

CITY OF DOVER

CITY COUNCIL - AGENDA

Meeting Type: **Workshop Session**
Meeting Location: **City Hall, Council Chambers**
Meeting Date: **Wednesday, August 5, 2026**
Meeting Time: **7:00 pm**

1. CALL TO ORDER

2. MOMENT OF SILENCE

3. PLEDGE OF ALLEGIANCE

4. ROLL CALL ATTENDANCE

5. PUBLIC FORUM

Taxpayers, Business owners, and Residents are invited to speak on the subject matter of the Workshop. Statements shall be limited to five minutes.

6. DISCUSSIONS

A. POLICE DEPARTMENT OUTREACH PROGRAMMING

B. REVIEW OF THE CONTINUITY OF OPERATIONS PLAN (COOP) AND LOCAL EMERGENCY OPERATIONS PLAN (LEOP)

7. ADJOURNMENT



PREVENTION PROGRAMS

City Council Workshop
August 5, 2026

DOVER POLICE DEPARTMENT

PREVENTION STAFF



VICKI HARRIS

Prevention Services Unit Supervisor
Advanced Certified Prevention Specialist
Hired May 2004
Supervise Prevention Programmers
Grant Coordinator



STEVE PAPPAJOHN

Teen Center Director
Certified Prevention Specialist
Hired October 2006
Dover Diversion Program Coordinator
Chair of NH Juvenile Court Diversion Network



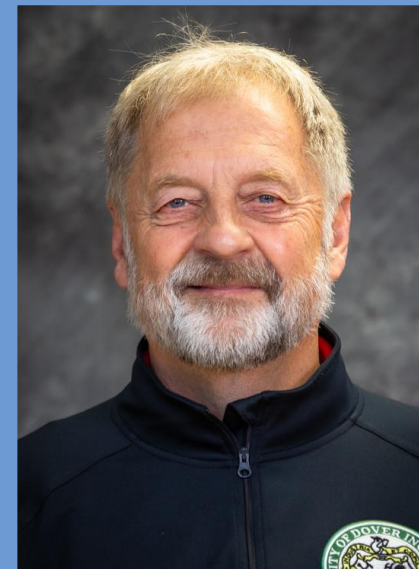
CONOR WILEY

Full Time Prevention Programmer
Certified Prevention Specialist
Hired February 2022
Youth to Youth Coordination



BRIDGET RYAN

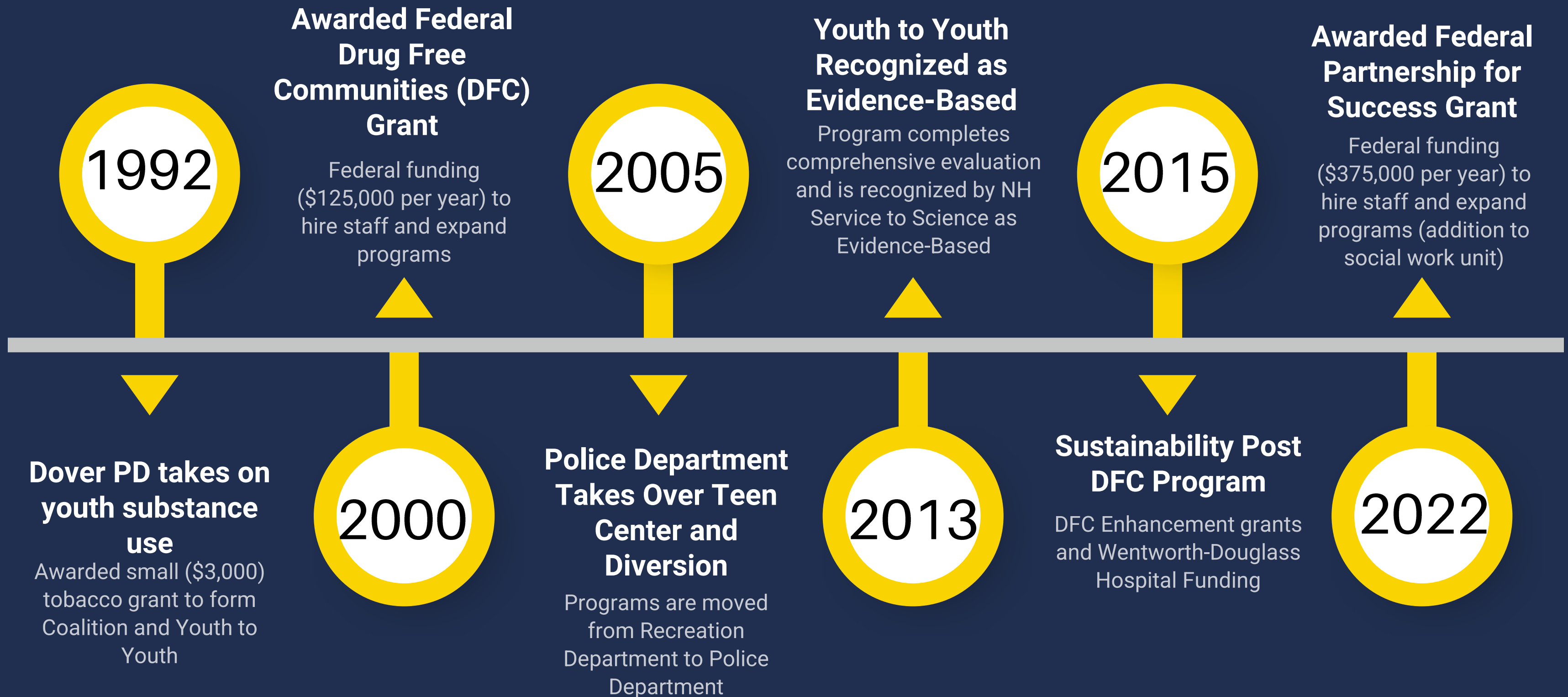
Full Time Prevention Programmer
Certified Prevention Specialist
Hired April 2023
Data Analyst
EPIC Program Coordinator



DANA MITCHELL

Part Time Prevention Programmer
Certified Prevention Specialist
Hired as Civilian November 2003
Retired Dover Police Captain
DARE Officer
Youth to Youth Coordination

