who assisted you?

Excellent Good Fair Poor No contact

- How would you rate the skills and abilities of the **dispatcher** who assisted you?

Excellent Good Fair Poor No contact

- How would you rate the attitude and helpfulness of the **police officer** who assisted you?

Excellent Good Fair Poor No contact

- How would you rate the skills and abilities of the **police officer** who assisted you?

Excellent Good Fair Poor No contact

- How would you rate the overall performance of the police department in this case?

Excellent Good Fair Poor

- How could we have improved our service in this case?

Please use this section to offer more general comments and suggestions

Do you have additional comments or suggestions for improvement in our procedures, practices or level and quality of service?

Yes No

If yes, please explain

Do you have any concerns over safety and security issues within our community?

Significant concerns Moderate concerns No concerns

If yes, please describe the nature of your concerns and any suggestions for resolving the problem.

Table 8**NEW HAMPSHIRE****Offenses Known to Law Enforcement**

by City, 2015

City	Population	Violent crime	Murder and nonnegligent manslaughter	Rape (revised definition) ¹	Robbery	Aggravated assault	Property crime	Burglary	Larceny-theft	Motor vehicle theft	Arson
Amherst	11,281	6	0	2	1	3	186	10	172	4	0
Bedford	21,808	22	2	4	5	11	425	22	399	4	0
Claremont	13,009	20	0	5	4	11	319	32	278	9	1
Concord	42,389	102	0	23	16	63	879	133	727	19	7
Derry	33,387	49	0	14	8	27	591	104	453	34	7
Dover	30,828	36	0	17	4	15	515	47	458	10	7
Durham	16,052	12	0	7	0	5	73	9	60	4	1
Exeter	14,617	14	1	4	2	7	85	14	68	3	0
Goffstown	18,048	21	0	7	2	12	293	67	215	11	1
Hampton	15,280	17	0	2	3	12	207	24	173	10	1
Hanover	11,410	12	0	10	1	1	120	7	113	0	0
Hooksett	13,853	15	0	7	2	6	289	37	240	12	1
Hudson	24,849	34	0	10	3	21	321	45	261	15	3
Keene	22,949	62	0	13	14	35	765	97	655	13	6
Laconia	16,111	59	0	13	7	39	648	75	554	19	7
Lebanon	13,703	38	0	12	2	24	452	25	422	5	2
Londonderry	24,491	25	0	2	3	20	311	49	242	20	0
Manchester	110,661	742	5	86	221	430	4,070	669	3,192	209	28
Merrimack	25,696	7	1	1	2	3	233	20	207	6	0
Milford	15,161	18	0	0	7	11	196	20	166	10	2
Nashua	87,433	202	5	53	41	103	1,326	133	1,125	68	8
Pelham	13,298	11	0	1	2	8	144	28	110	6	0
Portsmouth	21,712	37	0	12	8	17	401	34	348	19	2
Raymond	10,324	14	0	8	0	6	117	23	90	4	4
Salem	29,086	55	0	9	24	22	701	49	617	35	3
Somersworth	11,780	35	0	10	7	18	343	35	305	3	1
Windham	14,428	6	0	1	1	4	87	10	74	3	0

¹ The figures shown in this column for the offense of rape were reported using the revised Uniform Crime Reporting (UCR) definition of rape.

SUMMARY REPORT

NH Blue and You: Dover *Creating Community Change Through Connection*

November 2016

Dover, New Hampshire

A NH Listens Summary Report

January 18, 2017



ABOUT NH LISTENS



New Hampshire Listens is a civic engagement initiative of the Carsey School of Public Policy at the University of New Hampshire.

Our mission:

To bring people together for engaged conversations

Our work:

- Create engaged community conversations on local and statewide issues
- Serve as a resource and support network for new local Listens groups
- Cultivate a network of facilitators for public engagement and action

Our principles:

- Bring people together from all walks of life
- Provide time for in-depth, informed conversations
- Respect differences as well as seek common ground
- Achieve outcomes that lead to informed community solutions

New Hampshire Listens

www.NHListens.org

NH.Listens@unh.edu

(603) 862-0692

Background

In November of 2016, over ninety people attended the NH Blue and You community conversation at Flight Coffee Co. in Dover, New Hampshire. NH Blue and You—a partnership of the Seacoast and Manchester NAACP, NH Listens, and the NH Association of Chiefs of Police—was initiated to provide interested communities an opportunity for conversation between residents and law enforcement on critically important policing issues. The local event was hosted by the Dover Police Department, Dover Listens, the Dover Housing Authority, and the Greater Dover Chamber of Commerce.

