



Chief David P. Cahill
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
Police Standards and Training Council
April 28, 2020

Present: Chairman, Chief Cahill, Sunapee Police Department at PSTC with below listed staff
Chief Morency, Vice Chairman, Berlin Police Department; Sheriff Valerino, Coos County
Sheriff's Office; both at Chief Morency's Office
Judge Gardner, Circuit Court Judge; at home, alone
Dr. Maureen Sullivan; in her office alone
Commissioner Hanks, New Hampshire Department of Corrections; at her office alone
Attorney General MacDonald; at his office alone
Mr. Edward Lecius, at his home alone
Judge Vetanze, 3rd Circuit District Division, Ossipee; at her office alone
Sheriff Massahos, Rockingham County Sheriff's Office; at his office alone
Chief Operating Officer, Charles Ansell, Community College System of New Hampshire; at his
office alone
Chief Capano, Manchester Police Department; at his office alone

Not present: Chief Cormier, Tilton Police Department.

Staff Present: Director John Scippa, Major Parenteau, (Ret.), Lt. Hawkins, Lt. Watson, and
Anne Paquin, Investigative Paralegal at PSTC in lecture hall one at PSTC

Guests: Chief Berube, Chester Police Department with Todd Crumb and Michael Kehoe; and
Chief Mone with Chief Monaghan

**This month's Council meeting was held using "Zoom" due to COVID-19 restrictions for
gathering of people. Per instruction for remote meetings, voting was done by roll call for
every motion. Public and Nonpublic sessions were held by using separate log ins for
"Zoom".**

Chairman, Chief David Cahill called the meeting to order at 9:03 a.m.

Anne took the roll call vote with each Council member identifying themselves stating where they
were participating from and whether they were alone or not.

Chairman Cahill asked Council members for motions to approve minutes from the March
meeting and emergency meeting held in April.

Public Minutes March 24, 2020, motion by Chief Cahill, seconded by Dr. Sullivan

Anne took the roll call vote

Chief Morency	yes
Sheriff Valerino	yes
Judge Gardner	yes
Chief Cahill	yes
Comm Hanks	yes
Chief Capano	yes
AG MacDonald	yes
Judge Vetanze	yes
Sheriff Massahos	yes
Charles Ansell	yes
Colonel Noyes	abstain
Edward Lecius	yes
Maureen Sullivan	yes

NP Minutes Pol 205.02 Determination for Hearing motion by Edward Lecius, seconded by Comm Hanks

Anne took the roll call vote

Chief Morency	yes
Sheriff Valerino	yes
Judge Gardner	yes
Chief Cahill	yes
Comm Hanks	yes
Chief Capano	yes
AG MacDonald	yes
Judge Vetanze	yes
Sheriff Massahos	yes
Charles Ansell	yes
Colonel Noyes	abstain
Edward Lecius	yes
Maureen Sullivan	yes

NP Minutes NH Department of Corrections Pol 301.05 (g) (10) waiver motion by Judge Vetanze, seconded by Judge Gardner

Anne took the roll call vote

Chief Morency	yes
Sheriff Valerino	yes
Judge Gardner	yes
Chief Cahill	yes
Comm Hanks	yes
Chief Capano	yes
AG MacDonald	yes
Judge Vetanze	yes
Sheriff Massahos	yes
Charles Ansell	yes
Colonel Noyes	abstain
Edward Lecius	yes
Maureen Sullivan	yes

Emergency Meeting minutes April 8, 2020 Rule Amendments motion by Chief Morency, seconded by Mr. Lecius

Anne took the roll call vote

Chief Morency	yes
Sheriff Valerino	yes
Judge Gardner	yes
Chief Cahill	yes
Comm Hanks	yes
Chief Capano	yes
AG MacDonald	abstain
Judge Vetanze	yes
Sheriff Massahos	yes
Charles Ansell	yes
Colonel Noyes	abstain
Edward Lecius	yes
Maureen Sullivan	yes

Director's Report

Copy attached

Director Scippa had provide Council members with a monthly report by email and he asked them for their input on the document.