HISTORY OF DPD PREVENTION EFFORTS

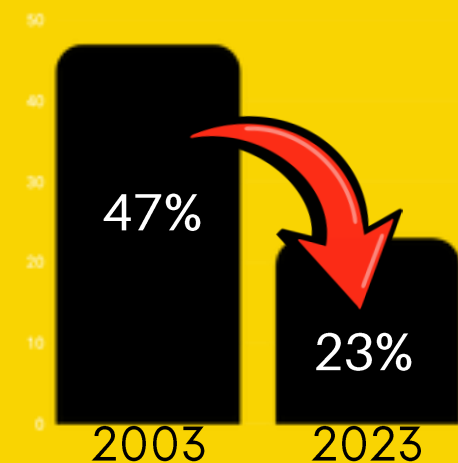


PROBLEMS WE ADDRESS



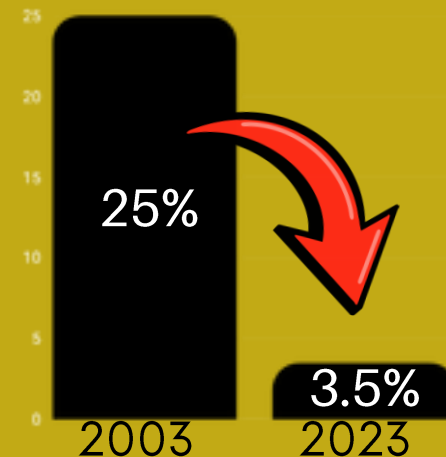
Underage Drinking

30 Day Use of Alcohol

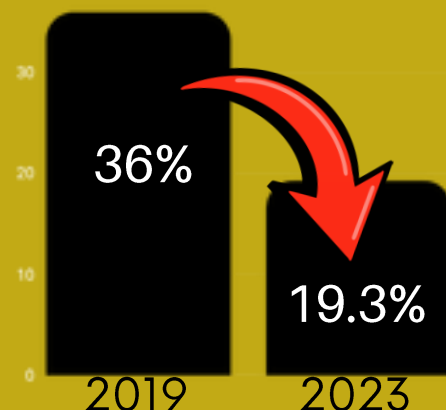


Nicotine Use

30 Day Use of Cigarettes

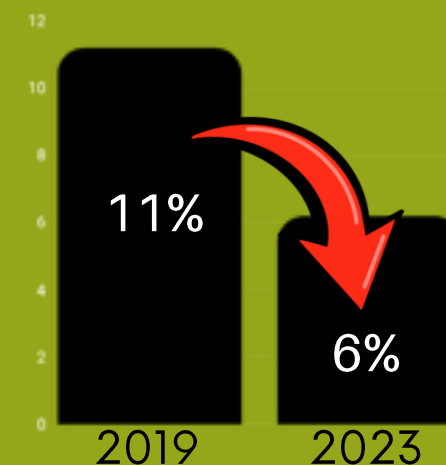


30 Day Use of Vape



Medication Misuse

30 Day Misuse of Rx



Out-of-School Time Activities

45+

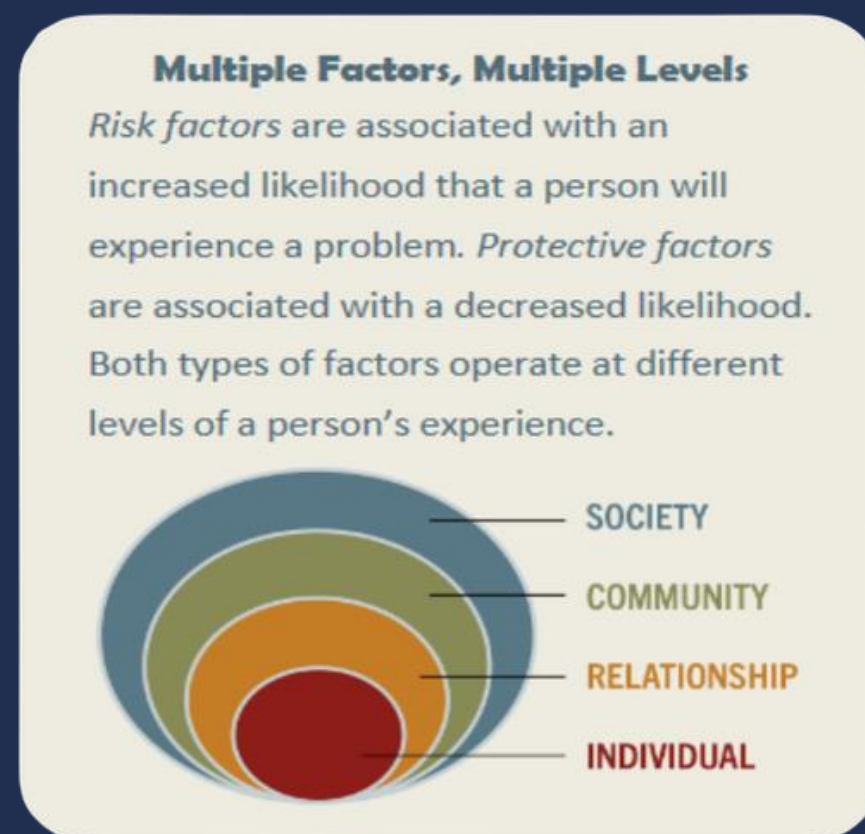
Youth to Youth Students engaged in weekly drug prevention activities

Over 4,300

Annual visits to the Dover Teen Center for supervised activities after school and during vacations

