



Approved as amended by City Council on November 4, 2019

Special City Council Workshop Meeting Minutes

Police Department SWOT Presentation

Tuesday, October 15, 2019, 6:00 p.m.

Bessie Rowell Community Center

Call to order

Mayor Giunta called the meeting to order in Council Chambers at 6:00 p.m.

City Council in attendance:

Councilor Jo Brown, Councilor George Dzujna, Councilor Kathy Rago, Councilor Karen Testerman, Councilor Paul Trudel, Councilor Bob Desrochers, Councilor Ted Starkweather

Others in attendance:

City Manager Judie Milner

Absent:

Councilor Scott Clarenbach, Councilor Vince Ribas.

Salute to the Flag was led by City Manager Judie Milner.

City Manager Judie Milner opened the meeting with an explanation of this being the first in a series of City Council Workshops which will focus tonight on our Police Department. It will be a deep dive SWOT analysis of the department's wants, needs, and challenges. This is a great opportunity to get into the details that there normally isn't enough time to do during the budget season.

Police Chief David Goldstein began with a few words and stated that he will be showing some slides this evening to support his conversation. He mentioned that he was also a bit disappointed that there aren't any folks from the community attending tonight as this information is open to all. He stated that he has an open-door policy so if there is anyone who has questions about anything that they can reach out to him.

Goldstein expressed his deep appreciation for the City of Franklin, the Council, and all with whom he has the pleasure of working with. No-one here is afraid to face the problems that may arise here and we face them head on together. All have shown each other great respect and he truly loves what he does for our City.

His first slide described the opinions, thoughts, and beliefs of what people think the police do every day on the job. He described a paradigm of the difference between a boat and a ship. Goldstein shared a story about the U.S.S Missouri. The moral of the story is that we all think we know what we should be doing and what someone else should be doing but ranks aside, will we choose to do the right thing at a critical moment.

He then showed the Council the physical uniforms of a police officer on a normal day. A police officer prepares for battle every single day. There are approximately 850,000 police officers and 350,000,000 people in this country alone. Franklin Police Officers make it through their day with a lot less than larger police departments. Neighbors know what they do for a living and will not hesitate to knock on their door at any hour thinking they can remedy any situation for them.

Goldstein shared that he has two very good friends that have PTSD and are certified licensed clinicians for the VA. During a conversation one day, a medic said that when they are deployed for battle, there is a lot of down time in between so they prepare mentally and physically during a deployment of 1-2 years at a time. However a police officer is deployed every day from 8-12 hours a day for 20, 30, or 40 years. This is a problem and shown through the suicide rates that continue to climb.

Goldstein provided his personal history of when he started on the police force and shared many stories with the Council that described how difficult and life changing being an officer is. It is not pretty nor is it like television. He showed the council his aging hands and did mention that he is currently celebrating 40 years on the job.

A slide of the retired police dog, Max was shown and his trainer Dennis Rector, who were the busiest K9 team in all of New Hampshire including the State Police Department. This team never stopped working. When people ask what we spend our money on, it's to pay for things our officers need and care for the K9s who save lives as well. He then shared a slide of Miller and his handler Officer Kristin Tracy with the Harlem Wizards.

Goldstein shared more information on the difficulties of the job and the small salaries officers get for what they do. He stated that it is distressing to know that the Walmart Distribution Center in Raymond NH is paying more than what his officers make an hour.

He shared examples and stories of having good stress vs. bad stress then described how critical incidents and trauma can happen, unannounced and without warning. All defense mechanisms may not be ready to handle the situation. A video of an active shooter was played for the Council which displayed how some situations only allow 3 seconds to make the right decision. Officers are specially trained to make decisions quickly and must live with that decision for the rest of their lives. Goldstein asked how many people are willing and able to do this on a daily basis?

A study was completed in 2018 by Johns Hopkins University which shows there were 250,000 deaths caused that year by medical error. He asked why there weren't more investigations and news media around these deaths but you can be sure if there was a death where an officer was involved, there would be a lot of public exposure and many questions to answer.

