



*Judge Sawako T. Gardner
Chairperson*

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
February 25, 2025
Police Standards and Training Council

In attendance:

Council Chair, Judge Sawako Gardner, Circuit Court
Commissioner Helen Hanks
Mr. Edward Lecius
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 (virtual)
Mr. Michael Harrington
Sergeant Jaqueline Pelletier, Goffstown Police Department
Sheriff Charles Massahos, Rockingham County
Sheriff William Wright, Belknap County
Attorney General John Formella
Chief Kevin Rourke, Nashua Police Department
Chief Mark Newport, Portsmouth Police Department

Not in Attendance:

Judge Amy Manchester, Circuit Court
Vice Chair, Chief Emily Cobb, New London Police Department
Mr. Christopher Stawasz

Staff Present: Director John V. Scippa, Attorney Stacie Moeser, Kimberly Stewart, Administrator II, Lt. Christopher Lewis, Captain Thomas McCabe and Anne Paquin, Investigative Paralegal

Guests Present: Anna Doherty with her attorney, Eric Wilson; Dean Rondeau with Chief Christopher Warn, Wolfeboro Police Department, Chief Brent Wilmot, Claremont Police Department, Steve Wood, Wolfeboro Police Commission, Chief Sean Kelly, Municipal Resources Incorporated (MRI); Fallon Reed, Director NH Department of Corrections with candidate Thomas Radford, Demetrios Tsaros with his attorney, Keith Diaz, and Chief Michael Caron of the Windham Police Department.

Chairperson, newly appointed Judge Sawako Gardner, announced that there would be a non-meeting with staff attorney Stacie Moeser before the Council meeting was called to order.

At 9:00 am the Council began a non-meeting.

At 9:20 am the Council exited the non-meeting, and the Council meeting was called to order by Chairperson Gardner.

Council members were informed that due to one member participating virtually, all of the votes would be roll call votes.

She took the opportunity to wish the past Chairman, Sheriff Christopher Connelly well in his position with the governor, and she welcomed two new PSTC members, Chief Mark Newport of Portsmouth Police Department, and Sheriff William Wright, Belknap County

Motion to approve the January 28, 2025 public minutes by Dr. Sullivan, seconded by Chief Chase.

Members of the Council abstained from voting due to their absence from the January meeting..

Chairperson Gardner took the roll call vote.

Chief Rourke	Abstain
Sheriff Wright	Abstain
Commissioner Hanks	Y
Chief Newport	Abstain
AG Formella	Abstain
Dr. Eckstein	Y
Chief Chase	Y
Sgt. Pelletier	Abstain
Mr. Harrington	Y
Mr. Lecius	Abstain
Dr. Sullivan	Y
Colonel Hall	Y
Sheriff Massahos	Abstain
Chair Gardner	Y

Motion to approve the nonpublic minutes from January 28, 2025, Tilton Police Department by Colonel Hall, seconded by Commissioner Hanks.

Chair Gardner took the roll call vote.

Chief Rourke	Abstain
Sheriff Wright	Abstain
Commissioner Hanks	Y
Chief Newport	Abstain
AG Formella	Abstain
Dr. Eckstein	Y
Chief Chase	Abstain
Sgt. Pelletier	Abstain
Mr. Harrington	Y
Mr. Lecius	Abstain
Dr. Sullivan	Y
Sheriff Massahos	Abstain
Chair Gardner	Y

Director's Report

Director Scippa congratulated Judge Gardner on her appointment as Chair of the Council, and he welcomed Chief Newport and Sheriff Wright as the newest Council members.

He apologized that he had not provided a written report prior to the meeting.

Recruit training

199th Fulltime academy is still in session, the 284th Part time academy started on January 24th and is in session now, with fifteen recruits. Staff is preparing for the 126th Corrections academy set to begin on March 31st.

Bureau of Professional Development

There are three strong training initiatives that the staff is currently engaged with to bring to New Hampshire this summer.

Two of the three address active shooter response, training opportunities for trainers in the state to help sustain an active shooter training program. Staff is working with ALERT which is an offshoot of Texas State University, also working with C3 Pathways which is a vendor that works directly with ALERT to provide training in that space. Staff is also working with the FBI National Academy Association to bring an executive leadership program to New Hampshire. Those three programs are to begin in the summer months.

