



RYE POLICE DEPARTMENT

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To: Rye Select Board
From: Chief Kevin Walsh *kw*
Date: October 4, 2023
Re: Police Department 2024 Budget Request

Staffing: Law Enforcement in New Hampshire's biggest challenge is staffing. Recruiting qualified people for a law enforcement career and retaining police employees is an ongoing process. Seacoast police departments are below average on staffing. Some seacoast departments are running 12-hour shifts to ensure the town has police coverage. Deputy Chief Blaisdell and I have been active in retention conversations with Rye officers. Several of the officers have been approached by officers and police Chiefs from other departments trying to take them offering higher salaries and/or special assignments. Rye police department was down two full-time officers for approximately two years. As of July 2023, all the positions are filled. Rye police department has a healthy work environment.

Community Complaints: Speed and traffic volume have become a regular concern for many residents. Rye officers work with neighborhood groups, other town departments, and the NH Highway Safety office. The Rye driver compliance plan remains an ongoing process. As a result of meetings, with the assistance of the DPW updating signs, changing the road lines width from 12 feet to 10 feet wide, widening the pedestrian/bike area, analyzing traffic data collected from a traffic counter device for strategic directed patrols in neighborhoods, adding patrols each week funded with NH Highway Safety funds have improved poor driving behavior in Rye. The traffic data analysis has shown motor vehicle traffic has slowed down in Rye neighborhoods, and traffic accident reports have reduced over the last five years.

Changing Police Reporting System: Rye police have been using the same police reporting system for 23 years. The current system in the next 5 to 10 years will become obsolete due to the system being DOS-based. In 5 to 10 years, the software company will stop providing security and update support.

Rye police and fire departments use the Rockingham County Dispatch Center for dispatch services. Keeping in line with communications, the Rye Police and Rockingham County Dispatch Center have the same reporting system, Tri-Tech/IMC report software. The reporting system allows Rye to electronically communicate and share police reports with approximately 28 NH police agencies and send all accident reports and motor vehicle tickets electronically to the State of NH DMV. The current reporting software allows Rye to send all court complaints to superior and district courts electronically.

Rockingham County Sheriff's Department and dispatch center are moving towards switching the police report system to a company called Central Square. It is safe to say future Select Boards and police chiefs will not leave Rockingham Sheriff dispatch center for dispatch services in the next 30 years. Any other dispatch center would charge the Town of Rye significant annual fees to provide the dispatch service.

To change reporting systems with Rock dispatch center Rye has to change two things. First the current police report system is housed at the Rye police department on a server. The first step is to allow the Rockingham Sheriff's Department to host all Rye police reports on a Rockingham County Sheriff computer server. Migrating 23 years of police reports has a cost. Migrating now, Rye is being offered a substantial lower cost. Migrating the 23 years of Rye reports to a Rockingham County server before the current report system is quoted at \$20,352.50. This is a one-time cost. In December 2024, the Rockingham Country dispatch center is scheduled to migrate all twenty-eight police agencies' Tri-Tech IMC reports to the new computer company, Central Square. This process allows Rye reports to be part of the Rockingham Sheriff quote for migration to the new report system, Central Square. I am including the quotes for Rye migration and then the quote for annual cost estimates for the next five years for annual fees.

I have several concerns about changing Rye police reports to be stored with Rockingham County Sheriff Department oversight however, the discussion should be done in a non-public meeting.

State Accreditation: The Select Board has set a goal for the police department to achieve state accreditation standards. Accreditation is a self-initiated process where police operate within a specific set of state and nationally recognized standards and best practices. By providing transparency and accountability, accreditation improves community relations and increases law enforcement professionalism. We are completing an in-house review and revision of guidelines to meet accreditation standards and prepare for a mock on-site assessment. Lieutenant Cote is reviewing and planning the administrative requirements for the reviews. There are some annual costs, membership fees, and dues to be part of the state accreditation process.

