



CITY OF CONCORD

New Hampshire's Main Street™

Public Safety Board

DRAFT Minutes

June 29, 2020

Call to Order

Councilor Grady Sexton called the meeting to order at 3:00 pm.

Board Members Present: Councilor Grady Sexton (Chair), Councilor Candace Bouchard, Mayor James Bouley, Lisa Brown, Donald Carter, Steve Edwards, Carol Hargrove, Councilor Erle Pierce, Council Zandra Rice-Hawkins, Michael Russell

Members Excused: Councilor Fred Keach

City Staff Present: Police Chief Bradley Osgood, Deputy Police Chief Greg Taylor, Deputy Police Chief, Steven Smagula, Deputy Police Chief John Thomas, Fire Chief Guy Newbery.

Approval of Minutes

Councilor Bouchard moved to approve the minutes from September 30, 2019. Councilor Rice Hawkins seconded the motion. The motion passed unanimously, Councilor Pierce abstained from voting as he was not present at the September 30, 2019 meeting.

Councilor Grady Sexton takes agenda out of order so that members of the public are able to weigh in on Agenda Items 4, 5, 6 and 10. No objections.

Mayor Bouley states that he thinks that is a good idea.

Referral from the Concord City Council on an Annual Report from the Capital Area Mutual Aid Fire Compact

Chief Newbery reviewed the Annual Report from the Capital Area Mutual Aid Fire Compact. The report details the number of incidents that were responded to and an overview of the budget. He states that there are no significant changes from the prior year. There are a couple of items that were completed during the course of the year. The report discusses some of the grants that were received and what the department does with them. The grants assisted with the dispatch center and some upgrades that were made, as well as the HAZMAT team. They have been working with a vendor on updating a CAD, there have been some problems with the company not providing service. They are in the process of trying to make a settlement with the company as they are no longer going to provide the product. Currently they are searching for other vendors.

Councilor Grady Sexton asked if there were any questions from the board.

No questions were asked.

Councilor Bouchard moved to adopt the report, seconded by Mayor Bouley.

Report was unanimously approved.

Concord Police Department Annual Report

Chief Osgood provided an overview of the Annual Report. The report was completed in February of 2020 and is for the time period of January 1, 2019 to December 31, 2019. The chief highlighted statistics regarding total calls for service. He said that they have been about the same throughout the last couple of years. He noted that rapes had gone down, however robberies were on the rise. Burglaries were significantly down, however simple assaults had risen. He also noted that drug offenses had decreased, while DWI arrests had increased. The Chief stated that Domestic Violence calls had increased.

The Chief spoke about department initiatives; computer crimes, sex offender registrations and compliance checks.

Fatal accidents were reported in the report as 3, however it is actually 4, 2 were pedestrian accidents, one was a motorcycle accident and the other one was a single vehicle car accident.

Traffic operation initiatives include "Operation Safe Commute", DWI patrols, pedestrian safety patrols, Loudon Road safety enforcement patrols, seatbelt enforcements, school bus safety patrols. These are all grant funded by New Hampshire Highway safety.

Bike Unit- we have two police mountain bike instructors, believed to be the only two in the state. They do a lot of instruction with our mountain bike patrol as well as instruct other officers throughout the state.

Deputy Chief John Thomas spoke about the Community Policing efforts. The unit was first established in 2015, we encourage all officers to build good community relations. This past year we have held community meetings with many different community groups and action groups, meet with the various New American community groups. He feels these meetings are important and helpful as the police get to learn about their culture, where they have come from and the way that had lived their lives prior to coming here, while also educating them about our community and the laws. The department has also hosted several Coffee with a Cop events, we have hosted various RAD (Rape Aggression Defense) classes that we provide free to the community, and that helps women learn how to defend themselves through defensive tactics as well as using other means. The department also offers CRASE (Civilian Response to Active Shooter Events).

Deputy Chief Thomas discussed the Comfort Dog Program. CPD was the first in the State of NH to implement a comfort dog. He noted that there are 15 other departments throughout the state that have modeled their own programs after CPD's. Chief Osgood was recently issued a commendation from the Law Enforcement Hall of Fame for implementing the Comfort Dog Program. He states that throughout New England there have been over two dozen departments that have replicated this program. He explained that Liberty was utilized during the homicides that occurred last summer to help comfort families of the victims, she has been active in all of the schools throughout the city.

