

**TOWN COUNCIL AGENDA**  
**April 5, 2021**  
**Moose Hill Council Chambers**  
**7:00 P.M.**

Regular meetings are cablecast live and videotaped for the convenience of our viewers at home. 7:00 PM.

**A. CALL TO ORDER**

**B. PUBLIC COMMENT**

**C. PUBLIC HEARING**

**D. NEW BUSINESS**

1.) **Resolution #2021-08** – A Resolution Relative to the Extension of the Town of Londonderry Temporary Leave Policy  
**Presented by Lisa Drabik**

2.) **Appointment of Tax Collector**

3.) **Discussion of Exit 4A TIF District**

**E. OLD BUSINESS**

**F. APPROVAL OF MINUTES**

**Approval of March 15, 2021 Town Council Minutes**

**G. APPOINTMENTS/REAPPOINTMENTS**

**H. OTHER BUSINESS**

1. Liaison Reports
2. Town Manager Report
3. Assistant Town Manager Report

**I. ADJOURNMENT**

**J. MEETING SCHEDULE**

- A. Town Council Meeting – 04/19/2021  
Moose Hill Council Chambers, 7:00PM

# RESOLUTION #2021-08

## A Resolution Relative to the Extension of the Town of Londonderry Temporary Leave Policy

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First Reading: 04/05/21

Adopted: 04/05/21

**WHEREAS** on June 13, 2019, the Town of Londonderry adopted Resolution #2019-05, thereby replacing and adopting a revised “Family and Medical Leave of Absence Policy” in Title VI—Town Policy Chapter XI;

**WHEREAS** in light of the current COVID-19 pandemic, the United States Congress enacted the “Families First Coronavirus Response Act” (FFCRA), mandating certain employers to provide expanded family and medical leave rights to certain employees for certain reasons related to COVID-19;

**WHEREAS** by Resolution #2020-03, the Town of Londonderry adopted a Temporary Leave Policy in accordance with the FFCRA, which became Section VII of the “Family and Medical Leave of Absence Policy” in Title VI, Chapter XI, of the Town policy section of the Londonderry Municipal Code (hereinafter, “Temporary Leave Policy”);

**WHEREAS** pursuant to the FFCRA, the Temporary Leave Policy was set to expire on December 31, 2020, but the expiration date was subsequently extended by the Council to March 31, 2021;

**WHEREAS** the United State Congress recently enacted the American Rescue Plan Act of 2021 (ARPA), which permits employers to extend the leave provisions of the FFCRA beyond March 31, 2021;

**WHEREAS** the Town Council may, pursuant to Article 3 of the Town Charter, revise the Municipal Code as necessary; and

**WHEREAS** in light of the status of the COVID-19 pandemic in Londonderry and the State of New Hampshire generally, and in view of the increasing availability of COVID-19 vaccines, the Council wishes to revise and extend the provisions of Section VII. as attached through May 31, 2021.

**NOW THEREFORE BE IT RESOLVED** by the Town Council of the Town of Londonderry, that Resolution 2021-08 is hereby adopted with an expiration date of May 31, 2021, and this Resolution shall become effective on the date of adoption set forth herein and reviewed as necessary thereafter.

Town of Londonderry  
Resolution 2021-08, Extension of Temporary Leave Policy Due to COVID-19

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John Farrell, Chairman  
Londonderry Town Council

A true copy attest:

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*Sharon Farrell - Town Clerk*

( TOWN SEAL )

## SECTION VII. **Temporary Leave Policy Due to COVID-19**

In 2020, Congress enacted the “Families First Coronavirus Response Act” (hereinafter, “FFCRA”), which revised the already existing Family and Medical Leave Act (FMLA) to require expanded family and medical leave for specified reasons related to COVID-19. Pursuant to the American Rescue Plan Act of 2021, which authorizes the extension of leave provided under the FFCRA, the Emergency Paid Sick Leave (“PSL”) provisions of ARPA (and by extension, this Section VII of the Town’s Family and Medical Leave Policy) will remain in effect until **May 31, 2021** (unless modified later by federal legislation).