PREVENTION SCIENCE

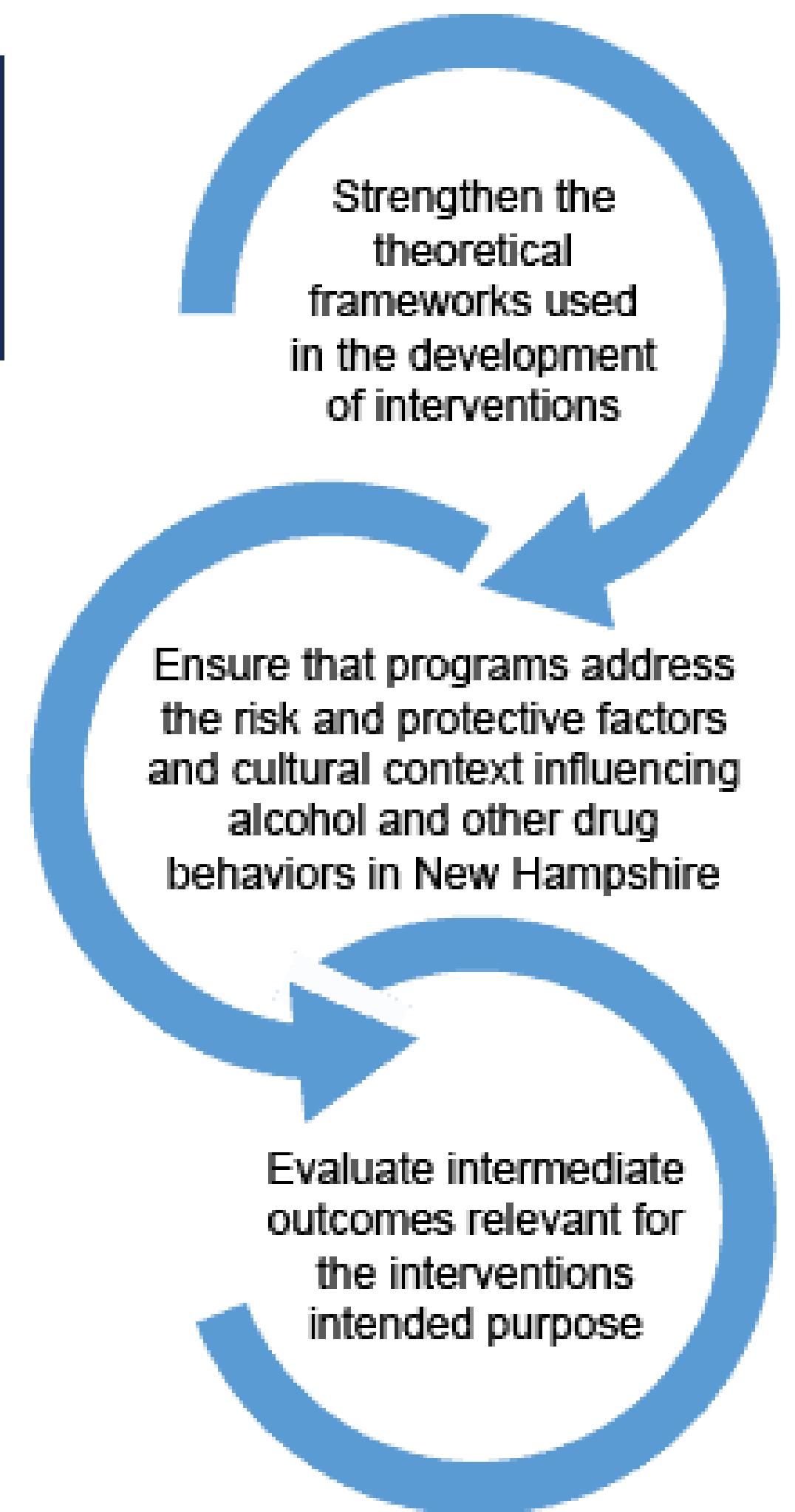
- Rely on evidence-based and evidence-informed prevention science
- All unit staff have obtained Certified Prevention Specialist credentials in NH
- Utilize local data to guide decision making
- Actively participate in NH Service to Science process



Service to Science

New Hampshire's Service to Science program allows substance use prevention programs (defined as any prevention program, practice or approach) that have been developed in the state to become designated as **Innovative (Level I)**, **Promising (Level II)** or **Evidence-Based (Level III)**.

Achieving Evidence-Based designation is a rigorous process. It is important to recognize the different levels of proven effectiveness along the way.



Indicated



Offered to people experiencing early symptoms of a disorder

Selective

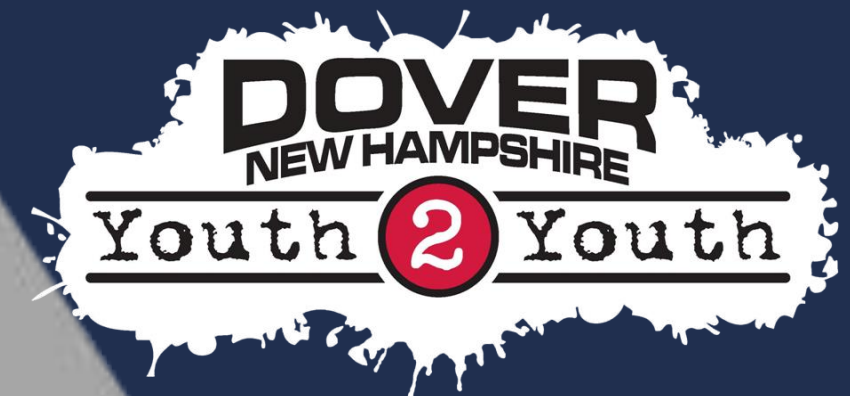
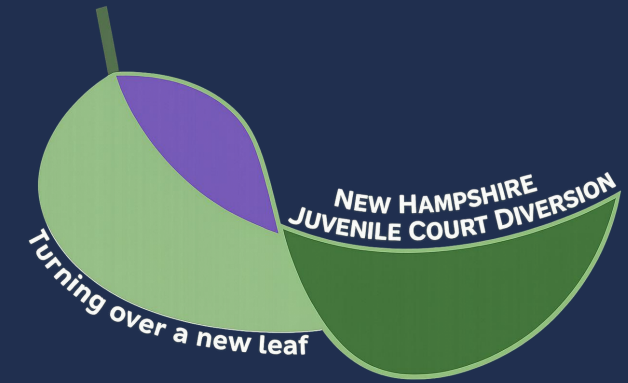
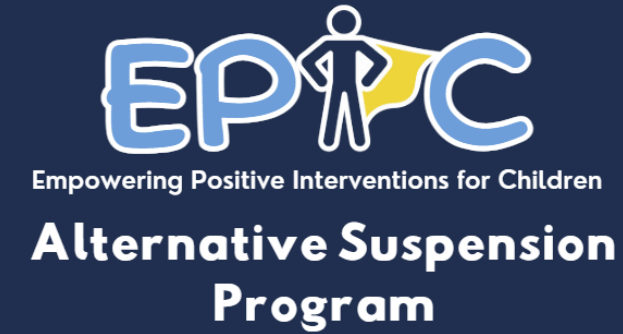


Targeted to groups identified as having an increased risk

Universal



Offered to an entire population regardless of their level of risk





10-week curriculum in 5th grade

Not the DARE program we had as kids. Now evidence based and focused on decision making.

