

**LACONIA POLICE COMMISSION
MEETING MINUTES
JANUARY 18, 2018
CONFERENCE ROOM #200A, LACONIA CITY HALL
45 BEACON STREET EAST, LACONIA, NH - 3:00 P.M.**

1/18/2018 - Minutes

1. CALL TO ORDER

The meeting was called to order by Chairman Whittum at the above date and time.

2. SALUTE TO THE FLAG

Chairman Whittum led the Pledge of Allegiance.

3. RECORDING SECRETARY

Executive Assistant Lori A. Marsh

4. ROLL CALL

Laconia Police Commissioners present were Chairman Douglas A. Whittum, Commissioner Thomas K. Tarr and Commissioner Frank R. Mello, Jr.

Chairman Whittum recognized staff present: Chief Matthew J. Canfield, Captain Allan L. Graton, Lieutenant Richard E. Simmons, Lieutenant Thomas E. Swett, Lieutenant Michael P. Finogle and Prosecutor James A. Sawyer.

Chairman Whittum recognized a quorum had been established.

5. PERSONNEL MATTERS

5.A. Commendations & Awards

Chairman Whittum recognized Chief Canfield.

Chief Canfield advised the Annual Awards Ceremony will be held at the Beane Conference Center on May 15, 2018 at 6:00 pm, which coincides with National Police Week.

5.B. Training

Chairman Whittum recognized Lieutenant Finogle.

Lieutenant Finogle mentioned the Incident Response to Terrorist Bombings class that Sergeant Hubbard and Officer Brewer-Croteau will be attending next week in New Mexico.

Commissioner Tarr inquired how this class is funded and Lieutenant Finogle advised it is federally funded. Commissioner Tarr inquired who is funding it and if it's through a grant and Lieutenant Finogle advised it is through Homeland Security.

5.C. Miscellaneous

No Discussion

5.D. Resignations/Retirement

5.D.i. Special Officer Christopher A. Adams and Dispatcher Nicole A. Faro

Chairman Whittum recognized Chief Canfield.

Chief Canfield advised that when Chris Adams retired, he stayed on part time with the intent of assisting with community group activities and working part time; however, his other job is taking more of his time than anticipated and he has made the decision to resign.

Chief Canfield also advised that Nicole Faro, who also used to work for us full time and stayed on part time, leaving to go to the Meredith Police Department a couple of years ago, has been hired as a part time Police Officer for the Center Harbor Police Department and, therefore, does not feel like she has enough time to do all three jobs and decided to resign her position with us.

Commissioner Tarr inquired if Nicole Faro was a potential full time police officer employee with us with some of the recent recruitment challenges and Chief Canfield advised she was contacted and advised we were hiring; however, she expressed that she was trying to make the decision of whether she wanted to get into police work full time. He indicated she currently works for Meredith Police Department as a full time Dispatcher and she was very interested in part time work with Center Harbor Police Department. He indicated we really do not offer part time police officer employment, unless they are full time certified, due to the requirements put on us by Accreditation.

5.E. Hirings

Chairman Whittum recognized Lieutenant Finogle.

Lieutenant Finogle advised we still have two applications in the background process, which should be wrapped up shortly and presented to Chief Canfield for final offers of employment. He advised we also have a test coming up on February 11, 2018. He advised we have branched out to different areas for recruiting purposes, one being that we launched a police app which is web based, where applicants can go on that site and submit their resume and application, which in turn is funneled back to his office to manage the applicants. He advised we have been going with the Great Bay Police Alliance Test, which is done three or four times per year. He advised he believes there are a couple dozen police departments participating in that and, when candidates pass that test and the scores are put out to the police agencies, all participating departments receive the results at the same time. He advised some of the major agencies, such as ourselves, Dover, Rochester, and other larger agencies who frequently hire, are now reaching out to these candidates and it becomes a competition to get the most qualified candidate. It then comes down to benefits and pay for what the recruit is looking for.

Lieutenant Finogle advised we are looking for another way to test and give ourselves more flexibility, resulting in our having our own written test. He advised that will be a canned test and we'll hold that at the Police Academy on February 11, 2018. He advised those tests will be graded on the spot and, if they pass, they will take a PT test in the afternoon and we will start scheduling oral boards immediately.

Lieutenant Finogle advised we are looking to advertise a little bit more also, which comes at quite a cost, so we've been looking for ways to reduce that cost and put information out to some colleges and using contacts that we have.