Deputy Chief Thomas spoke about Operation Blue Elf. He explained that the money was received from an anonymous donor and has enabled the police department to give back to the community. The funds were utilized to help members of the community. The department has fully implemented the D.A.R.E program back into the community. The program is being taught in five of the schools throughout the city, the department has 6 trained D.A.R.E Officers. The program is currently being taught at St. John's, Penacook Elementary, Abbott Downing, Christa McAuliffe, Broken Ground School and this coming year they are hoping to add the program to Beaver Meadow. He also noted that the department has offered Domestic Violence Education at the high school level, and have had Internet Safety Discussions as well. The department has also offered Lunch with a Cop, this program sends officers into the school to have lunch with elementary level kids during their lunches. He also spoke about "Police Readers"; officers will go into the schools and read books to first, second and third grade students.

Deputy Chief Thomas spoke about the ACERT (Adverse Childhood Response) team. The team is made up from an officer from the departments Domestic Violence Unit, an individual from Merrimack County and an individual from Riverbend. The team makes home visits to a home that has a child that has experience a traumatic or violent event in their home. The team helps set the family up with different services and programs that can help the child and the family. He stated that from October 2019 until the end of 2019 the team had conducted 94 home visits.

Deputy Chief Thomas spoke about programs that the police department was using to help the elderly community.

Deputy Chief Thomas asked if there were any questions.

Lisa Brown asked for Deputy Chief Thomas to clarify the Blue Elf Program, and whether or not that money goes directly to children.

Deputy Chief Thomas verified that the Blue Elf Program does not give out cash, that the program will buy items that people may need. He cited an example of a family who did not have beds, and the department went out and bought bunk beds for the children. He also stated that the program buys gift cards that are able to be given out to the community. No cash is given out.

Ms. Hargrove stated that she thought there were a great amount of positive programs that were coming out of the police department. She thought it was wonderful how the department was focusing on all ages. She stated that she thought the Comfort Dog Program was super.

Chief Osgood highlighted that we had 15 confirmed deaths attributed to Fentanyl and Heroin last year. He said that in 2020 there is only have one confirmed death as of today (June 29, 2020), however there are three deaths that are pending results from the Medical Examiner's Office.

Chief Osgood spoke about assignments and staffing levels within the police department. He stated that there have been significant staffing issues for the better part of a couple years. As we stand here today there are 11 vacancies for police officers, however there are six additional police officers that will be starting on July 12, and there are an additional two beyond that that are still in the background phase and it's possible they may be added on July 12 as well if they are successful in completing their background. There is also one full time dispatcher vacancy; however there are several applicants for that.

Amanda Grady Sexton asked if there were any questions from members of the board.

Councilor Pierce asked what the Chief attributed the lower number of deaths from opioids and fentanyl?

The Chief stated that with the Stay at Home order they thought there would be a rise in that but they are seeing the opposite. He said he thinks that people are still using however they may have switched onto methamphetamines, because they are seeing a lot of methamphetamines in the community. He stated that methamphetamine is very easy to get, you can have it mailed right to your mailbox.

Councilor Rice Hawkins said she noticed that Motor Vehicle stops or calls had a sharp reduction between 2016- 2019 but at the same time crash data was pretty consistent and she was curious what accounts for that change.

Chief Osgood said that it could be because of staffing levels because sometimes when there is an officer that has higher traffic numbers and they retire or move onto a different specialty assignment that can have a little influence.

Councilor Rice Hawkins said that she believes there is some information that may be helpful to have in future annual reports. She would like to see Use of Force incident data, such as how many incidences and what type of force was used in the report. She also noted that the report includes top lines for overall crime statistics and she thinks it would be good to have demographic data for warnings, arrest, and different types of incidents.

Councilor Rice Hawkins said she was noticing in President Obama's task force considerations from the Policing Commission around 2015-2016, that one of the recommendations that they had for annual reports was workforce demographics (gender, race, different languages spoken within the department), she feels that they would be great things to have included in the future. She also would like to see some of the community service programs listed out in the annual report.