Bulk Evidence/Property Storage: Part of accreditation standard the police department improve the bulk storage location. Large property, recovered bicycles as an example are stored inside sallyport. Evidence officers reviewed how other accredited departments store and manage larger items. Costs for a storage location to be constructed is estimated \$7,000.00 to \$8,000.00 for bulk evidence cages. Evidence officer and the Highway building and grounds department are readjusting the sallyport with some minor changes. The employees estimate it may cost \$1,500.00 in materials. Both employees feel the changes will meet accreditation standards.

Body Camara Program: Rye officers started using the Axon body cameras in June of 2023. Lt Cote and Deputy Chief Blaisdell provided training using department policy and Axon recommendations on how the hardware works. Oversight, Lt Cote, and Sgt. Fuglestad perform the reviews and answers right-to-know requests following best practices and department policy.

School Resource Officer Duties: Officer Harrington has started to integrate into both schools. So far, the reception has been appreciated. Rye police continue to work with staff, students, school officials, and parents to improve school security habits. Some of the gaps reported prior have improved, however, reinforcement of best practices continues to be strengthened.

As we move forward, your police officers continue to be dedicated to making our stakeholder partnerships even stronger and remain committed to being transparent via our department statistics, policies and procedures, and public records through our social media and websites. The police department continues to enhance our training, remain current in today's best practices in law enforcement and focus on the challenges ahead.

Thank you for your continued support.

Cc: Town Administrator Matt Scruton
Assistant Town Administrator Becky Bergeron

2024 Police Budget

01-4210-15-402 Overtime

Overtime is used for investigations, court, ALS hearings at DMV, highway safety grants, town sponsored events, fill shift vacancies due to officers' retirement or resigning. Some town sponsored events, Critical Incident Training (CRAZE) put on for Rye schools and Star Island every year, Webster at Rye, Benchmark care and other businesses and churches in Rye, Rye 400 events.

Average hours over 4 years

2018 year 580 hours, monthly average \$2,119.00

2019 year 575 hours, monthly average \$2,296.00

2020 year 335 hours, monthly average \$1,197.00 (COVID YEAR)

2021 year 608 hours, monthly average \$2,455.00

2022 year 794 hours, monthly average \$ 2,692.72

The staffing has 4 officers who are senior and higher on pay scale and 2 officers are at mid-point on pay scale due to longevity with town. The increase in hours for the years 2021 and 2022 are the Highway Safety grant shifts. Highway Safety grants reimburse the town for shifts worked. For the year 2023 Highway Safety increased the funding by \$9,400.00 to \$12,600.00 grant funds. Hours each month has increased due to citizens request for more motor vehicle enforcement. The grant does not cover, cruiser gas, court, and ALS hearing overtime.

\$30,000.00 to \$34,000.00 an increase of \$4,000.00. First increase in 10 years.

014210-15-415 Training Wages

NH Police Standards Training Council and the Governor Sununu's L.E.A.C.T. Law Enforcement Accountability Community Transparency commission recommendations is increasing training hours for each NH police officer.

2024 year 7 hours of implicit bias, de-escalation, ethics, and mental health. 3 hours of specialized training to complete 10 hours mandated training. Plus, 8 hours professional development plus the 8 hours use of force and firearms qualifications. Total hours 26 hours annually each police officer.

Some of the requirements have been offset by police on-line training which can be on while officer is on shift. To continue with the succession plan of younger officers and to meet accreditation standards set by State of NH accreditation I am asking to increase this line item.

\$10,000.00 increase to \$13,000.00 for increased required training hours

01-4210-15-443 Department Head- Expense

Annual dues for memberships, FBI LEEDA \$50.00, International Association Chief of Police \$200.00, NH Chiefs of Police Association dues \$200.00. Police Administrative Assistant Association is \$125.00, and the annual conference is an overnight stay averages \$400.00. 2024 Accreditation memberships, (NNEPAC) New England Police Accreditation Council annual membership fee \$75.00, N.H. State accreditation fee \$250.00, annual training fee \$550.00.