Lt. Chris Lewis deserves recognition, he is part of PSTC's in-service training bureau, he has begun to convey messages on PSTC's training opportunities presented through social media.

Accreditation Commission

PSTC has 40 agencies involved in the program. One has achieved accreditation. We are working with two agencies to begin mock assessments, while they are preparing for the final assessments.

Budget and Facilities

Director Scippa, Major Max Shultz (ret.) and Jessica Nichols, Business Administrator I, appeared before the House Finance Committee on February 24th to present the PSTC budget.

It was a positive meeting, however there were many questions, there was much interest in the PSTC budget and how PSTC operates. PSTC came in at the governor's request which was zero percent increase. Director Scippa feels confident in the budget management that Major Schultz provides, PSTC can continue operations with restraints of zero / zero at the biennium and maintain the ability to deliver training.

Facilities

The tactical center floor has been completely replaced; Director Scippa invited the Council to view the improvement.

Staff has met with state engineering on two ARPA projects, the air conditioning replacement project. They are getting ready to begin that project, in the next three weeks. It should not be intrusive at all, all the work will be done from the building's roof, at some point one of the parking lots will have to be closed in order facilitate access.

The firearms range update will pose some challenges; however, it will impact PSTC's operation. Staff is in contact with Concord Police Department, National Guard, Colonel Hall, and DOC to have access to their range. There is a plan to continue operations, but it will be off site, which will impact regular operation.

According to the engineers, the range will be down for nine months, the project is supposed to be done by the middle of November.

Captain Adam Hawkins' team is working with "Acadis", a new record management system, learning management system that PSTC is using to replace Benchmark. The contract has been finalized before the Governor and Council. Captain Hawkins and his team have already begun working with Acadis to begin the transmission. PSTC will replace Benchmark with Acadis at the beginning of the next fiscal year.

Interviews for the assistant director's position have been held; the position is still open currently.

Financial Report

Director Scippa noted that Major Max Schultz (ret.) was managing the finances of PSTC well. PSTC is being frugal as it is near the end of the fiscal year.

Previous or Unfinished Business

Demetrios Tsaros (this matter had been tabled from the January 28th meeting).

Mr. Tsaros was in attendance with his attorney, Keith Diaz. Mr. Diaz explained that they had been invited by the Council to weigh in this matter due to a prior meeting. They were asserting that RSA 651:5, XI (b) indicates that the Council lacks the authority to unseal the meeting minutes from October 26, 2010.

Chairperson Gardner inquired if the Council members had questions for Attorney Diaz after reviewing the letter that he'd submitted to the Council on his client's behalf.

Attorney General Formella noted that in the letter, Attorney Diaz takes the position that because of the statute he cited, (RSA 651:5, XI (b) the Council has no authority to release sealed records, as AG Formella read it, he sees it differently and would like Attorney Diaz to explain further.

Attorney Diaz responded that he would agree to explain, but not in a public session.

Motion by Attorney General Formella to initiate a nonpublic session citing RSA 91-A:3, II (j) the motion was seconded by Mr. Lecius.

Chairperson Gardner took the roll call vote.

Chief Rourke	Y
Sheriff Wright	Y
Commissioner Hanks	Y
Chief Newport	Y
Dr. Eckstein	Y
Chief Chase	Y
Sgt Pelletier	Y
Mr. Harrington	Y
Dr. Sullivan	Y
Colonel Hall	Y
Sheriff Massahos	Y
Chairperson Gardner	Y

At 9:40 am the Council began a nonpublic session.

At 9:57am the meeting was back in public session

Motion to seal the nonpublic minutes by AG Formella, seconded by Commissioner Hanks, to include of the documents referenced in the nonpublic session. (*Reason to seal was not given, should be the same as the reason to enter the nonpublic session*).

Chair Gardner took the roll call vote.

Chief Rourke	Y
Sheriff Wright	Y
Chief Newport	Y
AG Formella	Y
Dr. Eckstein	Y
Chief Chase	Y
Sgt. Pelletier	Y
Mr. Harrington	Y
Mr. Lecius	Y
Dr. Sullivan	Y
Colonel Hall	Y
Sheriff Massahos	Y
Chair Gardner	Y

Chair Gardner announced she would entertain a motion in the matter of Demetrios Tsaros, in either redacting, unsealing or any other action for the Council, referencing the 2010 sealed minutes for Mr. Tsaros. She asked whether the Council like to consider tabling the matter, or discuss further?

