



Sheriff Christopher D. Connelly
Chairman

State of New Hampshire
POLICE STANDARDS & TRAINING COUNCIL
Arthur D. Kehas
Law Enforcement Training Facility & Campus
17 Institute Drive, Concord, N.H. 03301-7413
603-271-2133 – Fax: 603-271-1785
TDD Access: Relay NH 1-800-735-2964



John V. Scippa
Director

Public Minutes
January 28, 2025
Police Standards and Training Council

In attendance:

Vice Chair, Chief Emily Cobb, New London Police Department
Commissioner Helen Hanks
Judge Amy Manchester, Circuit Court (Teams)
Mr. Edward Lecius
Judge Sawako Gardner, Circuit Court
Mr. Christopher Stawasz
Dr. Maureen Sullivan
Colonel Mark Hall, New Hampshire State Police
Chief Mark Chase, Center Harbor Police Department
Dr. Robert Eckstein, Justice Studies, University of New Hampshire
Mr. Michael Harrington

Not in Attendance:

Chairman, Sheriff Christopher Connelly, Hillsborough County Sheriff's Office
Sergeant Jaqueline Pelletier, Goffstown Police Department
Sheriff Charles Massahos, Rockingham County Sheriff's Office
Attorney General John Formella
Chief Kevin Rourke, Nashua Police Department

Staff Present: Director John V. Scippa, Major David Parenteau (ret.), Attorney Stacie Moeser,
(Teams) Captain Adam Hawkins, and Anne Paquin, Investigative Paralegal

Guests Present: Deputy Chief Nathan Roy, Berlin Police Department with Cade Raymond; Chief Paul Poirier, Barnstead Police Department with Daniel Florent; Sgt. Michael Foster, Tilton Police Department with candidate Brian Murray; Chief Alexander Reno, Hampton Police Department

with candidate Joshua Chadwick; Chief Charles Pelton with Lt. Charles Chabot, Auburn Police Department.

Vice Chair, Chief Cobb called the meeting to order at 9:05 a.m.

She confirmed that Judge Manchester was attending virtually due to her afternoon schedule, and that she was in her office alone.

She reminded Council members that due to Judge Manchester attending the meeting virtually, all voting during this meeting would be by roll call.

Vice Chair Cobb also confirmed that PSTC staff Attorney Stacie Moeser was attending virtually due to illness in her family, and that she was in a room at home alone.

Approve Minutes

December 17, 2024, Public Session, Motion to approve by Mr. Lecius, seconded by Dr. Sullivan.

Vice Chair Cobb took the roll call vote.

Chief Chase	Y
Judge Manchester	Abstain
Judge Gardner	Y
Dr. Sullivan	Y
Mr. Lecius	Y
Mr. Stawasz	Y
Mr. Harrington	Abstain
Dr. Eckstein	Abstain
Colonel Hall	Y
Commissioner Hanks	Y
VChair Cobb	Y

December 17, 2024 Nonpublic Minutes Demetrios Tsaros, Motion to approve by Judge Gardner, seconded by Chief Chase.

Vice Chair Cobb took the roll call vote for the nonpublic session regarding Demetrios Tsaros:

Chief Chase	Y
Judge Manchester	Y
Dr. Sullivan	Y
Mr. Lecius	Y
Mr. Stawasz	Y
Mr. Harrington	Abstain
Dr. Eckstein	Abstain
Colonel Hall	Y
Com Hanks	Abstain
VC Cobb	Y

Nonpublic Loudon Police Department December 17, 2024
Motion by Mr. Lecius to accept the minutes, seconded by Colonel Hall.

Vice Chair Cobb took the roll call vote

Chief Chase	Y
Judge Manchester	Y
Judge Gardner	Y
Dr. Sullivan	Y
Mr. Stawasz	Y
Mr. Harrington	Abstain
Dr. Eckstein	Abstain
Commissioner Hanks	Y
VC Cobb	Y

Nonpublic Robert Burrell December 17, 2025
Motion to approve the minutes by Dr. Sullivan, seconded by Mr. Lecius

Commissioner Hanks was recognized by Vice Chair Cobb, she (Com. Hanks) noted that in the previous nonpublic session minutes she was listed in the first roll call vote but not in the second roll call vote. Anne responded that she would make that adjustment to the Loudon Police Department nonpublic session and the public minutes of December 17, 2024.

Vice Chair Cobb took the roll call vote

Chief Chase	Y
Judge Manchester	Abstain
Judge Gardner	Y
Mr. Stawasz	Y
Mr. Harrington	Abstain
Dr. Eckstein	Abstain
Colonel Hall	Y
Commissioner Hanks	Y
VC Cobb	Y

November 19, 2024 public minutes amended.

Vice Chair Cobb explained that she had consulted with Attorney Moeser for advice on the manner in which the amendments could be addressed.

The first was a typographical error on a name, the other amendment was the citation of a nonpublic session, (the reason why the minutes were sealed). The citation was for a medical reason and should be RSA 91-A:3 III (j).

Motion to approve the Amended Minutes of November 19, 2024 by Judge Gardner, the motion was seconded by Mr. Harrington.

Vice Chair Cobb took the roll call vote.

Chief Chase	Abstain
Judge Manchester	Y
Dr. Sullivan	Y
Mr. Lecius	Y
Mr. Stawasz	Y
Dr. Eckstein	Y
Colonel Hall	Y
Commissioner Hanks	Y
VC Cobb	Y

Director's Report (attached)

Previously Unfinished Business

Demetrios Tsaros' matter was continued; he has obtained counsel, who asked for more time to prepare.