Chief Canfield stated that it certainly speaks to the state of hiring right now and we're not the only agency looking to hire qualified officers. He advised with this last phase, twenty-one people came and did oral boards and we were able to get two from that pool. He advised we had three solid candidates; however, one didn't go forward due to the psychological test that he took.

Chief Canfield recognized Lieutenant Finogle for the great amount of work put into it, including Facebook postings he has put out that have been shared with the community and beyond, and the police app that he has established. He advised we are doing everything possible to reach out and get candidates who we might not otherwise have contact with and hopefully we'll pull enough qualified candidates to fill our open slots.

Commissioner Tarr inquired about the status of the certified applicant. Lieutenant Finogle advised the background is just about complete and will be presented to Chief Canfield the end of this week or beginning of next. He advised it will then be up to Chief Canfield to review that packet and decide on a final offer.

Commissioner Mello inquired if that person will go into the FTO program right away upon the final offer and Lieutenant Finogle advised that would be complicated, as we have uncertified candidates in the pipeline and are trying to merge them into the same start date, which is targeted for early March. He advised that if we start the certified candidate early, we'll be tapping into our existing manpower to train them. He advised if we put them on together, we're using the same manpower to give the same training. He advised that whether the applicant is certified or not, we have to show that we showed them our policies and procedures and it's the same process.

Commissioner Tarr inquired if that person is currently employed by another department and Lieutenant Finogle advised yes. Commissioner Tarr inquired if there is any way of knowing if they are pursuing other options, even though they are a finalist with our agency, and Lieutenant Finogle indicated no, advising this is their desired place of employment.

5.F. Promotions/Classification Change

No Discussion

6. DIVISION/BUREAU COMMANDER'S FORUM

6.A. Operations/Support Division Commander

Chairman Whittum recognized Captain Graton.

Captain Graton advised the Sled Dog Races are coming up in the middle of next month, February 16th through the 18th. He advised he had a meeting with the promoter, DPW and C.E.R.T. last week to work out some issues. He advised C.E.R.T. is going to be assisting with traffic control and we are going to change some of our personnel around so that we can provide additional traffic control. He advised he indicated to promoters that we cannot just take officers off the street to assist them and that other venues need to pay for detail officers and they understood that we are doing what we can, but in the future may have to start providing money for that. He advised Lieutenant Simmons is working on changing around the schedule so that we can provide them with some officers, but will not be able to cover all the spots necessary and C.E.R.T. should be able to fill those.

Commissioner Tarr inquired if they pay for some of the coverage and Captain Graton advised they haven't in the past. He indicated they were advised we cannot provide them with 3-4 officers every day without constraining our budget and they were given the numbers for hiring detail officers.

Captain Graton advised he has another meeting with them next week to try to finalize some of the plans they have. He also indicated that C.E.R.T. was asking for us to provide some traffic control training updates, which Lieutenant Simmons is looking at accommodating.

Captain Graton also advised we have started the Motorcycle Week process and the Special Events Committee has already been receiving applications.

Captain Graton additionally mentioned that he just returned from the Traumas in Law Enforcement training in Burlington, Vermont, during which he learned some good information from Concern of Police Survivors (COPS) on police benefits for officers killed in the line of duty. He advised they also had surviving spouses speak to help understand what they go through and to assist us in how we handle things if it ever happens here. They also provided some good training on police suicide and how to identify that.

6.B. Support Division

Chairman Whittum recognized Lieutenant Finogle.

Lieutenant Finogle advised we have reached out to the Boston Police Department regarding the K-9 Program and they have instructed us on how to start the process and register. He advised they just updated the website, so we can now interact with them and download forms. He advised we've scheduled a meeting on Friday of next week to go down and visit the site and meet the head trainer so that Officer Jepsen can establish a relationship before the school starts.

Commissioner Whittum inquired if this will be a shepherd and Lieutenant Finogle advised the head K-9 trainer, rightfully so, will have a large say in the choice of the dog, as it is his class and Officer Jepsen is inexperienced. He advised he is going to pick from whatever the vendors have available that is suitable for police work.

6.B.i. 2017 BCI Drug Unit Report

(See Detective Division)

6.C. Operations Division

Chairman Whittum recognized Lieutenant Simmons.