AG Formella summarized that the argument delivered to the Council is that the Council is legally prohibited from unsealing. He suggested a discussion about the legal argument presented to the Council. A discussion about the

legal argument and consideration on whether the Council is are legally prohibited from doing something; perhaps consult with legal counsel based on the argument?

Chair Gardner suggested that the Council members take the time to look at the statute cited, and review the documents and sealed minutes, then discuss in a nonpublic session at the next meeting.

Motion for nonmeeting with counsel at the next meeting to discuss the statutory framing presented so the Council is able to make a more informed decision with regard to the potential release of these sealed minutes, made by Commissioner Hanks, seconded by Attorney General Formella.

AG Formella added "it would give the PSTC agency counsel time to consult with counsel from the DOJ. If PSTC were to decide to release something, PSTC should give the counsel for Mr. Tsaros time to act if they choose to.

Chair Gardner took the roll call vote.

Chief Rourke	Y
Sheriff Wright	Y
Chief Newport	Y
Dr. Eckstein	Y
Chief Chase	Y
Sgt Pelletier	Y
Mr. Harrington	Y
Mr. Lecius	Y
Dr. Sullivan	Y
Colonel Hall	Y
Sheriff Massahos	Y
Chair Gardner	Y

New Business – Waiver Requests

New Hampshire Department of Corrections

Director Fallon Reed was present with candidate Thomas Radford. Commissioner Hanks recused herself from the matter.

The request from NH Department of Corrections was to request a waiver for Mr. Radford's vision, the visual acuity requirement for certification as a correctional officer.

They confirmed that they would like to stay in a public session. Director Reed summarized the request for the Council members, and Mr. Radford's employment history.

It was determined that Mr. Radford had a red/green deficiency in his vision. He has worked in law enforcement for twenty years. (Director Reed was difficult to hear).

Director Scippa reviewed the medical screening guidelines and parameters required for color vision for the Council. "The existence of a potentially disqualifying condition shall not necessarily keep a qualified healthcare professional from approving that the candidate is able to perform the essential job functions of an entry level law enforcement officer".

Mr. Radford was sworn in by Chair Gardner. He was a police officer in Vermont and expressed that the color deficiency has not hindered him.

Motion by Mr. Lecius, seconded by Sgt. Pelletier, to approve the Department of Corrections' waiver request.

Chair Gardner took the roll call vote.

Chief Rourke	Y
Sheriff Wright	Y
Chief Newport	Y

AG Formella	Y
Dr. Eckstein	Y
Chief Chase	Y
Mr. Harrington	Y
Dr. Sullivan	Y
Colonel Hall	Y
Sheriff Massahos	Y
Chair Gardner	Y

Winchester Police Department

Chief David Rice was in attendance with Paul Chapin, who was previously granted prior training and experience certification to achieve a NH police certification. He had been a certified officer in Florida.

Mr. Chapin had failed the law package test out twice. In this situation, protocol requires that the chief law enforcement officer makes a request to the Council to determine the steps to continue.

The request, as stated by Chief Rice, is for either a third attempt at the law package test or to give Mr. Chapin an extension so that he is able to attend law package classes, and then test. Mr. Chapin has the full support of Chief Rice.

Mr. Chapin was sworn in by Chair Gardner.

Director Scippa summarized Mr. Chapin's circumstances as an officer for prior training and experience, approved by Council members on November 19, 2024.

Discussion ensued amongst the Council members.

Director Scippa explained that those individuals granted prior training and experience have the option to attend law package classes as a sit in student, as opposed to studying for the test on their own, and then taking the test. That is an option for the Council to consider.

Motion by Commissioner Hanks for the officer to take the option to sit in the courses the Director described so that he has success at his third attempt at the test.

AG Formella asked Attorney Moeser if there was a standard for to consideration INAUDIBLE

Attorney Moeser's response was Council's discretion based on that past INAUDIBLE in the classes INAUDIBLE.

When asked, Mr. Chapin stated that he had been a police officer in the Port St. Lucie Police Department in Florida for 18 months.

INAUDIBLE discussion

Motion amended by Commissioner Hanks, to *require* Mr. Chapin to attend the law package courses.