Rules Committee

Vice Chair Cobb announced that the Rules Committee was seeking a volunteer to take Sheriff Connelly's spot reviewing/amending Council administrative rules.

Waivers

Berlin Police Department, Pol 301.05 (g) (8)

Deputy Chief Nathan Roy, Berlin Police Department with Cade Raymond

Deputy Chief Roy and Mr. Cade Raymond were sworn in by Vice Chair Cobb.

Major Parenteau stated that Deputy Chief Roy was in attendance with Mr. Cade Raymond as he is a candidate for the Berlin Police Department. They are seeking a waiver for Mr. Raymond due to his sale of THC vape pens when he was less than 21 years old, and a student at Norwich University in Vermont.

Deputy Chief Roy explained that Mr. Raymond left Norwich University after two years, returned to his home state of Connecticut where he finished his degree at University of New Haven. When asked, Mr. Raymond stated that he didn't know that the sale of THC vapes would be an issue when deciding on a law enforcement career.

Council members asked Major Parenteau, Deputy Chief Roy and Mr. Raymond questions regarding the indiscretions in this matter. Discussion ensued amongst Council members.

Motion to approve the waiver by Mr. Harrington, seconded by Commissioner Hanks, because the intent was not for profit, meaning the actual conduct exhibited was not intended to result in an excess of financial return over the expenditure in a transaction or series of transactions; and the behavior pattern under the totality of the circumstances did not demonstrate a lack of good moral character.

Vice Chair Cobb took the roll call vote.

Chief Chase	Y
Judge Manchester	Y
Judge Gardner	Y
Dr. Sullivan	Y
Mr. Lecius	Y
Mr. Stawasz	Y
Dr. Eckstein	Y
Colonel Hall	Y
VC Cobb	Y

Barnstead Police Department, certification lapse greater than five years
Chief Paul Poirier, with Daniel Florent

Chief Poirier and Mr. Florent were sworn in by Vice Chair Cobb.

Major Parenteau explained that Chief Poirier was in attendance to ask about prior training and experience certification for Mr. Florent. Mr. Florent has been out of New Hampshire law enforcement employment for more than five years.

Major Parenteau read the new Pathways to Certification document, (copy attached) into the record, specifically item 4.4 Criteria after lapse of five or more years.

Major Parenteau summarized Mr. Florent's employment and certification history for New Hampshire, for the Council members.

Chief Poirier reviewed Mr. Florent's out of state of New Hampshire employment and training history (since last working as a NH officer) for the Council members, by reading a prepared statement.

Motion to approve the waiver for Daniel Florent's NH police certification using the Pathway guidelines in section 4.4 of that document by Mr. Lecius, seconded by Colonel Hall.

Vice Chair Cobb took the roll call vote.

Chief Chase	Y
Judge Manchester	Y
Judge Gardner	Y

Dr. Sullivan	Y
Mr. Stawasz	Y
Mr. Harrington	Y
Dr. Eckstein	Y
Commissioner Hanks	Y
VC Cobb	Y

10:03 Mr. Lecius exited the meeting.

Tilton Police Department, Pol 301.05 (g) (8)

Sgt. Michael Foster Tilton Police Department with candidate Brian Murray, who is already an officer for the Meredith Police Department.

Sgt. Foster and Mr. Murray were both sworn in by Vice Chair Cobb.

They requested a nonpublic session, in consideration of the reputation of Brian Murray.

Major Parenteau responded that the hearings are in public session, unless the request for a nonpublic session falls under the applicable statutory exemptions.

Vice Chair Cobb stated that the request for nonpublic session was for his reputation, it happened while he was a juvenile. That citation is RSA 91-A:3 II (c).

Motion to begin a nonpublic session to discuss the reason for the matter being in a nonpublic session RSA 91-A:3 II (c) was made by Mr. Stawasz, seconded by Chief Chase.

Vice Chair Cobb took the roll call vote.

Judge Manchester	Y
Judge Gardner	Y
Dr. Sullivan	Y
Mr. Harrington	Y
Dr. Eckstein	Y
Colonel Hall	Y
Commissioner Hanks	Y
VC Cobb	Y

Chief Chase recused himself from the matter exiting the meeting room.

At 10:07 the Council began a nonpublic session.

Motion to exit the nonpublic session by Colonel Hall, seconded by Commissioner Hanks. Vice Chair Cobb took the roll call vote.

Judge Manchester	Y
Judge Gardner	Y
Dr. Sullivan	Y
Mr. Stawasz	Y
Mr. Harrington	Y
Dr. Eckstein	Y
VC Cobb	Y

At 10:20 a.m. the Council was back in a public session.

Motion by Commissioner Hanks, seconded by Mr. Harrington to seal the nonpublic minutes, citing RSA 91-A:3 II (c) matters which if discussed in public would likely affect adversely the reputation of any person other than a member of the board. Vice Chair Cobb took the roll call vote.

Judge Manchester	Y
Judge Gardner	Y
Dr. Sullivan	Y
Mr. Stawasz	Y
Dr. Eckstein	Y
Colonel Hall	Y
VC Cobb	Y

Motion to enter a nonpublic session to discuss the waiver for the Tilton Police Department citing RSA 91-A:3 II(b) and II(c), by Colonel Hall, the motion was seconded by Dr. Eckstein.

Vice Chair Cobb began the roll call vote.

Judge Manchester	Y
Judge Gardner	Y

Judge Gardner asked Attorney Moeser if this motion should outline the reason why the Council is going back into a nonpublic session? Attorney Moeser agreed.