Dover PD Certified DARE Instructors

SRO Officer Luis Berdecia

POP Officer Derek O'Neil

DHA Officer Bryon Gore

Prevention Programmer Dana Mitchell



POLICE AND COMMUNITY TOGETHER (PACT)

- Curriculum for parents designed to support parental engagement
- 3 month long program - 2 hours per month plus homework
- Lessons offered in conjunction with DARE program in 5th grade

Topics Include:

- Overview of DARE messages students receive in school
- Local data
- Drug trends and warning signs of use
- Connection between substance use and mental health
- Media messages
- Social Media
- Parental communication and prevention strategies

DOVER
NEW HAMPSHIRE

Youth 2 Youth

Program Overview

www.DoverY2Y.org

Level III: Evidence-Based



EVALUATION RESULTS

SHORT-TERM OUTCOMES:	PERCENT IMPROVED*	SIGNIFICANT CHANGE (P<.05)**
Knowledge of consequences of use	13.50%	Yes
Knowledge of Industry practices	26.10%	Yes
Media Literacy	42.10%	Yes
Presentation Skills	89.30%	Yes
Knowledge of Legislative process	48.10%	Yes
Media development skills	28.40%	Yes
Engaging with pro-social peers (groups)	28.00%	Yes
INTERMEDIATE OUTCOMES:		
Perceived risk of harm	6.70%	Yes
Self-Efficacy (beliefs and behaviors)	10.50%	Yes
Awareness of manipulative industry practices	28.10%	No change
Engagement of pro-social activities	33.30%	Yes



Evidence-Based Model

↳ Our Model

↳ KNOWLEDGE

↳ SKILLS

ACTION

Areas of Action



Education



Community
Awareness



Policy
Change



Media

Education Projects



Local Presentations in Dover

Over 1,200

Dover students
receive prevention
presentations
annually



Presenting National Webinars
and Conferences

Education Projects

K

Kindergarten

Medicine safety
lesson in every
classroom

2

2nd Grade

Lung health assembly
at each school

4

4th Grade

2 part lesson on
nicotine in every
classroom

5

5th Grade

DARE - 10 Week
Curriculum

Assembly on nicotine

11

High School

Assembly for junior
class

Community Awareness Projects



Cigarette
Butt Cleanup

Plaster the Walls



Got Info Campaign



Retail Responsibility



Sticker Shock

Alcohol and Youth Don't Mix

Teens may look mature - but their brains are still growing and developing until age 25.

Alcohol can permanently affect a brain's development, as well as mess up the part of the brain that is responsible for judgment, impulse control and risk taking.



Alcohol can help teens make the dumbest decisions of their lives.



Policy Change Projects

Passed
4
state laws



Passed
6
city
ordinances



Multiple
business
policy
changes



Media Projects



Created
Over 150
Radio PSAs

Produced
26
Short Videos



Recognition and Replication



POLICY & RESEARCH

National Drug Control Strategy

Public Health and Public Safety

International

Supplemental Strategies

Northern Border Strategy

Caribbean Strategy

Southwest Border Strategy

Key Issues

Prescription Opioids and Heroin

Methamphetamines and New Psychoactive Substances

Marijuana

Cocaine

Budget and Performance

2015 Advocates for Action

Across America, individuals are doing extraordinary things to improve the health and safety of their communities. Whether it is developing groundbreaking programs to break the cycle of drug use and crime, conducting innovative research that expands our understanding of how drugs affect the human body, expanding treatment opportunities, or preventing drug use before it starts, the 2015 ONDCP *Advocates for Action* are making a difference by reducing drug use and its consequences.

Dover Youth to Youth (Y2Y), New Hampshire



Dover Youth to Youth (Y2Y) is a 70-student youth empowerment program coordinated by the Dover (New Hampshire) Police Department. These students in grades 6-12 meet weekly to develop creative ways to address substance use issues. They have been the most active sector of the Dover Coalition for Youth and have helped the Coalition achieve its goals as part of the Drug-Free Communities Support Program.

In the past year alone, Youth to Youth students have given presentations to more than 2,000 youth and parents in the



Highlighted in Drug Enforcement Administrations Get Smart About Drugs Program

GET SMART ABOUT DRUGS

A DEA RESOURCE FOR PARENTS, EDUCATORS & CAREGIVERS

ENGLISH | SPANISH

DEA Publications

Get Updates

Find Help

Drug Info

Drugs & Your Family

News & Media

Consequences

Get Involved

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Home / What Do Zombies and Drug Prevention Have in Common?

What Do Zombies and Drug Prevention Have in Common?

LAST UPDATED: TUESDAY FEBRUARY 24, 2026

This is the 15th installment in a series of profiles featuring both DEA personnel, as well as now statewide drug misuse prevention groups. Learn about the tough but fulfilling, fascinating, and vital work these individuals and organizations do, as well as the many different ways to get involved in fighting drug misuse. For our 15th profile, we will be interviewing Dover Youth to Youth, based in New Hampshire.



Dover Youth to Youth hosts an event.

What motivated you to start and/or join Dover Youth to Youth?

Dover Youth to Youth (Y2Y) was established by the Dover Police Department in February 1992 as a means for the community's youth to take action and be part of the solution to substance misuse problems.



Hundreds
of communities
across 47 states
have Y2Y
Toolkit



Recognized as Advocate for Action by White House Office of National Drug Control Policy

Highlighted in National Drug Control Strategy



The Dover Teen Center is coordinated by the Community Outreach Bureau of the Dover Police Department.

DOVER TEEN CENTER

* AFTER SCHOOL PROGRAM *

- Provide structured activities and supervision during out-of-school time hours for at risk youth.
- College interns immerse themselves in the daily lives of our Dover youth as young adult mentors!
- 79% of registered Teen Center participants qualify for Free or Reduced School Lunches.