The new young generation doesn't want jobs like this where they put their lives on the line daily for what they get out of it. There are currently three openings at the Police Department but there's only one good candidate that will hopefully work out. Years ago hundreds would apply for police openings. Now we're lucky to receive a handful of applicants.

Brown mentioned that there were a couple of officers who started working for Franklin and brought over someone they worked with at their previous police force because of the comradery. The Franklin PD are a tight knit group and that's a great thing. She also mentioned that if it weren't for the overtime pay, they probably would be able to make it as the regular pay is so low.

Goldstein mentioned that he understands that all the departments are going through the LEAN process but not every thing is one size fits all and not all aspects of it will work for the PD.

Goldstein shared a chart showing the numbers around fatigue, accidents, absences, etc. because of the nature of the job.

He then shared photos and statistics of what drugs do to people, their families, and their surroundings. There are 58% of court no-shows after an arrest and zero penalty for doing so. Laws need to change. He read a very touching short letter to the Council about what it means to be a police officer.

Goldstein then shared a very sad story of a mass shooting and attempted home explosion which would have killed the fire fighters who went to this man's booby-trapped house in Colebrook N.H. This has affected him deeply for many reasons not too mention seeing his colleagues bloodied and killed during this mass shooting. He has seen and experienced so much in his career but as he puts it, it's what he does and he quietly carries his wounds.

He described a good day when a mother and daughter sold lemonade out in front of the Station to raise money for the Police Department. He jokingly added that all the money raised that day came from the police department.

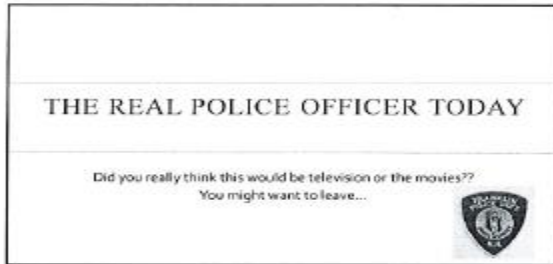
Goldstein next reviewed the department needs and added that the department has been doing the same job with the same number of employees using the same equipment since 1980. It doesn't work the same anymore. He stated his needs:

- an additional Sergeant
- an additional Lieutenant
- 3 Patrol Officers
- a Dispatcher
- an Animal Control Officer
- a dispatch center
- a building upgrade.

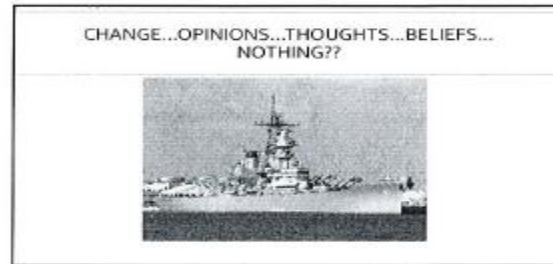
Goldstein concluded with a mass murder in 1991 where he worked the crime scene. He invited any Council member that did not want to stay for this graphic discussion to step away. He stated that he has to walk into situations like this and doesn't have the option of leaving. He described the horrific crime of a man who killed his wife and three children then drove to the Tobin Bridge to kill himself but ultimately surrendered to a trooper. Goldstein testified at the trial where Kelly Ayotte was the prosecutor. The man got four consecutive life sentences without parole.

Goldstein shared a photo of himself parachuting showing what he enjoys doing on his downtime. He further explained that in the photo, the American Flag touches the ground but that it is the only time that our flag is allowed to touch the ground. This is because he is traveling at about 25 MPH as he reaches the ground.

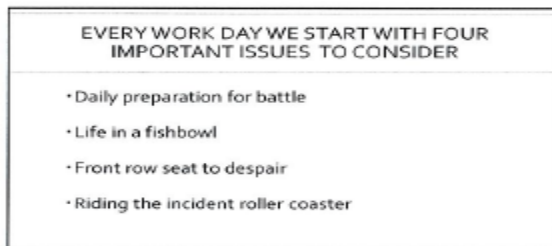
The following slides were shared by Police Chief David Goldstein as part the discussion and presentation to the City Council.