Colonel Hall amended his motion based upon RSA 91-A:3 II(b) and II(c) the matter occurred when the individual was a juvenile, he is now a public employee, it risks adversely affecting his reputation as a public employee, based on something, had it been discovered in his initial hiring he would not have been a public employee at that time, and would have appeared before the Council at that time, and eligible for a nonpublic session, he has no adverse conduct as a public employee.

Dr. Eckstein agreed to the amended motion.

Judge Manchester	Y
Judge Gardner	Y
Dr. Sullivan	Y
Mr. Stawasz	Y
Mr. Harrington	Y
Commissioner Hanks	Y
VC Cobb	Y

At 10:24 the meeting entered a nonpublic session.

Motion to exit the nonpublic session by Colonel Hall, seconded by Mr. Stawasz.

Roll call vote by Vice Chair Cobb.

Judge Manchester	Y
Judge Gardner	Y
Dr. Sullivan	Y
Mr. Harrington	Y
Dr. Eckstein	Y
Commissioner Hanks	Y
VC Cobb	Y

At 10:32 the Council was back in public session.

Motion to seal the minutes of the nonpublic session by Commissioner Hanks, seconded by Mr. Harrington citing RSA 91-A:3 II(b) and II(c).

Vice Chair Cobb took the roll call vote.

Judge Manchester	Y
Judge Gardner	Y
Dr. Sullivan	Y
Mr. Stawasz	Y
Dr. Eckstein	Y
Colonel Hall	Y
VC Cobb	Y

Motion to approve the waiver for Pol 301.05 (g) (8) (a) (1) and (b) by Colonel Hall, seconded by Mr. Harrington, citing that the behavior occurred while a juvenile, and did not demonstrate a lack of good moral character.

Vice Chair Cobb began the roll call vote.

Judge Manchester	Abstained
------------------	-----------

Attorney Moeser asked that the candidate's documents submitted are sealed due to the fact that there are a lot of details in it, make them part of the sealed minutes.

Colonel Hall amended the motion to include sealing the candidate's form from the waiver request as the matter occurred when the candidate was a juvenile and did not demonstrate a lack of moral character.

Vice Chair Cobb took the roll call vote

Judge Manchester	Yes to the sealing; but she abstains on the approval due to technical problems with the virtual connection.
Judge Gardner	Y
Dr. Sullivan	Y
Mr. Stawasz	Y
Dr. Eckstein	Y (VC Cobb explained the motion to Dr. Eckstein as he was out of the room briefly).
Commissioner Hanks	Y
VC Cobb	Y

Hampton Police Department

Chief Alexander Reno and candidate Joshua Chadwick introduced themselves and were sworn in by Vice Chair Cobb.

Major Parenteau stated that Hampton Police Department was requesting a waiver for a minimal auditory deficiency.

Chief Reno addressed the Council members, summarizing that the candidate, Joshua Chadwick, was a four-year veteran of the US Marine Corps. He would like to become a part time officer for the Hampton Police Department. The part time academy started the Saturday prior to the Council meeting, January 25, 2025. That evening (January 28th) will be the second class. Chief Reno stated that Mr. Chadwick was advised by the VA that the use of a hearing aid will correct his hearing. He'd like Mr. Chadwick to be allowed to participate in training, while he is waiting for the hearing aid from the VA. There is a delay in communication from the VA, the office is closed until February 4th.

Director Scippa noted that he'd been speaking with both Chief Reno and with Major O'Brien in order to assist in the process of Mr. Chadwick attending the part time academy. There are arrangements in place for him to take a class that he has missed.

Motion to grant the waiver for Hampton Police Department for their candidate's auditory status by Commissioner Hanks, seconded by Colonel Hall.

Vice Chair Cobb took the roll call vote.

Chief Chase	Y
-------------	---

Judge Manchester	Y
Judge Gardner	Y
Dr. Sullivan	Y
Mr. Stawasz	Y
Mr. Harrington	Y
Dr. Eckstein	Y
VC Cobb	Y

At 10:46 the Council took a break

At 11:00 the meeting was back in session, Colonel Hall had not returned.

George Mottram Londonderry Police Department

Mr. Mottram was not in attendance.

Major Parenteau summarized that there was a report of misconduct, based on an investigation of importation of drugs by Mr. Mottram. He summarized Mr. Mottram's law enforcement education and employment history, he was employed by Londonderry PD at the time. Mr. Mottram was investigated by the Department of Homeland Security for importing schedule III drugs which require a prescription, he did not have a prescription.

Several packages were intercepted at LA International Airport in April 2023, by US Customs and Border Patrol, the packages were addressed to George Mottram.

- Londonderry Police Department was notified of the incidents by Homeland Security agents, the agents attempted to interview Mr. Mottram but he refused to cooperate.
- Londonderry Police Department put Mr. Mottram on administrative leave.
- Homeland Security did not pursue the matter further due to lack of evidence.
- Mr. Mottram resigned during internal investigation and voluntarily relinquished his full-time law enforcement certification through his attorney.
- An internal affairs investigation was completed by Londonderry Police Department,
 - the IA investigation sustained violations of two Londonderry PD policies, Criminal Conduct and Conduct Unbecoming an Officer/Employee.

The Conduct Review Committee found sustained misconduct and recommended accepting the relinquishment as a decertification.

A letter from Mr. Mottram's counsel, Marc Beaudoin, states that Mr. Mottram has no objection to the CRC's recommendation of decertification, he waives any offer of proof.