CONNECTIONS

MENTORING

LIFE SKILLS

FUN!

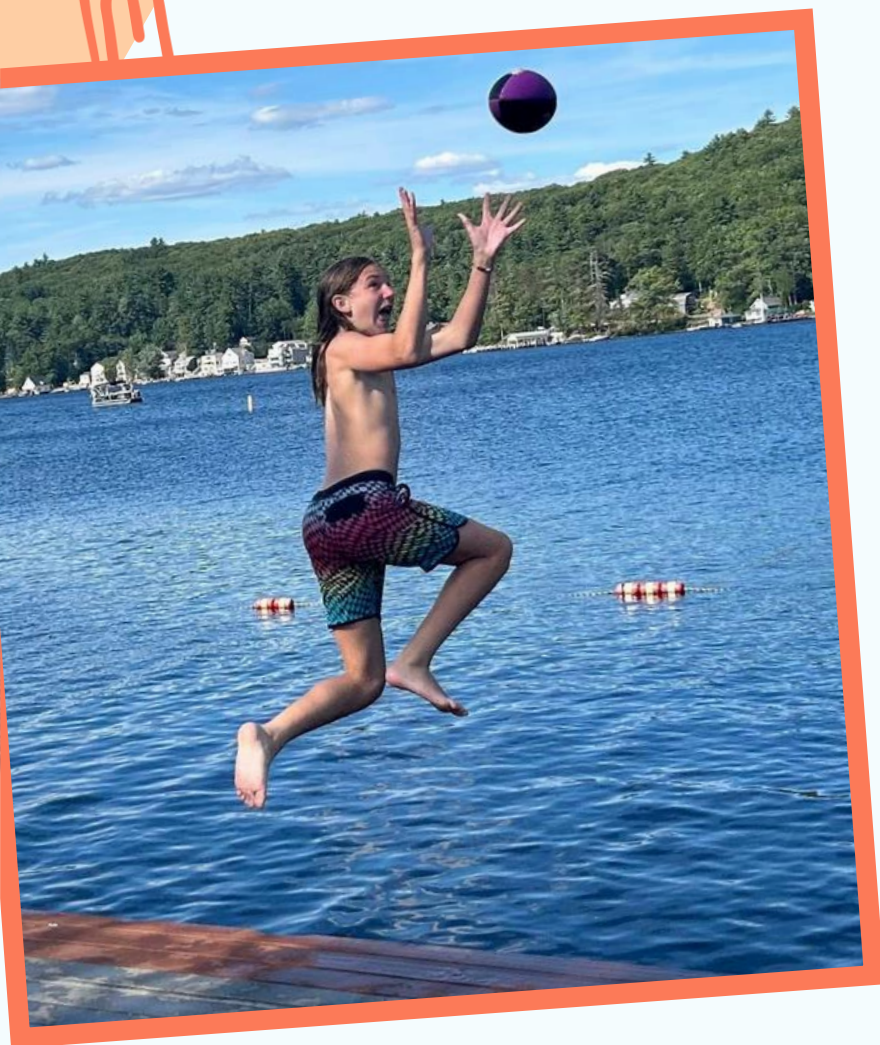
ARTS - MUSIC - ATHLETICS - GAMING - ADVENTURE



TC SUMMER ZONE



An all-inclusive, outdoor Summer excursion program for Dover youth. Trip locations include state parks, beaches, mini-golf, baseball games, hiking, amusement parks and the occasional Chill Zone Afternoon on wet, rainy days.



Socialization

Team Work

Personal Growth

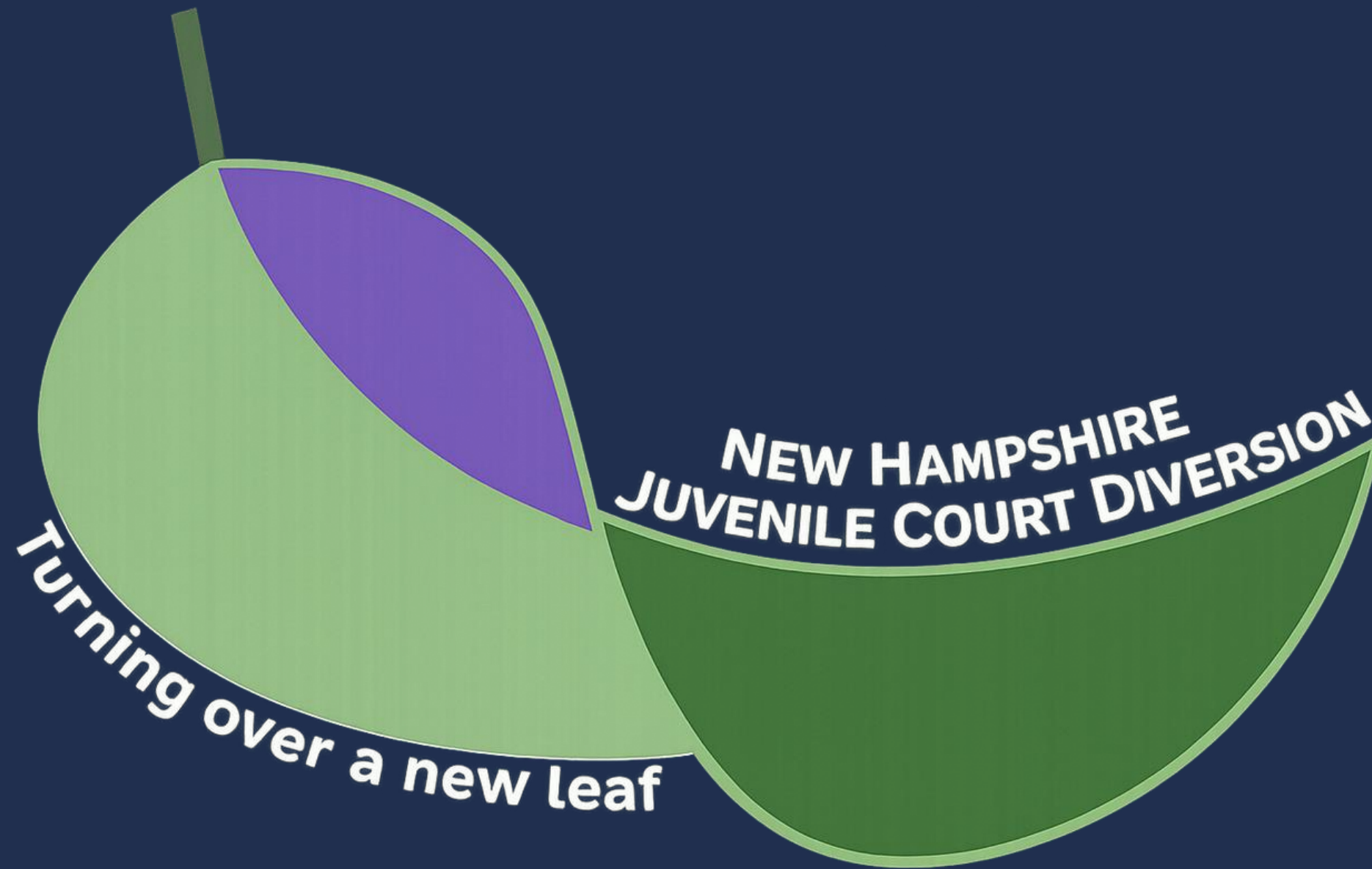
FUN!



