



Sheriff Christopher D. Connelly
Chairman

State of New Hampshire

POLICE STANDARDS & TRAINING COUNCIL

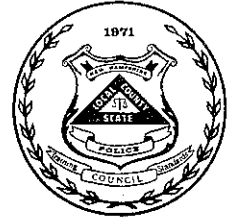
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John V. Scippa
Director

Public Minutes February 27, 2024 Police Standards and Training Council

In attendance:

Chairman, Sheriff Christopher Connelly, Hillsborough County Sheriff's Office
Vice Chair, Commissioner Helen Hanks, NH Department of Corrections
Chief Kevin Rourke, Nashua Police Department
Chief Allen Aldenberg, Manchester Police Department
Dr. Maureen Sullivan
Mr. Edward Lecius
Sheriff Charles Massahos, Rockingham County Sheriff's Office
Colonel Mark Hall, New Hampshire State Police
Judge Sawako Gardner, Circuit Court Judge
Attorney General John Formella
Chief Joseph Hoebeke, Hollis Police Department
Director Fallon Reed, NH Department of Corrections
Dr. Robert Eckstein, Justice Studies, University of New Hampshire via Zoom
Sergeant Jaqueline Pelletier, Goffstown Police Department

Not in Attendance:

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

Staff Present:

Director John Scippa, Major David Parenteau (ret.), Captain Tom McCabe, Captain Adam Hawkins, and Anne Paquin, Investigative Paralegal.

Guests present: Director Fallon Reed, New Hampshire Department of Corrections with candidates Bryant Jordan Bartholomew and Richard Daniels. Attorney John Krupski was in attendance with Scott Marquis of the New Hampshire Department of Corrections. Attorney Marc Beaudoin was in attendance with retired New Hampshire State Trooper Michael Doran.

Chairman Connelly called the meeting to order at 9:06 a.m.

Chairman Connelly announced to the Council members that Judge Amy Manchester had been appointed. She was not able to attend the meeting; she was welcomed to the Council.

Motion to approve the January 23, 2024 Public Minutes by Mr. Lecius, seconded by AG Formella. Chairman Connelly took the roll call vote:

Vice Chair Commissioner Hanks	abstained
Chief Hoebeke	yes
Judge Gardner	yes
Sheriff Massahos	yes
Chief Aldenberg	yes
Chief Rourke	yes
Sgt. Pelletier	abstained
Dr. Sullivan	yes
Mr. Lecius	yes
Dr. Eckstein	yes (Zoom)
AG Formella	yes
Colonel Hall	yes

Chairman, Sheriff Connelly voted yes.

Motion to approve the January 23, 2024 Nonpublic Minutes re: New Hampshire State Police by Chief Hoebeke, seconded by Judge Gardner. Chairman Connelly took the roll call vote.

Vice Chair Commissioner Hanks	abstained
Chief Hoebeke	yes
Judge Gardner	yes
Sheriff Massahos	yes
Chief Aldenberg	yes
Chief Rourke	yes
Sgt. Pelletier	abstained
Dr. Sullivan	yes
Mr. Lecius	yes
Dr. Eckstein	yes (Zoom)
AG Formella	yes
Colonel Hall	abstained

Chairman, Sheriff Connelly voted yes.

Motion to approve the January 23, 2024 Nonpublic Minutes re: Personnel Matter by Chief Hoebeke, seconded by AG Formella. Chairman Connelly took the roll call vote..

Vice Chair Commissioner Hanks	abstained
Chief Hoebeke	yes
Judge Gardner	yes
Sheriff Massahos	yes
Chief Aldenberg	yes
Chief Rourke	yes

Sgt. Pelletier	abstained
Dr. Sullivan	yes
Mr. Lecius	yes
Dr. Eckstein	yes (Zoom)
AG Formella	yes
Colonel Hall	yes

Chairman, Sheriff Connelly voted yes.

Director's Report (copy attached)

Director Scippa commended Major Max Schultz and Jessica Nichols for management of the budget for PSTC, by moving funds to enable the agency to address items that need to be replaced or repaired.

Director Scippa also announced to the Council that PSTC recently hired Madelyne Littlefield, as PSTC's Business Administrative Specialist.

Financial Report

When asked by Chairman Connelly, Director Scippa's noted, the overview of PSTC's budget is in relatively good shape. The first transfer within the budget is complete, there is a second round of transfers in the existing operating budget. That will go before the Fiscal Committee of Governor and Council. Staff is preparing for the budget for the next biennium. The Department of Administrative Services has indicated that there might be some tight caps on the development of the budget, for the next fiscal biennium.