Vice Chair Cobb instructed the Council that there would be two steps in the process, one the Council will decide if they agree with the CRC recommendation of a sustained finding, and then decide on the sanction.

At 11:09 Colonel Hall returned.

Motion by Commissioner Hanks, seconded by Chief Chase to affirm the recommended finding of sustained misconduct as reported by the CRC the sustained finding by clear and convincing evidence that the officer engaged in acts or omissions of conduct that would cause a reasonable person to have doubts about the individuals honesty, fairness and respect for the rights of others and the laws of the state or nation, RSA 106-L:2 V(e).

Vice Chair Cobb took the roll call vote.

Judge Manchester	Y
Judge Gardner	Y
Dr. Sullivan	Y
Mr. Stawasz	Y
Mr. Harrington	Y
Dr. Eckstein	Y
Colonel Hall	Abstained
VC Cobb	Y

Motion by Judge Gardner, seconded by Judge Manchester to accept the recommendation of revocation by the CRC, and to enter Mr. Mottram into the National Decertification Index.

Chief Chase	Y
Dr. Sullivan	Y
Mr. Stawasz	Y
Mr. Harrington	Y
Dr. Eckstein	Y
Colonel Hall	Abstained
Commissioner Hanks	Y
VC Cobb	Y

Gary Bartis Auburn Police Department

Gary Bartis was not in attendance, but Chief Charles Pelton and Lt. Charles Chabot were present, they were sworn in by Vice Chair Cobb.

Major Parenteau announced that Mr. Bartis was noticed for a hearing regarding a violation of RSA 106-L:2 V(e), a sustained finding that the officer engaged in conduct whether on or off duty that would adversely affect his fitness to perform law enforcement or corrections duties to include engaging in racist comments and racist statements.

Major Parenteau summarized Mr. Bartis' certification and employment history, Council members were provided with the exhibits corresponding with the summary.

- Manchester Police arrested Mr. Bartis at his home for Domestic Violence/Simple Assault
- PSTC Director Scippa temporarily suspended Mr. Bartis' certification
- Mr. Bartis was arrested again for Breach of Bail and stalking.
 - Mr. Bartis did not report this arrest to Auburn Police Department, contrary to Pol 501.01.
- Mr. Bartis resigned during the internal investigation
- Mr. Bartis, with his attorney, entered into a plea agreement consisting of Mr. Bartis pleading guilty to a charge of stalking with 30 days in the house of corrections, all suspended for two years with multiple conditions. The simple assault charges were not processed as part of the agreement.

The internal investigation from Auburn Police Department determined that there were sustained violations.

Nonpublic session was not required in this matter as it's an overview of the incident without confidential details.

The hearing continued in public session, members were to refer to the other party as the complainant or the victim or use their initials.

Major Parenteau asked Lt. Chabot questions regarding the matter, specifically Auburn Police Department's internal investigation.

The Conduct Review Committee reviewed the materials in this case and decided this was a valid complaint of misconduct, there was a valid internal investigation, with sustained misconduct. The recommendation was decertification, and that Mr. Bartis does not attempt to re-enter law enforcement, and he waives all rights of appeal.

Motion by Judge Gardner, seconded by Colonel Hall to accept the finding of sustained misconduct by the Conduct Review Committee. He was convicted of a misdemeanor, there was a deferred sentence of incarceration, he was convicted of a crime of moral turpitude.

Vice Chair Cobb took the roll call vote.

Chief Chase	Y
Judge Manchester	Y
Dr. Sullivan	Y
Mr. Stawasz	Y
Mr. Harrington	Y
Dr. Eckstein	Y
Commissioner Hanks	Y
VC Cobb	Y

Motion by Mr. Stawasz to accept the recommended sanction of the CRC of revocation of certification and reporting the revocation to the NDI, Judge Gardner seconded the motion.

Vice Chair Cobb took the roll call vote.

Chief Chase	Y
Judge Manchester	Y
Dr. Sullivan	Y
Mr. Harrington	Y
Dr. Eckstein	Y
Colonel Hall	Y
Commissioner Hanks	Y
VC Cobb	Y

Anthony Robito, Hillsborough County Sheriff's Office

Anthony Robito was not in attendance.

Captain Brian Newcomb of the Hillsborough County Sheriff's Office was in attendance, as well as Lt. Andrew Weaver of Police Standards and Training Council.

Captain Newcomb and Lt. Weaver were both sworn in by Vice Chair Cobb.

Major Parenteau explained that Mr. Robito had been noticed for the hearing, he had contacted Major Parenteau and stated that he would not attend.

PSTC received notice that on January 19, 2023, Mr. Robito had allegedly committed violations of RSA 106-L:II (5) (c), a sustained finding over the course of official duty the officer engaged in discriminatory conduct on the basis of age, sex, sexual orientation, gender identity, race, religious creed, color, marital status, familial status, physical or mental disability or national origin prohibited by RSA 354 (a).

The transfer memo from the Conduct Review Committee indicates that a complaint was filed on January 19, 2023 by the Hillsborough County Sheriff's Office regarding Mr. Robito by Sheriff Christopher Connelly.

Major Parenteau summarized Mr. Robito's certification and employment history for the Council, as well as presenting corresponding exhibits. The incident occurred when Mr. Robito was in uniform and on duty for Hillsborough County Sheriff's Office assigned to transports for the Hillsborough County Department of Corrections. There he came into contact with a county corrections officer of Hispanic ethnicity. Mr. Robito addressed the corrections officer using derogatory language regarding Mexican ethnicity.