Councilor Rice Hawkins stated that there is a petition that is circulating surrounding school resource officers. She asked the Chief to go over how that roll is done in Concord, and asked him to review how it is set up in terms of the hiring and supervision of that roll, and the specific things that they are tasked with.

Chief Osgood stated that he had just done a statement to the media last week on it, and he would try to locate that statement after the meeting and will forward it to the Advisory Board. He stated that the SRO program has been very successful in the Concord School District and that there has been an SRO there for at least two decades. The SRO's go to classes in order to learn about being a School Resource Officer and that they are in the schools not only as a resource for the students but they are a resource for the faculty and staff as well. There is very little turn over in the position, Officer Mark Hassapes was previously the SRO for over ten years. The department is currently trying to give each SRO position a cap of 4 years. The department would not recommend reducing the SRO, it is a beneficial program for the schools and the department.

Councilor Rice Hawkins asked a follow up question. She asked why the SRO position is under the Investigations Unit versus the Community Services Division.

Chief Osgood stated that when selecting a School Resource Officer the School's Superintendent, the Principal and usually a student are involved in the interviewing process. As far as being under the Youth Services Division, the SRO does a lot of work with Detectives in YSU, and also do a lot of paperwork that may go to court, and for supervision of the SRO's they wanted the Sergeant that is in charge of Youth Services to provide oversight and evaluation of them.

Councilor Pierce moved to accent the reports as given, Councilor Bouchard seconded.

Report was unanimously approved

Concord Fire Department Annual Report

Chief Newbery said there is three parts to the report. The first part is an overview of the call volume for 2019. He noted there was about a 1% decrease in emergency requests; the majority of the decrease was due to fires and explosions being down. Call for EMS Services had a slight increase, and hazardous condition calls were up. False Alarms were down, severe weather and National Disaster responses decreased as well. The significant events for the year were that Chief Andrus retired at the end of December 2019.

Chief Newbery stated that the department did fill a position with the project first program; Jeff Stewart is now the program director. There is progress on the reporting software. He stated that the department purchased the first mechanical ventilator for the ambulances. The department received HIPPA compliance for some of the personnel, and the department can now do a QA, QI process through the billing agency. The new training facility on Old Turnpike Road has been completed; the facility consists of a burn box area. They are able to complete multiple different trainings at the facility. The facility has a garage storage area as well as a classroom area. He also noted that the dispatch renovations were nearly complete. A roster was established for the Fire Captain position.

Chief Newbery stated that the Fire Dispatch Center is the state wide HUB for the Fire Mobilization plan so any requests for assistance that is beyond normal mutual aid is all coordinated through Concord's Dispatch Center. There was one mobilization request last year in which Concord actually provided the support. A UTV vehicle was purchased last year and it was retrofitted for winter use. They have had 6 events that have required that use of that vehicle thus far this year. He stated that last year the department filled 4 vacant paramedic positions, an administrative specialist position, and the department promoted a Battalion Chief, a Lieutenant and a Paramedic Lieutenant. The department maintains a presence on Facebook and Twitter. He spoke about the department participating in Concord High School's CRTC program, members of the department help to teach the EMS, EMT and Emergency Fire Response Program. The department also maintains a relationship with the schools, they teach the second graders fire prevention. They also host an intern from St. Anslem's College. The department complete 2750 hours of training for all members. He gave a summary of the different trainings that members of the department attended.

Chief Newbery said that the department still sees a need for an additional ambulance company. The department currently has three ambulances that are currently staffed 24/7. There is not an ambulance company at the Central Fire Station right now, which causes the department to rely on Mutual Aide when all the ambulances are tied up on other calls. The department has a Facility Assessment Study planned for this year. He stated that the Fire Alarm Traffic Technician will be retiring at the end of the year, and they will have to consider a replacement for them.

Ms. Hargrove would like to know how close the city is to getting another ambulance. Chief Newbery stated that it did not get approved in this year's budget.

Ms. Hargrove asked if there was something that they could do to help.

Chief Newbery stated that the Mayor is aware of the need for an ambulance and has asked the council to try to keep in mind the need for that ambulance.