Director Scippa informed the Council members that the request from Winchester Police Department was for Mr. Chapin to be allowed to take the test a third time, this is what Chief Rice has asked. That should be resolved in the first instance, by a yes or no. The other piece of the request was for an extension of time, he may not make the certification in the time frame that is required by the rules.

Chair Gardner asked the Council whether or not Mr. Chapin should be allowed to take the test a third time.

Commissioner Hanks withdrew her motion.

Mr. Chapin was hired by Winchester Police Department on November 19, 2024. A six-month extension should provide enough time.

Motion by Commissioner Hanks that the officer attends the law package and takes the test at the end of the curriculum, and to grant a six-month extension. Sheriff Wright seconded the motion.

Chair Gardner took the roll call vote.

Chief Rourke	Y
Chief Newport	Y
AG Formella	Y
Dr. Eckstein	Y
Chief Chase	Y
Sgt. Pelletier	Y
Mr. Harrington	Y
Mr. Lecius	Y
Dr. Sullivan	Y
Colonel Hall	Y
Sheriff Massahos	Y
Chair Gardner	Y

Anna Doherty, RSA 106-L:2, V (a)(3)

Anna Doherty was present with her attorney, Eric Wilson. Director Scippa presented the case.

The initial complaint was brought to the Conduct Review Committee (CRC) on May 31, 2024 regarding Anna Doherty of the Meredith Police Department. The date of the incident was May 25th at approximately 11 p.m.

Ms. Doherty was sworn in by Chair Gardner.

Director Scippa confirmed that Ms. Doherty had received and reviewed the documents from the incident from the CRC with Attorney Wilson.

Director Scippa asked that all of the materials provided to Ms. Doherty and her attorney be entered into the record in this case, exhibits A through J.

Chair Gardner confirmed with Attorney Wilson that there was no objection, and that the exhibits A – J be entered into the record.

Director Scippa inquired to Ms. Doherty if she had reviewed the nature of the complaint, the abstract and the facts of the case if she had any objections as to the way the facts were presented regarding the incident, and if she stipulated to the facts in the documents; she agreed.

She had reviewed the internal investigation after the criminal charges were resolved, and she stipulated to the findings of the internal investigation. She knew that she could have a hearing today on the matter, and present the case to the Council, she chose not to. She agreed that the facts of the case, and the exhibits presented for the record that the Council could find clear and convincing evidence that misconduct INAUDIBLE record.

Director Scippa summarized that based upon the facts and circumstances brought to the CRC, the abstract of the allegation is that within the time alleged, Ms. Doherty was observed impaired, driving a vehicle. She was contacted by police, she was initially not completely honest with the officers investigating the case, refused field sobriety, breathalyzer and was arrested for DWI. She plead guilty to reckless operation, was issued a five hundred dollar fine, and a sixty-day license suspension. The DWI charges were dismissed for lack of prosecution. Director Scippa asked that based on the facts presented and materials entered into the record, make a finding that Ms. Doherty committed an act of misconduct, Pol 402.02 (a) (4), Reckless Driving, a crime of moral turpitude, RSA 106-L:2 V (4).

Chair Gardner asked Attorney Wilson if his client is stipulating to the findings.

Attorney Wilson stated they do stipulate INAUDIBLE.

Chair Gardner announced that this was a two-fold analysis, first, whether or not there was a sustained finding of misconduct, if the Council will accept the CRC's finding of sustained misconduct. The second portion would be the sanctions.

Motion to accept the CRC's recommendation in the matter of Anna Doherty, a sustained finding of misconduct by AG Formella, seconded by Sheriff Wright.

Chair Gardner took the roll call vote.

Chief Rourke	Y
Commissioner Hanks	Y
Chief Newport	Abstain
Dr. Eckstein	Y
Chief Chase	Abstain
Sgt Pelletier	Y
Mr. Harrington	Y
Mr. Lecius	Y
Dr. Sullivan	Y
Colonel Hall	Y
Sheriff Massahos	Y
Chair Gardner	Y

Director Scippa explained the suggested sanction by the CRC. The recommendation from the CRC was a written warning, with conditions deemed appropriate by the Council.