There were other Hillsborough County Sheriff Office deputies present when this happened, the deputies informed Sheriff Connelly of the incident. Sheriff Connelly contacted Director Scippa at PSTC and asked that PSTC staff conduct an investigation.

Major Parenteau read the rules of the Hillsborough County Sheriff's Office that applied to the alleged infractions by Mr. Robito, and all were sustained. Mr. Robito's past history with the agency was also taken into consideration. Mr. Robito was terminated from employment at Hillsborough County Sheriff's Office.

Lt. Andrew Weaver conducted an investigation in the matter. He learned that Mr. Robito addressed a Hillsborough County corrections officer in derogatory terms regarding those of Mexican descent.

The Hillsborough County Sheriff's Office deputies that were present during the incident, and the Hillsborough County corrections officers were interviewed by Lt. Weaver, as well as the corrections officer that had the derogatory comments directed at him. The CO was not a friend and had no personal relationship with Mr. Robito.

Lt. Weaver met with Mr. Robito and his attorney, Mr. Robito admitted that he'd done everything that he'd been alleged to have done, and that he was sorry.

Lt. Weaver documented the interviews and findings and presented all to PSTC Director Scippa.

Captain Newcomb of HCSO was in attendance for Deputy Chief Fisher. Captain Newcomb verified the violations of HCSO policy by Mr. Robito that were sustained. Captain Newcomb's statements were reflected in the exhibits that were presented to the Council.

The process of termination had begun by the HCSO, however negotiations with union officials and Sheriff Connelly resulted in Mr. Robito being allowed to resign in lieu of termination.

Major Parenteau read a letter from Mr. Robito into the record, the letter had been provided as an exhibit to the Council members.

The transfer memo from the Conduct Review Committee, the complaint was valid, the investigation was valid, there was recommended finding of sustained misconduct. Mr. Robito engaged in discriminatory conduct.

Motion by Judge Gardner to accept the Conduct Review Committee's finding of sustained misconduct, by clear and convincing evidence that during the course of official duties the officer engaged in discriminatory conduct on the basis of race, color or national origin, as provided by the statute in the CRC findings. The motion was seconded by Commissioner Hanks.

Vice Chair Cobb took the roll call vote.

Chief Chase	Y
Judge Manchester	Y
Dr. Sullivan	Y
Mr. Stawasz	Y
Mr. Harrington	Y
Dr. Eckstein	Y

Colonel Hall Y
VC Cobb Y

Major Parenteau noted that the sanction from the Conduct Review Committee was a written warning to address racism and unprofessional conduct.

Discussion ensued amongst the Council members.

Director Scippa interjected that the sustained conduct should be reported to the national database, it's pertinent if they attempt to gain law enforcement employment in the future, in state or out of state.

Vice Chair Cobb noted that a referral to NDI is in the Council's purview, not necessarily the CRC's purview.

Captain Newcomb, having been asked, provided Mr. Robito's prior disciplinary history with the HCSO.

Discussion ensued.

Motion by Mr. Harrington, seconded by Mr. Stawasz for permanent revocation of Mr. Robito's law enforcement certification, (amendment by Judge Gardner) to include considering Pol 402.02, the seriousness of the offense, prior discipline and his acknowledgment of wrongdoing, the purpose of the rule or statute violated and potential harm to the safety of the public and confidence in the criminal justice system. Mr. Harrington and Mr. Stawasz agreed to the amendment.

Vice Chair Cobb took the roll call vote.

Chief Chase Y
Judge Manchester Y
Judge Gardner Y
Dr. Sullivan Y
Dr. Eckstein Y
Colonel Hall Y
Commissioner Hanks Y
VC Cobb Y

Colonel Hall exited the meeting at 12:24

Consent Calendar

PT&E Requests

Jonathan Gould, Manchester Police Department
(DOH: 01/06/25) requests consideration for full-time police officer certification based on prior training and experience. Will be granted certification upon successful completion of the medical

exam, (done December 5, 2024) entrance fitness test, with the stipulation that the officer must work in the direct presence of a certified officer unless the officer completes the agency's FTO program and then may work under normal supervision.

Daniel Divincenzo Seabrook Police Department

(DOH: 12/13/24) requests consideration for full-time police officer certification based on prior training and experience. Will be granted certification upon successful completion of the medical exam, (done October 25, 2024) entrance fitness test, and the Law Package of the Full-Time Police Officer Academy, with the stipulation that the officer must work in the direct presence of a certified officer unless the officer completes the agency's FTO program and then may work under normal supervision.

John Monaghan, Franconia Police Department

(DOH: 12/01/24) requests consideration for full-time police officer certification based on prior training and experience. Will be granted certification upon successful completion of the medical exam (done January 14, 2025) and the Law Package of the Full-Time Police Officer Academy, with the stipulation that the officer must work in the direct presence of a certified officer unless the officer completes the agency's FTO program and then may work under normal supervision.

Jason Bonsall, Milton Police Department

(DOH: 11/18/24) requests consideration for full-time police officer certification based on prior training and experience. Will be granted certification upon successful completion of the medical exam, (done November 6, 2024) entrance fitness test, and the Law Package of the Full-Time Police Officer Academy, with the stipulation that the officer must work in the direct presence of a certified officer unless the officer completes the agency's FTO program and then may work under normal supervision.