PSTC staff has begun negotiations with the dining service at the college for the recruits. The dining contract will lapse at the end of the current fiscal year.

New Business

New Hampshire Department of Corrections submitted two waiver requests for candidates.

Director Fallon Reed was in attendance with corrections officer candidate Bryant Jordan Bartholomew, for the first request.

Director Reed requested a nonpublic session to discuss the waiver as it is regarding a medical condition.

Motion to initiate a nonpublic session by Judge Gardner, quoting RSA 91-A:3, II(b) The hiring of any person as a public employee. The motion was seconded by Chief Hoebeke. Chairman Connelly took the roll call vote:

Vice Chair Commissioner Hanks	yes
Chief Hoebeke	yes
Sheriff Massahos	yes
Chief Aldenberg	yes
Chief Rourke	yes
Sgt. Pelletier	yes

Dr. Sullivan yes
Mr. Lecius yes
Dr. Eckstein yes (Zoom)
AG Formella yes
Colonel Hall yes
Chairman, Sheriff Connelly voted yes.

Commissioner Hanks recused herself as the request for waiver was for her own agency.

9:14 a.m. Council members began a nonpublic session.

Motion to remain in nonpublic session was made by Mr. Lecius and seconded by Judge Gardner quoting RSA 91-A, 3:II b and RSA 91-A, 3:II j.

Chairman Connelly took the roll call vote.

Chief Hoebeke yes
Sheriff Massahos yes
Chief Aldenberg yes
Chief Rourke yes
Sgt. Pelletier yes
Dr. Sullivan yes
Dr. Eckstein yes (Zoom)
AG Formella yes
Colonel Hall yes
Chairman, Sheriff Connelly voted yes.

Motion to return to public session by Chief Hoebeke, seconded by Colonel Hall. Chairman Connelly took the roll call vote.

Judge Gardner yes
Sheriff Massahos yes
Chief Aldenberg yes
Chief Rourke yes
Sgt. Pelletier yes
Dr. Sullivan yes
Mr. Lecius yes
Dr. Eckstein yes (Zoom)
AG Formella yes
Chairman, Sheriff Connelly voted yes.

The meeting was back in public session at 9:21 a.m.

Motion to seal the minutes of the nonpublic session by Chief Hoebeke, seconded by Mr. Lecius. Chairman Connelly took the roll call vote.

Judge Gardner	yes
Sheriff Massahos	yes
Chief Aldenberg	yes
Chief Rourke	yes
Sgt. Pelletier	yes
Dr. Sullivan	yes
Mr. Lecius	yes
Dr. Eckstein	yes (Zoom)
AG Formella	yes
Colonel Hall	yes

Chairman, Sheriff Connelly voted yes.

Motion to grant the waiver was made by Mr. Lecius, the motion was seconded by Chief Aldenberg. Chairman, Sheriff Connelly took the roll call vote.

Chief Hoebeke	yes
Judge Gardner	yes
Sheriff Massahos	yes
Chief Rourke	yes
Sgt. Pelletier	yes
Dr. Sullivan	yes
Dr. Eckstein	yes (Zoom)
AG Formella	yes
Colonel Hall	yes

Chairman, Sheriff Connelly voted yes.

The waiver was granted.

Director Reed introduced Richard Daniels, a candidate for corrections officer at the New Hampshire Department of Corrections. Mr. Daniels has been hired by the Department of Corrections, less than a week prior. The request is for a medical waiver, and they requested a nonpublic session.

Motion by Chief Hoebeke, seconded by Dr. Sullivan to hold the matter in a nonpublic session, to discuss the merits of holding the session in a nonpublic session, quoting, RSA 91-A, 3:II b and RSA 91-A, 3:II j.
Chairman, Sheriff Connelly took the roll call vote.

Judge Gardner	yes
Sheriff Massahos	yes
Chief Aldenberg	yes
Chief Rourke	yes
Sgt. Pelletier	yes
Mr. Lecius	yes
Dr. Eckstein	yes (Zoom)
AG Formella	yes

Colonel Hall yes
Chairman, Sheriff Connelly voted yes.

At 9:24 am the Council began a nonpublic session

Motion to continue to hear the matter in a nonpublic session made by Dr. Sullivan, seconded by Sgt. Pelletier.