When asked, Attorney Wilson took the opportunity to summarize the matter for the Council on behalf of his client. Ms. Doherty attended a concert with friends the night of her arrest. Prior to the group going to the venue, they had made arrangements for a designated drivers to pick them up after the concert. The drivers did not attend the concert, and security at the venue would not allow them to drive in to pick up Ms. Doherty's group. Ms. Doherty's intent was to drive the vehicle up to the entrance at which point the designated driver would do the driving. INAUDIBLE .

INAUDIBLE.

Ms. Doherty is participating in counseling, INAUDIBLE, on her own INAUDIBLE. She's always had the desire to become a counselor. Since the time of the incident, she has enrolled in a master's program, mental health INAUDIBLE. Her focus will be counseling for first responders. She will graduate in less than a year.

Chief Adams, for the town of Webster, was in attendance, he has made a conditional offer of employment to Ms. Doherty, depending upon the results from today.

INAUDIBLE Judge Gardner asked everyone to speak up due to the HVAC noise.

Ms. Doherty read a prepared statement into the record, she apologized for her behavior, she regrets her actions, she will learn from those mistakes. (most was INAUDIBLE).

Ms. Doherty answered questions from the Council.

INAUDIBLE

Chair Gardner asked, when she was first interviewed by police there was something that she said that was not quite accurate. Ms. Doherty explained that she was under the influence at the time, she was scared, she knows it was wrong. She takes full responsibility.

Attorney Wilson explained that the officers asked Ms. Doherty where she was coming from, where she'd been, she told them that she'd be called by friends to come to the venue and pick them up. She had been at the concert.

Chief Harper of the Meredith Police Department was present, he acknowledged that most of the what he'd heard (in this meeting today) was accurate, the only difference was she due at work for seven a.m. the next day. Throughout the agency's investigation there was no mistake that she was at the concert.

Chief Adams addressed the Council, he confirmed that he had given Ms. Doherty a conditional offer of employment, if her certification was reinstated.

Director Scippa noted that Ms. Doherty is under suspension currently, she'd been issued a temporary suspension due to her arrest.

Chair Gardner stated the Council will have to consider the sanction as well as having her certification reinstated.

Motion by Mr. Lecius that the Council concurs with CRC recommendation of a letter of warning, and that her suspension be lifted effective on March 5th, to coincide with the date that her driver's license is reinstated, Chief Newport seconded the motion.

Chair Gardner took the roll call vote.

Chief Rourke	Y
Sheriff Wright	Y
Commissioner Hanks	Y
AF Formella	Y
Dr. Eckstein	Y
Chief Chase	Abstain
Sgt. Pelletier	Y
Mr. Harrington	Y
Dr. Sullivan	Y
Colonel Hall	Y
Sheriff Massahos	Y
Chair Gardner	Y

David Comeau. RSA 106-L:2. V(a)(2) and (4)

David Comeau was not present.

Chair Gardner confirmed that Attorney Wilson had represented Mr. Comeau in the underlying matter. Attorney Wilson explained that part of the plea agreement was that he resigns his police certification, which Attorney Wilson had provided. Mr. Comeau was not in attendance because he did not contest the charges.

Chair Gardner explained to the Council members that the CRC's decision was a finding of misconduct, and a recommendation.

Director Scippa began the presentation by stating that the Council had been provided with the exhibits labeled "GC exhibit A through GC exhibit N" he asked that all of the exhibits be entered into the record of the case, and the transfer memo.

When asked if he stipulated to the items being entered, Attorney Wilson acknowledged that although he was in attendance for the prior hearing, and David Comeau was a client, he was not representing Mr. Comeau in the matter, he was not taking a position.

Attorney Moeser speaking inaudibly.

Chair Gardner stated that the exhibits and transfer memo were entered into the record; Director Scippa stated that those exhibits had been provided to Mr. Comeau with the notice of hearing.

Director Scippa summarized that 2024-083, the initial complaint was received by the CRC on March 25, 2023.

On March 25, 2023, David Comeau of the Windham Police Department was convicted of one or more of the following, a misdemeanor for which there was a sentence of incarceration regardless of whether all or part of sentence was suspended. The abstract of the allegation was that Mr. Comeau sexually assaulted the victim, his goddaughter in her home in Salem. The internal investigation by NH State Police, an arrest warrant was issued on June 28, 2023. INAUDIBLE eight counts of sexual assault one count of false imprisonment and one count of simple assault. PSTC was notified of the incident by the NH State Police prosecutor on May 15, 2024, on June 6, Comeau plead guilty to two counts of simple assault physical contact or bodily injury, and a twelve month sentence in the

house of corrections, deferred for five years with psycho sexual evaluation. As part of the plea agreement a nol pros was entered on the remaining charges and Comeau agreed to relinquish his police certification, and not apply for employment as a law enforcement officer.

