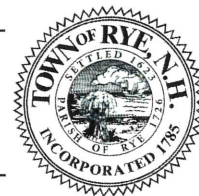




# RYE POLICE DEPARTMENT

555 Washington Road Rye, New Hampshire 03870



Kevin Walsh  
Chief of Police  
www.ryepolice.us

Non-Emergency: (603) 964-5522  
Business: (603) 964-7450  
Fax: (603) 964-7458

To: Rye Select Board  
From: Chief Kevin Walsh  
Date: October 4, 2024  
Re: Police Department 2025 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 and contracting Rockingham County Sheriff Department. 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 and medical benefits. On 10/01/2024 WMUR interviewed Nashua police chief about retention and staffing shortages. Nashua out of 162 officer capacity has 22 open positions, Manchester 271 officer Capacity has 24 open positions, Rochester 65 officer capacity has 11 openings, State police 360 officer capacity has 64 open positions, North Hampton police 13 officer capacity 6 openings for last 2 years. As of October 1, 2024, Rye police are full staffed. Nashua Chief has interviewed employees resigning the following are some of the reasons. The current climate against police officers, change in the retirement system, an employee makes more money working no nights, weekends, or holidays are the top 3 reasons police officers resign prior to completing a 25-year career.

To help with keeping staff healthy the town offers physical exams each year. The police/fire are also offering Wellness Consultation. Both programs are voluntary and offered to all police/fire employees. The goal is retention and help employees review general self-care strategies and health habits.

- Review of general self-care strategies and healthy habits
- Confidential opportunity to explore personal concerns or questions
- Connection/referral to relevant resources
- Rapport building in anticipation of possible future need

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. Majority of traffic crashes being reported are not speed related, failure to yield, distracted driving.

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. Currently, we are negotiating with the Rockingham County Sheriff Department. The Sheriff administration has claimed if Rye does not use the new reporting system the Sheriff will either charge Rye police for dispatch service or last the administration said they will stop dispatch services to the police department. There is no more negotiating either we do what

the Sheriff department says, or our dispatch service will be discontinued. I estimate \$50,000.00 to \$100,000.00 annually if Rye police request another town or city for police dispatch services. This is not an option. Therefore, the cost and efficiency are questionable in police reports in the future. Articles 06/16/2023 and 07/07/2013.

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.

**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. The current costs for the 5-year body cam program have been covered by 2 grants. NH Homeland Security \$27,482.00 and Lt. Cote researched and applied through Congressman Papas's office. In September of 2024 the Town of Rye was awarded \$40,804.29 to cover the costs for 5-year BMC program \$68,007.15.

**School Resource Officer Duties:** Officer Harrington has integrated into both schools and is starting to do the same at Rye Country Day School and William Bridge Academy (Formerly Learning Skills Academy). 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. Review of all school's emergency plans that are due to State of NH.

**Highlights of the year 2024:** Assisting NH AG office with search warrant at a home in Rye.

- Burglary of jewelry 2 homes value over \$250,000.00. The investigation took 6 months.
- Sexual assault adult vs juvenile on the beach
- Two dog town ordinances that are currently being appealed to the NH Supreme Court based
- Assisted NH State Police recovering body from ocean.
- Indecent exposure investigation at the beach
- Driving While Intoxicated arrests, driver drag by his own car, moped drove into parked car, vehicle crashed into 2 other vehicles and drove off from accident scene.
- Fraud investigations, checks cashed multiple times, multiple people reporting scams by phone, online bank accounts.
- Neighbor disputes have increase.
- Domestic disagreements, child custody issues, DCYF sending reports of child and elderly adult investigations.

**LAST YEAR 2024** Talk about unknown future for software  
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**

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

## 2025 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

2023 year 836 hours, monthly average \$ 3,342.00

2024 Oct year 469 hours, monthly average 9 months \$3,342.00

The staffing has 5 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 2023 and 2024 are the Highway Safety grant shifts. Highway Safety grants reimburse the town for shifts worked. For the year 2023/2024 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.

**\$34,000.00** Same as last year

### 014210-15-415 Training Wages

NH Police Standards Training Council and Governor Sununu's L.E.A.C.T. Law Enforcement Accountability Community Transparency Commission mandates increased training hours for each NH police officer.

In 2025, officers must complete 7 hours of implicit bias, de-escalation, ethics, and mental health. They must complete an additional 14 hours of professional development, totaling 24 hours. These hours are exclusive of the already mandated firearms and CPR/First Aid. State Accreditation, which Rye Police is pursuing, also requires annual recertification in various areas, including domestic violence training and agency policies/procedures. This amounts to approximately 24 additional in-house training hours. Some of the requirements have been offset by police on-line training which can be done while the 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.

