

MEMORANDUM

To: Candia Board of Selectmen
From: Candia Police Chief Michael McGillen
Subject: Corporal Position
Date: June 30th, 2016
CC:

Based on seniority, merit, and work performance, I recommend that Candia Police Officer Daniel Gray be promoted to the rank of Corporal effective August 1st. I would suggest a rank differential of 2%.

Officer Gray has been with the Candia Police Department since February, 2000. During his time here, he has been the lead field training officer, is responsible for managing the evidence and other property, in charge of the police evidence room, has organized various community classes to include a recent woman safety clinic. He has shown leadership qualities at criminal and crash scenes. He offers and assists other officers in investigations and often officers will asked him to do the interview.



LOOK
PLEASE READ
BC

MEMORANDUM

To: Candia Board of Selectmen
From: Candia Police Chief Michael McGillen
Subject: Department Organization/Corporal Position
Date: July 8th, 2016
CC:

I would like to take this opportunity to let the Board know that there have been no organizational changes at the Candia Police Department for over 20 years (see attached organizational chart). With the change in the school (Pinkerton) I see more development within the Town thus more demands on the Department. It's time to update our Department and be prepared for today and for the future. This community deserves that.

Ideally I would like to have a Lieutenant's position, Sergeant, corporal, and master patrolman. Realistically these changes could be made over a period of time without having a significant impact on the budget.

At this point I would like to start off with a corporal position. The benefits of having a corporal position (supervisor) for the Town of Candia are as follows: The Corporal position is needed as we don't have an evening supervisor. The Sergeant is primarily around during the day. We have part time officers working evenings that don't have the experience of a full time officer and they need guidance. In addition we also need to have a dedicated position so if the Sergeant is absent or injured there will be an identified chain of command.

- This position will be a first line supervisory position overseeing the management of all investigations. The Corporal may be assigned to investigate any case.
- This position will also be responsible for managing the training for the Department.
- This position will assist in managing the part time officers to include scheduling.
- This position will potentially decrease liability. Police Agencies have been sued for lack of training and lack of Supervision.
- This position will answer to the Sergeant as well as the Chief in the chain of command.
- I have attached a job description for review.

Candia Police Department compared to some communities:

Candia Police Department: (Pop. 3909) (6 full time officers) 1 Chief, 1 Sergeant, 4 full-time officers, 4 part time officers.

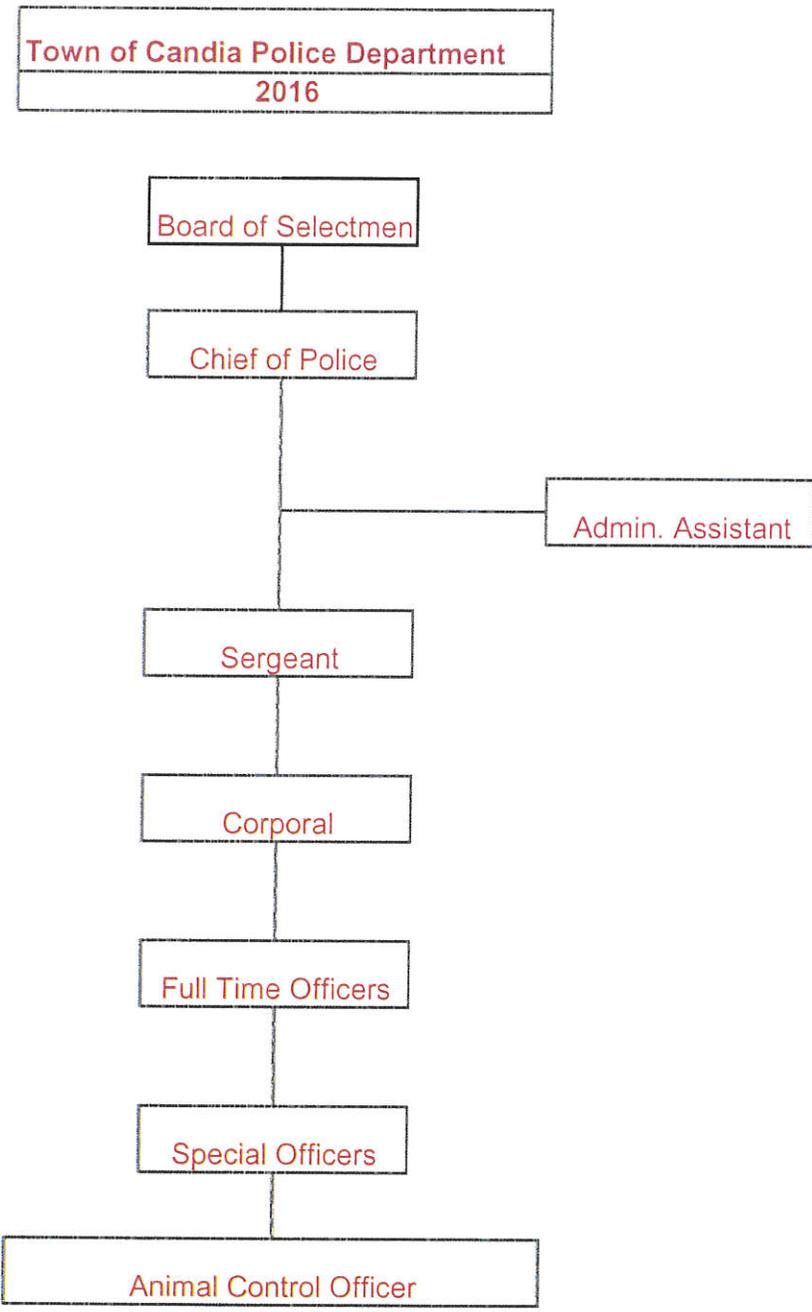
Nottingham Police Dept.: (Pop. 4785) 1 Chief, 1 Lieutenant, 1 Sergeant, 1 Investigator-Sgt. (7 officers including Chief).