\$900.00 to \$1,850.00 an increase of \$950.00 for fee increases and accreditation annual dues and training associated with maintaining state accreditation status.

01-4210-15-679 Equipment Purchases

The following are some items listed in this line item.

Ammunition, evidence Bags, targets for shooting range, cell phone hardware. Ammunition costs, there are 3 types, rifle ammunition, duty ammunition, frangible ammunition. Frangible must be used at PSTC for firearms instructor recertification. Staff are staggering orders and planning how to use inventory to keep a specific amount of ammunition and stay within budget boundaries as prices increase. Each year police department prioritize which equipment is in line to purchase or replacement. In 2024 department will need to replace (3) tasers, \$1,400.00 each.

- Ammunition costs approximately \$750.00 1,000 rounds, rifle \$440.00 1000 rounds.
- Supplies, example post cards for fraud awareness program.
- Taser cartridges ect. Training, on average \$1050.00 per year. Train once a year, each officer (15) officers discharges (2) cartridges each officer. (1) battery per year \$104.00, automatic shut off feature.
- Portable battery replacement approximately \$119.00. Average one a year.
- Pedestrian cross walk signs, \$440.00 (1) signs replaced a year on average, 10 signs at cross walks.
- 3 Tasers, \$1,400.00 each, \$4200.00 (3), batteries \$104.00 (3) \$312.00. total \$4,512.00.

\$5,000.00 to \$9,512.00, adding 3 tasers, taser batteries with new tasers.

Encumbrance

01-2410-15-679 Equipment Purchase Body Camera 5-year agreement (Prior year Encumbrances)

- \$68,0007.15 (5) years
- Year 2023 Axon invoice \$13,601.43
- NH body cam grant reimbursed to Town of Rye \$6,746.72
- Total cost 2023 year to Town of Rye after grant reimbursement \$6,854.71
- Year 2024 Axon invoice approximately \$10,881.15
- NH body cam grant reimbursement approximately to Town of Rye \$5,354.17
- Approximate total cost 2024-year Town of Rye after grant reimbursement \$5,526.97

\$10,881.15 total 2024

01-4210-15-478 Equipment Contracts

In 2017 the department stated an electronic scheduling system called Zoomshift. Copier/fax machine, police radio maintenance agreement, water system for employees, NESPIN (New England State Police Information Network), TLO (internet research data base), annually radar re-certification. The following are some items listed in this line item.

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- Zoomshift \$684.00 17 users
- 2-Way radio agreement, \$44.00 per month for 15 portable radios, 5 cruiser radios, two radio console. \$528.00
- NESPIN \$100.00 per year.
- TLO average \$75.00 per month verse \$50.00 a month last year. Varies depending on month, average \$900.00 per year.
- Copier 180.00 per month
- W.B. Mason water and cooler \$1,500.00 per year

\$5,072.00 to \$5,874.00 increase in vendor costs.

01-4210-15-490 Equipment Maintenance,

The following are some items listed in this line item.

- Calibration of (6) radar units on average \$405.00
- Repair of portable and cruiser radios not covered on maintenance agreement
- Fire extinguishers at PD and cruisers
- Message board control panel repair
- School Zone light repairs \$750.00 average cost
- Portable breath machines, air canister, mouth pieces

\$2,000.00 same as last year

01-420-15-432 Uniforms, the following are some items listed in this line item.

- Short Sleeve Shirt \$89.00 each
- Long Sleeve Shirt \$95.50 each
- Uniform pants \$150.00 increased to \$159.50 each
- Polo shirt \$85.00 increased to \$90.00 each
- Boots \$192.00
- Body vest safety equipment \$895.00 increased to \$950.00, researching current vest no longer made
- Turtle neck shirt \$42.00
- Jacket \$160.00

Per union agreement each employee \$500.00 per year, 10 full time, 5 part time, covers animal control officer uniforms.