**\$13,000.00** Same as last year

### 01-4210-15-443 Department Head- Expense

Annual dues for memberships, FBILEEDA \$50.00, International Association Chief of Police \$200.00, NH Chiefs of Police Association dues \$200.00. Police Administrative Assistant Association is \$125.00, IACP Chief membership \$190.00, and the annual conference is an overnight stay averages \$440.00. 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.

**\$1,850.00 fee increases and accreditation annual dues and training associated with maintaining state accreditation status. Same as last year**

#### 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 for 1000 rounds. Current price \$396.00 1000 9mm and \$240.00 500 .223 rounds
- Supplies, example post cards for fraud awareness program.
- Taser cartridges ect. Training, on average \$1,299.00 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.
- 1 Taser, \$1,400.00, battery \$104.00 total \$1,504.00.
- 4,999.00 new cruiser radio for 6<sup>th</sup> cruiser.

**\$9,512.00, adding 1 tasers, taser battery with new taser.**

#### **Body Worn Camera Program until 2027 year**

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

- \$68,0007.15 (5) years
- Year 2023 and 2024 Axon invoice \$13,601.43
- NH body cam grant reimbursed to Town of Rye \$27,482.00 total for years 2023 and 2024
- Total reimbursement Federal grant 2024 year to Town of Rye after grant reimbursement \$40,804.79

**Total 2024 \$68,007.15, State Grant \$ 27,482.00, Federal grant \$40,804.79**

#### 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.

The following are some items listed in this line item.

- 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 x 12 months \$2,160.00 per month
- W.B. Mason water and cooler \$1,500.00 per year

**\$5,874.00 same as last year.**

01-4210-15-490 Equipment Maintenance,

The following are some items listed in this line item.

- Calibration of (6) radar units on average \$504.00
- Repair of portable and cruiser radios not covered on maintenance agreement (2024 repair was \$604.00 1. Portable radio)
- Fire extinguishers at PD and cruisers
- Message board control panel
- School Zone light repairs \$750.00 average cost, Do need to replace, need a plan
- 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 \$159.50 each
- Polo shirt \$90.00 each
- Boots \$192.00
- Body vest safety equipment \$895.00 increased to \$950.00, researching current vest no longer made
- Turtleneck 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 \$1,144.68 to \$1,179.00 up \$34.32
- Average training course are between \$500 to \$750.00 depending on vendor.
- Axon Taser Instructor \$450.00 annually
- Indoor range at Sig Suare \$1,125.00 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.
- In 2024 all season tires, \$146.00 per tire, install \$33.99 per tire, alignment \$114.99, total per tire \$179.99.

Total vehicles in fleet, Animal Control/parking vehicle, 6 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 6 police cruisers and the ACO/parking vehicle.

**\$8,000.00 same as last year**

#### 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 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 request 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 2024 \$5,291.00 (increase \$500.00) \$5,821.00 this includes \$550.00 standards for NH accreditation, **\$5,821.00**
- GEO Teams computer software, split between EMD and Fire **\$2,000.00**
- CAI Tech. Arcgis online property addresses and property lines. **\$500.00**
- Central Square police reporting software **\$13,964.59** 2025 rate in 2024 \$13,112.29 increase of **\$852.21**
- City of Portsmouth Cross Agency fee **\$244.80**

**\$22,530.39 new NH accreditation requirements. Increase of \$852.21**

01-4210-15-430 Background Checks

The following are some items listed in this line item.

- Polygraph **\$325.00**
- Psychological **\$875.00**

**\$1,200.00 same as last year**

01-4210-15-431 Physical/Drug tests

The following are some items listed in this line item.

- Lab tests \$105.00
- Physical tests \$894.00
- Wellness Check \$150.00, \$175.00 if critical incident request

**\$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, average \$247.08 per month



- Consolidated Land line,
- AT&T Cruiser Automatic Vehicle Locator, 364.54 per month

**\$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. Most recently Attorney Flynn reviewed police reports from two different neighbor vs neighbor disagreements. The purpose is to ensure the complaints are non-criminal, and informing the neighbor and their attorney the matter is non-criminal matters and to stop using the police and the criminal justice system to solve civil disagreements. 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 192 cases so far for the year 2023. Attorney Flynn appeared in court and reviewed approximately 187 cases since January 2024 to October 1, 2024. In addition, Attorney Flynn is representing the Town of Rye police department at the NH Supreme Court in reference to two town ordinance appeals. The defendant is stating police, witnesses and judge lied in reference to testimony. The NH Supreme Court are reviewing briefs from Attorney Flynn.