Auburn Police Dept: (Pop. 4935) (8 full-time officers), 1 Chief, 1 Captain, 1 Lieutenant, 1 Detective Sergeant, 2 Sergeants, and 1 master patrolman.

Deerfield Police: (Pop. 4300) (8 Full time officers) including 1 Chief, 1 Lieutenant, 1 Sergeant, 1 Patrolman first class, 4 Full-time officers., 2 part time officers.

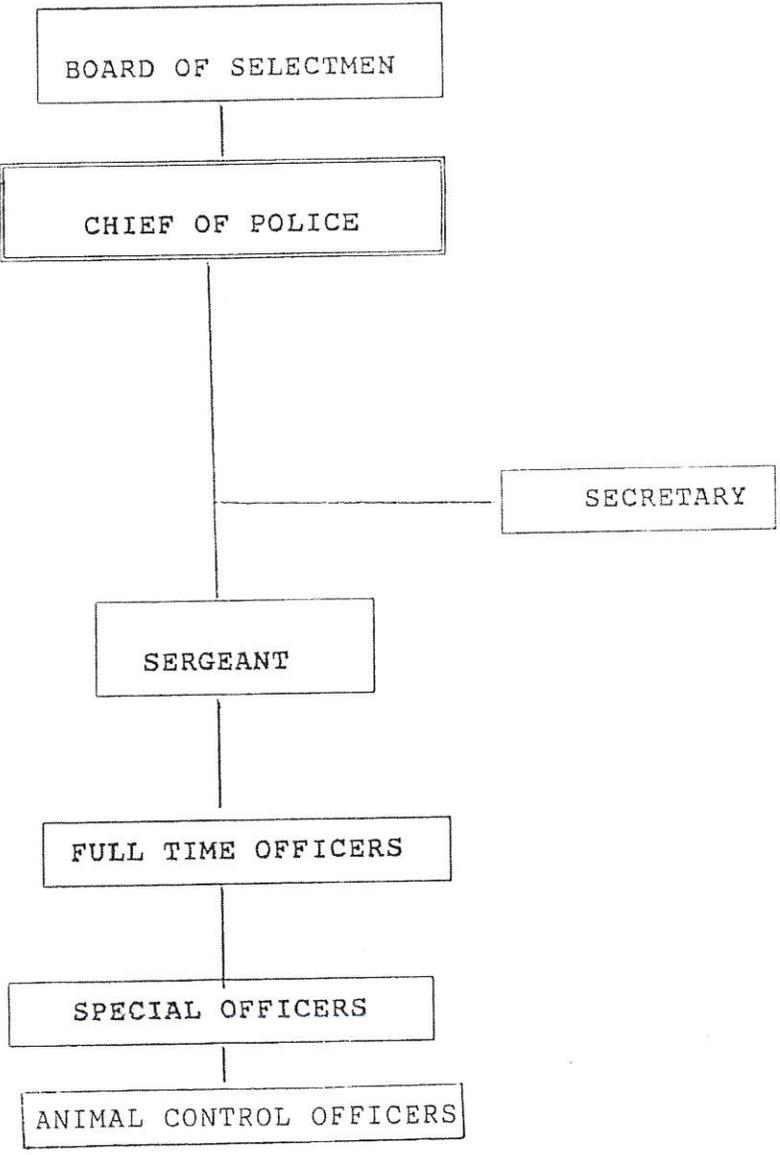
Chester Police Dept.: (Pop. 4887) 1 Chief, 1 Detective Lieutenant, 2 Sergeants, 3 Full-Time Officers, 6 part time officers.

As you can every Department has a larger command structure than Candia PD.



CANDIA POLICE DEPARTMENT

TABLE OF ORGANIZATION



MPI--N.H. 11/79
CPD 8/92
CPD Revised 1/12/93
CPD Revised 7/14/93
CPD Revised 10/19/93