Stefanie Welch, Sutton Police Department

(DOH: 01/06/25) requests consideration for full-time police officer certification based on prior training and experience. Will be granted certification upon successful completion of the medical exam, (done January 3, 2025) entrance fitness test, with the stipulation that the officer must work in the direct presence of a certified officer unless the officer completes the agency's FTO program and then may work under normal supervision.

*Full Time Academy

Class Number	199
Dates	January 6, 2025-April 25, 2025
	200
	May 5, 2025 – August 22, 2025
	201
	September 2, 2025 – December 19, 2025

CONSENT CALENDAR

*Part Time Academy

Class Number	284
Dates	January 25, 2025 – May 22, 2025

*Corrections Academy

Class Number	126
Dates	TBD

* More detailed information about each academy session can be found in Benchmark. This will include the dates of the session, the fitness testing date and number of available seats.

The following officers were granted six month medical extensions for three year fitness testing, beginning January 1, 2025 through June 30, 2025.

- Christopher Ditullio, Nashua Police Department 2024
- Michelle Dandeneau, Henniker Police Department 2023
- Haydan Parker, Claremont Police Department 2024
- Kevin Doherty, Bedford Police Department 2024
- Nicholas Arnold, New Hampshire Department of Corrections 2024
- Vivian Nixon, New Hampshire Department of Corrections 2023
- Geoffrey Pushee, New Hampshire Department of Fish and Game 2024
- Jeremy Oleson, Carroll Police Department 2024
- Dana Filip, Auburn Police Department 2024
- Kristina Chase, Exeter Police Department 2023
- Chaislyn Burgio, Manchester Police Department 2024
- William Bannister, Hillsboro Police Department 2024
- Kevin Fay, Marlow Police Department 2024
- Tyler Babineau, Laconia Police Department 2023
- Jennifer Payne, Strafford County Sheriff's Office 2024
- Spencer Marvin, Franklin Police Department 2024
- Anthony Brown, Litchfield Police Department 2024
- Patrick McStravick, Hudson Police Department 2024

End of consent calendar.

Motion by Commissioner Hanks, seconded by Judge Gardner to approve the consent calendar. Commissioner Hanks stated that she would abstain from any item relative to the Department of Corrections.

Vice Chair Cobb took the roll call vote.

Chief Chase	Y
Judge Manchester	Y
Dr. Sullivan	Y
Mr. Stawasz	Y
Mr. Harrington	Y
Dr. Eckstein	Y
VC Cobb	Y

Motion to adjourn at 12:26 by Mr. Harrington, seconded by Dr. Eckstein.

Chief Chase	Y
Judge Manchester	Y
Judge Gardner	Y
Dr. Sullivan	Y
Mr. Stawasz	Y
Commissioner Hanks	Y
VC Cobb	Y

Other New Business


Rules Committee Meeting after the Council meeting, at PSTC

Next Meeting Date/Adjournment

The next regular meeting of the Council (#573) is currently scheduled for February 25, 2025, at Primex, 46 Donovan Street, Concord, New Hampshire.

February 25, 2025

Respectfully Submitted


Sawako T. Gardner, Chairperson

To: All NHPSTC Council Members

FROM: Director John Scippa

DATE: January 28, 2025

RE: Director's Monthly PSTC Council Report

Bureau of Recruit Training:

1. The 199th Fulltime Police Academy started on January 6, 2025 anticipating 64 recruits. 1 recruit did not appear on the first day and it was later reported by the home agency that the recruit resigned their position on the Friday before the session began. Since the session began, one recruit voluntarily withdrew, and one was withdrawn by the sponsoring agency. Class now has 61 recruits.
2. The 284th Part Time Police Academy started on January 24, 2025 with 19 recruits (this includes a recruit who is here today for a waiver hearing).
3. The 126th Correction Academy is set to begin on March 31, 2025 and current applications hover around 22 at this writing.

Bureau of Professional Development:

1. As of this date there are 229 NH Law Enforcement Agencies and total of 3953 Certified Officers:
2. In-Service Trainings Offered in January 2025:
 - a. Physical Fitness Testing
 - b. Law Package Test Outs
 - c. Police Media
 - d. ARIDE
 - e. DEA's Basic Narcotics Symposium
 - f. Virtra – Franconia PD
 - g. Firearms Instructor Recertification Part 1s
 - h. Firearms Instructor Recertification Part 2s
 - i. Interview and Interrogation
 - j. Oleoresin Capsicum Instructor Recertification Part 1
 - k. Police Prosecutor :All 4 sessions are full for this year. 100 prosecutors are set to be trained in 2025.
3. Court Security Officer Program – Transitioning to In-Service Model
4. Updated Instructor Recertification process working well:
 - a. Adult Learners – 215 Completions
 - b. NHPSTC Facility Rules, POLs, Instructor, Staff and Cadre Manual, Technical Assistance Manual – 193 Completions
 - c. Case Law, 627:5, 105:19, and PERF Guiding Principles to Use of Force – 212 Completions
 - d. De-Escalation – 953 Completions
5. PERF 15 Principles for Reducing the Risk of Restraint -Related Death now online in Benchmark.
6. New Executives Training in the works
7. Reoccurring Meetings / Ceremonies / Training at NHPST in January 2025:
 - a. Congressional Awards

- b. NHTOA
 - c. Accreditation Commission
 - d. NNEPAC
 - e. PTSD Meeting
 - f. Rules Committee
 - g. American Legion
 - h. Conduct Review Committee
 - i. Local department written and physical fitness test
8. NHPST and Fire Academy working together to build comprehensive PSTD training
 9. JTA Survey is scheduled to be released around February 17th, 2025

NH Law Enforcement Accreditation Commission:

1. 37 agencies now enrolled.
2. Derry PD is the first agency to complete State Level Accreditation Assessment. The award was made to Chief Feole and his staff at their town council meeting on Tuesday, Jan 21, 2025.
3. The Commission believes that two more agencies are making final preparations to participate in the final assessment for accreditation in the next months.