### **EMERGENCY PAID SICK LEAVE (“PSL”)**

Regardless of length of employment and upon presentation of documentation evidencing the following, employees are entitled to receive up to eighty (80) hours (pro-rated for part-time employees) of paid sick leave (“PSL”) for an absence related to COVID-19 if you are unable to work (or telework) due to any one of the following reasons:

1. You are subject to a Federal, State or local (including Town-mandated) quarantine or isolation order related to COVID-19;
2. You have been advised by a health care provider to self-quarantine due to concerns related to COVID-19;
3. You are experiencing symptoms of COVID-19 and are seeking or awaiting the result of a diagnostic test for, or a medical diagnosis of, COVID-19;
4. You have been exposed to COVID-19 and are seeking or awaiting the result of a diagnostic test for, or a medical diagnosis of, COVID-19;
5. The Town has requested that you obtain a diagnostic test or medical diagnosis of COVID-19;
6. You are obtaining a COVID-19 vaccine;
7. You are recovering from injury, disability, illness or condition related to your COVID-19 vaccination;
8. You are caring for an individual who is under either a governmental quarantine order or advice from a health care provider to self-quarantine; OR
9. You are caring for your son or daughter (under age 18) because his/her school or place of childcare has closed, or his/her childcare provider is unavailable due to COVID-19 precautions.

For reasons 1 through 7: Paid Sick Leave (PSL) is paid at your regular pay rate, capped at \$511/day (\$5,110 total).

For reasons 9 and 10: PSL is paid at 2/3 of your regular pay rate, capped at \$200/day (\$2,000

Town of Londonderry  
Resolution 2021-08, Extension of Temporary Leave Policy Due to COVID-19

total).

PSL is ***IN ADDITION TO*** any accrued sick leave you already have (meaning, these 80 hours do NOT come out of your sick leave time). PSL is also ***in addition to*** any COVID-related time you may have already taken (and was provided as regular pay) prior to 4/1/20 under the Town's then-Temporary Leave Policy.

Coordination with Workers' Compensation: If any hours of PSL are also approved by Primex to be covered by Workers' Compensation and the Town has already paid PSL in your paycheck, you will be required to sign over any Workers' Compensation check(s) to the Town (as you will have already been paid your regular wages for the PSL hours).

PSL leave falls within the 12-week/year parameters already set forth by the Town's FMLA Policy, meaning that during the FMLA year used by the Town, only 12 weeks of any type of leave (regular FMLA or PSL) may be taken.

If your PSL is paid at 2/3 of your regular pay rate (see above), you may NOT use accrued leave time to supplement your wages during the duration of such PSL.

With any PSL leave, you must notify your Supervisor as well as contact Human Resources so that we may properly process your leave and file all necessary paperwork, including with Primex if applicable. You may be required to submit documentation evidencing your fitness for duty prior to your return to work.

# LONDONDERRY TOWN COUNCIL MEETING MINUTES

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1 **March 15, 2021**

2  
3 The meeting took place in the Moose Hill Council Chambers, 268B Mammoth Rd,  
4 Londonderry, NH 03053.

5  
6 Present: Chairman John Farrell; Vice Chairman Joe Green; Councilor Tom Dolan, Deb  
7 Paul, and Jim Butler; Town Manager Kevin Smith; Assistant Town Manager Lisa Drabik;  
8 Executive Assistant Kirby Brown;

9  
10 **CALL TO ORDER**

11  
12 Chairman Farrell called the Town Council meeting to order. This was followed by the  
13 Pledge of Allegiance. This was followed by a moment of silence for the Naar family, a  
14 local family who witnessed a tragic accident over the weekend. A moment of silence for  
15 Londonderry resident Kent Allen, and for Nick Codner, Building Inspectors, daughter who  
16 passed away.

17  
18 The Council did the election of officers. Motion to appoint John Farrell as Chairman made  
19 by Councilor Butler and second by Vice Chairman Green. Chair votes 4-0-0. Councilor  
20 Paul did not vote.