Chairman, Sheriff Connelly took the roll call vote.

Chief Hoebeke yes
Judge Gardner yes
Sheriff Massahos yes
Chief Aldenberg yes
Chief Rourke yes
Mr. Lecius yes
Dr. Eckstein yes (Zoom)
AG Formella yes
Colonel Hall yes
Chairman, Sheriff Connelly voted yes.

Motion to exit the nonpublic session by Mr. Lecius, seconded by Chief Hoebeke.
Chairman, Sheriff Connelly took the roll call vote.

Judge Gardner yes
Sheriff Massahos yes
Chief Aldenberg yes
Chief Rourke yes
Sgt. Pelletier yes
Dr. Sullivan yes
Dr. Eckstein yes (Zoom)
AG Formella yes
Colonel Hall yes
Chairman, Sheriff Connelly voted yes.

The meeting was back in a public session at 9:31 a.m.

Motion to seal the minutes of the nonpublic session by Chief Hoebeke, seconded by Sgt. Pelletier. Chairman, Sheriff Connelly took the roll call vote.

Judge Gardner yes
Sheriff Massahos yes
Chief Aldenberg yes
Chief Rourke yes
Dr. Sullivan yes
Mr. Lecius yes

Dr. Eckstein	yes (Zoom)
AG Formella	yes
Colonel Hall	yes

Chairman, Sheriff Connelly voted yes.

Motion to grant the waiver based upon the information provided during the nonpublic session by Chief Hoebeke, the motion was seconded by AG Formella. Chairman, Sheriff Connelly took the roll call vote.

Judge Gardner	yes
Sheriff Massahos	yes
Chief Aldenberg	yes
Chief Rourke	yes
Sgt. Pelletier	yes
Dr. Sullivan	yes
Mr. Lecius	yes
Dr. Eckstein	yes (Zoom)
Colonel Hall	yes

Chairman, Sheriff Connelly voted yes.

Director Reed thanked the Council, noting that with waiver granted for candidates today there would be 12 recruits for the next Corrections Officer Academy.

Hearings

Chairman Connelly read the following notice into the record.

“Hearings before the Council are presumed to be held in public session; however, parties have the right to a brief hearing in non-public session to request closure of a portion of the hearing if it will reveal confidential information that creates a compelling interest outweighing the public’s right of access. All parties appearing before the Council have been provided with notice of the applicable procedure”.

Michael Doran, retired from New Hampshire State Police

Mr. Doran was in attendance with Attorney Marc Beaudoin, they had requested to speak with the Council regarding reinstatement of Mr. Doran’s police certification which had been temporarily suspended in 2022. Mr. Doran was arrested in the state of Maine for DWI. At that time, Mr. Doran held a full-time position with the New Hampshire State Police.

Attorney Beaudoin summarized what happened in 2021 and 2022. TFC Doran was employed by New Hampshire’s Department of Safety, State Police. He was off duty, in Maine with a friend on motorcycles, they had consumed alcohol. As they were driving down the road, TFC Doran’s friend went off the road. TFC Doran pulled off the road, rendered aid and dialed 911. The Maine State Police arrived, TFC Doran was arrested for DUI. It took nearly two years for the case to be adjudicated, which is why the request was before the Council now.

In March of 2022, PSTC held a hearing for temporary suspension of Michael Doran's certification, the Council's decision was to temporarily suspend him pending the outcome of the DUI arrest. The case has been resolved, the state of Maine has dismissed the DWI and Michael Doran plead guilty to a violation for failure to maintain lane control.

In May 2022, Mr. Doran retired from the New Hampshire State Police. Attorney Beaudoin continued, noting that today's hearing was for eligibility, for the temporary suspension to be lifted and that Mr. Doran would be allowed to work in law enforcement again part-time.

There were no questions from Major Parenteau or from the Council members.

Motion by Mr. Lecius, seconded by Chief Hoebeke to lift the temporary suspension of Michael Doran. Chairman, Sheriff Connelly took the roll call vote.

Commissioner Hanks	yes
Judge Gardner	yes
Sheriff Massahos	yes
Chief Aldenberg	yes
Chief Rourke	yes
Sgt. Pelletier	yes
Dr. Sullivan	yes
Dr. Eckstein	yes (Zoom)
AG Formella	yes
Colonel Hall	abstained

Chairman, Sheriff Connelly voted yes.