Bureau of Standards:

1. There were 5 suspensions for three-year fitness testing, all were due in 2022 and had failed the fitness test and/or failed to get clearance by their medical professionals to participate in testing. They must test at PSTC with a PSTC instructor. Those letters went out on January 14th.
2. There were 17 suspensions for those that were due in 2024 and failed to provide any documents, medical clearance and a passed or failed test, or a request for medical extension due to not being cleared by their medical professional. Those letters went out January 17th.
3. There are 115 agencies that have yet to submit their Annual Compliance report, roughly 50%. All due by Jan 30th. Notices have been sent out to all agencies to remind them.

Conduct Review Committee:

1. As of Monday, January 27, we have received 398 complaints.
2. 168 complaints have been filed through the public portal, although several are duplicative and counted together in the total complaints.
3. The most recent meeting of the CRC was held last week, on Wednesday, January 22. The meetings have been full day to accommodate the volume of complaints and investigations.
4. 253 cases have been closed by the CRC. Seventeen (17) cases have been sustained as misconduct and are awaiting Council hearings, including the three scheduled for today.
5. Three Council hearings have been completed.
6. The next (19th) meeting of the CRC will be held on Wednesday, February 12.
7. The CRC investigators will be assisting with in-service Internal Affairs training in February and April, presenting a block of instruction on the Conduct Review Committee.

PST Budget and Facilities:

1. Minor changes to RSA 106-L that we initially attempted to enter for consideration as part of HB2 have now been entered as House Bills by Representative Terry Roy.

2. The new door access control system has been installed in the building and the new security alarm system will be installed shortly. This is part of a project to improve building security with funds from last fiscal year.
3. PSTC staff have met with NH Department of Engineering and the vendor conducting the work on the Range Remediation Project and AC replacement project. (The same vendor was awarded both contracts.) Initial timelines regarding the range remediation project indicate that the PSTC range will be offline for about 9 months from March until 2025.
4. The TAC Center floor project work has been started and presently partially completed. The vendor is waiting for the final materials to be delivered to complete the project. Project timeline remains early February completion date.
5. LMS/RMS System contract is finalized and ready to be brought to Governor and Council and Fiscal Committee for their respective reviews and approval.

Staff and Operations:

1. We are very excited to welcome back Max Schultz as our new part time business office manager.
2. The Assistant Director position posting has closed and interviews are being set up.

Discussion Items:

1. Rules Sub-Committee to meet after this council meeting.

Police Standards and Training Council
Technical Assistance Manual

CHAPTER 6 – CERTIFICATION STANDARDS

1.0 General Considerations

- 1.1 The New Hampshire Police Standards and Training Council (“PSTC” or the “Council”) certifies all NH police officers, corrections officers and probation parole officers. Each of these jobs requires specific and unique training to ensure that the individual is provided with the requisite skills, knowledge, and abilities to be successful in the position for which they have been hired. Therefore, every candidate for certification consideration must successfully complete, or demonstrate completion of, the requisite basic academy requirements for the specific job classification (police, corrections, or probation parole officer) for which they are being hired.
- 1.2 No assessments will be made on a request for certification until a completed Employee Status Notification Form (form “A”) is received by PSTC indicating that the individual has been hired by a New Hampshire law enforcement agency.
- 1.3 Pursuant to New Hampshire Administrative Rule Pol 401.01, a New Hampshire certified police, corrections, or probation parole officer’s certification shall lapse if the officer terminates police, corrections, or probation parole employment.
- 1.4 Any person who separates from any police, corrections, or probation parole officer position in New Hampshire, or any other state or jurisdiction, under conditions other than honorable, or who has been suspended or decertified by the Peace Officer Standards and Training (“POST”) of any state or jurisdiction, will not be eligible for PSTC certification until such time that a Council hearing is conducted on the merits of the request for certification and, based on the results of the hearing, the Council grants the request for certification. Any outstanding or pending certification matter, either in NH or in another state or jurisdiction, must be resolved prior to the hearing. The candidate shall not work as a police, corrections, or probation parole officer prior to the Council hearing and granting of the request.

2.0 Initial NH Certification as a New Police, Corrections, or Probation Parole Candidate

- 2.1 Definition: An individual who has been hired as a NH police, corrections, or probation parole officer and who has not successfully completed a basic academy for the job classification for which they have been hired.

2.2 Criteria:

- 2.2.1 The candidate must be hired by a NH law enforcement agency for that position after successfully meeting all hiring criteria as set forth by POL Chapter 300.
- 2.2.2 The candidate must successfully complete the appropriate Council-approved basic academy for the job classification for which they have been hired within six (6) months of their date of hire by that agency. An extension may be sought as set forth in Council rules.

3.0 NH Police Certification based on Reciprocity of Prior Training and Experience (“PT&E”)

3.1 Definition: An individual who has been hired as a police officer by a NH law enforcement agency and who has completed a POST-approved academy in another state for the job classification for which they have been hired in NH.