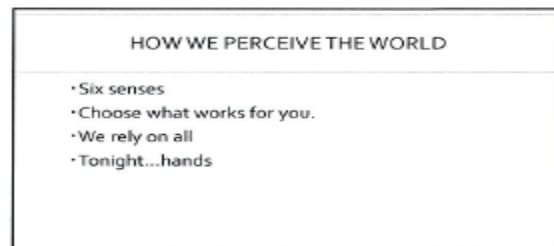
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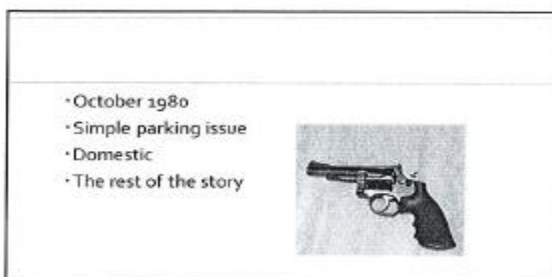
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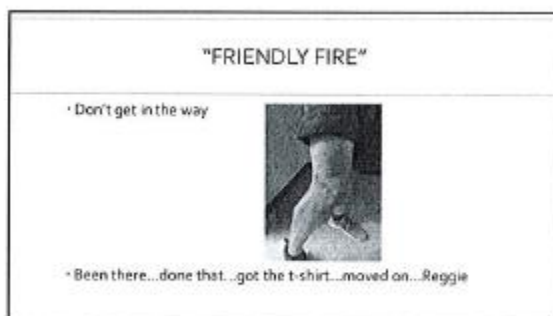
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5



6



7



8

FALCO CAN...TRUST ME



9

PUBLIC SUPPORT...LIONS



10

BANK ROBBERY
PUT YOUR HANDS UP!!



11

BANK ROBBERY
KEEP 'EM UP!!



12

MV CRASH



13

MV CRASH...NOT EVERYONE GETS OUT
ALIVE

14

YOU WOULDN'T GO IN THERE FOR A MILLION
DOLLARS...A COP DOES IT FOR A LOT LESS...



15

STRESS

- Expected in everyday life
- If there is no stress, there is no life
- Eustress
- Distress
- Physiological
- Emotional/psychological
- Moral
- Spiritual

16

CRITICAL INCIDENT/TRAUMA

- Always out there
- Freight train
- Unannounced
- Overwhelms defenses

17

WHAT DID YOU SEE?

18

EVERPRESENT



19

WE'RE TIRED NOT EXHAUSTION...EXTINCTION



20

A DRUG PROBLEM

- We try to help...what does it take?
- We do care
- The children
- Transdermal contamination
- But no matter how hard we try...