Council members' comments were positive, the report was thorough, on point, and because of this the meeting may be condensed considerably:

- Effective tool to communicate to the Council;
- It answered questions that Council members generally ask;
- The Director can never communicate enough.

Director Scippa will continue to provide the monthly written report to the Council prior to each meeting.

Commissioner Hanks asked if there would be a job task analysis completed for corrections officers and probation/parole officers. Director Scippa responded that he will note the request and communicate the same to the justice works program.

Chief Morency asked about the number of National Guard personnel that were trained to assist with security at hospital surge sites. Director Scippa confirmed with Lt. Jim Watson that there were over 80 people that completed the program.

Attorney General MacDonald commended Director Scippa for his report. He asked Director Scippa if he had been able to procure the hours the staff has spent that relate to training National Guardsmen. The response from Director Scippa indicated that all hours, straight time or overtime directly related to Covid-19, were being monitored.

Attorney General MacDonald brought the Council's attention to information that was posted on the DOJ website about special grant programs from the U.S. Department of Justice. There are opportunities to reimburse law enforcement agencies for direct Covid-19-related expenses. Link to AGO's grants applications for Covid-19

<https://www.doj.nh.gov/grants-management/funding-availability.htm#covid>

Attorney General MacDonald then asked about the State budget and the hiring freeze, specifically the number of unfilled positions at PSTC.

Director Scippa's response was that he'd been on a teleconference with the Governor the day before (04/27/20). It was made clear that all should stand by on hiring at this point. There is one full-time position open.

Dr. Sullivan asked about the cost of a database that is referenced in Director Scippa's report.

The database that the academy looked at originally was \$150,000.00 or \$160,000.00 for the initial purchase, there would be annual maintenance fees.

Lt. Hawkins is working with New Hampshire's Fire Academy using their resources to produce training videos. PSTC does not have the capability of doing these videos currently.

Director Pendergast of the Fire Academy is allowing her staff to work with PSTC's staff. The Covid-19 Safety Solutions video was made with the assistance of the Fire Academy.

Lt. Hawkins has been in discussion with staff at the Fire Academy, PSTC can find a similar database to what they use; the cost is \$6,000.00, as opposed to \$150,000.00. It is the same data management system that the Fire Academy uses.

Council members discussed the capabilities of the software, electronic filing of PSTC forms, whether the program could address items from the last performance audit:

- Tracking dates that forms are due.

Lt. Hawkins responded that the discussion on the software had begun quite recently but it appeared that the software would be capable to accommodate tracking. First and foremost is tracking employment history. He hopes to meet again with Fire Academy staff for further discussion on the software.

Council members spoke about reviewing items from the performance audit relative to software and the involvement of DO IT in the project as well.

Dr. Sullivan and Chief Cahill thanked Lt. Hawkins for his work on the database project.

Financial Report

Major Parenteau stated that PSTC finances have maintained the same path as the last few months pursuant to the Governor's orders to limit non-essential spending. Some equipment has been procured specifically due to Covid-19, subscriptions to Zoom, a conference camera and two digital thermometer that will be shipped to the academy.

Expenses are currently being used to keep the facility running as it is. On March 26, 2020, the Department of Administrative Services swept the salary and benefits amount of \$222,000.00. PSTC is credited that amount toward the \$300,000.00 lapse needed for biennial budget.

Due to canceling classes, we have saved money from the food vendor. The five weeks the full-time academy has not resided, \$33,000.00 for food expenses, \$17,000.00 for in-service classes. The money will be lapsed.

PSTC is tracking Covid-19 expenses.

Previous/Unfinished Business

Academy Schedule:

Director Scippa provided a PowerPoint for Council members as an aid for his discussion, (copy attached):

- Balancing the interest of safety and health;
- Conform with all directions given by the Governor and CDC;
- Ensure that PSTC is delivering the best training possible given our circumstances.

Director Scippa has met with the academy staff to discuss ways to accomplish the aforementioned; wrestling with how to finish up the part-time academy, driving, shooting and defensive tactics. Not sure how to address.