\$10,000.00 same as last year

01-4102-15-436 Training Expenses,

the following are some items listed in this line item. The cost of training from outside vendors has increased from \$350.00/\$500.00 to \$750.00 per class average.

The following is Rye police coordinating with Governor Sununu's NH Commission of Law Enforcement, accountability, community, and transparency recommendations.

Guardian tracking software. The responsibility to manage employees job performance, positive and where improvements are needed immediately. This assist employees and supervisors with immediate feedback from both employees. The system is an early warning system. If there is a pattern of behavior the Chief of Police, Deputy Chief, Training Coordinator, Sergeant gets a notification. Example use of firearms or use of force; automatic e-mails are sent to command staff for review prior to our 6-month reviews.

The following are some items listed in this line item.

- Guardian Tracking, performance tracking software is increasing from \$979.04
- Police One online training is increasing from \$1,290.00 to \$1,144.68.
- Average training course are between \$500 to \$750.00 depending on vendor.
- Axon Taser Instructor \$450.00 annually

\$9,000.00 same as last year.

01-420-15-637 Tires

The police department has 5 cruisers, 4 marked 1 unmarked. Police also maintain the town vehicle used for Animal Control, Parking in poor weather, bored by various other departments, 6 vehicles total.

- In 2020 (4) spring tires cost \$653.88, 4 snows tire \$653.88, includes mounting and balancing.
- In 2021 (4) all season tires \$684.00, includes mounting and balancing.
- In 2021 (4) all season tires \$686.00, includes mounting and balancing.
- In 2022 pre-brought snow tires, \$150.22 a tire. Did this due to supply and demand.
- In 2021 pre-bought all season tires for ACO vehicle \$625.00 Did this due to supply and demand.

Average 2 set of tires each vehicle annually per calendar year. Animal Control vehicle, 5 cruisers.

\$4,600.00 same as last year, based on inventory try to cover cost increases for 2023

01-4210-15-639 Vehicle Repairs

Cost of parts for vehicle has increased. Cost for labor has increased at dealerships. Town mechanic is now limited what he can repair based on technology of newer vehicles. Older cruisers turned over to other town departments, general maintenance must be done to ensure the vehicle is in good working order. Rye Highway Director states cost of parts up, order supply issues to get parts, labor has increased to include adding rust removal charge before labor hours start. This account has not been increased in 4 years. Requesting \$2,000.00 increase to cover inflation. Last 4 years totals 100 to 400 over budget requests. This includes 5 police cruisers and the ACO vehicle.

\$6,000.00 to \$8,000.00 a \$2,000.00 increase due to labor and parts/inflation

01-4210-15-550 Printing

The following are some items listed in this line item.

In 2019 the department started subscribing Lexis Nexis, instead of purchasing law books which are outdated at end of each calendar year Lexis Nexis offers a subscription. This allows officers to access criminal and motor vehicle laws instantly on any cell phone, computer from any location. As case law is approved by a court Lexis Nexis is updated automatically. This includes any law changes the NH Legislation makes.

Example labor law postings, trespass notices for criminal investigations, town ordinance summons books.

The following are some items listed in this line item.

- Lexis Nexis 3 subscriptions \$86.00
- Town ordinance ticket books \$340.00

\$1,340.00 same as last year

01-4210-15-474 Software Licenses

In 2019 the police department started using a web-based policy software system called Power DMS. Power DMS is a system that matches with the recommendations Governor Sununu's NH Commission of Law Enforcement, accountability, community, and transparency recommendations. Also, Central Square reporting software also meets the recommendation standards. I requested an add on to the Power DMS to document lesson plans, and logging officers training. This has been done but in multiple locations. Power DMS is approved by the IACP and meets CALEA national standards.

The following are some items listed in this line item.