21

A FACE OF METH



22

A FACE OF METH...A YEAR LATER



23

MORE METH



24



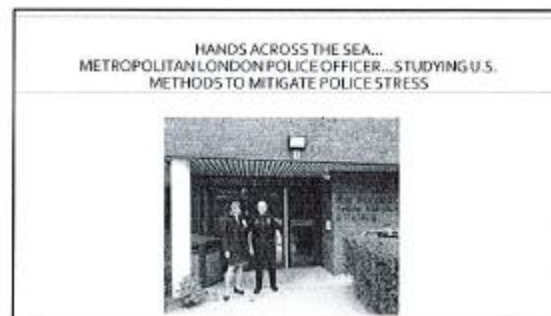
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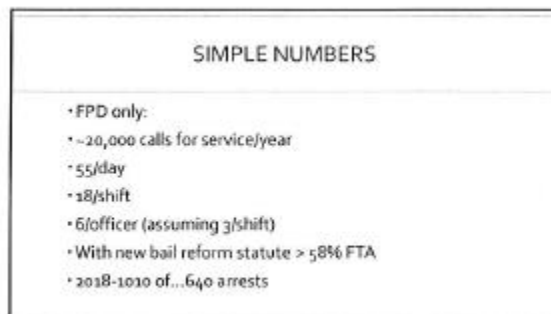
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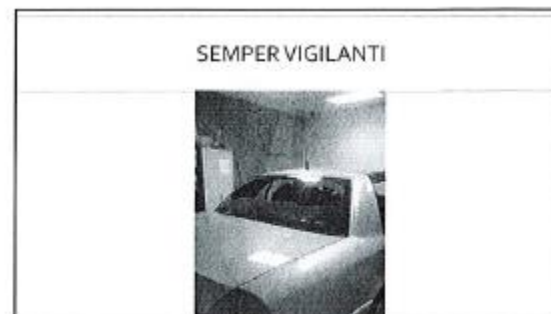
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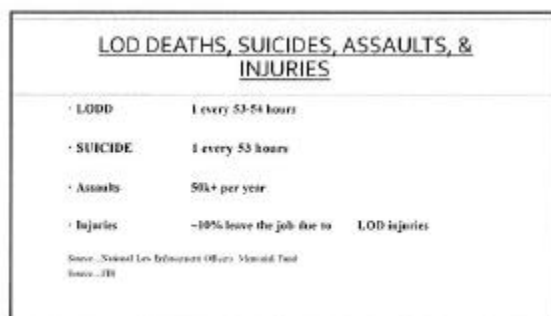
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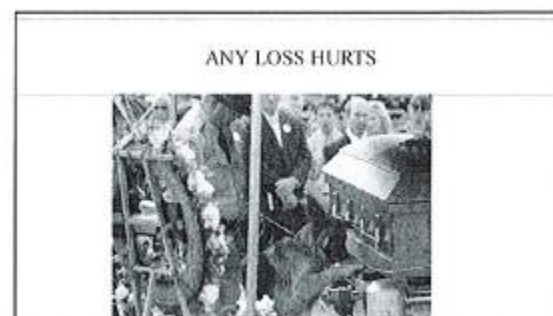
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31



32

THIS YEAR POLICE SUICIDES NOW EXCEED LODD DEATHS...
ALSO... 125-150K ASD/PTSD



33

TEARS OF A COP
AUTHOR UNKNOWN

*I have been where you fear to go...
I have seen what you fear to see...
I have done what you fear to do...
All these things I've done for you.*

*I am the one you lean upon...
The one you cast your scorn upon...
The one you bring your troubles to...
All these people I've been for you.*


34

*The one you ask to stand apart...
The one you feel should have no heart...
The one you call the man in blue...
But I am human just like you.*

*And through the years I've come to see...
That I'm not what you ask of me...
So take this badge and take this gun...
Will you take it? Will anyone?*


35

*And when you watch a person die...
And hear a battered baby cry...
Then so you think that you can be
All those things you ask of me...?*



36

CINDY MCCAIN




37

AG SESSIONS (WHEN HE WAS OK)




38

TROOPER LES LORD



39

TROOPER SCOTT PHILLIPS



40

I CARRIED MY BROTHERS...THEY WERE NOT HEAVY

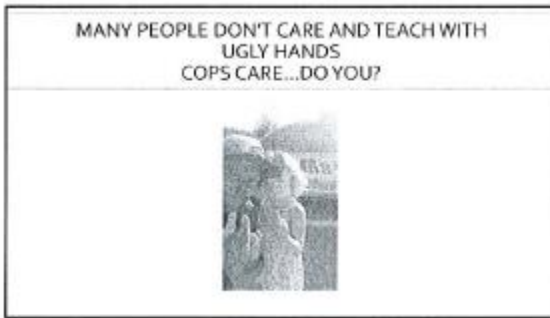
- 1997
- Carl Drega
- Escort
- Autopsies

41

MANY PEOPLE DO CARE AND DO REACH OUT A FRIENDLY HAND



42



43



44



45



46



47

Goldstein concluded his presentation and invited the Council to ask him questions.