Councilor Bouchard moved to accept the report, Mr. Carter seconded.

The report was unanimously approved.

Police Departments Use of Force Policy

Councilor Grady Sexton states that she will be asking Chief Osgood eight questions that are relative to the Use of Force Policy, which have been outlined by the "Eight Can't Wait" Campaign. She states that after the discussion she will open the meeting up for public input. Councilor Grady Sexton invites the Chief to give an overview of the policy.

Chief Osgood stated that the department had posted all of the documents, however it appears the links are not working. He said that the department will make sure that the two reports and all of the documents will be available on the website that evening or first thing tomorrow.

Councilor Grady Sexton asks if it is possible to ensure that they are uploaded to the Public Safety Advisory Boards Landing Page on the City of Concord's website.

Chief Osgood said that he sent out a text to see if that's where they can be uploaded.

Councilor Grady Sexton asks: "Are chokeholds and any other strangle holds prohibited under the Concord Police Department's Use of Force Policy?"

Chief Osgood said that the Concord Police Department does not authorize the use of choke holds or strangle holds. A choke hold or strangle hold is defined as the application of any pressure to the throat, the windpipe or neck which prevents or reduces intake of air or oxygen to the brain. He states that they are not taught or trained at the New Hampshire Police Academy and are also not taught or trained at the Concord Police Department as part of an officer's defensive tactics training. He said that the department does not have the word chokehold in the Use of Force Policy because the department does not train in it. He also states that it is being addressed by the Governor's Commission on law enforcement accountability, and is also being addressed nationally. He said that statewide it's being addressed, and he expects that it will be put into law in RSA 627:5 in the coming days.

Councilor Grady Sexton states that she would like to note that the State is entertaining a ban on chokeholds and that is through Legislation, it is House Bill 1645, which the Senate just passed over to the House and the House will be voting on it tomorrow.

Councilor Grady asks: "Are de-escalation techniques required before any use of force under your current policy?"

Chief Osgood states that he wants to follow up on the first question. He states that if it becomes law, the department's policy states that the use of force by department members shall be in accordance with the laws of the United States and the State of New Hampshire, and that it will automatically fit right into that sentence.

Chief Osgood said that de-escalation techniques are found in the Use of Force policy. Police Officers de-escalate situations on a daily basis, multiple times during the day. He said that the policy states that "we recognize and respect the value of human life, and we train our officers to assess each incident on a case by case basis and determine the appropriate de-escalating techniques to resolve all incidents." He said that the policy also talks about exhausting all reasonable means of apprehension, restraint and force before resorting to deadly force.

Councilor Grady Sexton asks: "Is a warning required before shooting firearms or Tasers?"

Chief Osgood said that the policy says yes, whenever feasible, the policy requires a warning before shooting a firearm or a Taser.

Councilor Grady Sexton asks: "Is there a duty on other officers to intervene in cases where officers are not complying with appropriate policies and procedures relative to your Use of Force Policy?"

Chief Osgood answers that the department has a rule called Intervention and it says that police officers are required to intervene when they believe that a gross injustice would result in a failure to act. He said that the Use of Force policy does not have that language. He states that he has consulted with the City Solicitor, Jim Kennedy about potentially adding language to the Use of Force Policy and it would read similar to "an officer has a duty to intervene to prevent or stop the excessive force by another officer when it is safe and reasonable to do so".

Councilor Grady Sexton asks: "Is there a ban on shooting at moving vehicles?"

Chief Osgood answers that the Use of Force Policy on page 2, section C:4 talks about shooting at moving vehicles. "Shooting at a moving vehicle is authorized only when an occupant of a moving vehicle is using or threatening to use deadly force by means other than the vehicle or two, a vehicle is operated in a manner deliberately intended to strike an officer or another person, and all other reasonable means of defense have been exhausted, including moving out of the path of the vehicle, and the safety of the public would not be unduly jeopardized by the officer's action". He said that is in the department's General Order and it is also consistent with the model policy pushed out by International Chiefs of Police Association.

Councilor Grady Sexton asks: "Is there a required use of force continuum?" and asks Chief Osgood to explain what that use of force continuum is.