Lieutenant Simmons advised we started the D.A.R.E. Program last week and it is Officer Moynihan's first year. He advised Officer Cardinal assisted him on the first day and both advised it is going great.

He advised we have another Active Shooter Presentation coming up at the Evangelical Church in Lakeport. he advised the pastor reached out to us and he and Lieutenant Swett will be doing a walk through next week and will set up an actual date for the presentation.

6.D. Detective Division

Chairman Whittum recognized Lieutenant Swett.

Lieutenant Swett referenced the 2017 BCI Drug Unit Report (from 6.B.i. above). He advised that when looking at the numbers, it translates into dosage units and hits. He advised that on the heroin, it is between 900 and 1800 doses or hits that have been taken off the street by us. He advised under methamphetamine, there were 1000 to almost 2000 dosage units or hits taken by us.

Commissioner Whittum inquired what "other weapons" constitutes and Lieutenant Swett advised there wasn't anything; however, in years past we've seized swords or other kinds of weapons.

Commissioner Tarr advised it would be helpful in the next report to have the past year compared to the current year. Lieutenant Swett advised he anticipated that and brought the 2016 report. He advised there were some ups and downs.

Commissioner Tarr inquired what his take away was from last year and this year and Lieutenant Swett advised he did not make a comparison, as there are so many variables that lead to the specific numbers. He advised to try to pin it down and say we're doing more or less in one area is not possible. He advised some of the things are up and some are down and it seems to be a bit of a wash and a lot has to do with what we have available and who is doing what.

Prosecutor Sawyer advised one case can skew the numbers, for instance concerning amounts seized.

Lieutenant Swett noted there is a huge difference between the two years for the methamphetamine numbers and one of them is from one particular case that involved a postal package that we seized.

6.E. Legal Division

Chairman Whittum recognized Prosecutor Sawyer.

Prosecutor Sawyer advised that he was speaking with Sergeant Black this morning and he asked about Recovery Court and how it was going. He advised it is going well and is a valuable tool. He indicated he gave three examples to Sergeant Black of people,

one of whom has been in over a year, one just under a year and the other one for several months, all of whom are doing extremely well. He stated Officer Carlson was also present and they were both familiar with those three people, having dealt with them on numerous occasions before their entry into Recovery Court. He stated both Sergeant Black and Officer Carlson were very pleased to hear they were doing well. He indicated a year ago you would not have guessed these three individuals would do so well. He stated Sergeant Black and Officer Carlson recommended that patrol receive updated information on these cases, as sometimes they get disheartened dealing with the bad and would appreciate hearing some success stories. He advised these three individuals were causing police, fire and emergency contacts through a variety of services, taking a lot of time and effort away from local agencies and, because of their hard work, they are succeeding. Prosecutor Sawyer advised it is his intention to work with Horizons to see what more detailed information he can provide to law enforcement to show that their efforts are working.

Commissioner Tarr advised he feels it is a good program and positive feedback to law enforcement who are familiar is good.

Prosecutor Sawyer indicated he has run into a couple of people on the street who are doing well, but because of past experiences with them, it is hard to really trust what they are saying. Commissioner Tarr advised he knows these folks need to appear at interval district court hearings from time to time, but inquired during the time in between hearings if there is anyone who verifies their conduct. Prosecutor Sawyer advised yes. Commissioner Tarr inquired about random drug testing and Prosecutor Sawyer advised he doesn't have a number on it, but at least two, if not five or six a week, when they begin the program, but it varies. He stated that someone who is really struggling may get drug tested more frequently. He indicated they see probation on a weekly basis, they have multiple groups, three to begin with. He advised they have an individual session and indicated on the weekends they have check-ins at the jail, where they can be tested as well. He advised there is intense supervision compared to the regular probation model where there are check-ins on a weekly or monthly basis and there's little contact. He advised they are seen either by a Corrections Officer, Probation Officer or a provider multiple times per week.

7. ORDERS & BULLETINS

Chairman Whittum recognized Lieutenant Finogle.

Lieutenant Finogle advised there was nothing to discuss if there weren't any questions.

Chairman Whittum indicated he noticed there are a couple of officers who volunteered to attend a couple of different schools, noting Officer Brewer-Croteau is attending one at UNH and another somewhere else.

