



## City Council Meeting Minutes

### Monday, November 20<sup>th</sup>, 2023 - 6:00 p.m.

### Franklin Lodge of Elks

**Council in attendance:** Mayor Jo Brown, Councilor Jay Chandler, Councilor Leigh Webb, Councilor Bob Desrochers, Councilor George Dzujna, Councilor Valerie Blake, Councilor Paul Trudel, Councilor Vince Ribas, Councilor Ted Starkweather and Councilor Olivia Zink

**Absent:** None

**Others in attendance:** City Manager Judie Milner, Police Chief David Goldstein, Lieutenant Dan Poirier, Lieutenant Ralph Hale, and members of the public.

Mayor Brown called the meeting to order in Council Chambers at 6:04 p.m.

Salute to the Flag was led by Councilor Ribas.

#### **Agenda Item I.**

Police retention and Recruitment Discussion

Milner let the council know that there is a packet on the table for each of them, which can also be found at the end of the minutes.

She introduced Police Chief Goldstein, Lt. Poirier and Lt. Hale.

Milner stated that police departments everywhere are facing many challenges. Recruitment has been difficult with employees hopping from department to department and they needed to come up with a good plan to keep officers.

Chief Goldstein started off letting the council know that he is proud and honored to work with the department heads in Franklin. He has never seen such cooperation anywhere else. He stated that he does not have the answers anymore, as everything has changed in the last few years.

Chief Goldstein passed out some documents to the council that can be found at the end of the minutes.

One sheet shows a 1980's roster, which they are still working under and the other is an actual roster that will be effective as of November 22, 2023 for comparison. He stated that he can't keep any part timers as of right now and they are going to be down 77% of their officers.

He also discussed the fact that Franklin has always been known as a training ground. They get them certified and then they leave for another department.

He also mentioned that the sign on bonuses from other police departments are pretty substantial. For example, Lebanon is giving a \$30,000 sign on bonus to officers. This is this highest bonus in the state right now, but definitely significant.

Lt. Hale stated that they have been trying to fill positions since April. There have been 137 applicants and only 16 of them actually followed through with the entire process. Out of the 16, only 2 were hired. By the national average, Franklin should have 19.5 officers and they are nowhere near that.

Lt. Poirier mentioned that staffing is so low right now that it isn't even safe for them to be out. He stated that he is usually the guy that has all of the answers, but if they lose another officer, he doesn't know what they will do. They don't even have any officers to train new officers. He has officers doing 16-hour days and he is afraid he is going to lose more, due to burn out.

Franklin PD is the only 24-hour department around the area so in other safer towns the officers can go home at 11pm and just call state PD, if needed past that time. Franklin is not able to do that.

The council had a long discussion about what was presented to them.

**Motion - Councilor Blake moved that the Franklin City Council set a public hearing date for 6:00 p.m. on Monday, December 4, 2023, regarding Resolution #11-24 authorizing a one-time retention, recruitment & referral bonus program for Police department employees and appropriating \$413,412 in fund balance to support the program. Seconded by Councilor Trudel.**

Mayor Brown asked who was in favor of this motion.

**All in favor. Motion PASSED**

Milner read Resolution 11-24 to the public:

#### **RESOLUTION #11-24**

**A Resolution Relating to a Supplemental Appropriation for Fiscal Year 2024.**

**In the year of our Lord, Two Thousand Twenty-Three,**

**WHEREAS**, the City Council of the City of Franklin, New Hampshire adopted a budget for Fiscal Year 2024 which began July 1, 2023, **and;**

**WHEREAS**, the City Council of the City of Franklin, New Hampshire understands the particular challenges of the current labor market and national conversation; specifically, the police department's challenges in recruiting and retaining employees as a result, **and;**

**WHEREAS**, the City Council of the City of Franklin, New Hampshire wishes to be more competitive with other police department hiring practices in order to recruit and retain high quality employees for the police department, **and;**

**WHEREAS**, the City Council of the City of Franklin, New Hampshire wishes to implement a referral, retention and recruitment program for all current police department open and filled positions to give the recruitment efforts another “tool in the toolbelt” for success, **and**

**WHEREAS**, the City Council of the City of Franklin, New Hampshire wishes to fund this program through the one-time, non-lapsing appropriation of \$413,412 from the City’s accumulated fund balance, **Now**,