Due to community sponsorships from organizations like Dover Rotary and LONZA, registration is FREE and most trips are provided at ZERO cost to each youth participant!



Level II: Promising Practice



Dover Program is Accredited under NHJCD

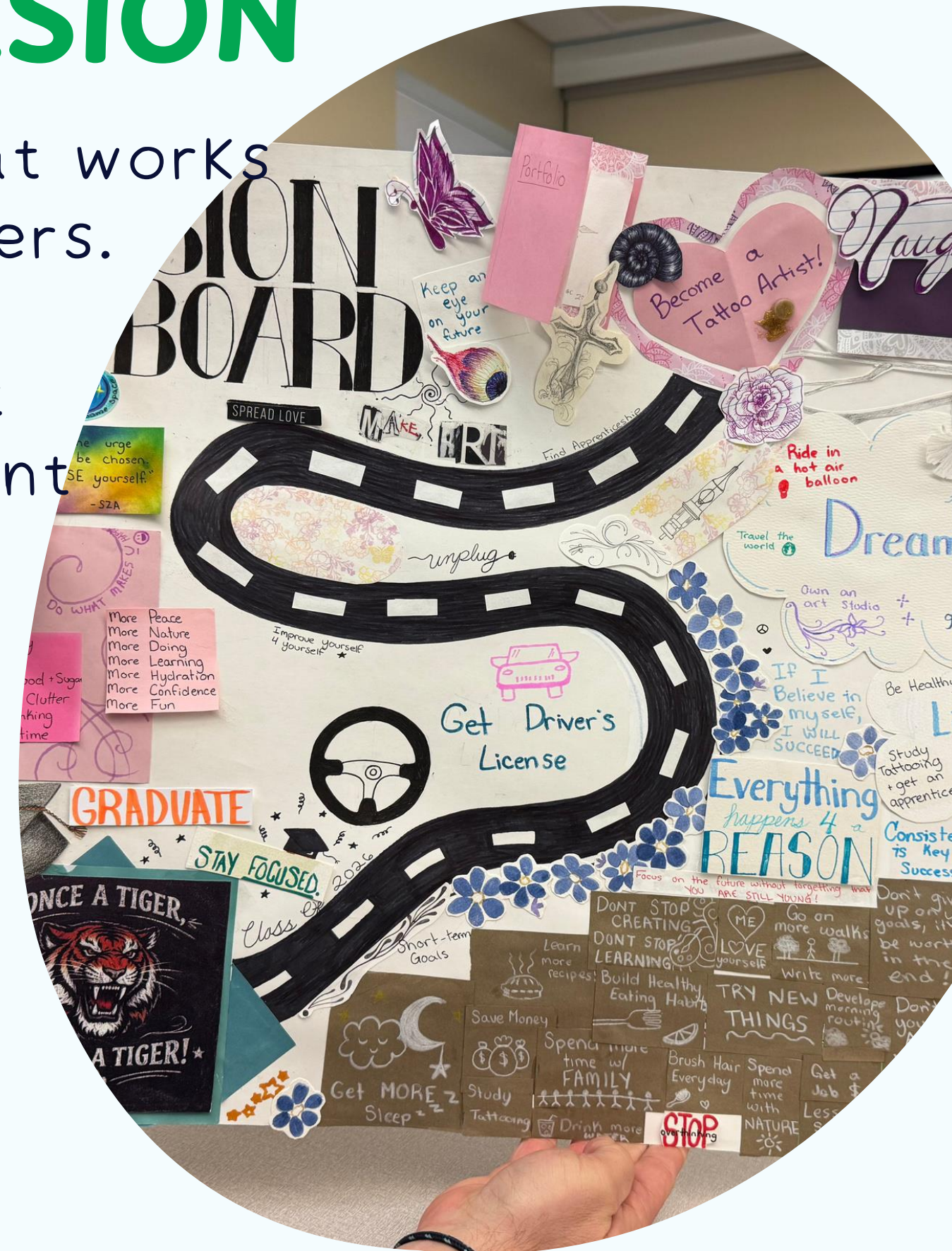


JUVENILE COURT DIVERSION



- Early-intervention program that works with first-time juvenile offenders.
- Utilize Restorative Justice best practices to hold the participant accountable, and support their development.

Restorative Justice
Vision & Goal Setting
Strength-Based Philosophy
Personal Growth
Accountability



91% OF PARTICIPANTS DO NOT REOFFEND AFTER ONE YEAR OF SUCCESSFUL COMPLETION, AND 86% AFTER THREE YEARS.



JUVENILE COURT DIVERSION



Committee Members

Dover Residents

Rotary Members

UNH Researcher

Retired Military

Retired HR Professional

Human Services Staff

Local Business Leaders

- Dover program is one of 18 accredited programs in the state.
- Engages a variety of community members through the Diversion Committee that serves as adult mentors and develops restorative justice contracts.