Lieutenant Finogle advised we put out some classes that were being hosted at UNH and at a Manchester location, noting the Disrupting the Extremist school. He advised Officer Brewer-Croteau just came back from that class and it is basically a program where she can reach out to local businesses to help them identify people who might be plotting or doing something suspicious, such as buying excessive fertilizer or such to manufacture bombs. He advised this may help the community identify these people early on before it becomes a problem. He noted that she has put in for a few different schools and Chairman Whittum praised that.

Commissioner Tarr inquired if we generally get good responses from employees when training opportunities arise or is it typically the same employees who volunteer, indicating he is speaking of training that is not mandatory. Lieutenant Finogle advised it depends on what path the employee wishes to follow. He advised if they do not have a keen interest in a particular area, they may not want to put in for the school that is available at the time. He advised it is healthy to want to get out of the office sometimes and do something new and they come back with a little bit more energy. He advised in these particular cases, specifically the school referenced, he saw the opportunity and it didn't cost the police department anything. He advised he put it out and received e-mail responses back and ultimately scheduled three officers to attend; however, the class was rescheduled to another date due to weather and only one attended.

Commissioner Tarr inquired if those in supervisory positions approach individual officers and suggest they consider attending specific optional training schools. Lieutenant Simmons advised absolutely and that a lot of that falls on the Sergeants and they do a good job with the crew they work with and sit down and talk with them about where they want to go and what they want to do.

Chief Canfield advised some of the classes are geared toward different phases of an officer's career and that early on the officer may be encouraged to attend more report writing, warrant and complaint classes and similar classes, where as with more experienced officer, such as Officer Brewer-Croteau, who has been on a couple of years, the Disrupting the Extremist class is more of an advanced class. He advised that maybe someone who is just off probation wouldn't quite pick up on that, whereas she would get a lot more out of the class.

8. COMMISSION ACTION

8.A. Acceptance of minutes from previous meetings

The meeting minutes of December 21, 2017 were accepted as distributed.

8.B. Acceptance of Commission Vote via Telephone for Out-of-State School Request

No discussion necessary.

8.C. 2017 Commission Attendance Report

No Discussion

9. REVIEW OF MONTHLY ACTIVITY REPORTS

9.A. Department Monthly Highlights

Chairman Whittum recognized Chief Canfield.

Chief Canfield advised for the month of December we responded to 23 different domestic disturbance calls, a total of 72 other disturbances, 8 suicidal subjects and investigated 5 violations of Restraining Orders.

Chief Canfield advised that during the course of the month, members of the department donated 10 hours of volunteer time and the Victim Services Unit donated 20 3/4 hours, serving a total of 26 different victims.

9.B. Monthly Fleet Report

Chairman Whittum recognized Lieutenant Finogle.

Lieutenant Finogle advised we just received one of our cruisers back from the shop that had been involved in a minor collision. He advised the new SUV's are all out and the officers love the new platform. He advised with the new lighting system there is a class at the end of the month integrated into our monthly training to educate everyone on the new switch panels and the capabilities of the lighting systems in the cars. He advised the technology in this particular equipment actually allows us to do quite a bit of programming, so the company actually comes in and plugs into the SUV and can change the light pattern. He advised officers have been riding in the cars for a few months now and can actually make suggestions to Whelan for different options.

9.C. Criminal Investigative Unit Statistics

Chairman Whittum recognized Lieutenant Swett.

Lieutenant Swett inquired if there were any questions. Commissioner Tarr inquired about the Knock and Talk column. Lieutenant Swett advised the number has gone up when you look at how many detectives are working for twelve months. He advised this is a good comparison for the year. He advised if looking at the initial cases assigned, it has gone up by over a third and that is through support offered to patrol. He advised undedicated time is like our patrol units making motor vehicle enforcement. He advised if that number stays low, that means we have a lot of work coming up.

9.D. Crime Comparison Report

Chairman Whittum recognized Chief Canfield.

Chief Canfield advised for the month of December we responded to 1213 calls for service, which was down slightly. He advised we investigated 275 different criminal cases, which was also down slightly as well. He advised we made 109 physical arrests, which was down compared to the same month last year; however, motor vehicle stops were up 421 versus 290 last year. He advised there were 0 fatal accidents and 71 total accidents versus 53 for the same month last year, 16 of which were with injury and 4 were with injury last year. HE advised we arrested 5 DWI's versus three for the same month last year.

9.E. Budget Print-Out

Chairman Whittum recognized Captain Graton.