Chief Osgood said that all of the police officers are trained on the use of force continuum. He then introduces Deputy Chief of Police Steve Smagula and explains that Deputy Chief Smagula was the Professional Development and Training Coordinator for many years.

Deputy Chief Smagula states the Concord Police Department does follow a use of force continuum which covers everything from officer presence all the way up through different tactics such as soft hands, hard hands, the use of OC Spray, Tasers, up to deadly force. He states that every use of force incident is different and requires officers to analyze the situation going on at that time and work through the continuum.

Councilor Grady Sexton asks: "What are the reporting requirements for an officer who has used or threatened to use force"?

Chief Osgood said that in the Use of Force policy, police officers are required to report force if they have created or caused an injury to an individual. He said situations such as discharging a firearm outside of a firing range, deploying a firearm and displaying a firearm for the purpose of compelling compliance, the use of a firearm which results in injury or death to another person, applying force to another person through the use of a non deadly weapon and deploying a conducted energy device from the holster and displaying the device for the purpose of compelling compliance even if the device is not discharged. He states that according to policy whenever an officer encounter situations such as those stated, they are required to fill out a use of force form. The form is then submitted to the on duty Watch Commander (Lieutenant) and then that Lieutenant examines the amount of force that was used in that situation. If they concur with it then the form is sent to the Deputy Chief for review and then sent to the Chief for final review. The department has been doing use of force reporting internally that way for years.

Councilor Grady Sexton opens the lines for public comment. She said that any written remarks can be sent directly to the City Clerk.

Catherine Westwing commented that she is very appreciative of everyone coming together and discussing the issues, as well as allowing for public feedback. She also commented about transparency and accountability. She would like to see the use of force incidence to the annual report. She also noted that some of the language in the Use of Force policy should be clarified a little so that the general public can understand it better. She then asked how legally binding the Use of Force Policy is for an officer, if they were found to have violated that policy? She asked what the repercussions are for that particular officer. She also stated that she noticed on the Annual Report that the demographic data indicated that African American's were 8.4% of arrests, and she estimated that the African American's make up 2.9% of the population of Concord. She said that there are other policies at the city level that are increasing crime rates among certain groups. She would like to know what the City council may be able to do to make sure that the disproportionality is not occurring.

Councilor Hatfield said that she feels that the language in Question #1 is meant to prohibit certain choke holds and strangle holds and asked to the Chief to talk about actively prohibiting something versus just not authorizing it.

Chief Osgood responded that the officers are not trained in it, and if they are not trained in something then they should not be using it. He cited the example of officers that are not trained in using a Taser should not be using one. He also said that the only exception under the law would be that if the officer is facing a situation where the officer or a third party is going to lose their life. He reiterated that the department does not train in it, the police academy does not train in it.

Jessica Livingstone said that she was hoping that more New American's would be able to attend this meeting. She relayed that she works with New American's in the community and that some have relayed that they have

had negative interactions with the police, that they feel that they are being profiled, not being forthcoming. She stated that somebody was unnecessarily pulled over for something and then an officer was waiting at her house when she arrived there. She relayed that many new American's that are here come from other countries where police are corrupt and they have experienced a lot of trauma. She asked how the department follows up when doing the programs with New American's, and how the officers are educated about New American's, and how the whole force is made aware of the New American's and not just the Community Policing Officers.

Chief Osgood stated that the Community Service division was created in 2015 to increase the Community Policing Efforts. He then talked about a program called Blue and You event. He said that there were about 250 people that attended. The department then worked with an organization called New Hampshire Listen's. The organization put on listening sessions in the City of Concord. He said there is a report that came out in March of 2016 detailing some of the conversations that took place. He also stated that the department started to attend the Love your Neighbor events in the parks and that the department then began to hold a Blue and You event in Concord and some of the members from a Change for Concord were involved in that.

Deputy Chief Thomas said that the department started a driver education course for the New American's that were having a difficult time obtaining a NH Driver's License. The department partnered with the State of NH DMV, and the program was partly successful. The program still exists and there is grant that will cover the program that is currently in the works. He said that there are also many misunderstandings with New American's, he cited an example of someone believing that they needed to meet with the Chief, however they had just not paid a parking ticket and got a letter requesting payment, there was no need to meet with the Chief.

