



**CITY OF DOVER**

## POLICE STRATEGIC PLANNING COMMITTEE - MINUTES

Meeting Type: Regular Meeting  
Meeting Location: Office of City Manager - 288 Central Avenue, Dover, NH 03820  
Meeting Date: **Thursday, March 8, 2007**  
Meeting Time: **6:30 pm**

Committee Members: Bernard Tisserand, Donald Andolina, Robert Straton, Mark Moeller, Jack Buckley.

Present: City Manager Mike Joyal, HR Director Sue Daudelin,

Opening comments by Chairman Tisserand-

- Welcome and introduction of the panel
- Housekeeping items regarding how to make comments outside of presenting the comments at this meeting.
- We are here to listen to your comments
- We ask that each speaker give us their names

Don Purdy, Central Avenue-

Believes the City should be looking for a LE official who is experienced at the local, county and state level.

- That the Chief should not be effected by political pressure.
- That the Chief should be a demonstrated leader in the LE community.
- That the Chief should be respected by others in LE and his peers.
- That the Chief should be well rounded, knowledgeable in all facets of policing.
- Willing to give a commitment to the community, state, and the job as a whole.
- Closed by saying that he knows AFC, has worked with him and that he possesses the traits listed. AFC has worked his way up the ladder in the PD, and has performed well at all levels. AFC is dedicated to the community and so is his family. Named Nancy (church work) and Jenna (project graduation) in particular for their community involvement as well. His feeling is that there isn't anyone more qualified than AFC for the job

Father Fritz Cuollo- 25 third street

Feels that the Dover history of longevity with it's police chief speaks volumes for the City. His lists professional qualifications, integrity, honesty, loyalty and dedication as the things he feels we should be looking for in the next COP.

He spoke of employment searches as being expensive and lengthy. He urged the CM to nurture candidates from within, and keep your best people at home. He noted that often times benefits were more valuable than money to employees, and that the CM should not over look that.



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He noted that extensive searches wasted time, and didn't necessarily buy dedication or loyalty. That often they were detrimental to morale inside the organization.

Told a story about BF Goodrich that spoke to rewarding dedication and commitment to an organization.

It would be good for the dept. to keep what they had, what was a known quantity, especially given that AFC was so well qualified.

Ruth Knowles- Lexington Street

Long time volunteer in PD thought 1980's as volunteer on the ambulance at first, and now in the Records Bureau 3-4 hours a week.

She wants someone who-

- Can make a positive contribution to the PD
- Be responsive to the peoples needs.
- Contribute to make the best department in NH even better.
- Wants the CM to take time and give thoughtful consideration to all candidates, but believes that AFC is the right choice for the job.

Joe DiGregorio- 107 Mast road

Capt in SCSO and a former Lt. with Dover PD. Dover is a much different place than it was when I worked there in the 1970.

Feels we need a COP who-

- Understands where the PD came from and has a clear vision for where it is going.
- Foster relationships with youth, merchants, train officers. Creates an environment where the city can have confidence in police chief. Views the PD as an extension of the community.

Knows AFC- Said that he has worked closely with AFC while he was a DPD and continues to do so now. Said he doesn't believe that it is easy to run the PD. It is difficult to maintain the quality of service that the City has come to expect.

DeGregorio closed by saying that while with DPD he HAD to live in Dover because he was a ranking member of the PD. He said that he has had to opportunity to move since retiring from DPD, but that the has chosen the remain in Dover because of the services provided here. He recommends AFC for the job.



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Roland Bellimer 125 6<sup>th</sup> street- Said that he has been a resident since 1940, and that he has seen a lot of new police chiefs come and go in Dover.

He recommends AFC as the new chief of police at DPD. Bellimer said he thought that he would have to have a word or two with the new Chief, to make sure that he got off on the right foot, but that he don't think it will fall apart because of him. Give Colarusso an A. I would be satisfied 100% with his selection.

Pat Murray- 17 Hillcrest Drive.-

New Chief Qualities: Character, integrity, and experience.

Experience- Said that for over 20 years he has known AFC personally and professionally. The type of experience AFC has cannot be found in a nationwide search.

Supports AFC as the next Chief in Dover.

Dan Philbrick- 3 River Farm- 25 years in business in Dover. Has never met AFC in person. Said that in all of his dealings with AFC, AFC has been great, even though he doesn't know him well. Said that it is always nice to be able to pick up the phone and talk to someone you know, and he doesn't see a candidate from out of town coming in and being able to deliver that same feeling.

Thinks AFC would be a great Chief and that AFC would be able to hit the ground running.

Kathy Wentworth Chalue- 10 generation Dover citizen-

Feels that the COP should be someone we are comfortable with, someone we can reach out and touch. Someone we can talk to.

Said that we have that in AFC. That AFC is always involved. That the Colarusso family is there for all public events, that they are part of our community and want the best for Dover.

Brill Crones 17 Ivans Lane-

Here to support AFC. Wants to comment in search process. Said that in the past several years, we have promoted from within predominantly because these candidates has knowledge of our system. Said that AFC grew up in the system here, has knowledge of the system, and that for those reasons he suggests the CM appoint AFC to the position. Closed by saying that searching outside is a gamble.



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Bob Demers Gulf Road-

Said that he feels that DPD is one of the best run PD in state. Said that he subscribed to the belief that if something isn't broken, leave it alone...and that nothing was broken at DPD.

He said that the systems, procedures, and moral at DPD is outstanding.