Captain Graton inquired if there were any questions. Commissioner Tarr indicated it looks like we're overall in good shape and Captain Graton agreed.

Commissioner Tarr did question overtime and Captain Graton advised we've had to fill a few slots in patrol with overtime and there were some incidents that carried over to the next shift, creating overtime for those officers.

Commissioner Tarr mentioned to Chief Canfield the recent article in the paper about a neighboring department and Selectman asking the Chief there about the overtime line going down due to being at full staff, with the Chief there indicated no. This raised a

misunderstanding. He inquired about our City Counsel noting when we're at full staff not needing overtime money.

Chief Canfield advised the full staff enables us to do more on the street, but overtime won't change necessarily. He advised we do not cover a lot of our shifts with overtime and most of our overtime goes to court time, which is for the most part very uncontrollable. He advised if someone is working a midnight shift and they have court at 9:00 am or 1:00 pm, we have to pay that overtime. He advised a very small percentage of our overtime is spent on covering patrol shifts. He advised the rest is uncontrollable, such as something happening at the end of a shift resulting in an arrest and the on-coming shift is bombarded with calls, in which case they don't have a choice but to stay.

Captain Graton advised that is why we have been using detectives to cover shifts, as well as Eric Adams and Steve Orton, so that we don't have to spend that overtime. He advised that as the Chief had indicated, most of it is court time.

Commissioner Tarr advised he was struck by the article and the understanding between full staff and overtime expenditures.

Lieutenant Swett also noted that when someone is hired, it is months and months and months before they are part of the patrol schedule.

Commissioner Mello inquired about a chart to document overtime and Captain Graton advised that can be done.

9.F. Monthly Traffic Statistics

Chairman Whittum recognized Chief Canfield.

Chief Canfield advised for the month of December of this year we responded to 71 accidents, 16 of which were with injury, as compared to December of 2016 where we responded to 53 accidents with a total of 4 with injury. He advised that might be tied to weather related issues.

Commissioner Tarr inquired about tickets issued for snow emergencies. Chief Canfield inquired if he was referring to parking ticket and Commissioner Tarr advised yes. Commissioner Tarr inquired how a snow emergency gets communicated to the citizens of Laconia. Chief Canfield advised it is a decision made by the City Manager, having consulted with himself, Fire Department Chief and Public Works Director. He advised once a snow emergency is declared, it gets put out usually on Facebook and/or Twitter and a press release is completed. Captain Graton advised that the press release is sent to all of the newspapers, radio and TV stations. Lieutenant Simmons advised we try to make contact with the owner of the vehicle to ask them to move it rather than just go around issuing parking tickets.

10. CORRESPONDENCE TO AND FROM THE DEPARTMENT

Chairman Whittum recognized Chief Canfield.

Chief Canfield advised we received a couple of letters of thanks.

11. CHIEF'S REPORT

11.A. Performance Assessment Report Cards

Chairman Whittum recognized Chief Canfield.

Chief Canfield advised we received 9 total for the month, all of which were A's, with the exception of one, which was an accident at a local business. Chief Canfield advised he reached out to that business owner, as there were some pretty poor marks. He advised in speaking with him, his complaint was that the vehicle went off the road and struck his building and there must have been some other reason for the accident and that we hadn't spoken with the operator thoroughly enough. Chief Canfield advised we did speak with the officer involved and touched base with him on that as well. Chief Canfield advised the business owner was not unhappy with the service, just concerned and his concerns were allayed just by speaking with him.

11.B. 2018 K-9 Position

No Discussion

11.C. 2017 Year-End Crime Statistics

Chairman Whittum recognized Chief Canfield.

Chief Canfield advised in 2017 we responded to 22,819 calls for service, down slightly by about 2.81%, and 3,582 criminal offenses were investigated, also down by 15% from 4,249 in 2016. He advised we made a total of 1,390 physical arrests, down by about 8%. He advised our sexual assaults were down, having investigated 41 different sexual assaults, as compared to 118 in 2016. He advised that the 2016 number was skewed a bit, as there were a lot of charges from one particular case, indicating the 118 is not a true representation of what we run on average. He advised we responded to 12 robberies, down from 17 in 2016, investigated 54 aggravated assaults, 67 burglaries, 534 thefts, 25 motor vehicle thefts, 322 simple assaults, 2 arsons, 233 criminal mischiefs, 303 drug offenses, and made a total of 5,440 motor vehicle stops, which was up by about 20%. He advised we issued 393 summonses, which was also up by about 26%, investigated 3 fatal accidents and a total of 668 accidents, of which 140 involved personal injury, and arrested 63 DWI's and took 344 people into custody.