Chief Osgood said that members of the department underwent training, "Effective Police Interactions with Youth" that was put on by the State of New Hampshire's Disproportionate Minority Contacts coordinator, Andrew Smith who has since passed away. The department currently has a detective who is a trained instructor in that program.

Councilor Grady Sexton opens up questions from members of the board.

Councilor Bouchard states that there are other cities that have citizen boards in order to have transparency that meet once or twice a month and ask if the Chief would consider having a citizen's oversight board in Concord that would meet once a month or quarterly.

Chief Osgood said that this has been brought up before and that he doesn't mind talking about these issues in a forum such as this one, however he would have to speak with the City Solicitor Kennedy because there is confidential personnel matter things that would need to be talked about. He said that he thinks that the Concord Police Department is a model police department in the State of NH. He said that the policy manual and policies are good and that the department hires only the best. He states that he would be happy to further that conversation off line with the City Solicitor's office.

Councilor Bouchard follows up and asks about the hiring process, and the panel that consists of some citizen members, and asks the Chief to speak about the hiring of an officer, training and the citizen interview process.

Chief Osgood said that as part of the hiring process that there is a member of the community that is involved in the interview panel. He also notes that in the past the department has had a citizen join a panel for oral board for Supervisors. He states that Don Carter, who is in attendance at the meeting, has been a member of the panels in the past. The Chief states that due to COVID-19 the citizen member has been temporarily removed from the process and it is just occurring internally for safety reasons. The hiring process can be lengthy. It involves a prescreening, a written exam, a physical agility exam, an oral board, and extensive polygraph examination that can take anywhere from 2-4 hours. If a candidate is successful in all that then they would move on to an extensive background investigation, the investigator speaks to people they've known throughout their lives and from their past. They are then screened through a psychological exam and are then interviewed by a psychologist, and then undergo drug screening, medical screening and then a final interview with the Chief.

Mr. Carter attests that the people who are applying for these positions are "grilled to the max" and it is a very detailed and effective interview process.

Councilor Grady Sexton asks if there are any other questions from members of the board.

Ms. Brown asks what the policy or plan is for video cameras.

Councilor Grady Sexton clarifies that she is referencing Body Camera's.

Chief Osgood said that the department does not currently have body cameras. He states that he met with command and supervisory staff early in march about them. He said that preliminary research estimates that they would entail a 5 year commitment and that it would run the department about five to six hundred thousand dollars. He said that it can be explored, and that he supports having them.

Councilor Rice Hawkins asked what the public communications policy is if deadly force was to be used?

Chief Osgood said that if an officer is involved in a shooting and the individual dies as a result, the Attorney General's Office and State Police Major Crimes is in charge of that investigation. He said that they handle all of the press releases and communications involving that event.

Councilor Rice Hawkins says that there is a lot the police department is doing well, but she would like to see some policies formalized for sharing where progress is on some of the National calls to action about how we can implement that best policies and strategies. She also notes that some of the conversations that happened in 2018 predated the Presidential Task Forces release of some of the recommendation that they made. She said that it was great the Use of Force policy was added to the website and that was one of the recommendations that the task force had made. She would like the committee to think about that and asked if the Chief had a chance to look through that document more within the department.

Chief Osgood said that he went over the 21st century policing report in a recent staff meeting. He said that they went through each of the six pillars and had a good discussion about what the department was doing well and what needed improvements. He mentioned that they would be revisiting that at the next staff meeting, which was coming up. He said that the Governor's Commission is talking about accreditation. He said that CPD is not an accredited law enforcement agency. He said that the policies in place meet accreditation standards however one of the problems is the building and that we would need to invest a lot of money into

the building to meet those standards. He also talked about a software program that would help to streamline the policies, offer video's, quizzes etc., and that software would be needed for accreditation. He said that it was put in the budget this year however it was not approved.

Ms. Hargrove commented that perhaps some of these questions will be answered by the Governor's Commission and that she is sure that other communities have the same questions.

Councilor Grady Sexton opens that chatbox and reads the statements or questions into the record so they are reflected in the minutes.