He said that the employees at DPD are competent. He would like to see the city of Dover recognize this aspect and honor the employees by hiring from within.

Closed by telling the CM that hiring from within would go a long way toward developing trust in the employees of the PD that it was okay or achieve, as it would be rewarded/recognized.

Carolanne Jensen 2 Chelsea Street-  
Works for the Strafford County Attorney's office.

Said that she felt that AFC was totally capable of being DPD police chief. Professionally he is a great choice. Open minded, approachable. Closed by saying that if you look within, you will be happy with the choice that is right in front of you.

Richard Hughes 51 New Rochester Road.

Opened by saying he supported AFC., and that he felt that candidates that were raised on the NE and in particular NH method of funding the public sector were the best type of candidates for positions like COP. They know how funding is related to property tax rates, and could see the impact of their choices every day in their community.

As an example of hiring from the outside, he held up former CM Beecher as a example of someone who didn't understand the connection with property tax rates, etc...something that the City is still dealing with years after his departure.

He closed by saying that Dover should be happy to appoint from within, as such an appointee isn't likely to change the cruiser colors, the type of uniforms, or impose their "Midwestern values the way we do things here."



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Mike Spinelli- Fairway Drive

Submitted letter commending AFC, and read portions to the committee.

Said that AFC is intelligent, professional, compassionate, etc.

Said that AFC is dedicated, accessible and open. That he is supportive of the staff, and that Dover deserves to have a Chief like AFC.

Miles Wentworth Chalue- Knows Anthony (AFC's son) Knows that he cares about kids and stuff. I think that AFC is easy to talk to.

I think he would be a great guy for this city.

Jim Welch Ivans Lane-

Feels that picking a COP is one of the biggest decisions that Dover will make over the next several years.

Feels that Dover needs a leader who can create and deliver innovative programs in keeping with the history of DPD. Feels that AFC is the smart choice for the city of Dover.

Feels that AFC is a member of the community.

Said he knows that AFC is well respected by the city and the department. That looking long term, this is a great way to show those in the PD now that there is the opportunity is for others in the department to move up. This is the right decision, to look within is to do what is right.

Doug Cerena 15 Backriver Road-

Said that he is interested in someone who can attract other quality officers to DPD. Recalled talking with AFC recently about hiring away two officers from Durham and how thrilled AFC was to get these qualified, seasoned officers.

Said that the City must be comfortable with the new COP, and that he is comfortable with AFC. Said that he and AFC talk occasionally, and that he sees him on the news from time to time. He likes that AFC always gets his point across, and that he always maintains confidentiality. He feels that maintaining that confidentiality speaks well of the man. Commented that a spirit of volunteerism is important, made note of AFC's role as a leader in the Irish Fest. Police Charities Golf Tournament, and various Little Green events.

Nick Skaltsis 6 Eric Drive-



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Said that there is longevity in Dover Chiefs, and that it shouldn't be overlooked.

Commented that he Chaired the last Strategic Planning Committee, and had never met AFC.

Said that he felt that there was a penchant for police investigations in city call of the last 5-7 years that was alarming to him. That he was concerned about that type of action, and wondered aloud if there was a different way for things like that to be handled.

He suggested that the Committee ask future candidates how they would handle circumstances similar to the investigations that had occurred. He suggested that we ask how they would handle these investigations, and offered that it would be telling to hear how they answered. He suggested that it would be simple to formulate those questions.

Norm Champagne 13 Church Street-

Noted that he was on the last Strategic Planning committee during the last hiring process for COP. He said that last time got a lot of applications for COP, and that a number of them were from retired officers. He said the Dover COP isn't a retirement job. You want a young energetic person to do this job. We want someone in early, up late.

You want someone who cares and is deeply rooted in the community. If you have a nationwide search- the committee should consider it a strike for outsiders who is willing to leave their community.

You want someone who is trained properly, well educated, knows their way around the block in LE.

You need someone who is honest and trustworthy.

Someone who is going to be around for awhile.

We don't want someone who is using DPD as a stepping stone.

You get what you pay for!

Said that he didn't know that tonight was going to be a night to advocate for individuals, and that he wasn't going to do that. That said, if you are looking for someone, then you are looking for someone like the current interim COP.



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Morgan Wentworth Chalue- 13 years old

Passion is about caring for the community.

Little Green volunteering shows that he cares about community.

Lee Clement- Ward 6

Came to listen, but felt compelled to speak.

Said he will not advocate against AFC. Said he chose Dover for its' amenities, and that he has known the last two chiefs.

Said that he is himself a former Chief with 30+ years in LE

City Manager and Chief are the two most important positions in the City.

Loyalty and dedication are very important. The manager should not have to doubt where the chief is coming from.

The downside of extending the search outside is when outside candidates find out there is an internal candidate, they may be turned off from following through with their applications.

Wonders what will happen to those in interim positions, should an outside candidate be picked. Fears that it will hurt morale, and set up those in interim positions for moves to look elsewhere.

Said that DPD IS the best dept in the state of NH

Urged the Committee and CM not to look past your internal candidates.

Michael Wentworth Chalue-

Speaker is a freshman at DHS, and has see AFC is around sporting event for the past several years. Told a story about playing pass for ½ hour with him "just talking." Said he likes AFC and thinks he is best for the job. He doesn't see why we need to look further.

Motion to adjourn 1921. Seconded by Andolina. Voice vote in affirmative. Meeting adjourned.