21  
22 Motion to appoint Joe Green as Vice Chairman made by Chairman Farrell and second by  
23 Councilor Butler. Chair votes 4-0-0. Councilor Paul did not vote.

24  
25 **PUBLIC COMMENT**

26  
27 There was no public comment.

28  
29 **PUBLIC HEARING**

30  
31 Motion to open public hearing made by Vice Chairman Green and second by Councilor  
32 Dolan. Chair votes 5-0-0.

## LONDONDERRY TOWN COUNCIL MEETING MINUTES

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33

34 Chairman Farrell introduced Resolution #2021-06, the acceptance of unanticipated revenue  
35 under RSA 31:95-b, the reimbursement from state for vaccination site costs. Finance  
36 Director Justin Campo presented. Campo stated that this is for the first responders to be up  
37 at exit 4A. Instead of the town paying, the state will reimburse the town. Motion to approve  
38 Resolution #2021-06 made by Vice Chairman Green and second by Councilor Dolan. Chair  
39 votes 5-0-0.

40

41 Chairman Farrell introduced Resolution #2021-07, the acceptance of unanticipated revenue  
42 under RSA 31:95-b, assistance to firefighter's supplemental grant. Campo stated that the  
43 town applied for this at the beginning, and it was rejected. A second round was put forth  
44 and the town was awarded it. Motion to approve Resolution #2021-07 made by Vice  
45 Chairman Green and second by Councilor Butler. Chair votes 5-0-0.

46

47 Chairman Farrell introduced Resolution #2021-05, a Resolution relative to expansion of the  
48 Londonderry Housing and Redevelopment Authority. Town Manager Kevin Smith  
49 presented. This Resolution expands LHRA to the entire town. They are focused on  
50 economic development. Motion to approve Order #2021-05 made by Vice Chairman Green  
51 and second by Councilor Butler. Chair votes 5-0-0.

52

53 Motion to close public hearing made by Vice Chairman Green and second by Councilor  
54 Butler. Chair votes 5-0-0.

55

56

### **NEW BUSINESS**

57

58 Police Chief Bill Hart and Police Captain Patrick Cheetham presented to the Council how  
59 the department might move forward with the body worn cameras, which has been brought  
60 to the Council's attention before. See the attached PowerPoint. Chief Hart stated that they  
61 are looking for the Council's approval to move forward. Chief Hart discussed the cost.  
62 Councilor Dolan motioned to move forward entering into negotiations and contract for the  
63 police body cameras with Body Worn, second by Vice Chairman Green. Chair votes 5-0-0.

64

65 Bart Fromuth, Freedom Energy, gave an update on the community aggregation plan. The  
66 plan was originally to vote on the plan. Fromuth gave an update on where things stand with

## LONDONDERRY TOWN COUNCIL MEETING MINUTES

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67 Eversource. Fromuth stated that the law is subject to change. Fromuth stated that instead of  
68 approving the plan tonight, run the risk that there may be some change between now and  
69 when they are going to bring it in front of the PUC, they don't want to have to come back  
70 if there is a change. Fromuth said they will wait for approval from the PUC and come to the  
71 Council after for final approval. The Council agreed.

72

73 Chairman Farrell introduced Order #2021-07, an Order relative to the expenditure of  
74 Maintenance Trust Fund for various projects. Town Manager Smith presented and stated  
75 that this is for winter maintenance. Motion to approve made by Vice Chairman Green and  
76 second by Councilor Dolan. Chair votes 5-0-0.

77

78 Chairman Farrell introduced Order #2021-08, an Order relative to the distribution of Fire  
79 Equipment Capital Reserve Funds. Finance Director Justin Campo presented. Campo stated  
80 that this is for the match for the AFG Grant that was accepted with Resolution #2020-13.  
81 Motion to approve Order #2021-08 made by Councilor Dolan and second by Vice Chairman  
82 Green. Chair votes 5-0-0.