Approaching the start date for the full-time academy in the midst of the pandemic, following all of the orders for social distancing, eating in groups, exercising in groups, public showers, meetings of more than ten are prohibited or discouraged. DEC estimates 25% of all Covid-19 infections are asymptomatic:

- Don't know they have it, haven't been tested;
- NH Emergency Management daily report the rates of deaths infections and hospitalizations are plateauing, in some places dropping. There has not been a death in a few days;
- Just beginning to approaching CDC guidelines for opening businesses;
- We want to see those three areas decline;
- When there is an academy in session, there are 67 plus people that will not be able to maintain social distancing in lecture halls, roommates, exercising, personal hygiene and skills development.
 - OC training results in a lot of coughing
 - Recruits have to eat in a cafeteria served by third-party vendors.

A proposal to the Council; PSTC staff would like to continue the high level of training. The last full-time academy class was asked to give their thoughts on the Zoom training the last few weeks of the academy.

- Based on the responses from that class and from the training staff, asking to start the next academy on June 1st with the hopes that the four weeks will allow conditions to get better and meeting the CDC requirements for returning to a level of normalcy.
- It has been planned in a way that it won't affect the next class. What we would do is overlap two academies with some modification and, if given the flexibility, we could start sooner than June 1st if the conditions begin to improve.

Comparison of the present and the proposed academy, via the PowerPoint:

It would allow time before the next session, an opportunity to test resources to see if this is a model that we could continue, with some modifications.

The value is a cost saving regarding meals. Other positives as well. It would allow an opportunity to get through Covid-19 situation, test the resources, capacity and give firm information to make decision going forward regarding scheduling.

Scheduling the academy in this manner would allow four sessions per year as opposed to three sessions. Also, more time for building maintenance, and allow training specialist to work on curriculum and to take vacation time.

Discussion

Sheriff Valerino – day academy would affect the North Country due to the two hour commute to Concord.

Director Scippa responded that during discussion with the staff, long commutes such as the North Country and the western part of N would have dorm rooms and meals available. In the situation currently, this would be a good means to continue and not interfere with future academies.

Chief Capano - Push back the May 4th start date to June 1st? Director Scippa confirmed. They would begin living at the academy on July 1st. June 1 to July they would be distance learning with Zoom? No, business as usual.

Judge Gardner - How was the number of five weeks decided and then 11 weeks day academy?

Director Scippa responded that there was enough flexibility that we could increase the amount of overnights, or decrease, but felt this would be a good place to attempt to see how the program would run by keeping recruits here for five weeks. Clearly this would have to be embraced by the stakeholders, the Chiefs, the Sheriffs and the Colonel. Under the circumstances, this is two-fold – trying to get through Covid-19 pandemic, but also test the model, see if it works. If the Chiefs, the Sheriffs and the Colonel saw value, we could go to this model going forward. That is a lot of discussion, may be looked at with trepidation.

Charles Ansell offered that the Director was staying ahead of the program and he felt positive about that.

The plan leaves room for flexibility if there is a re-surgence of Covid-19.

Consider the northern and western parts of the State, if the Director would like to work with him or engage with his team regarding the use of NHIT's facility, dorms and dining halls when they are open for full service or maybe a small volume?

Director Scippa thanked Mr. Ansell.

Chief Capano – The next academy class is starting soon. Manchester Police Department has nine recruits that are ready to begin the academy. How many other agencies are in the same situation that they have hired someone and they are being paid for another months before the academy starts?

Director Scippa stated that he understood Chief Capano’s situation. If he was still a chief, he would not be happy to have to wait another month. The extra four weeks is the Zoom training.

When we were met with the situation in the last class, we had to get the through three or four weeks of lecture training, they had completed all of the hands-on training. Zoom made sense to deliver the program in that manner. Finish the class and get them out made sense.

We are having this meeting right now using Zoom, and it’s very cumbersome and there are only 16 of us in the meeting.

Training 67 plus people and the PTE officers as well, it is difficult to deliver these programs through Zoom. We talked about doing a month of Zoom and then trying to get the academy in and, I’ll share with you quickly. Everyone that graduated in the last class was thankful for the efforts made by PSTC staff.

