

## PSAB Meeting Minutes

7/26/2021

**PSAB members present:** Councilor Candace Bouchard, Councilor Erle Pierce, Councilor Amanda Grady Sexton, Donald Carter, Lisa Brown, Steven Edwards, Carol Hargrove were physically present at the City of Concord council chambers with Councilor Zandra Rice Hawkins who phoned into the meeting.

Opening remarks were made by Councilor Grady Sexton and then Councilor Bouchard made a motion to accept the minutes from the last PSAB meeting. The motion was seconded by Councilor Pierce and the minutes were approved in a unanimous vote.

The group discussed the impact of the homelessness issue within the City of Concord. Included in the conversation was Police Chief Bradley C. Osgood, Deputy Chief John Thomas, Deputy Chief Gregory Taylor and Deputy Chief Steven Smagula. The group talked about the demands as well as the costs associated with responding to policing issues related to homelessness.

Chief Osgood spoke about the limitations with the police departments computerized records management system regarding the tracking of time spent dealing with homelessness related issues. Steven Edwards questioned how or if the police department was able to account for all the time and resources spent on dealing with the homeless.

Chief Osgood responded by explaining that the police department does not have a call code specifically marked as “homeless” and that he would have to consult with his staff to brainstorm methods to comb through approximately 50,000 annual calls for service to better determine if there was a way to capture the information requested by Mr. Edwards.

### **New Business:**

Chief Osgood provided a CALEA update. The new information provided pertained to an advancement from the New Hampshire Police Standards and Training Council (NHPSTC) who were looking into establishing a state certification which would be similar to CALEA. The state certification would mirror CALEA and would be rooted in best practices, model policy's and procedures. This is similar to CALEA certification however CALEA has standards which relates specifically to facilities. The state certification would be silent to facility requirements.

Currently, the Concord Police Department is not CALEA certified due to the limitations of the structure of the police department. Chief Osgood mentioned that the police department has sound policy's and procedures but one of the limiting factors in achieving CALEA certification would be the limitations of the police department's building.

Chief Osgood mentioned that he has received a final report from H.L. Turner who had been contracted to conduct a facility assessment of the police department. The Chief stated that the report highlighted many safety issues with the layout of the police department but that he had not shared the report with the City Manager yet.

Chief Osgood then provided an in depth briefing on the LEACT updates to the PSAB members. Chief Osgood systematically went through the LEACT Dashboard and briefed the board on the status of each item which pertained to Municipal law enforcement agencies. The board members were given comprehensive information related to the police department's work to train officers in implicit bias, de-escalation, cultural issues and ethics.

Currently, the New Hampshire Police Academy is looking to increase in-service required training hours for police officers to 24 hours annually by January 1, 2024. Currently, the Concord Police Department is exceeding that benchmark by having a minimum of (4) 8-hour training days for each police officer every year. The Chief stated that in many cases, his officers have many more training hours than the minimum required amount.

The Chief and his Command Staff have attended a day and a half of training specific to Fair and Impartial Policing. The Chief stated that the department is actively researching ABLE training which stands for Active Bystandership Law Enforcement training. New Hampshire has added this course to the PSTC curriculum making New Hampshire the first state to do so as a state-wide initiative in the country.

Councilor Grady Sexton questioned the Chief regarding item 21 on the LEACT Dashboard which encourages all law enforcement agencies in New Hampshire to use body and/or dash cameras. Chief Osgood stated that the Concord Police Department has completed a trial and evaluation of body cameras with BodyWorn by Utility. The Chief Osgood stated that the department submitted a request for funding as part of the city's Capital Improvement Project. The Chief estimated that the cost to implement the body cameras into the department would be approximately 1.5-2 million dollars spread out over the course of 5 years.

Chief Osgood spoke about the agency's commitment to community policing. He stated that in early 2020, the police department adopted the International Association of Chiefs of Police (IACP) definition of community policing and that currently he has 3 fulltime police officers dedicated to community

policing. The Chief stated that each patrol officer is involved in community projects throughout the year. The Chief mentioned that the department is moving forward with National Night Out, it was suspended in 2020 due to COVID-19 regulations. The Chief spoke about additional larger community policing initiatives such as the New Hampshire Blue and You, the Mirror Project and the police department's long-standing relationship with the Concord Boys and Girls Club. The Chief spoke about the department's efforts to get the information out using social media. The police department is using the City's Public Information Officer for items like press releases and public safety announcements.

The Chief addressed the Police Department's efforts to recruit diverse law enforcement candidates. The Chief indicated that of the department's 88 sworn police officers, 5 were listed as non-white, 3 were listed as black, 1 was listed as Asian and 1 was listed as 2 or more races. The Chief spoke that recently we have attracted officers from many surrounding states to include Massachusetts, Maryland, New York, Connecticut and Arizona. The Chief was asked about women in law enforcement and that the Concord Police Department currently has 15 women working as police officers. The Chief commented that women made up approximately 17% of the agency while the national average for similar sized police departments was 10.9%.

Councilor Rice Hawkins questioned Chief Osgood about Riverbend's Mobile Crisis Unit (MCU) program regarding how the unit was deployed. The Chief indicated that the MCU could be deployed with or without police involvement and that each event was situationally dependent. Councilor Rice Hawkins had a follow-up question regarding Riverbend's contracts and MOU's and the Chief indicated that he would follow up with Lisa Madden who is the Director of Riverbend.

After Chief Osgood was finished speaking about the LEACT Dashboard items, Councilor Bouchard spoke about the Harm Reduction initiative within the City of Concord NH. Councilor Bouchard asked the PSAB for guidance regarding looking into limiting where hypodermic needle exchanges could take place within the city. The concern from the board was that needle exchanges could potentially take place on city property without the existence of a city ordinance limiting such activity. The PSAB unanimously agreed to send a recommendation to the City Council to look at this issue closer and to involve the City Solicitor's Office. The PSAB board would ask the City Clerk to write the recommendation for the PSAB.

Donald Carter then made the motion to adjourn the PSAB meeting. Nothing further.