Chief Canfield advised overall our crime statistics are slightly down from what they were the year before.

Commissioner Tarr inquired if this was a new report and Chief Canfield advised this is year-end statistics, so it's all of 2017 as compared to 2016.

11.D. PET Statistics

Chairman Whittum recognized Chief Canfield.

Chief Canfield advised that as far as drug overdose calls for 2017, we responded to 146 drug overdose calls, which was almost double the overdose calls in 2016 at 81. He advised we had 9 overdose deaths in 2017 compared to 5 in 2016. He advised our statistics as far as overdose deaths and calls are up considerably.

Chief Canfield also pointed out that he has been working with the Laconia Middle School Principal on developing some type of education curriculum at the middle school level. He advised they have secured a small grant to assist with creating the program and research is being done on several different programs to implement either this year or the next school year.

He advised he thinks the middle school level is where we need to do a lot more education and there will be a lot more emphasis with the State. He advised a lot has been done with recovery efforts and, in speaking with people at the State level, not enough is being done for prevention. He thinks a whole lot more will be coming down and encouraged to happen.

Commissioner Tarr inquired specifically about the overdose deaths and if one reason might be that Narcan is available to practically anyone, where as before it was limited to first responders. Lieutenant Swett advised the deaths have gone up because of the potency. He advised a number of overdoses that we're being called to are education also. He advised we are getting called and keeping better statistics first of all, and secondly people who are using these drugs use them together and watch each other, expecting an overdose.

Commissioner Mello mentioned the bill in the State Legislature concerning marijuana and, if it goes through, the Governor has indicated he would not support it. Chief Canfield inquired if he meant as far as legalizing marijuana and Commissioner Mello indicated yes. Chief Canfield advised that would not be something that he would openly support and the New Hampshire Chiefs of Police Association opposes it.

Chief Canfield advised our overdose numbers would certainly be much higher if it wasn't for Narcan, but he thinks some of the rise is due to not only seeing the heroin, but we are also seeing a lot of the Fentanyl and Carfentanyl mixed in and the potency is unknown.

Prosecutor Sawyer advised heroin and methamphetamine are pretty close and people do not typically overdose from methamphetamine. He advised it's only one half of our real drug problem.

Chief Canfield advised statewide we've seen a huge resurgence of methamphetamine, as well as heroin. He advised a lot of focus is put on the heroin, but statewide there's a significant resurgence of methamphetamine.

Commissioner Tarr inquired if Narcan works on someone who has overdoses on methamphetamine and Chief Canfield advised no, indicating it's only opioid related. Lieutenant Swett advised that as Prosecutor Sawyer had mentioned, people do not really overdose on methamphetamine. Chief Canfield advised you also see a lot of users who use both drugs, as methamphetamine will bring them up and heroin will bring them down.

12. **OLD BUSINESS**

No Discussion

13. **NEW BUSINESS**

No Discussion

14. CONFIRMATION OF THE DATE OF THE NEXT MEETING

The next Regular or Special Meeting date of February 15, 2018 was confirmed.

15. OTHER BUSINESS

No Discussion

16. CITIZEN COMMENTS

No comments

17. NON-PUBLIC SESSION (According To RSA 91-A:3, II)

On a Motion by Commissioner Tarr, seconded by Commissioner Mello, and passed unanimously, in accordance with RSA 91-A:3II(a), the Laconia Police Commissioner entered into Non-Public Session at 3:45 pm.

At 3:59 pm, the Non-Public Session ended on a motion by Commissioner Tarr, seconded by Commissioner Mello, with an unanimous vote to maintain the Minutes as confidential, in accordance with RSA 91-A:3III.

Chairman Whittum entertained a Motion to seal the Minutes, moved by Commissioner Tarr, seconded by Commissioner Mello, and passed unanimously.

17.A. 2017 Sick Time Analysis

18. ADJOURNMENT

Chairman Whittum entertained a Motion to adjourn the meeting, moved by Commissioner Tarr, seconded by Commissioner Mello, and passed unanimously.

Meeting adjourned at 4:02 pm.