**THEREFORE, BE IT RESOLVED** that at the scheduled meeting of the City Council on Monday, December 4, 2023 at 6pm the City Council of the City of Franklin, New Hampshire does hereby adopt resolution #11-24 authorizing a one-time retention, recruitment and referral bonus program for police department positions under the following guidelines:

**Retention Bonus Rules:**

One time retention bonus of \$10,000 for current full-time employees based on FY2024 authorized position listing positions

One time retention bonus of \$2,500 for current part time officers with 8 hour per week average hours over the last 52 months

One time recruitment bonus of \$20,000 for current open full-time positions to be paid as follows: \$10,000 upon hire, \$5,000 at the end of year 1, \$5,000 at the end of year 2

One time referral bonus of \$5,000 for any employee who refers an individual successfully to one of the full-time open positions to be paid as follows: \$2,500 upon hire, \$2,500 upon 1 year recruited employee’s anniversary

Temporary increase in Field Training Officer pay to \$5 stipend for the training of the recruits to the current open positions

Must remain active employee for the duration of the period to be eligible for bonus - no proration of bonuses.

And authorizing the following non lapsing one-time appropriation:

An increase in FY2024 revenues:

Use of Fund Balance Acct. No. 01-0-000-39399-000 – Four Hundred Thirteen Thousand Four Hundred Twelve dollars (\$413,412)

And an increase in FY2024 expenditure accounts,

Retention Bonus Acct No. 01-1-302-40131-000 - Four Hundred Thirteen Thousand Four Hundred Twelve dollars (\$413,412).

No other business was discussed.

**ADJOURNMENT:**

**Motion to adjourn was made by Councilor Ribas and seconded by Councilor Chandler.  
All in favor. Motion PASSED.**

The meeting adjourned at 7:29 p.m.

Respectfully submitted,

Lisa A. Jones  
Executive Secretary

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AS OF 11/20/2023

POSITION					
FULL TIME	PART TIME	TOTAL	FILLED	OPEN	
CHIEF		1	1	0	
LIEUTENANT		2	2	0	
ADMINISTRATIVE ASSISTANT		1	1	0	
PROSECUTOR		1	1	0	
PROSECUTORS SECRETARY		1	1	0	
SERGEANT		6	5	1	
COMMUNICATIONS SUPERVISOR		1	1	0	
COMMUNICATIONS SPECIALIST		4	2	2	
DETECTIVE		2	1	1	
PATROL OFFICER		9	4	5	
K9 PATROL DOG-FALCO		1	0	1	
K9 COMFORT DOG		1	0	1	
TOTAL POLICE		30	19	11	

- 2 CANINES  
9 OPEN HUMAN  
POSITIONS

## HIRING BONUS

Lebanon PD	\$30,000 for Certified
Windham PD	\$21,000 for Certified
Chester PD	\$20,000 for Certified
Hooksett PD	\$15,000 for Certified
Gilmanton PD	\$15,000 Cert and non-Cert
Bow PD	\$10,000
Keene PD	\$10,000
Hollis PD	\$10,000
NH State Police	\$10,000 Cert and non-Cert
Claremont PD	\$10,000 Cert and non-cert
North Hampton PD	\$10,000 for Certified
Northfield PD	\$5,000
Henniker PD	\$5,000 Cert and non-Cert
Merrimack Co	\$4,000 Cert and non-cert

\*\*\*Concord PD is paying retention bonuses of \$10,000 and raised their OT rate to double-time for 24 Months\*\*\*

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AS OF 11/20/2023

City of Franklin Employee List			
<u>Last</u>	<u>Department</u>	<u>Hire Date</u>	
Hart	Police	9/27/2004	Active
Stephens	Police	9/15/2008	Active
Matthews	Police	6/21/2010	Active
Ball	Police	10/18/2010	Active
Drouin	Police	1/10/2011	Active
Walker	Police	8/29/2011	Active
Wing	Police	5/27/2012	Active
Poirier	Police	5/26/2013	Active
King	Police	8/10/2014	Active
Francis	Police	3/13/2017	Active
Muller	Police	2/14/2021	Active
Jewell	Police	8/23/2021	Active
Burton	Police	2/09/2022	Active
Bell	Police	4/24/2023	Active
Merchant	Police	7/02/2023	Active
Merrill	Police	8/28/2023	Active

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**SUGGESTED MOTION:**

**November 20, 2023**

Councilor moves, "I move the Franklin City Council set a public hearing date for 6:00 p.m. on Monday, December 4, 2023, regarding Resolution #11-24 authorizing a one-time retention, recruitment & referral bonus program for Police department employees and appropriating \$413,412 in fund balance to support the program."