Level I: Innovative Practice



Empowering Positive Interventions for Children

Alternative Suspension Program



Program Criteria

“Low Risk Youth with limited Juvenile
Justice Involvement”

In School Violation Types:

- Vaping
 - Nicotine
 - THC
- Marijuana (non-vaping affiliated)
- Alcohol
- Prescription or Illicit Drugs
- Nicotine Based Products

Youth Served:

- Implemented at Dover Middle School past 2 years
- Expanding to Dover High School in Fall 2026

Program Timeline



**School
Violation**

**In-School
Interventions**

**Community
Hearing**

**After School
Interventions**

24-48 Hours
Following
Violation

1 Week
Following
Violation

2 Weeks
Following
Violation

Total Program Duration: 6-8 Weeks

EPIC: ALTERNATIVE SUSPENSION CURRICULUM

SOCIAL EMOTIONAL LEARNING COMPETENCY CLUSTERS



SELF-AWARENESS

Values Exploration Activity

- Students identify important values, organize them by importance and make connections to elements of their life.

Spheres of Influence Activity

- Students identify core elements of their identity and draw connections to how they influence decisions and relationships

Strength Recognition Activity

- Students identify personal strengths and reflect on impacts



SELF-MANAGEMENT

Boundary Setting Activity

- Students learn about boundary styles and skills to set boundaries. This is followed by role play.

Urge Surfing

- Students learn to recognize urges to use substances and make connections and replacement with coping skills.

Coping Skills Inventory

- Students identify coping skills that exist in their daily practice, then brainstorm new skills.



SOCIAL AWARENESS

Micro, Mezzo, Macro

- Students learn about Bronfenbrenner's Ecological Systems theory and apply it to a restorative justice context.

Social Media Inventory

- Students inventory their social media and media time. They measure their screen time and social media habits. They then examine the frequency in which they see or hear about substances during their content intake.



RELATIONSHIP SKILLS

Teen Center Participation

- Students attend structured afterschool programming. With support of college interns, they build new relationships with peers.

Restoration & Apologies

- Leveraging their Micro, Mezzo, Macro knowledge, students can be asked to write apology letters to harmed parties. In instances where there isn't a clear harmed party, they write one to themselves.



RESPONSIBLE DECISION MAKING

Boundary Setting Role Play

- Students use the skills they learned for boundary setting and apply it to direct role play scenarios. Encourages recognition of risky decisions.

Substance Use Risk

- Students engage in educational modules and activities that address substance use risk and harms. These include impacts on brain development, mental health and medications they might be taking.

ANNUAL IMPACTS

- 45+ youth advocates involved in Youth to Youth
- 3,210 students receive peer based drug prevention presentations
- Every 5th grade students completes 10-week long DARE program
- Approximately 20% of 5th grade parents complete PACT program
- Over 4,300 visits to the Teen Center
- Average of 10-12 Juvenile Diversion cases
- Average of 8 EPIC Alternative Suspension cases
- 25+ college interns acting as mentors

CURRENT FUNDING SOURCES

FEDERAL



STATE



LOCAL



CURRENT FUNDING SOURCES

Partnership for Success

\$375,000 per year

Oct 2022 – Sept 2027

Prevent onset and stop
progression of use
(Alcohol, Vaping, Rx/Opioid)

Wentworth- Douglass

\$200,000 per year

Yearly pending application
and board approval

Coalition Support, Youth Empowerment
and Police Social Work

BDAS

\$40,000 per year

July 2025 – June 2027

General Coalition Support and
Collaboration with RPHN

STOP Act

\$50,000 per year

Oct 2022 – Sept 2026

Address underage drinking among
12–20 year olds
(Alcohol)

CARA

\$50,000 per year

July 2021 – June 2026

Address opioid and prescription drug
misuse
(Rx/Opioid)

CHANGES WITH FUNDING SOURCES

- Federal grants are becoming increasingly unreliable
- Fewer federal grant opportunities
- Eligibility will be a challenge
- Grants are more competitive
- Limited State of NH opportunities

FUNDING SOURCES NEXT FISCAL YEAR

Partnership for Success

**Funding expires
September 2027**

Plan to reapply if grant is available.
Change to program means max award
would be \$250,000 (\$125,000 less than
current funding level)

Wentworth- Douglass

**Will reapply in
December 2026**

BDAS

**Funded through
June 2027**

STOP Act

**Application submitted
June 2026**

Should be notified on funding
decision September 2026.
If awarded \$60,000 per year
October 2026 – September 2030

CARA

**Application submitted
June 2026**

Should be notified on funding
decision September 2026.
If awarded \$75,000 per year
October 2026 – September 2031



QUESTIONS?

City Council Workshop
August 5, 2026

2026 Continuity of Operations Plan and Local Emergency Operations Plan

A Continuity of Operations Plan (COOP) and a Local Emergency Operations Plan (LEOP) are two critical components of a well-prepared community's Emergency Management portfolio. The City of Dover was due to have these plans not only updated, but rewritten and restructured. Utilizing grant funding provided by the U.S. Department of Housing and Urban Development-Community Development Block Grant, the City now has reorganized and updated emergency plans that are ready to assist Department Heads with future emergencies.

After a bid process, PDR Strategies was chosen to undertake the task of getting to know our different departments and put together two plans that fit our community's demographics and response abilities. Members from the PDR Team met with all department heads as well as community groups gaining information for a scalable, customized plan that will not only assist Department Heads in the event of an emergency, but work to keep the public informed of ongoing emergency situations.

Both plans work in their own way to give guidance to Department Heads on how to manage emergency incidents.

- The COOP plan focuses on steps needed for maintain essential functions and making sure that if there is an emergency that the city and the departments will function as needed to continue to provide services to the community.
- The Local Emergency Operation Plan builds a framework to help members organize, delegate and control a large-scale problem. This framework could be used for natural or manmade disasters, large scale infrastructure emergencies, or any event requiring multiple departments to work together.

A new, and uniquely to Dover, addition to the LEOP is the Community Coordination Annex. The purpose of this Annex is to establish a coordination framework for engaging public health partners, social service providers, nonprofit and faith-based organizations, and other community stakeholders during emergency response and recovery. This Annex is intended to support information-sharing, situational awareness, referral pathways, resource awareness, and coordinated communication with organizations that support residents, businesses, and community functions during emergencies.