Scott Marquis, New Hampshire Department of Corrections

Mr. Marquis was in attendance with his attorney, John Krupski. They had requested to speak to the Council for the purpose of reinstating Mr. Marquis' probation parole certification which had been temporarily suspended on December 28, 2023, pending resolution of criminal charges.

Mr. Marquis had been arrested by the Raymond Police Department on December 24, 2023 with charges of Alcohol or Drug Impairment, RSA 265-A. The case was adjudicated and reduced to a speeding violation and a negligent driving violation. He had a thirty day loss of license which has already been served and he has his license back, there was no Administrative License Suspension.

Attorney Krupski provided Council members with a copy of the resolution from the matter.

Major Parenteau noted that Mr. Marquis' matter had been reviewed by the CRC, they took no action.

Motion by Mr. Lecius to reinstate the certification, the motion was seconded by Chief Aldenberg, Sheriff Connelly took the roll call vote.

Commissioner Hanks	abstained
Chief Hoebeke	yes
Judge Gardner	yes
Sheriff Massahos	yes
Chief Rourke	yes
Sgt. Pelletier	yes
Dr. Sullivan	yes
Dr. Eckstein	yes (Zoom)
AG Formella	yes
Colonel Hall	yes

Chairman, Sheriff Connelly voted yes.

Chairman Connelly confirmed that Scott Marquis' certification was reinstated.

Council members took a break at this point in the meeting, 9:40 a.m.

Meeting was back in session at 9:55 a.m.

Pathways to Certification (copy attached)

Council members were provided with copies of prior training and certification guidelines "Pathways to Certification" developed by Director Scippa.

Director Scippa reviewed the information in the document with Council members. He noted that in the recent past, the Council has been asked to make exceptions regarding the requirements for prior training and experience certification for both in state, and out of state officers.

- Some recent requests were atypical for prior training and employment.
- The atypical decisions could affect future prior training and experience requests.
- The guidance in the document contains the steps for those returning to law enforcement after ordinary separation or retirement.
- Director Scippa asked the Council to disregard the page for court security officers; he is still in the process of connecting with the Administrative Office of the Courts on the subject.
- Chairman Connelly and Sheriff Massahos thanked Director Scippa and staff for their work drafting the guidelines.
- Director Scippa confirmed that there was only one section in the guidelines that would require an administrative rule change, Pol 401.01, to amend thirty days to one year for lapse in employment.
- If the Pol 401.01 rule amendment is pending; the Council could adopt a policy for anyone returning to work from 30 days to one year.
- Commissioner Hanks shared observations relative to state employee's retirement and returning to a state job as a part-time employee. The Department of Corrections often has

employees return part-time. Once the certification lapses, the person is uncertified for re-hire, according to NH Department of Personnel.

- NH Department of Safety and NH Department of Corrections are currently the only agencies that have the issue of retirement and re-hire.
- The retirement issue topic should be discussed further.
- Director Scippa suggested if an agency knows that the officer that is retiring and is approved to return part-time, the agency could file the Form B change in status indicating the employee was employed full time with ordinary retirement; then indicate the change in status to part-time employment. There is no need for a new hiring process, they simply cannot work for the 28 days that is needed for NH Retirement.
- Commissioner Hanks asked about the term “chief of the hiring authority” noting that the Department of Corrections has wardens or directors. She would like to add language to the Pathways to Certification document to make it fit for Department of Corrections personnel. She will speak to Director Rudis at the Department of Personnel about the subject of re-hiring certified officers.
- Director Scippa noted that he used that term “chief” in the Pathways to Certification document as it is the one used in PSTC’s administrative rules definitions.
 - Discussion ensued regarding the length of time allowed for a new officer to become certified. There is concern about candidates hired by agencies having no training and allowing them to work, even though the stipulation from Police Standards and Training Council is that they work under the direct supervision of a certified officer.
 - The two-year allowance was put into place many years ago, and it was due to agencies that were unable to get their new hire into an academy right away.
 - New Hampshire chiefs have expressed to Director Scippa that if they can’t hire the person to work immediately, that person will not wait, they’ll find another position.
 - Director Scippa noted for the Council that in Massachusetts, candidates cannot wear a uniform until they are certified. They can in New Hampshire.
- There was discussion about the requirement to agencies with officers requesting prior training and experience. The agencies have a checklist for items to provide to PSTC for their reference. Some agencies send incomplete information and PSTC staff must follow up with them.