**Mayor calls for a second, discussion, and vote.**

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⑥

follows: \$2,500 upon hire, \$2,500 upon 1 year recruited employees anniversary

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And an increase in FY2023 expenditure accounts,

Retention Bonus Acct No. 01-1-302-40131-000 - Four Hundred Thirteen Thousand Four Hundred Twelve dollars (\$413,412),

**By a roll call vote.**

**Roll Call:**

Councilor Chandler	_____	Councilor Desrochers	_____	Councilor Webb	_____
Councilor Dzujna	_____	Councilor Blake	_____	Councilor Trudel	_____
Councilor Ribas	_____	Councilor Starkweather	_____	Councilor Zink	_____

Approved: \_\_\_\_\_  
Mayor

Passed: \_\_\_\_\_

I certify that said vote has not been amended or repealed and remain in full force and effect as of the date of this Certification and that Michelle Stanyan is the City Clerk for the City of Franklin, Franklin, New Hampshire.

A true copy, attested: \_\_\_\_\_  
City Clerk

Date: \_\_\_\_\_

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<p align="center"><b>FRANKLIN POLICE DEPARTMENT PERSONNEL</b>  <b>EFFECTIVE AS OF NOVEMBER 22, 2023</b></p>
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1	CHIEF DAVID GOLDSTEIN	
51	PENNY STEPHENS	
2	LT. DANIEL POIRIER/OPERATIONS	(FPD 603-455-4976)
3	LT. RALPH HALE/ADMINISTRATIVE	(FPD 603-455-9561)
52	BRENDA FREEMAN P/T	
4	PROSECUTOR ANDREA MULLER	
50	KATIE JEWELL	

SAM-1	SGT. DANIEL BALL (SHIFT COMMANDER)
SAM-2	SGT. ERIC DROUIN (SHIFT COMMANDER)
SAM-3	SGT. FORREST WALKER (SHIFT COMMANDER)
SAM-4	SGT. JONATHAN FRANCIS (SHIFT COMMANDER)
SAM-5	
SAM-6	SGT. DOUGLAS VOELBEL (SHIFT COMMANDER) P/T

DAVID-1	DET. SGT. KENT MATTHEWS
DAVID-2	DETECTIVE KENDALL POIRIER
DAVID-3	OPEN
DAVID-4	DETECTIVE SEAN SWEENEY P/T

PAUL-1	OFFICER CHRISTOPHER HART
PAUL-2	OFFICER JEFFREY KING
PAUL-3	OFFICER AINSLEY BRUNO
PAUL-4	OFFICER JAGGER BELL
PAUL-5	OFFICER TREVOR MERCHANT
PAUL-6	OPEN
PAUL-7	OPEN
PAUL-8	OPEN
PAUL-9	OPEN
PAUL-10	OPEN
PAUL-11	OFFICER JOSEPH CLEWLEY P/T
PAUL-12	OFFICER BRENDAN MERCHANT P/T
PAUL-13	OFFICER SPENCER MARVIN P/T
PAUL-14	OFFICER ALLYSIA BURTON P/T
PAUL-15	OFFICER TIMOTHY BEERS P/T
PAUL-16	OFFICER DAVID SUCKLING P/T

ROBERT-1	COMM. SUPERVISOR KATHERINE BURTON
ROBERT-2	COMM. SPECIALIST JORDANA WING
ROBERT-3	COMM. SPECIALIST KAITLYN BERRY
ROBERT-4	COMM. SPECIALIST FABIAN MERRILL
ROBERT-5	OPEN
ROBERT-6	COMM. SPECIALIST KARA BAKER P/T
ROBERT-7	COMM. SPECIALIST JUSTIN MALCOLM P/T
ROBERT-8	COMM. SPECIALIST DOROTHY SHEEHAN P/T
ROBERT-9	COMM. SPECIALIST SYDNEY ROLLINS P/T
ROBERT-10	COMM. SPECIALIST KATHRYN DRAPEAU P/T

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PAUL-8	OPEN
PAUL-9	OPEN
PAUL-10	OPEN
PAUL-11	
PAUL-12	
PAUL-13	
PAUL-14	
PAUL-15	
PAUL-16	

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