The discussions took place on the evening of Tuesday, November 15, 2016 from 5:30 p.m. to 8 p.m. and were open to the entire community. Save the date information and flyers were shared through a variety of methods in the community (flyer may be found in Appendix A). Only two individuals preregistered, but the room quickly filled with ninety-two total attendees, including about twelve officers from the Dover Police Department. Participants were split into nine small groups, each with a trained facilitator.

Questions to Explore

During the conversation, which lasted about two hours, attendees were asked to share their vision for a healthy community-police relationship, acknowledge what is already working in Dover, as well as what isn't, and connect with someone who has a different perspective. The planning group, made up of interested community members and representatives from the local sponsoring organizations, determined the following four goals for the event:

1. Create a casual environment; build on what is already working in Dover
2. Build an event that encourages conversations about race; learn how personal and community histories and racial experiences have shaped how people think about policing
3. Get at the issues causing anxiety; take stock of our community assets and challenges; honor the stories people bring to the table
4. Be assured police policy questions are on table so we can work on action ideas with others

In acknowledgement of the national context, these discussions were guided in part by sharing background information synthesized from the Black Lives Matter Platform, the Campaign Zero Local Policy Agenda (10 Policy Solutions to End Police Violence in America), and the Final Report of the President's Task Force on 21st Century Policing. The full discussion guide can be found in Appendix B. Key questions explored were:

- *What is our vision for a proactive, healthy relationship between a community and its police department?*
- *What is working in Dover with respect to community-police relations?*
- *What do you notice about the recommendations of national organizations?*
- *What questions do you have for police and community members?*
- *What issues need to be addressed in Dover, taking into account the views presented in the reports?*
- *What more do we need to know? Where do we start?*

What follows is a detailed description of the key themes of the conversations and an analysis of all small group notes (found in Appendix D). These results help decision makers identify areas for further consideration and action. The results of the conversations, as presented in this report, are intended to be shared with all those who participated, as well as partners and decision makers. The full report with appendices may be found at carsey.unh.edu/nhlistens/reports.

What Priorities Emerged?

Although each participant reflected his/her own point of view, clear commonalities emerged about the opportunities and challenges for the relationship between Dover's community members and law enforcement. Throughout the discussion five major themes surfaced across conversations: the importance of learning more about each other, a police force representative of the community they serve, role clarity for school resource officers, trust building through transparency and accountability, and community outreach and engagement.

Learning More About Each Other

Throughout the conversation, two-way education and information sharing emerged as a theme. While police training was a major part of the discussion, many felt that it was important to provide educational opportunities to community members about law enforcement and what police do. These opportunities were seen as particularly important for youth and new Americans.

A number of topics for police training were identified as priorities: cultural and religious diversity, race and implicit bias, homelessness, mental health, and substance abuse. Substance abuse was discussed in more detail than the others. Many attendees noted that it is important to shift attention to preventative—rather than punitive—approaches and, additionally, some felt it is okay to shift attention from lower level drugs (such as marijuana) altogether, so that law enforcement can focus on the opioid epidemic in the state.

Training for police on how to deal with cultural and religious differences was also a common theme. Participants noted that patience with English-language learners in schools and the community is critical. Some said that police should spend more energy engaging with community members of different backgrounds to gain experience. One group suggested a “question and answer” session in the church environment. In general, an improved experience with police for people of color and immigrants was consistently mentioned.

A Police Force Representative of the Community

In addition to the emphasis on diversity in officer training, many felt that Dover's police department should strive to hire diverse staff so that the police department best reflects the community it serves. Efforts to this effect were shared with participants by officers and the desire for community assistance in the matter expressed. Some talked about the difficulty in recruiting and retaining female officers and officers of color. A more diverse force was seen as one way to reduce an “us versus them” perception.