Motion by Attorney General Formella, seconded by Chief Hoebeke, to approve the fundamental concepts of the draft, but authorize the staff to work with legal counsel to make revisions based upon today’s discussion, and to bring the document back to the Council for further review. Sheriff Connelly took the roll call vote.

Commissioner Hanks	yes
Judge Gardner	yes
Sheriff Massahos	yes
Chief Rourke	yes
Sgt. Pelletier	yes
Dr. Sullivan	yes

Jesse Baughman, Charlestown Police Department

(DOH: 02/12/24) requests consideration for full-time police officer certification based on prior training and experience. Certification will be granted upon successful completion of the medical exam (done February 7, 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.

Danny Genese, North Hampton Police Department

(DOH: 02/13/24) requests consideration for full-time police officer certification based on prior training and experience. Certification will be granted upon successful completion of the medical exam, (done January 31, 2024) entrance fitness test, (grandfathered) 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.

Edward Correia, Jr. Wakefield Police Department

(DOH: 01/23/24) requests consideration for full-time police officer certification based on prior training and experience. Certification will be granted upon successful completion of the medical exam, (done January 26, 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.

Requests for Extensions

Note: Extensions granted until the first council meeting following the fitness testing for the requested Academy, and, if testing is successful, to the first council meeting following the end of the requested Academy.

John Bates, Campton Police Department

(DOH 09/05/2023) Mr. Bates was granted prior training and experience certification at the September 26, 2023, Council meeting. Will be granted a six-month extension to begin on March 5, 2024, (ending September 5, 2024) with the stipulation that Mr. Bates may continue to work only in the direct supervision of a certified officer, unless he has completed the agency's field training officer program, then he may work with normal supervision.

Timothy D'Entremont, Plaistow Police Department

(DOH 08/08/2022) Plaistow Police Department requests a third extension for Timothy D'Entremont to achieve prior training and experience certification. Will be granted the final six-month extension to begin retroactively on February 8, 2024 and expire on August 8, 2024 with the stipulation that the officer shall work only in the direct presence of a New Hampshire certified police officer unless the officer has completed the agency's field training program, then may work under normal supervision.

Shannon Hubacher, Plymouth Police Department

(DOH 02/05/2024) The Council granted Laconia's request for Prior Training & Experience on Sept. 26, 2023. Will be granted a six-month extension, the extension being retroactive to January 31, 2024 based on original hire of July 31, 2023 with Laconia Police Department. The six-month extension will expire on July 31, 2024.

Dakota Clark, Pelham Police Department

(DOH 11/13/2023) Dakota Clark is currently in the 195th Full-Time Academy. Will be granted an extension request as retest requirements will exceed six months from date of hire. Extension to June 26, 2024.

Mark Cavic, Moultonborough Police Department

(DOH 06/19/2023) Lieutenant Cavic was hired on June 19, 2023, and was approved by the Council on August 22, 2023, for prior training and experience certification. Will be granted a six-month extension to June 19, 2024, with the stipulation that the officer may only work in the direct presence of a certified officer unless officer completes department FTO program and then may work under normal supervision.

Shannon Esparra, Winchester Police Department

(DOH 02/01/2024) Extension request for the 197th academy. Will be granted approval for an extension to the entrance fitness test of the 197th academy, and if successful to the end of the 197th academy. The officer may only work in the direct presence of a certified officer unless they have a part-time certification.

*Full Time Academy

Class Number	195
Dates	January 8, 2024-April 26, 2024
	196
	February 12, 2024-May 31, 2024
	197
	June 17, 2024-October 04, 2024
	198
	July 29, 2024-November 15, 2024

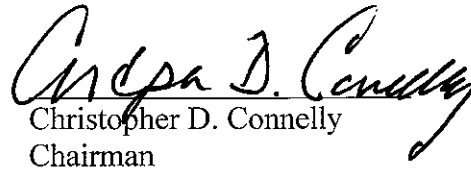
* More detailed information about each academy session can be found in Benchmark. This will include the dates of the session, the fitness testing date and number of available seats.

*Part Time Academy

Judge Gardner	yes
Sheriff Massahos	yes
Chief Aldenberg	yes
Chief Rourke	yes
Sgt. Pelletier	yes
Dr. Sullivan	yes
Mr. Lecius	yes
Dr. Eckstein	yes (Zoom)
AG Formella	yes
Colonel Hall	yes
Chairman, Sheriff Connelly voted yes.	

March 26, 2024

Respectfully Submitted


Christopher D. Connelly
Chairman