83

84 Town Manager Smith recommended to appoint Nick Codner as the Chief Building Inspector  
85 and John Trottier as the Public Works Director. Motion to appoint Codner and Trottier made  
86 by Councilor Butler. The Council endorsed both.

87

### APPROVAL OF MINUTES

88

89  
90 Motion to approve the Town Council minutes from March 1, 2021 made by Councilor  
91 Dolan and second by Councilor Butler. Chair votes 5-0-0.

92

### APPOINTMENTS/RESIGNATIONS

93

94  
95 NONE

96

### ADJOURNMENT

97

98  
99 Motion to adjourn made by Vice Chairman Green and second by Councilor Dolan. Chair



## LONDONDERRY TOWN COUNCIL MEETING MINUTES

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100 votes 5-0-0.

101

102 Notes and Tapes by: Kirby Brown Date: 3/15/2021

103 Minutes Typed by: Kirby Brown Date: 3/20/2021

104 Approved by: Town Council Date: 4/05/2021



# BODY WORN CAMERAS

LONDONDERRY POLICE DEPARTMENT

CAPTAIN PATRICK CHEETHAM

# STRATEGIC GOALS



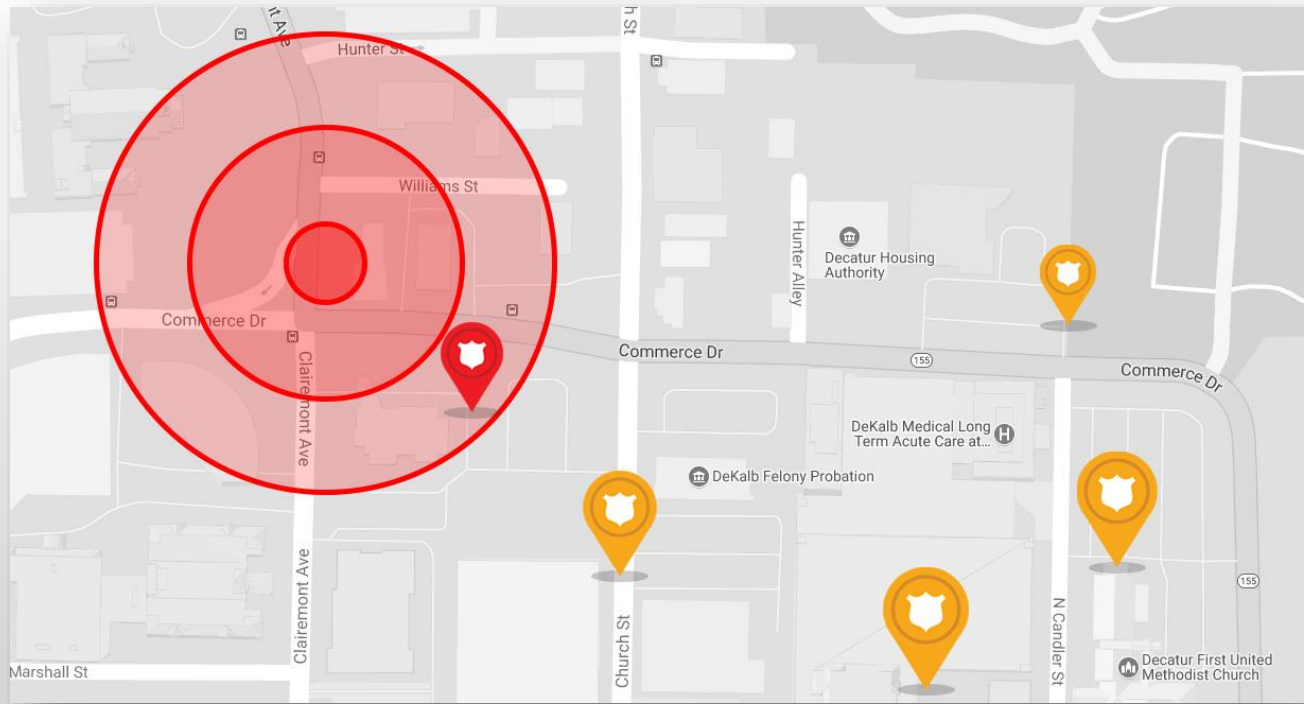
EXPECT EXCELLENCE

**Officer Safety and Unit Deployment**

**Enhancement in Evidence and Aid to  
Prosecution**

**National Law Enforcement Trend**

# OFFICER SAFETY & UNIT DEPLOYMENT



# ENHANCEMENT IN EVIDENCE AND AID TO PROSECUTION



# TRAINING AND REVIEWS

- Critical Incident Debrief and Review
- Felony traffic stops
- Use of Force Incidents
- General Calls for Service



