

Exeter Police Stakeholders Committee Meeting

March 9, 2021, at 3:00 PM via Zoom

Minutes

Attendance: Committee Members— Katie Adams, Elliot Berkowitz, Emily Heath, Tanisha Johnson, Harry King (arriving about 3:30), Alexis Simpson, Anne Surman, Darius Thompson. Exeter Police Department—Chief Stephan Poulin, Deputy Chief Munck, Officer Matthew Oppenlander, Jessica Shupe, Colby Krafton, Ashley Gioia.

1. Chair Anne Surman called the meeting to order and read a statement: As Chair of the EPSC, I find that due to the State of Emergency declared by the Governor as a result of the COVID-19 pandemic and in accordance with the Governor's Emergency Order #12 this public body is authorized to meet electronically. Public notice of this meeting was posted, March 3, 2021, on the town website and on the bulletin board of the town offices at 10 Front Street. As provided in that public notice, the public may access the meeting online and via phone. Please note that all votes taken during this meeting shall be done by roll call vote. Let's start the meeting by taking a roll call attendance. When each member states their presence, please also state whether there is anyone in the room with you during this meeting and who that person is (son, daughter, spouse, etc...), which is required under the Right-to-Know law.
2. Darius Thompson moved to approve the minutes of the last meeting (2/23/21) as written. Katie Adams seconded. Minutes approved unanimously.
3. Discussion of the Survey: Right now, 49 people would like to be contacted. We can reach out to them and ask if there is anything more they would like to say. We can also follow up with them if there are questions about which the committee would like more information. We will plan to follow up with this group of people with an email including a summary of the report.
4. Addressing Goal #2: Retention of a Diverse and Professional Workforce. EPD is using Simply Hired, Glass Door, and the IACP Classifieds. Chief Poulin gave information regarding the benefits of hiring Certified Officers (more experience, less additional field training required, etc.) Rates of pay and signing bonuses for certified officers will have to be addressed in the next collective bargaining agreement. Around the year 2010, education and longevity bonuses were given up as part of collective bargaining. This is going to have to be addressed in future negotiations, because of the fiscal and social benefits to the community of retaining experienced officers and incentivizing education.
5. Officer Oppenlander asked members of the EPD to reflect on a series of questions. He summarized and offered insights to the committee on the everyday experiences and challenges of Exeter police officers. Discussions occurred around the cost of housing in

Exeter and whether it is important for officers to live in town. Different views were expressed on this topic. The fact that there is an inevitable overlay of all that happens in policing in our country onto our local officers was discussed. The importance of a living wage was raised as well.

6. Deputy Chief Munck noted the larger societal trends away from the helping professions. It is important for the future that we recruit people who we wouldn't normally have thought of as police officers. We should all be thinking of recruiting from outside the usual recruitment pools.
7. Announcements:
 - a. Each of these meetings builds on previous meetings. Reach out to the Chair or Chief Poulin with requests for agenda items. There is a lot here to unpack. Chief Poulin's door is always open to talk with him one-on-one.
 - b. Chairwoman Surman attended the Facilities Committee meeting. They would like our input as they go through the design process for the potential new facility.
 - c. Chairwoman Surman is reading and recommends the book *Tangled Up In Blue* by Rosa Brooks, an insightful account of policing in Washington D.C., by a Georgetown Law Professor who became a police officer in her forties.
8. Darius Thompson moved to adjourn. Elliot Berkowitz seconded. The committee agreed to adjourn unanimously. The meeting was adjourned at 4:18 pm.

Respectfully Submitted,
Alexis Simpson