Role Clarity for School Resource Officers

Discussion about the role of law-enforcement in schools was a major theme. Most attendees agreed that police officers present in schools should act as educators for students. The goal of the Student Resource Officer (SRO) should be to teach and counsel students on good behavior and lifestyle choices, and students should understand that the SRO is there for his/her safety.

The SRO should be particularly sensitive when dealing with students who are English-language learners or have varying cultural norms and religious beliefs.

Many attendees noted that the school—rather than the SRO—should be held accountable for student behavior and discipline, keeping the role of the SRO as an educator intact. The presence of law enforcement in schools should foster positive relationships between young people and the police. A positive relationship will help young people avoid feeling fearful of police or viewing the role of the police officer as strictly punitive.

Trust Through Transparency and Accountability

Transparency and trust emerged as major themes throughout the conversation. Many reported feeling that police should demonstrate a willingness to respond to citizen concerns with honesty, a friendly demeanor, and an openness to listen. One group discussed the creation of a network of community members and professionals in Dover to whom the police can reach out to with questions regarding numerous topics, including ones related to culture.

Methods of oversight and accountability, such as body cameras and other surveillance methodology, were mentioned by many groups. Others suggested that the creation of a community advisory board was key to continued citizen input and oversight.

Community Outreach and Engagement

Participants expressed both positive and negative aspects of the overall relationship between police and community members in Dover. Many seemed to agree that this is an area in which Dover is already doing well. Nearly every group noted that, because police officers in Dover are often on horseback or bicycle, they are visible and approachable. Attendees also seemed to agree that the Dover PD does a good job building and maintaining relationships with schools and businesses by attending events (such as “coffee with the mayor”) and by joining boards.

While nearly all agreed that Dover has a strong foundation in community outreach, improved communication and collaboration was identified as a top priority in every working group. Attendees noted that citizens and police should feel comfortable engaging in conversation with one another. Embedded in this was the concept of mutual respect and support and opportunities for education, which flows in both directions. Addressing power dynamics was identified by many groups as a component of a collaborative relationship. Many attendees were eager for more opportunities like this for two-way communication between Police and community members. Some were interested especially in targeted conversations with specific groups that are underrepresented in Dover.

When discussing opportunities for two-way collaboration, trust emerged as a theme. Many felt that the police voice and the community voice have equal importance and that Dover should strive to honor the collective knowledge of these two groups. This became especially apparent when discussing decision-making processes. Many attendees noted that they felt local decision making is valuable and sometimes preferred over state- or national-level decision making. Some pointed out that the action recommendations included in the discussion guide are primarily “top-down,” focusing on federal legislation, whereas the attendees seemed to prefer a “bottom-up” approach beginning with their voices. Most agreed that continuing this conversation was high priority.

Participant Attendance and Evaluation Summary

NH Listens gathers basic demographic data to provide information on who was interested and able to attend this NH Blue and You event in Dover, New Hampshire. It's important to note that the content of this report has been generated from the people who attended the event and, consequently, does not represent all voices or viewpoints in Dover.

While 92 people participated in this community conversation, only 36 completed a participant evaluation (39 percent). One group stands out as underrepresented in the data—youth. One small group of participants was entirely youth under 18. Still, the demographic information presented here from the event indicates a mix of backgrounds and experiences. Other than the youth voice group, participants ranged in age from 22 to 73 years old, with a nearly balanced mix of men and women. Racial diversity was identified as a priority when planning this event; of those who completed an evaluation, 3 percent identified as black, 3 percent identified as mixed-race, 18 percent identified as Asian, and the remainder identified as white or Caucasian. Participants overwhelmingly agreed that this conversation allowed them to meet and talk with people from their community that they did not previously know and that the conversation made it likely that they will be involved in the future. The conversations were overwhelmingly rated strongly as helping participants understand points of view that are different from their own. A full summary of the participant evaluation may be found in Appendix D.

Conclusion

Over ninety people from the community squeezed into Flight Coffee for a conversation about community-police relations in Dover. Participants with a range of ages, races, and educational backgrounds were represented at this event. Attendees' final recommendations and key areas of concern can be used by decision makers to inform next steps, as well as prioritize issues that were identified in a process that promoted democratic deliberation and lifted the community voice. At a time when relationships between communities and their police departments are strained, the Dover community took proactive steps to increase engagement and invite shared problem solving.

NH Listens

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www.nhlistens.org**