Employment action included being placed on administrative leave by the Windham Police Department on or about April 11, 2023, the documentation was filed by the chief. Mr. Comeau resigned from the Windham Police Department on June 2, 2024, prior to the conclusion of the internal investigation.

Chief Michael Caron was in attendance, as noted by Director Scippa and reports that he would have recommended termination based on *INAUDIBLE*

After review of all of the documents entered into the record the CRC determined a sustained finding by clear and convincing evidence that the officer has been convicted of a misdemeanor for which there was a sentence of incarceration, regardless of whether all or part of the sentence was suspended, As outlined in RSA 106-L:2, V(a)(2); and a sustained finding by clear and convincing evidence that the officer has been convicted of a crime of moral turpitude. "Moral turpitude" means an illegal act involving dishonesty, deceit, theft, or willful misrepresentation, or a crime which tends to bring discredit on the police or corrections service. A crime of moral turpitude shall include those crimes listed in POL 402.02(a)(4) to wit: (b) Assault, RSA 106-L:2, V(a)(4).

The recommended sanction by the CRC was decertification.

Motion by Chief Chase to accept the CRC's finding of misconduct, and additionally that David Comeau's name be added to the National Decertification Index. The motion was seconded by Sheriff Wright.

Chair Gardner took the roll call vote.

Chief Rourke	Y
Commissioner Hanks	Y
Chief Newport	Abstained
AG Formella	Y
Dr. Eckstein	Y
Sgt. Pelletier	Y
Mr. Harrington	Y
Mr. Lecius	Y
Dr. Sullivan	Y
Colonel Hall	Abstain
Sheriff Massahos	Y
Chair Gardner	Y

The second portion of the matter is the sanctions. The recommended sanction is decertification with referral to the national database.

Motion by Commissioner Hanks to accept the CRC's recommended sanction of a permanent revocation, and the referral to the national database, the motion was seconded by Sheriff Wright.

Chair Gardner took the roll call vote.

Chief Rourke	Y
AG Formella	Y
Dr. Eckstein	Y
Chief Chase	Y
Sgt. Pelletier	Y
Mr. Harrington	Y
Mr. Lecius	Y
Dr. Sullivan	Y
Colonel Hall	Abstain

Sheriff Massahos Y
Chair Gardner Y

Attorney Moeser noted for the record that any materials distributed would be redacted.

At this time the Council took a break, 10:53 a.m.

The meeting was back in session at 11:08.

Dean Rondeau, RSA 106-L:2, V (e)

Dean Rondeau was present with Steve Wood, from the Wolfeboro Police Commission. They were both sworn in by Chair Gardner.

Director Scippa identified the case as number 03-097 from the Conduct Review Committee.

PSTC received notice on the complaint on April 7, 2023, from the Wolfeboro Police Department, they received the complaint from the public.

Director Scippa has spoken with Mr. Rondeau, who confirmed that he had received the materials that were relied upon by the CRC. Mr. Rondeau has reviewed them, he felt that the complaint was valid based upon his review of internal investigation, the facts that were determined proved through clear and convincing evidence that his actions were found to be a sustained finding of misconduct under RSA 106-L.

Mr. Rondeau acknowledged that he had been offered the opportunity to have a hearing in the matter, but he declined.

The date of the allegation was March, 2023 and the nature of the complaint was a violation of RSA 106-L:2, V(e): "A sustained finding that the officer engaged in acts or omissions of conduct which would cause a reasonable person to have doubts about the individual's honesty, fairness, and respect for the rights of others and for the laws of the state or nation."

Director Scippa stated that the abstract of the allegation is that while Chief of the Wolfeboro Police Department, Dean Rondeau posted and/or re-shared numerous posts on his public facing Facebook page deriding members of a protected class. The posts included content that was discriminatory and/or offensive against women and the LGBTQ+ community and were transmitted to other community members and public officials.

