

City of Biddeford
Biddeford Police Advisory Committee
September 26, 2023 6:00 PM Biddeford Police Dept.

- 1. Status: Biddeford Police Station**
- 2. Call to Order**
- 3. Pledge of Allegiance**
- 4. Acceptance of Minutes**
 - 4.a. Review and accept minutes from the last meeting and discussion of any prior business.
[20230725 BPAC Minutes](#)
- 5. Briefing on Selected Topical Areas**
 - 5.a. Discuss any new committee business, information, community concerns or feedback.
 - 5.b. Review National Night Out event.
 - 5.c. Update on retirements, employee transitions, and other programs (K9, SRO, Drone)
- 6. Public Safety Committee Items**
- 7. Other Business**
 - 7.a. Closing (thoughts for next meeting)
- 8. Adjourn**

City of Biddeford
Biddeford Police Advisory Committee
July 25, 2023 6:00 PM Biddeford Police Dept.

Meeting Notes

1. Call to Order: 6:20 pm

Attendees: Chief JoAnne Fisk, Deputy Chief Steven Gorton, Fred Olson, George Sutherland, Andrew Barrs, Kelly Seiler

2. Pledge of Allegiance

3. May Meeting Minutes Accepted (no meeting in June)

4. Briefing on Selected Topical Areas

4.a. Acknowledgement of JoAnne Fisk's appointment as Chief of Police, Steven Gorton's appointment as Deputy Chief / Internal Affairs

- Previously interim, the promotions have been confirmed
- Discussed the transition process and how these changes have been perceived to date by Police Department staff and officers, and the community

4.b. Discussed ongoing resource/staffing challenges

- Recent and upcoming reirements occurring as expected
- Discussed CALEA (Commission on Accreditation for Law Enforcement Agencies) as a potential resource to for best practice in addressing staffing concerns as this is a national issue and not necessarily unique to the Biddeford Police Department.
 - Accreditation by CALEA does not directly impact staffing; however, it raises the profile of the Department and can be viewed as a means to attract high-quality applicants.
 - The use of temporary staff to fill resource gaps is not a desired approach given the inconsistency that can result (level of training, experience, cultural fit, etc.), and this staffing approach is not permitted under CALEA accreditation standards.
 - Participation in CALEA can increase the likelihood of receiving grants which can impact the resources available to a Department in order to creatively address resource constraints
- Committee raised the question at what point will the impact of resource constraints be felt by the community?
 - To date, the Department has been able to respond as appropriate to the demands of the community. There are also reciprocal relationships established to draw

resources from adjacent communities should the occasion call for resources beyond what is immediately available.

- Discussed managing demands to ensure those administrative duties and other work that does not require a sworn officer are properly assigned, in order to make the best and highest use of sworn officers' time, including how detectives become involved in cases (based on the type of incident/crime).
- Discussed creative approaches to address some of the barriers that may exist for applicants – such as the rising cost of housing in Biddeford and surrounding towns, and the cost of health care.
 - Noted the 2024 budget is set, and planning for the 2025 budget begins in January 2024. The community has an opportunity to advocate for changes to the budget via the City Council.

4.c. Upcoming Events – Discussed the upcoming National Night Out event to be held August 1st at Mechanics Park.

- Advisory Committee will attend from 4 – 8pm and serve as roaming liaisons to help generate dialogues with the community and hear perspectives / share insights regarding the Department.
- Photos were taken to produce ID badges for committee members

4.d. Recapped the status of grants discussed at the May meeting (no meeting in June)

- Grant for K9 resource has been approved, the handler selection process will begin in September, with training likely to occur in March 2024
- Expect to have more information about the drone by the fall

5. Public Safety Committee Items

- No specific questions or concerns raised by the committee – discussion primarily focused on the appointments of the Chief and Deputy Chief and resourcing as described above

4. Other Business

- Next meeting scheduled for September 26, 2023 at 6pm, location: Biddeford Police Department

8. Adjourn: 7:12pm