3.2 Criteria:

- 3.2.1 The candidate must be hired as a police officer by a NH law enforcement agency after successfully meeting all hiring criteria as set forth by POL Chapter 300.
- 3.2.2 The hiring authority shall at the time of appointment request certification based on PT&E by filing a form “J” with accompanying relevant documentation of all prior training and experience including copies of diplomas, certificates, transcripts, curricula including course descriptions and hours of training, training manuals and grades, and a resume of all past law enforcement experience.
- 3.2.3 If approved by the Council, the candidate must successfully complete medical and fitness testing, test out of the Law Package classes, and fulfill any other requirements as determined by the Council. The hiring authority may require that the candidate attend these classes in person.
- 3.2.4 In the case where a PT&E candidate has been separated from an out-of-state law enforcement agency for more than 5 years, and has never been certified in New Hampshire, the candidate will be required to attend and complete the academy for the job for which they have been hired.

4.0 Re-Instatement of a Lapsed NH Police Certification

4.1 Definition: An individual who had previously met all the requirements for and had issued to them a police certification from PSTC, honorably separated from their employment as a police officer by way of ordinary retirement or ordinary resignation, and who is seeking re-instatement of their original certification because they have been hired as a police officer by a NH law enforcement agency.

4.2 Criteria after lapse of less than one (1) year:

4.2.1 The candidate must be hired as a police officer by a NH law enforcement agency after successfully meeting all hiring criteria as set forth by POL Chapter 300.

4.2.2 In the case of an agency retaining an officer who elects ordinary retirement or ordinary resignation from a full-time position and that agency then retains as a part-time officer, the agency must file a form "B" that indicates the officer is retiring or resigning from the full-time position and state in the "Other" category that the agency is retaining them as a part-time officer.

4.2.3 The reinstatement decision may be made at the PSTC staff level.

4.3 Criteria after lapse of one (1) year to less than five (5) years:

4.3.1 The candidate must be hired as a police officer by a NH law enforcement agency after successfully meeting all hiring criteria as set forth by POL Chapter 300.

4.3.2 The hiring authority shall at the time of appointment request reinstatement of certification based on PT&E by filing a form "E" with accompanying relevant documentation that demonstrates that the candidate has completed such a course of instruction and held a NH police certification.

4.3.3 If approved by the Council, the candidate must successfully complete medical and fitness testing, test out of the Law Package classes, and fulfill any other requirements to comply with Pol 401.01 as determined by the Council. The hiring authority may require that the candidate attend these classes in person.

4.3.4 The candidate must complete all of these requirements within six (6) months of their date of hire. An extension may be sought as set forth in Council rules.

- 4.3.5 The reinstatement decision may be made by way of the Consent Calendar at the Council.
- 4.4 Criteria after lapse of five (5) or more years:
 - 4.4.1 The candidate must be hired as a police officer by a NH law enforcement agency after successfully meeting all hiring criteria as set forth by POL Chapter 300.
 - 4.4.2 The hiring authority shall at the time of appointment request reinstatement of certification based on PT&E by filing a form "E" with accompanying relevant documentation that demonstrates that the candidate has completed such a course of instruction and held a NH police certification.
 - 4.4.3 The hiring authority and candidate must appear before the Council for a hearing on the request.
 - 4.4.4 If approved by the Council, the candidate must successfully complete medical and fitness testing, attend in person and successfully test out of all Law Package classes, and fulfill any other requirements to comply with Pol 401.01, as determined by the Council.
 - 4.4.5 The candidate must successfully complete the home agency's field training ("FTO") program (40 hour minimum) and the chief of the hiring authority must report successful completion through an affidavit to PSTC. The FTO records must be kept on file at the hiring agency as part of the hiring package and is subject to PSTC audit.
 - 4.4.6 The candidate must complete the Law Package and FTO requirements within six (6) months of their date of hire. An extension may be sought as set forth in Council rules.
- 5.0 Initial NH Police Certification based on Federal Law Enforcement Equivalency
 - 5.1 Definition: An individual who has been hired as a police officer by a NH law enforcement agency and who has completed any bona fide full-time federal law enforcement academy that correlates to the job classification for which they have been hired in NH and who has honorably separated from such federal law enforcement position within the past five (5) years. Examples of eligible federal academies/law enforcement positions may include but not be limited to: ATF, DEA, FBI, Postal, USMS, FLETC, Border Patrol, etc.

5.2 Criteria:

- 5.2.1 The candidate must be hired as a police officer by a NH law enforcement agency after successfully meeting all hiring criteria as set forth by POL Chapter 300.
- 5.2.2 The hiring authority shall at the time of appointment request certification based on PT&E by filing a form "J" with accompanying relevant documentation that demonstrates that the candidate has completed such a course of instruction.
- 5.2.3 The hiring authority and candidate must appear before the Council for a hearing on the request.
- 5.2.4 If approved by the Council, the candidate must successfully complete medical and fitness testing, attend in person and successfully test out of all Law Package classes, and fulfill any other requirements to comply with Pol 401.01, as determined by the Council.
- 5.2.5 The candidate must successfully complete the home agency's field training ("FTO") program (40 hour minimum) and the chief of the hiring authority must report successful completion through an affidavit to PSTC. The FTO records must be kept on file at the hiring agency as part of the hiring package and is subject to PSTC audit.
- 5.2.6 The candidate must complete the Law Package and FTO requirements within six (6) months of their date of hire. An extension may be sought as set forth in Council rules.
- 5.2.7 If the candidate has been separated from a federal law enforcement agency for more than five (5) years, the candidate will be required to attend and successfully complete the NH police academy, in addition to fulfilling the initial hiring criteria.

[Note: NH corrections and probation parole certification standards to be amended separately.]