Director Scippa again confirmed that Mr. Rondeau had received the materials relied upon by the CRC to include exhibits, numbered one through ten, and the transfer memo. Director Scippa asked that these documents be entered into to the record. Chair Gardner so entered the documents.

When asked, Mr. Rondeau stipulated to the three findings of misconduct in the CRC's transfer memo.

Director Scippa made a request to the Council that based upon the evidence submitted and the stipulations made by Mr. Rondeau that the Council consider making a finding that the misconduct was sustained by clear and convincing evidence in this case.

Chair Gardner noted that there were three separate reasons for sustained finding of misconduct in the transfer memo, and asked that Mr. Rondeau confirm his stipulations to the sustained findings of misconduct. He confirmed.

Chair Gardner summarized the three sustained findings of clear & convincing evidence from the CRC,

- the officer engaged in discriminatory conduct,
- engaged in conduct on or off duty that adversely reflected on their fitness to perform law enforcement duties,
- and engaged in acts or omissions of conduct which would cause a reasonable person to have doubts about the individual's honesty, fairness, and respect for the rights of others and for the laws of the state.

Motion by Chief Chase, to accept the CRC's three sustained findings of misconduct, the motion was seconded by Sheriff Wright.

Chair Gardner took the roll call vote.

Chief Rourke	Y
Commissioner Hanks	Y
Chief Newport	abstained
AG Formella	Y
Dr. Eckstein	Y
Sgt. Pelletier	Y
Mr. Harrington	Y
Mr. Lecius	Y
Dr. Sullivan	Y
Colonel Hall	Y
Sheriff Massahos	Y
Chair Gardner	Y

Chair Gardner noted that the Council would now go into the second part of the matter, the recommended sanctions.

Director Scippa stated that on the sustained finding, the CRC recommends a sanction of a written warning and appropriate conditions at the discretion of the Council.

Director Scippa made a request to Chair Gardner, that Mr. Rondeau be afforded the opportunity to address the Council in the matter, to provide any additional information he may like.

Mr. Rondeau thanked the Council, and he apologized for his actions, he is deeply sorry for what he's done. He has disrespected himself, his friends, does not want people to be afraid to contact law enforcement based on his actions. He has stepped down and retired. He should have known better.

Steve Wood, from the Wolfeboro Police Commission addressed the Council to share his history with Mr. Rondeau and his support.

AG Formella engaged with staff regarding the CRC recommendation, Mr. Rondeau had retired during the internal investigation, what if he decided he wanted employment in law enforcement in the future?

Director Scippa noted that there were three chiefs that were involved in the investigation of Chief Rondeau who were in attendance. He asked Chair Gardner if they would like to address the Council with their comments. Chief Warn and Chief Kelly declined to comment, but Chief Wilmot stated that he would not add anything to the record, his report had been submitted as an exhibit and he offered to take questions from the Council.

Mr. Rondeau stated, when asked by Director Scippa, that he would not seek employment in law enforcement again, he was retired.

Chair Gardner asked the Council for discussion in the matter.

AG Formella inquired about sanctions, Chief Rondeau has retired, what is the status of his certification? Director Scippa noted that his certification lapsed under PSTC's administrative rules, 30 days after PSTC receives the Form B (change in status form).

AG Formella asked what action could be taken on someone that does not intend to return to law enforcement?

Director Scippa's response was that the Council had many options, citing RSA 106-L, to take action they deem appropriate, from no action, letter of warning, suspension, retroactive suspension, something that runs concurrent to a department's suspension, an extended suspension outside of the agency's suspension, and permanent revocation.

AG Formella was interested in learning, even though Chief Rondeau had retired, if something changed in his future and he wanted to work in law enforcement again, would the subject matter from CRC be addressed? He thought that it would be appropriate that the current Council should consider these issues, at this time. Should there be

something in the motion to acknowledge if the chief were to reconsider his decision and decide to work in law enforcement again?

Director Scippa referenced the recent "Pathway" document that had been approved by the Council for officers' agencies requesting certification by prior training and experience. If the chief was out of law enforcement less than a year, his certification could be reinstated by the staff. Director Scippa summarized the Pathways document as it pertained to length of time of lapsed certification and the requirements for certification reinstatement. Chief Rondeau has stipulated to the misconduct in public record, the documents in the record would be available to anyone that wanted to view them. The hiring authority would know when conducting a background investigation about the misconduct. The Council has broad authority to impose what is outlined in RSA 106-L but any other specifications that the Council feels are necessary.