A vast majority of the comments were unfavorable regarding the use of Zoom. They felt disconnected, disengaged, found it difficult for group discussions, asking questions. Many of them used the word “distracting”. Too much time sitting in front of screen.

Those that are not audio or visual learners had a very difficult time learning on the Zoom platform.

There were a few who said that they liked it and got prior degrees online.

One of the recruits commented that they were embarrassed to tell other police officers that they had finished their academy online.

The perspective from the instructors – it was difficult to gauge the group’s level of engagement. Many times, they were completely disengaged staring at the screen, waiting for it to be over. It was difficult to develop a group discussion, select an individual to get a response. There are 67 faces on the screen when instructors do this. Some of the outside instructors literally just read the PowerPoint slides. The staff and the class noticed that they lost cohesiveness. Staff was thankful that they only had to do this for a minimal amount of time.

It’s a tough situation for an agency to have someone on the payroll not doing anything. At the same time, we want to do our due diligence with the nine people from Manchester to be trained. and everyone else, cognizant of the predicament that causes all Chiefs.

Chief Capano - Understand.

If things continue the way they are, or they get worse with Covid-19 June 1st, if they can't go back, would you switch over and go back to Zoom? Or, does that academy class get pushed back again? That would hurt the next academy class.

Director Scippa responded that the academy class would begin on Zoom, which is the contingency plan. By waiting a month, hopefully Covid-19 will plateau, decline in deaths and hospitalizations, the Governor gives approval for us to conduct business again, and we could make accommodations to get the class in and started on time. If that doesn't happen, then we are prepared to deliver on Zoom on June 1st.

Cahill Questions

Attorney General MacDonald – What if you're doing Zoom on June 1st and then Public Health determines that they still don't want people together by July 1st, what's the contingency there?

Director Scippa – In terms of hands-on

- we may have to break that large group into very small groups, bring them to the academy in small groups to do that type of training.
- Firearms would not be difficult because of the ventilation system.
- Driving, also relatively easy.

The single biggest concern we have is defensive tactics, just because they are literally wrestling with each other. There is no way to enforce any type of social distancing during this training.

We have tried to do this with the part-time academy, we have had people come in with fevers, and we have to send them home. We did some driving training with the part-time class where one of the recruits was sick and hadn't said anything. That person was quarantined and we discontinued the driving for the part-time class, we are re-assessing and hoping things will calm down and we can get everyone back in.

Commissioner Hanks asked what training resources are being provided to PSTC's law enforcement training specialists to enhance their Zoom teaching skills? It was disheartening to read that the outside instructors literally read the slides. Were there any tips and tricks to make the online learning more interesting?

Director Scippa responded that Lt. Hawkins and Lt. Watson are both working with Granite State College currently. Dr. Rubenstein reached out to PSTC and provided the opportunity for the staff to work with his staff to help our staff learn about online learning developing programs. Because PSTC's program, as it stands right now, is very much lecture based and/or lecture and scenario driven, many of the online learning situations are more contemplative where the student is asked to read certain documents and then write essays about them or have small group discussions online with members of the class.

The learning style with Zoom is very different from what the police academy, corrections academy. It would take a lot of time for the training specialists to start to develop that type of learning platform for themselves in a short amount of time. They've been working on it, and they found it very beneficial to work with Granite State College.

Commissioner Hanks thanked the Director and stated that understandably, teaching online is much different, as is trying to fast track those skill sets.

Colonel Noyes interjected that the State is going continually get setback with an opening date. He asked if the Zoom classes were started, if there were classes that the staff essentially can get out of the way in Zoom? Some of the basics that maybe could be pushed to the front to get them completed through Zoom?

Director Scippa responded that the staff of PSTC is looking at the end product, (the people being trained), the experience and the training in its entirety.

Director Scippa and the training staff all feel that:

- We would rather push off the start a little bit with the hope that we can start in a "normal environment" like every other academy as opposed to starting it on Zoom.
- In three or four weeks we might be bringing them in and it's going to be a very awkward situation.
- Or start the academy on Zoom the on the date we're supposed to start and then we bring the recruits in when the Governor says we can bring them in.
- We're trying to maintain the integrity of our program in terms of making sure that the experience and the training happens as close to normal as possible.
- start the academy in a normal way; or start the academy with Zoom, knowing full well that the pros and cons from both sides

Colonel Noyes expressed his gratitude for the work being done by the Director and staff at PSTC to maintain the training of law enforcement officers.