Please see continued pages for further information on the 2026 COOP and LEOP:

CONTINUITY OF OPERATIONS PLAN

The mission of the City of Dover is to provide affordable, high quality municipal services and responsive accessible local governance ensuring all persons the opportunity to enjoy contributing to and being a part of the Dover community. To fulfill this mission, the City must ensure its ability to perform essential functions efficiently and with minimal disruption, especially during emergencies or conditions that impair normal operations.

This Continuity of Operations Plan establishes the framework for sustaining Dover's Mission Essential Functions under all threats and conditions. It provides the guidance necessary to implement continuity strategies, maintain critical services, and support the rapid restoration of normal operations following a disruption.

Executive Summary

The City of Dover Continuity of Operations (COOP) Plan establishes the framework for ensuring that essential municipal services can continue under a wide range of disruptive events and emergencies that impair normal operations. This updated 2026 COOP Plan replaces the 2018 COOP Plan and reflects the City's commitment to maintaining public safety, protecting critical infrastructure, and sustaining government functions during both short-term disruptions and extended continuity events.

This plan modernizes Dover's continuity posture by aligning with the Federal Emergency Management Agency (FEMA) Continuity Guidance Circular (CGC) 2018, incorporating federal and state best practices, integrating lessons learned from recent emergencies, and fulfilling the municipal emergency responsibilities outlined in RSA 21-P:39.

This plan provides information that will allow the City of Dover to:

- Attain operational capability as soon as possible, no later than 12 hours following an event that dictates the activation of this plan
- Ensure sustainment of operations for 30 days or longer

The COOP Plan outlines the City's Mission Essential Functions (MEFs) and Essential Supporting Activities (ESAs), identifies critical staff and authorities, establishes alternate operating strategies, and defines the processes required to activate, sustain, and reconstitute operations. It also introduces a more robust program management structure, including a multi-year strategy, training and exercise requirements, and integration with the City's 2026 Local Emergency Operations Plan (LEOP) and 2026 Multi-Hazard Mitigation Plan (MHMP).

The City of Dover remains committed to ensuring that essential services are delivered to residents, businesses, and visitors—regardless of the nature or duration of the disruption.

Purpose

The primary purpose of the 2026 City of Dover COOP Plan is to ensure that essential municipal services can continue during any disruption that affects the City's ability to operate normally. This plan establishes the framework for maintaining critical functions, protecting public safety, and supporting continuity of government when emergencies threaten facilities, personnel, technology, or infrastructure.

A secondary purpose of this plan is to ensure that every City department understands its responsibilities during a continuity event. Through ongoing planning, review, training, and exercises, each department gains a clearer understanding of the value of continuity planning and how its actions support the City's broader goals during challenging or disruptive conditions. This plan is not an emergency response guide; it is intended to instruct community departments on how to continue the identified MEFs during continuity incidents.

It reflects Dover's commitment to sustaining operations under a wide range of conditions, from localized incidents to citywide emergencies, and incorporates updated guidance from FEMA's CGC 2018. The plan also strengthens the City's ability to adapt to emerging risks—

including cyber threats, climate-driven hazards, and increasing interdependencies across systems—while providing a clear structure for leadership, decision-making, and operational resilience.

Scope

The 2026 COOP Plan applies to all City of Dover departments, personnel, facilities, systems, and operations that support the delivery of essential municipal services. It addresses disruptions caused by natural hazards, technological failures, cyber incidents, public health emergencies, infrastructure outages, and human-caused events. The COOP Plan is designed to be flexible and scalable, supporting both short-term interruptions and extended continuity events. It complements the City's 2026 LEOP and 2026 MHMP ensuring that continuity planning is fully integrated into Dover's broader preparedness and resilience strategy.

LOCAL EMERGENCY OPERATIONS PLAN

Purpose

The purpose of the City of Dover LEOP is to establish a coordinated, all-hazards framework for emergency preparedness, response, and short-term recovery operations. This plan describes how the City organizes, directs, coordinates, and supports emergency operations when an incident, emergency, disaster, or planned event requires coordination beyond routine day-to-day operations.

This plan is intended to support the protection of life, public health, property, critical infrastructure, the environment, and essential services. It provides a common framework for City leadership, the EMD, City departments, emergency response agencies, mutual aid partners, community organizations, and other stakeholders to coordinate actions, share information, support public messaging, manage resources, and transition from response to recovery.

The LEOP is not intended to replace department standard operating procedures, tactical response protocols, mutual aid agreements, continuity plans, or hazard mitigation plans. Instead, it provides the Citywide coordination structure through which those plans, procedures, and resources are integrated during emergencies.

This plan is intended to be flexible and scalable. It may be implemented in whole or in part based on the type, size, complexity, duration, and impact of the incident.

Scope

The processes outlined in this plan apply when the City of Dover requires a coordinated response to an incident, emergency, disaster, or planned event. This includes events that affect the City, its residents, visitors, businesses, municipal operations, essential services, critical infrastructure, or partner organizations.

This plan is not limited to incidents occurring within the City's jurisdictional boundaries. The LEOP may also be used when an event outside Dover affects the City, creates resource needs, disrupts essential services, or requires City coordination with neighboring communities, regional partners, or state agencies.

City officials, the EMD, first responders, department heads, and other authorized personnel may implement this plan, in whole or in part, to:

- Coordinate response and short-term recovery operations for incidents, emergencies, or disasters occurring within the City of Dover.
- Coordinate City actions when an incident outside Dover affects the City, its residents, municipal operations, critical infrastructure, or essential services.
- Establish a coordinated structure to support planned events, special events, or other operations requiring multi-department coordination.
- Support resource coordination, public information, situational awareness, and continuity of essential City services.
- Request, receive, or provide mutual aid in coordination with neighboring communities, regional partners, and state agencies.

The procedures and coordination concepts in this plan are specific to the City of Dover. They are intended for use by City officials, City departments, emergency response agencies, and partner organizations that support Dover's emergency operations. This plan does not replace department standard operating procedures, mutual aid agreements, continuity plans, or the lawful authority of responding agencies.