$\$2,149.25 \times 0.0325\% = 69.850625$  (\$69.85),  $\$2,149.25 \text{ plus } \$69.85 = \$2,219.10$ ,  $\$2,219.10 \times 9 \text{ months} = \$19,971.90$

Old rate  $\$2,149.25 \times 3 \text{ months} = \$6,447.75$   $\$19,971.90 \text{ plus } \$6,447.75 = \$26,419.65$

**\$26,419.65, \$862.65 increase (2024 cost \$25,557.00)**

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**



# RYE POLICE DEPARTMENT

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To: Rye Select Board and Budget Committee  
From: Chief Kevin Walsh  
Date: September 19, 2024

Re: Police Department Call for Service Charts 3 years.

The categories by colors,

Thick Blue vertical line – Staffing by month. Rye has 10 full-time police officers, over last 3 years staffing has changed due to retirements and employees resigning.

Green horizontal – Total motor vehicles stop by month.

Orange horizontal – Total motor vehicles stop by month; officer issued a warning for a motor vehicle violation.

Maroon horizontal – Total motor vehicles stop by month; officer issued a summons for a motor vehicle violation.

Yellow horizontal – Total reportable motor vehicle crash reports by month.

Blue horizontal – All other calls for service officers responded to excluding M/V stops, Warnings, Summons, Reportable Accident Reports.

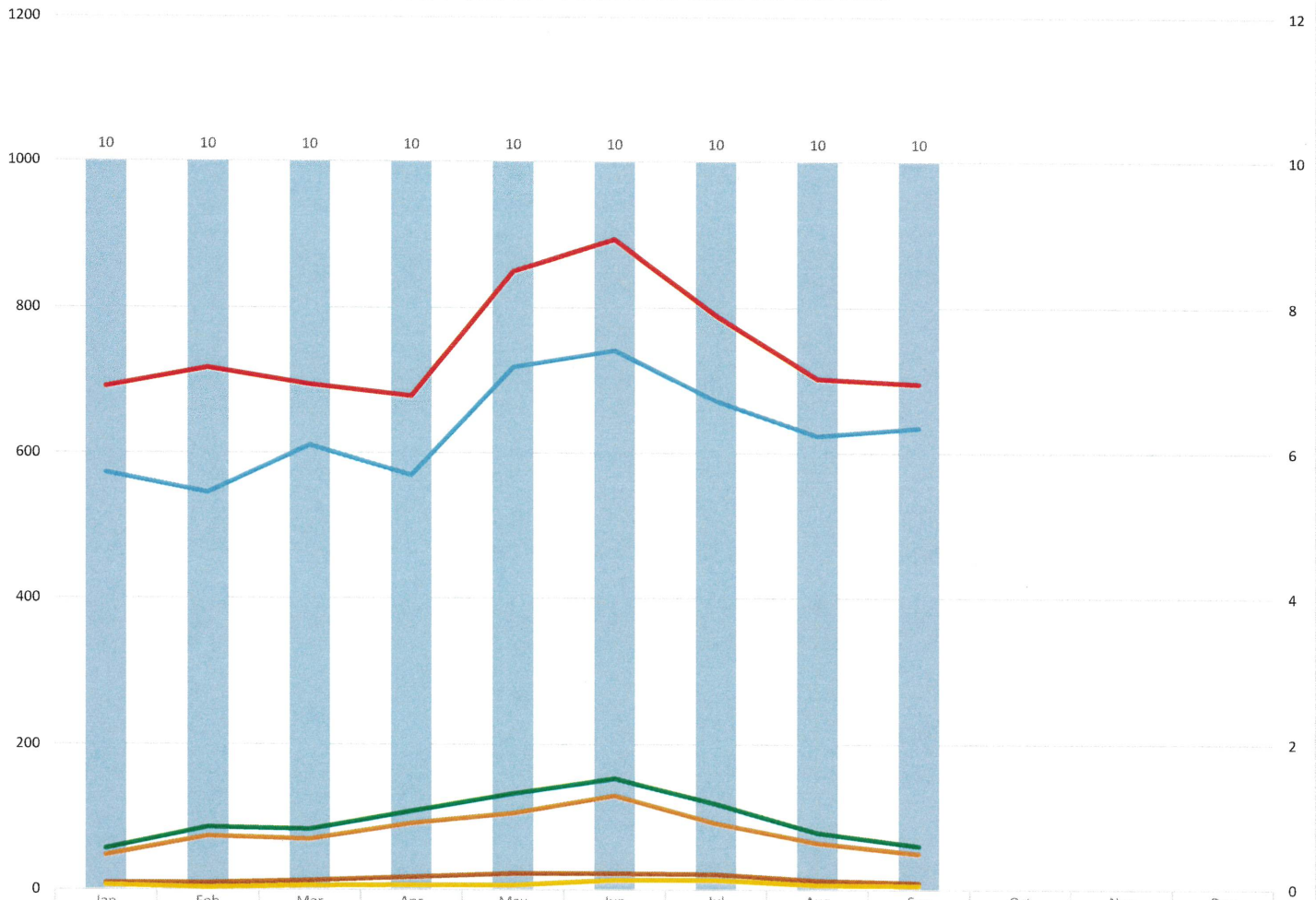
Red horizontal – All calls for service officers respond to.