Chief Cahill thanked the Director, his opinion was that he wanted to stay on track with the current start date of May 4th for the full time academy.

He stated that PSTC staff has recently worked through issues that have never been dealt with before. Starting the academy on time with Zoom in the hopes that the Covid situation will be better by June 1st, in order to try to move forward and continue in that manner.

The academy in the future is a separate discussion.

We should be focusing on the State of Emergency and how we're going to deliver our training at this point. I recognize, as everyone else has said, the staff at PSTC has done an excellent job putting it all together at a moment's notice, the integrity of the class outline. We have already said that the next class will start on time in hopes that in three or four weeks we can transition. Pushing this off to me, it almost seems like running double classes day or night or full-time, will really be another issue that the staff will have to deal with. We should keep it on track, start off with Zoom, with classes that are manageable with Zoom, and then move forward. I would support the Director and whatever decision he's decided to make.

Once the emergency is over, we can begin talking about what the real face of the academy looks like.

New Business

Chief Cahill welcomed Colonel Nathan Noyes to the Council as a new member.

Chester Police Department

Chief Berube was present via Zoom with his Chester Police Department candidate, Michael Kehoe. The request was for a waiver of Pol 301.05, they asked to make their request a non-public session.

Chester Police Department

Chief Aaron Berube was present with his recruit Michael Kehoe, their request was for a waiver of Pol 301.05, they asked that their request be in nonpublic session.

Motion by Chief Cahill, seconded by Judge Gardner, to initiate a nonpublic session 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 this board**, unless such person requests an open meeting. This exemption shall extend to include any application for assistance or tax abatement or waiver of a fee, fine or other levy, if based on inability to pay or poverty of the applicant.

Anne took the roll call vote

Chief Morency yes

Sheriff Valerino yes

Judge Gardner yes

Chief Cahill yes
Comm Hanks yes
Chief Capano yes
AG MacDonald yes
Judge Vetanze yes
Sheriff Massahos yes
Charles Ansell yes
Colonel Noyes yes
Edward Lecius yes
Maureen Sullivan yes

At 9:55 a.m. the Council began a nonpublic session.

Motion to exit the nonpublic session by Judge Gardner, seconded by Mr. Lecius.

Anne took the roll call vote

Chief Morency yes
Sheriff Valerino yes
Judge Gardner yes
Chief Cahill yes
Comm Hanks yes
Chief Capano yes
AG MacDonald yes
Judge Vetanze yes
Sheriff Massahos yes
Charles Ansell yes
Colonel Noyes yes
Edward Lecius yes
Maureen Sullivan yes

At 10:07 a.m. the Council returned to public session.

Motion to seal the minutes of the nonpublic session by Judge Gardner, seconded by Commissioner Hanks, citing that it is determined that the divulgence of this information likely would affect adversely the reputation of any person other than a member of this board.

Anne took the roll call vote

Chief Morency	yes
Sheriff Valerino	yes
Judge Gardner	yes
Chief Cahill	yes
Comm Hanks	yes
Chief Capano	yes
AG MacDonald	yes
Judge Vetanze	yes
Sheriff Massahos	yes
Charles Ansell	yes
Colonel Noyes	yes
Edward Lecius	yes
Maureen Sullivan	yes

Motion by Chief Cahill, seconded by Mr. Lecius to grant the waiver for the Chester Police Department, citing, Pol 301.05 (g) (8) where a sale as defined in RSA 318-B:1 did occur, however, 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.

Anne took the roll call vote

Chief Morency	yes
Sheriff Valerino	yes
Judge Gardner	yes
Chief Cahill	yes
Comm Hanks	yes
Chief Capano	yes
AG MacDonald	yes
Judge Vetanze	yes
Sheriff Massahos	yes
Charles Ansell	yes
Colonel Noyes	yes
Edward Lecius	yes
Maureen Sullivan	yes

The motion passed.