Rago asked what his thoughts are on all the issues going on in New York City with the police officers losing their ability to enforce the mistreatment they are receiving from residents. She stated that Mayor De Blasio is cutting the PD off at the knees. Goldstein replied that De Blasio is not a good fit for his role. The residents who are disrespecting the officers, missed out on a good spanking that they should have received long ago. He continued to explain that officers are not required to react in certain situations especially when it could cause more of a dangerous situation. There is no law that says a police officer must place themselves in danger. What De Blasio said was an insult to the police force and to himself as well.

Goldstein referred to an organization out of Keene NH called COP Block, who is not as big as they were a few years back. Their goal was to stir up the police and get them angry to do something they shouldn't and then catch it on camera. They came to Franklin a few years ago videoing undercover police cars, taking license plate numbers, and trying to force police to talk to them. Instead of losing their demeanor, the police officer there that day explained that he had to take care of something but would be right out to talk with them which he did and their

tone changed at that point. They all then engaged in a calm conversation about one of the police vehicles.

Dzujna added that society in general no longer deals with police respectfully. He asked what the Council can do to help enforce the respect they deserve. Goldstein described an incident with the media where the perpetrator was portrayed to look like the victim and he contacted the media immediately to ask them to be mindful of the message they are sending. He wished he knew how to answer Dzujna's question.

Dzujna asked if the state provides mental help for PTSD or other issues that the profession can cause. Goldstein replied that there is nothing but only fellow law enforcement volunteers who are there to help when needed. On a federal level, there are grants that could be available to help with these issues. Goldstein applied for a grant and was denied.

Brown asked if there is still an SRO. Goldstein replied that there is and it is somewhat effective because he is understaffed of officers so he must control when the SRO spends time at the school. The school wants control over that but Goldstein can't give them that at this time.

Dzujna stated that the middle school has terrible discipline issues. Testerman explained that there is an RSA that addresses if the child doesn't want to be there and learn, then they shouldn't be there. But then that would mean less students and less money from the state.

There's a lot of red tape to get a child the services they need under a certain situation and it's even more difficult to react in certain situations when a juvenile is causing the problem. Everyone is afraid to act because of the adult/juvenile situation and the repercussions that could occur if handled incorrectly.

Mayor Giunta shared that he replaced his fence on Lakeshore drive and while outside doing that, residents stopped and wanted to talk. The Mayor stated that he learns many things about Franklin residents this way and in this case, this man told him about himself and that he didn't know if he could afford to stay in his Franklin home. When these types of conversations occur, the Mayor invites them to a City Council meeting so they can share their story especially when it pertains to assessments and raising taxes.

Recognitions that the police deserve can be held at the Elks. A Police Appreciation night with awards would be a great way to show how much we appreciate the PD.

Brown asked Goldstein that if there was enough money to do only one of the items on his list, which would it be. Goldstein replied that there is a current plan to replace the dispatch communications system which will happen in stages so aside from that, it would be to address the personnel structure at the station. Goldstein said he is too top light and in order to make things work better outside, he needs to make some changes inside.

Rago asked when the City stopped using the curfew horn at night. The Council remembers that the last time the horn was used was about 5 years ago. The City stopped due to threats from the ACLU who said we couldn't do it anymore and had to stop or they would take us to court.

The Council was afraid and did not want a lawsuit nor had the money to fight it. Legal counsel also informed the City that we would lose.

The Council thanked Chief Goldstein for his presentations and applauded him for his openness and the hard work he and his forces does every day.

Brown concluded stating to the schools that some money is needed to go for safety. There are things needed at the schools but what good is any of it if the children are not safe.

Motion to adjourn was made by Councilor Brown. Seconded by Councilor Dzujna.
The meeting adjourned at 7:57 p.m.

Respectfully submitted,

Audrey Lanzillo