

# MEMORANDUM

Durham Police Department  
86 Dover Road  
Durham, New Hampshire 03824  
868-2324

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January 9th, 2025

**TO:** Todd Selig, Town Administrator  
**FROM:** Rene Kelley, Chief of Police  
**RE:** Annual Analysis of Grievances-2020 (25.1.3)

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For the past 29 years, including the calendar year of 2024, there have been no grievances filed by any member of the Durham Police Department. Members of this department have set a foundation of excellence in policing which includes sound policies and strict adherence to the customer service philosophy of policing.

While I remain extremely proud of the fact that there have been no grievances, it is not the result of a passive management style at the Durham Police Department. It is directly attributable to our collective commitment to sustain an atmosphere where management and staff work together resolving procedural acts and/or omissions before they became problematic. Additionally I believe that our hiring process is so well tuned that even when employee turnover occurs that each employee remaining is committed to collaborative problem-solving which ultimately sustains a positive work environment

If you have any questions pertaining to this memo, please feel free to contact me.