Motion to grant the waiver for Chester PD by Chief Cahill, seconded by Mr. Lecius, Council vote roll call by Anne.

Chester Police Department

Public Session

Chief Aaron Berube was present via Zoom with Todd Crumb. Their request was for a waiver of the entrance fitness test and the medical exam.

Chief Berube summarized Officer Crumb's history with the Chester Police Department, as well as his certification history.

He resigned from the agency on August 15, 2019, he was hired back on February 5, 2020. He had been separated for less than six months. On February 6, 2020, Chief Berube requested prior training and experience certification from PSTC. On April 2, 2020, he was notified that Todd Crumb must pass a medical exam and entrance fitness test to regain his certification. Chief Berube is asking the Council, based upon the current environment, for a waiver of the medical exam and entrance fitness test. Chief Berube feels that requiring a medical exam would be a burden on the medical community and requiring him to be tested by PSTC staff would also be a burden. Chester is not able to have Mr. Crumb work in the direct presence of a certified officer due to budget restrictions.

Discussion ensued amongst the Council members:

- The request is because of a lapse in certification, 30 days out of employment in law enforcement;
- He must be under direct supervision because of the 30-day lapse, he is not certified.

Major Parenteau

RSA 106-L:5 shall require all successfully pass physical performance test.

The Council, by way of Motion voted December 16, 2008 meeting minutes, voted unanimously to approve the following:

After a break in service where certification has lapsed upon rehiring, the officer is considered a new hire and the Council will require a medical waiver and the successful completion of an entrance fitness test, along with any other requirements placed such as attending a law package before the officer can be certified.

Major Parenteau reviewed the Matrix for requirements for prior training and experience.

Memo from the Council in 2010 indicating that fitness testing is a requirement of someone required to attend all or part of an academy. Fitness testing can be waived if an officer is not required to attend an academy.

There is no barrier to conduct fitness tests at the academy, however, it requires a medical waiver which may pose difficulties due to the pandemic. Medical facilities will see patients on a limited basis.

Judge Vetanze asked:

Can a waiver be granted requesting the medical and fitness test be completed in 60 days?

Chief Cahill affirmed that the Council had the ability to approve the conditions suggested by Judge Vetanze.

Motion by Chief Cahill, seconded by Judge Vetanze, to approve the request to waive the medical examination and three-year fitness requirement for Todd Crumb's certification for six months, he must provide an approved Medical Clearance Report Form and a passing test before the six months expire.

Anne took the roll call vote

- Chief Morency yes
- Sheriff Valerino yes
- Judge Gardner yes
- Chief Cahill yes
- Comm Hanks yes
- Chief Capano yes
- AG MacDonald yes
- Judge Vetanze yes
- Sheriff Massahos yes
- Charles Ansell yes
- Colonel Noyes abstain
- Edward Lecius yes
- Maureen Sullivan yes

The Motion passed.

North Hampton and Franconia

Chief Mone is requesting a waiver of the medical exam and three-year fitness test for Chief Monaghan. Franconia Police Department, while not in attendance, has requested the same waiver for Chief Monaghan.

Chief Mone confirmed that North Hampton Police Department requested a waiver of the fitness test for Chief Monaghan, or a delay, with priority being his certification.

Chief Cahill asked if Chief Money had submitted a Form A. She affirmed that she had faxed and mailed documents.

PSTC was not in receipt of the documents. Chief Mone sent forms A, E and I.

Chief Mone summarized Chief Monaghan's history of certification and employment for the Council. He retired on January 24, 2020. His certification has lapsed. He has completed everything but the fitness test.

When asked, Chief Mone requested a public hearing.

Chief Mone confirmed that Chief Monaghan had a medical exam but North Hampton (as well as Franconia) requests waiving the entrance fitness test for certification.

Major Parenteau noted that PSTC was conducting entrance fitness testing with safeguards. Chief Monaghan was not on the agenda for prior training and certification because of the request for waiver of medical and fitness testing.

Chief Mone explained that the academy was closed at the time the agency sought the waiver.