AG Formella explained that his thought was that there should be a requirement should Chief Rondeau come back to law enforcement employment stating that he would be required to come before the Council to decide if there should be training, some type of condition.

Chair Gardner drew the Council's attention to the PSTC administrative rule stating the officer's service status makes suspension or revocation a needless gesture. That and the CRC recommendation of written warning with appropriate conditions, if (Council) puts some safety nets around that, might be more appropriate.

Motion by AG Formella to accept the CRC's recommended sanction, but with the additional condition that if the chief were to seek to come back to New Hampshire law enforcement regardless of when that is, he must come before the Council to give them the opportunity decide if they would impose any additional requirements necessary for certification reinstatement.

Colonel Hall seconded the motion.

Attorney Moeser's guidance was that the General's wording protects the claims against a due process violation, being tried twice, as it's specifically to address conditions for his return. She referred to Chair Gardner's statement the balancing test and his service status is relevant. As long as he uses that wording there is no double jeopardy problem.

Chair Gardner took the roll call vote.

Chief Rourke	Y
Sheriff Wright	Y
Commissioner Hanks	Y
Chief Newport	abstained
Dr. Eckstein	Y
Chief Chase	Y
Sgt. Pelletier	Y
Mr. Harrington	Y
Mr. Lecius	Y
Dr. Sullivan	Y
Sheriff Massahos	Y
Chair Gardner	Y

Consent Calendar

PT&E Requests

Nicholas Terino, Lyme Police Department

(DOH: 01/03/25) 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 November 18, 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.

Kevin Sullivan Webster Police Department

(DOH: 01/03/25) requests consideration for full-time police officer certification based on prior training and experience. Kevin Sullivan completed his full-time certification at the Los Angeles County Sheriff Academy on April 1, 1992. He was last employed by the Los Angeles County Sheriff's Office until March 31, 2022. Will be granted certification upon successful completion of the medical exam, (done January 8, 2025) 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.

Travis Bach, Durham Police Department

(DOH: 02/02/25) 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 February 6, 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.

Extensions

David Benway-Fongemie, Bedford Police Department (DOH: 09/09/2024) requests a six-month extension to complete requirements of fitness testing per (previously granted PTE) Council granted an extension until September 9, 2025, with the stipulation that the officer may continue working only in the direct presence of a certified officer unless the officer has successfully completed their agency's FTO Program, they may work with 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

*Part Time Academy

Class Number	284
Dates	January 24, 2025 – May 22, 2025

*Corrections Academy

Class Number	126
Dates	March 31, 2025

* 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.

End of Consent Calendar

Motion to approve the consent calendar by Commissioner Hanks, seconded by Sheriff Massahos.

Chair Gardner took the roll call vote.

Chief Rourke Y
Sheriff Wright Y

AG Formella	Y
Chief Newport	abstained
Dr. Eckstein	Y
Chief Chase	Y
Sgt. Pelletier	Y
Mr. Harrington	Y
Mr. Lecius	Y
Dr. Sullivan	Y
Colonel Hall	Y
Sheriff Massahos	Y
Chair Gardner	Y

New Business

Chair Gardner expressed that she'd spoken with Chief Cobb, who would like to remain as vice chair of the Council.

Motion by Chief Rourke, seconded by Colonel Hall to approve Chief Emily Cobb as vice chairperson for Police Standards and Training Council.

Chair Gardner took the roll call vote.

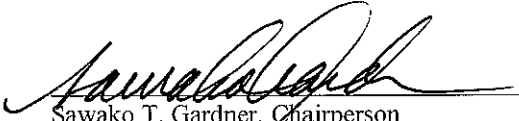
Sheriff Wright	Y
Commissioner Hanks	Y
Chief Newport	Y
AG Formella	Y
Dr. Eckstein	Y
Chief Chase	Y
Sgt. Pelletier	Y
Mr. Harrington	Y
Mr. Lecius	Y
Dr. Sullivan	Y
Sheriff Massahos	Y
Chair Gardner	Y

The meeting adjourned at 11:46 a.m.

The next meeting will be held at Primex on Tuesday March 25, 2025.

March 25, 2025

Respectfully submitted,


Sawako T. Gardner, Chairperson