If you have any questions, please let me know.

Thank you for your continued support.

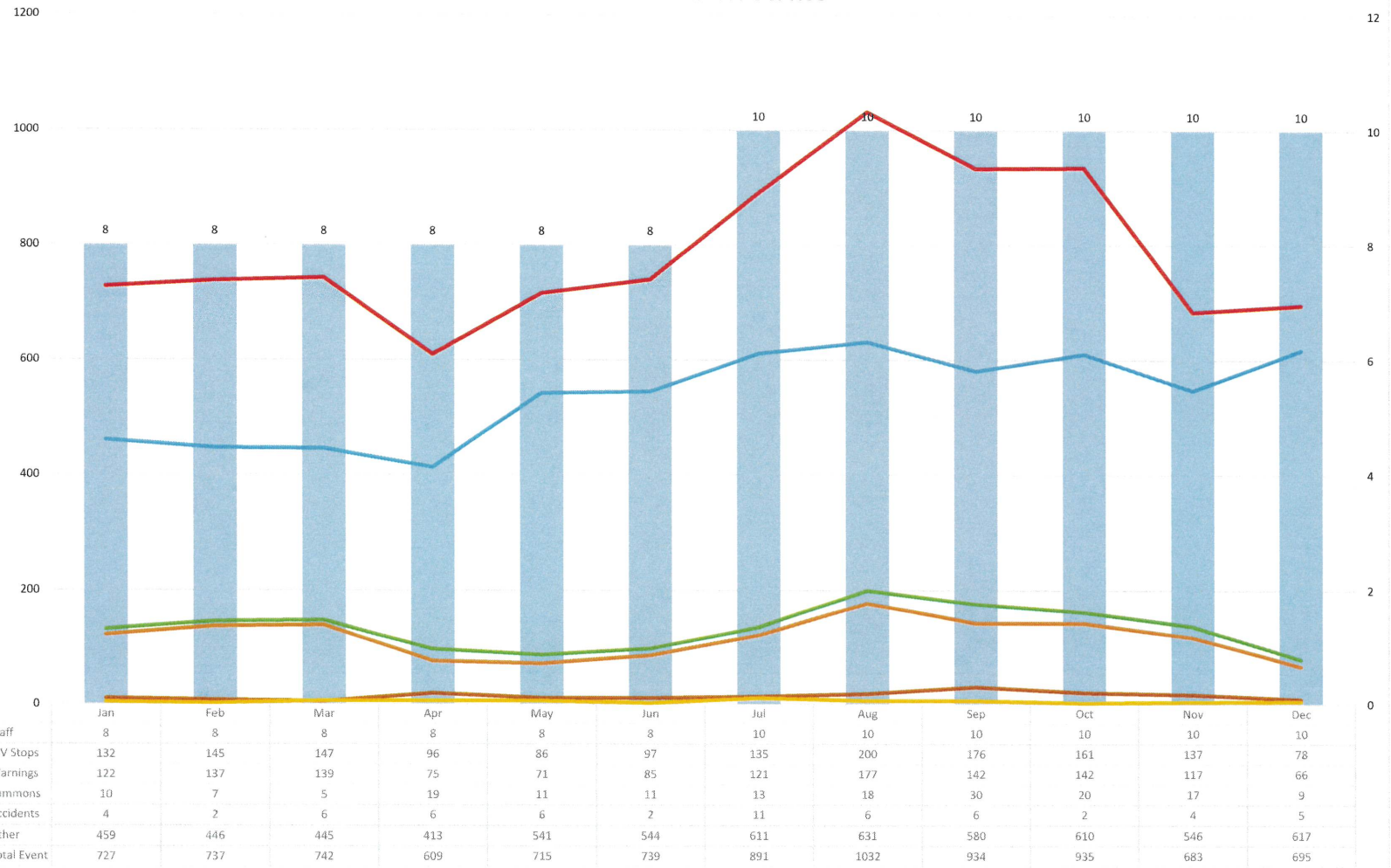
Cc: Town Administrator Matt Scruton  
Finance Director Becky Bergeron

## 2024 Motor Vehicle & Calls for Service



	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Staff	10	10	10	10	10	10	10	10	10			
MV Stops	56	86	83	108	132	153	118	78	60			
Warnings	47	73	69	91	105	129	91	64	49			
Summons	9	9	12	17	22	22	21	12	9			
Accidents	6	3	5	6	6	13	13	6	5			
Other	573	546	611	570	718	741	672	624	635			
Total Event	691	717	694	678	850	894	790	702	695			

### 2023 Motor Vehicle & Calls for Service



### 2022 Motor Vehicle & Calls for Service