Chief Monaghan was asked when he was first certified. He noted that Director Scippa was the commandant of his academy class, January 2000. He is grandfathered for three-year fitness testing. He did not intend to return to police work after retiring but then decided to help in the case of the pandemic. North Hampton would like the fitness test waived so he could begin work as soon as possible. He stated he could pass the test but was not clear if PSTC was testing.

Motion by Mr. Ed Lecius, seconded by Dr. Sullivan, to grant Chief Monaghan's certification today and require that he pass an entrance test within six months of today.

Anne took the roll call vote

Chief Morency	yes
Sheriff Valerino	yes
Judge Gardner	yes
Chief Cahill	yes
Comm Hanks	yes

Chief Capano	yes
AG MacDonald	yes
Judge Vetanze	yes
Sheriff Massahos	yes
Charles Ansell	yes
Colonel Noyes	abstain
Edward Lecius	yes
Maureen Sullivan	yes

The Motion passed.

The academy will schedule the fitness tests for those that were granted waivers today.

CONSENT CALENDAR

PT&E Requests

Officer Jonathan Colby, Nashua Police Department

(DOH: 04/21/2020) will be granted certification upon successful completion of the medical exam, 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.

Officer Kyle Donahue, Nashua Police Department

(DOH: 03/24/2020) will be granted certification upon successful completion of the medical exam, 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

Laurel Fisher, Portsmouth Police Department (DOH: 04/06/2020) will be granted certification upon successful completion of the medical exam, 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.

Officer Matthew Kimball, Rochester Police Department

(DOH: 04/26/2020) will be granted certification upon successful completion of the medical exam and 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.

Officer Domenic Sardo, Manchester Police Department

(DOH: 03/23/2020) will be granted certification upon successful completion of the

medical exam, 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.

Officer Ryan Vaclavick, Nottingham Police Department
(DOH: 03/26/2020) will be granted certification upon successful completion of the medical exam and 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

Steven Hamel, Attorney General's Office (DOH: 04/12/2019 Not Part-time certified) will be granted a final six month extension through November 1, 2020. Steven Hamel had been granted a request for prior training and experience / reciprocal certification; he must pass all of the requirements by November 1, 2020.

Motion by Judge Gardner, seconded by Commissioner Hanks, to accept the Consent Calendar.

Anne took the roll call vote

Chief Morency	yes
Sheriff Valerino	yes
Judge Gardner	yes
Chief Cahill	yes
Comm Hanks	yes
Chief Capano	yes (abstained from Domenic Sardo PTE)
AG MacDonald	yes (abstained from Steven Hamel Extension)
Judge Vetanze	yes
Sheriff Massahos	yes
Charles Ansell	yes
Colonel Noyes	abstain
Edward Lecius	yes (abstained from Jonathan Colby and Kyle Donahue)
Maureen Sullivan	yes

The Motion passed.

Motion to adjourn by Commissioner Hanks, seconded by Judge Gardner.

Anne took the roll call vote

Chief Morency	yes
Sheriff Valerino	yes
Judge Gardner	yes
Chief Cahill	yes
Comm Hanks	yes
Chief Capano	yes
AG MacDonald	yes
Judge Vetanze	yes
Sheriff Massahos	yes
Charles Ansell	yes
Colonel Noyes	yes
Edward Lecius	yes
Maureen Sullivan	yes

The Motion passed.

The next meeting is May 19, 2020. The meeting adjourned at 10:50 a.m.

David P. Clark
MAY 19, 2020

The FT Academy Schedule in the Face of COVID-19

PREPARED BY DIRECTOR JOHN SCIPPA, NHPSTC

APRIL 28, 2020

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Present Conditions

We are in the midst of the COVID-19 pandemic

Through Executive Order and CDC recommendations, Social Distancing protocols are in place.

Eating in large groups, exercising in gyms, the use of public showers and rest rooms and planned meetings of more than 10 are either prohibited or discouraged.

The CDC estimates that 25 % of all Covid-19 infections are asymptomatic but can still cause infection

NHEM reports indicate that at this time rates of deaths, infections and hospitalizations for COVID-19 are dropping.