- Power DMS 2023 \$4,174.00 (increase \$202.69) \$4,376.69, plus \$550.00 standards for NH accreditation, **\$4,926.69**
- GEO Teams computer software, split between EMD and Fire **\$2,000.00**
- CAI Tech. Arcgis on line property addresses and property lines. **\$500.00**
- Central Square police reporting software \$11,920.26 (increase \$1,192.03) to **\$13,112.29**
- City of Portsmouth Cross Agency fee **\$244.80**

\$18,146.99 to \$20,783.78 a \$2,636.79 increase, user fees and vendor increase, and new NH accreditation requirements.

01-420-15-474 Software Licenses **(REQUEST)**

Budget narrative reference on police reporting software vendor change.

If agreed by Select Board, \$13,112.29 would come out of above request for Central Square police reporting software annual fees and replace with the following request.

- January 2024 one-time fee of \$20,352.50 to migrate all Rye police reports to Rockingham County Sheriff server. Change Rye police dispatch operating system to Rockingham dispatch.
- December 2024 starts a 5-year annual agreement fee of \$6,477.00 with Central Square through Rockingham County Sheriff Department. After 5 years Rockingham Sheriff department negotiates the future annual fees.

\$26,829.50 add to \$7,671.49 for other software annual costs. Total \$35,500.99

01-4210-15-430 Background Checks

Vendors have indicated no cost for the year 2021

The following are some items listed in this line item.

- Polygraph \$300.00 to **\$325.00**
- Psychological \$750.00 to **\$875.00**

\$1050.00 increase to \$1,200.00

01-4210-15-431 Physical/Drug tests

Vendor have indicated no cost increase for the year 2022.

The following are some items listed in this line item.

- Lab tests \$105.00
- Physical tests \$894.00

\$1,000.00 same as last year

01-4210-15-452 Telephone

Varies on vendor invoicing

In August 2020 Rye police following with the Governor Sununu's NH Commission of Law Enforcement, accountability, community, and transparency recommendations had AT&T install vehicle fleet tracking. This system shows location and records the location of the 3 main line cruisers. The system also tracks every time the cruiser lights, siren and rifle rack are activated. The system allows officers and supervisors to track trends of patrol patterns. The recent purchase of the Jamar radar vehicle counter, and merging the information from the Fleet complete to ensure officers are at pre-determined target locations for poor vehicle behavior.

- Verizon cell phones
- Consolidated Land line,
- AT&T Cruiser Automatic Vehicle Locator

\$10,000.00 same as last year

01-4210-15-454 Legal

Attorney Hope Flynn, reviews motor vehicle and criminal court investigations. Prepares them for trial or defense attorney negotiations. Attorney Flynn reviews felony criminal investigations, search, and arrest warrants. Assist officers with witness and suspect interviews and presenting a criminal investigation to a grand jury. The most recent Attorney Flynn prepared officers and civilian witnesses, answered approximately 10 motions, 2 trials on citizen complaints with a quality of life/safety concerns by Rye citizens. Both court convictions are on appeal and Attorney Flynn will answer the court based on motions filed by defendant, still pending. Right to know requests have been complicated and lengthy. Attorney Flynn reviews requests to ensure information leaving is not in violation and if denied the legal merit to deny the right to know request. Attorney Flynn appeared in court and reviewed approximately 180 cases so far for the year 2023.

\$24,679.35 to \$25,557.00 a \$877.65 increase

01-4210-15-417 Special Wages

The patrol schedule 10-hour shifts. Part time officers work Saturday and Sunday each week during dayshift. This allows a full-time officer to have Monday Through Friday schedule. Part time officers do replace full time officers when full timer is on leave time, however a full-time officer is always working with the part time officer. Officer Harrington in both Rye schools approximately 4 hours a week. Cola 3.75%

\$30,139.20 to \$35,275.00 a \$ increase \$5,135.80

01-421-15-625 Postage

The increase of right to know requests, 210 motions from defense attorneys.

\$600.00 same as last year