

Exeter Police Stakeholders Committee Meeting February 23, 2021, at
3:00 PM via Zoom

Minutes

Attendance: Committee Members— Katie Adams, Matt Carbone, Emily Heath, Alexis Simpson (arriving on or about 3:15 pm), Anne Surman, Darius Thompson. Select Board Reps.—Daryl Brown and Molly Cowan. Exeter Police Department— Chief Stephan Poulin, Lieutenant Steven Bolduc, Supervisor Jessica Shupe, Brian Hannah, and John Suglia.

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, February 17, 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 (2/9/21) as written. Matt Carbone seconds. Minutes approved unanimously.
3. Discussion of the Survey: Bob Glowacky says we have 333 responses on the survey. It has leveled off, but we'll do another push here in the end of February. Let's keep trying to get input from students and employees at Exeter High School and Phillips Exeter. Decided to extend the survey through the election on March 9. Chief Poulin alerted the committee to start thinking about how they will contact people who indicated on the survey that they want to be contacted. (It's about 100 people at this point.)

4. The department presented on the topic of recruitment of police officers and dispatchers. The committee had read the 2019 study by the Police Executive Research Forum, “The Workforce Crisis and What Police Agencies Are Doing About It” for background. Chief Poulin discussed the recruitment and work force issues Exeter experiences noting the similarities to broader trends. For example, the applicant pool has shrunk over the last number of years. He noted that some places are lowering standards for hiring, but Exeter maintains rigorous hiring standards.
5. Lieutenant Steven Bolduc went into detail about the requirements for recruits and the process of hiring. Members of the committee were encouraged to spread the word that there will be a physical fitness test on March 28, at 8 a.m. Anyone interested in applying can start the process by attending the physical fitness test.
6. Supervisor Jessica Shupe discussed recruitment and hiring processes in the dispatching unit. Exeter dispatchers are unique in that they dispatch fire and police.
7. Brian Hanna and John Suglia spoke about how they came to be Exeter police officers and what they enjoy about their work. Supervisor Shupe emphasized the team aspects of the force, the supportive environment, and the dedication to mentorship.
8. Next meeting: Other aspects of recruitment will be discussed on March 9, 2021, at the next EPSC meeting. There will also be a discussion about how to share data from the survey which the committee decided to leave open through election day.
9. The Exeter Facilities Committee has reached out to Chair Surman to inquire about the goals and mission of this committee. Chair Suman will attend the next Facilities Committee Meeting and report back to the EPSC members.
10. Emily Heath moved to adjourn at 4:15. Darius Thompson seconded. The committee agreed unanimously.

Respectfully Submitted,
Alexis Simpson