CDC general formula for re-opening business is to see reductions in all three areas

Academy Conditions While in Session

67+ recruits can not maintain social distancing while:

- In the Lecture Hall
- While sleeping with a roommate
- While exercising during morning PT sessions (as the program dictates)
- During Personal Hygiene time.
- During skills development training to include:
 - Firearms
 - DTs, Baton, OC and Handcuffing
 - Driving
- Further, the recruits eat in a cafeteria served by third party vendors

Alternative Schedule for Upcoming FTA

Instead of May 4 start, I request to start June 1

This will provide 4 weeks to allow the possibility that COVID-19 conditions will begin to decline, meeting the CDC recommendations for modification of social distancing requirements thus allowing us to resume a “normal” academy session

This extended start date will not impact the start of the following session if the council allows for some modifications to the academy schedules

We can “overlap” two academies

We could start sooner than June 1 if conditions improve beforehand.

Comparison of Present and Proposed FTA

PRESENT FTA SCHEDULE

Week #19	Week #1		4-May
Week #20	Week #2		
Week #21	Week #3		
Week #22	Week #4		
Week #23	Week #5		June
Week #24	Week #6		
Week #25	Week #7		
Week #26	Week #8		
Week #27	Week #9		July
Week #28	Week #10		
Week #29	Week #11		
Week #30	Week #12		
Week #31	Week #13		August
Week #32	Week #14		
Week #33	Week #15		
Week #34	Week #16		
Week #35			
Week #36	Week #1		September
Week #37	Week #2		
Week #38	Week #3		
Week #39	Week #4		
Week #40	Week #5		October
Week #41	Week #6		
Week #42	Week #7		
Week #43	Week #8		
Week #44	Week #9		
Week #45	Week #10		November
Week #46	Week #11		
Week #47	Week #12		
Week #48	Week #13		
Week #49	Week #14		December
Week #50	Week #15		
Week #51	Week #16		

PROPOSED FTA SCHEDULE

Week #29	Week #1		6-Jul
Week #30	Week #2		
Week #31	Week #3		August
Week #32	Week #4		
Week #33	Week #5		
Week #34	Week #6	Week #1	
Week #35	Week #7	Week #2	
Week #36	Week #8	Week #3	September
Week #37	Week #9	Week #4	
Week #38	Week #10	Week #5	
Week #39	Week #11	Week #6	
Week #40	Week #12	Week #7	October
Week #41	Week #13	Week #8	
Week #42	Week #14	Week #9	
Week #43	Week #15	Week #10	
Week #44	Week #16	Week #11	
Week #45		Week #12	November
Week #46		Week #13	
Week #47		Week #14	
Week #48		Week #15	
Week #49		Week #16	December

How We Finished the Last Session

The last session was interrupted by the COVID-19 pandemic and forced us to discontinue the regular academy.

The class had already completed all required portions of skills development training prior to discontinuation

The remaining portion of the academy was lecture

In an effort to graduate the class in a timely manner, we used the online app Zoom to deliver the remaining classes.

While meeting the needs created by the situation, this style of program delivery is not suited for long term academy training.

ZOOM Pros and Cons

The last class was asked to provide comment on their learning experience on ZOOM:

- All who commented were thankful to the staff for their efforts to get the class graduated
- A vast majority of the comments were unfavorable
- A majority felt disconnected or disengaged
- A majority felt it was difficult for group discussion/asking questions
- A majority felt that it was distracting and easy to not pay attention
- A majority felt it was much harder to learn using ZOOM
- A few liked the online experience and had used it before
- One recruit stated some embarrassment for finishing academy on ZOOM.

Zoom Pros and Cons

Those who provided instruction over ZOOM said the following:

- Very difficult to gauge the group's level of engagement
- Very difficult to facilitate group discussions
- Very difficult to solicit individual student responses
- Topics were taught to content, very difficult to teach to hours
- Some outside instructors literally read the slides with little to no lecture
- Staff noted that the group lost its cohesiveness during Zoom.
- Staff was happy that a minimal number of weeks were covered this way.