# LEGISLATION

- NH House Bill 253 – Requires all law enforcement officers in NH to use body-worn cameras
- George Floyd Justice in Policing Act of 2021

HOUSE BILL      ***253-LOCAL***

AN ACT            requiring law enforcement officers to use body-worn cameras and establishing a grant program to assist local law enforcement agencies to purchase body-worn cameras.

SPONSORS:      Rep. Conley, Straf. 13; Rep. Mangipudi, Hills. 35; Rep. Wilhelm, Hills. 42; Rep. Cushing, Rock. 21; Rep. Labranche, Hills. 22; Rep. Moran, Hills. 34

COMMITTEE:     Criminal Justice and Public Safety

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ANALYSIS

This bill:

- I. Establishes the public safety enhancement fund.
- II. Requires all law enforcement officers to use body-worn cameras.
- III. Transfers one percent of the money from the penalty assessment fund to the public safety enhancement fund.

116TH CONGRESS  
2D SESSION

## H. R. 7120

To hold law enforcement accountable for misconduct in court, improve transparency through data collection, and reform police training and policies.

IN THE SENATE OF THE UNITED STATES

|   |               |
|---|---------------|
| Received  | JUNE 29, 2020 |
| Read the first time                             | JULY 2, 2020  |
| Read the second time and placed on the calendar | JULY 20, 2020 |

# NATIONAL LAW ENFORCEMENT TRENDS

Franklin police body, car cameras are now rolling

MARCH 9, 2021

INDIANA STATE POLICE EXPLAIN THE PROCESS OF IMPLEMENTING THE USE OF BODY CAMERAS

, 2021

police troopers currently do not wear body cameras while on the j  
Holcomb made it his priority for all ISP troopers to have body ca  
021. It is something Superintendent Doug Carter was not always  
ed when talking to younger officers on the front lines.

**The Benefits of Body-Worn Cameras: new findings from a randomized controlled trial at the Las Vegas Metropolitan Police Department**

Anthony Braga, Ph.D., James R. Coldren, Jr., Ph.D., William Sousa, Ph.D., Denise Rodriguez, M.A., Omer Alper, Ph.D.

**PBSO  
NEWS  
HOUR**

**Body cameras are seen as key to police reform. But do they increase accountability?**

Politics Jun 25, 2020 4:41 PM EST

Amid widespread calls for police reform, there's a renewed push from both advocates and lawmakers to require officers to wear body cameras.

BCSO rolls out new body cams, technology

JANUARY 22, 2021

ALBUQUERQUE, N.M. — The Bernalillo County Sheriff's Office phones as body cameras. According to the department, 313 pe to use the new devices. As KOB previously reported, the count million dollar deal with Utility Associates for the cellphone-base

Read More →

**The New York Times**

**ON TECH**

**Can Body Cameras Improve Policing?**

Body cameras are brimming with possibility, but they're not a magic remedy for misconduct.



By Shira Ovide

Dec. 7, 2020

Starkville police getting new body, vehicle camera contract

JANUARY 19, 2021

Starkville aldermen on Tuesday plan to approve a \$621,600 contract for a new police department body and vehicle camera system.



# DEPARTMENT OBJECTIVES



CALEA ACCREDITATION & L.E.A.C.T.



8 CAN'T WAIT CAMPAIGN



OFFICER TRAINING



COMMUNITY POLICING PROGRAMS



EQUIPMENT AND ASSETS



Questions?

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