Stephen asks if there are any prerequisites that police officers have to meet around cultural awareness, implicit bias or anything else before becoming a police officer?

Anonymous Attendee states "it is not benefits students of color and feel threatened by an armed person roaming the halls who on several occasions have unfairly penalized students of color versus white students.

Councilor Grady Sexton states that the comment was left about an hour ago so she thinks that may be relative to school resource officers.

Anonymous Attendee asks why Use of Force forms are excluded from the arrest incident report package. They state that they are not personnel events they are witness statements pertaining to interaction between police and the public and as such the public has a valid vested interest in their comment.

Anonymous Attendee states that in regards to escalation of force, the policy only says that officers should use the method that will best de-escalate the incident and bring it under control. Why is the policy not phrased to require the minimum method, technique weapon effective, rather than such a highly subjective term as best?

Stephen asks to specify as to why or when a police officer would shoot without warning and asks if that policy could be tightened to further prevent shooting without warning?

Katrina says that deadly force is defined as "any use of force that is likely to cause death or serious bodily injury", while non deadly force is defined as anything that isn't deadly force. Nationally, sock rounds, AKA bean bags, expandable batons, k-9 deployment and Tasers all may and frequently do cause serious bodily injury and even death yet the report lists them under non-deadly force weapons method. This seems to muddy the waters with regard to what is or isn't a course of action that can cause bodily injury or death.

Chief Osgood states that he has looked at other policies and some have similar language as to how they define what non deadly force is. The Chief said that anything can be used as a deadly weapon. He gave the example that if you strike somebody in the head with a baton it could be a deadly weapon. He said that police officers are trained in the proper use and the proper techniques. He said that the same thing with a Taser, a Taser is a non deadly weapon, it is less lethal than a firearm, but if it's used inappropriately it could create a death resulting. He notes that it's all in the training. He said that the department undergoes a use of force training every year which is required to by the State Police Academy. He said that it is a four hour training program on use of force and that within that training by certified instructors, they talk about the use of force continuum and de-escalating and how it could be necessary that you go right from getting out of your car to having to discharge a firearm. He said that videos are watched and critiqued, and that officers have gone through

simulator training. He said that the department applies a hard standard of training within the use of force and firearms program.

Chief Osgood states that as far as the Use of Force forms that the officers fill out, they are not part of the arrest report. He said it's a summary document and it's an early warning system. He said that all the information is logged into a computer. He said that we have internal statistics on keep track of how many Use of force occasions or incidents that occur in a particular year. He said that it is broken down to whether or not a firearm was used, a Taser was used, or it was physical. He said that even with a Taser it's broken down to was it just displayed, was it used and if it was used how it was used. He said that an internal review is then done with the Command Staff each year.

Councilor Grady Sexton asks if there would be any objections to moving items 7, 8 and 9 to the next meeting's agenda.

Councilor Pierce motions to move items 7, 8 and 9 to next month's agenda.

Councilor Bouchard seconds the motion.

Councilor Grady Sexton said she is not sure if a motion is needed and that they can just go ahead and move those items over.

Councilor Pierce motions to adjourn.

Councilor Bouchard seconds the motion.

Councilor Rice Hawkins said that she wanted to follow up that she would really like the committee to look at the 21st Century Policing recommendations in the next meeting or in a scheduled meeting. She said that there has been a lot of good conversation and information but she thinks that the trust of the public needs to be strengthened and that there is a need to highlight the things are we are doing well and to give a little more thought into that conversation.

Chief Osgood said that the reports have been uploaded to the Public Safety Board landing page on the City's website under agenda's.

Councilor Pierce suspends his motion to adjourn

Councilor Bouchard seconded.

Councilor Rice Hawkins motions to do a review of the 21st Century Policing Task Force recommendations at the upcoming meeting and identify opportunities to implement or advertise the policies that are appropriate for Concord.

Councilor Bouchard seconded.

Motion is unanimously approved.

Councilor Pierce reinstates his motion to adjourn.

Councilor Bouchard seconds the motion.

Motion to adjourn is unanimously approved.

The meeting is adjourned at 4:45 p.m.