

# MEMORANDUM

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

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January 2, 2024

**TO:** Todd Selig, Town Administrator  
**FROM:** Rene Kelley, Chief of Police  
**RE:** Annual Analysis of Grievances-2023 (25.1.3)

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For the past 28 years, including the calendar year 2023, there have been no grievances filed by any member of the Durham Police Department.

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 our sound hiring processes and our commitment to hold ourselves accountable reflects that members of the Durham Police Department take seriously our oath and pledge to do the right things for the right reasons.

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