



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
January 26, 2021**

Present: at PSTC with below listed staff
Chairman, Chief David Cahill, Sunapee Police Department
Mr. Edward Lecius; Dr. Maureen Sullivan; Chief Robert Cormier

Zoom:

Judge Gardner, Circuit Court Judge; in Rye, alone
Colonel Noyes, New Hampshire State Police, at his office alone
Attorney General MacDonald, in his office alone
Judge Countway, 3rd Circuit District Division, Ossipee alone
Sheriff Massahos, Rockingham County Sheriff's Office; at his office alone, 9:04
Chief Morency, Vice Chairman, Berlin Police Department in his office with Sheriff Valerino, Coos County;
Commissioner Helen Hanks, New Hampshire Department of Corrections, in her office alone
Jason Bishop, Community College System of New Hampshire, alone

Staff Present: Director Scippa, Major Parenteau, (Ret.), Lt. Hawkins, and Anne Paquin, Investigative Paralegal at PSTC in classroom two.

Guests Present: Peter Gakumo, NH Department of Corrections with Lt. Scott Towers; Jacob Nance, Pittsfield Police Department with Chief Joseph Collins, Brad Willey, Woodstock Police Department; Chief David Goldstein, Franklin Police Department; Lt. Kevin O'Shea, LETS I PSTC

Guests Present by Zoom: Callum Cochran, UNH Police Department, Joseph Walz and Chief Emily Cobb, New London Police Department, Sheriff Eli Rivera, Cheshire County; Patrick Payer, Waterville Valley Police Department; Charles Reynolds, Jim Demers; Chief Michael Wallace, Epping Police Department; and Michael Didomenico, Haverhill Police Department.

Chairman Cahill called the meeting to order at 9:02 a.m.

Motion by Dr. Sullivan, seconded by Chief Cormier to approve the minutes from the December 15, 2020 Council meeting. Chairman Cahill took the roll call vote.

Vice Chairman, Chief Morency	yes
Attorney General MacDonald	yes
Colonel Noyes	yes

Commissioner Hanks	yes
Judge Countway	yes
Judge Gardiner	yes
Chief Cormier	yes
Mr. Jason Bishop	yes
Sheriff Valerino	yes
Sheriff Massahos	yes
Dr. Maureen Sullivan	yes
Mr. Ed Lecius	yes
Chairman Cahill	yes

The motion passed.

New Business

Director's Report

Director Scippa gave his report at the last part of the meeting.

Patrick Payer, Waterville Valley Police Department

Officer Payer was present via Zoom, he had made a request to be present to discuss his suspension for three year fitness testing.

Major Parenteau summarized Officer Payer's employment and certification history.

Officer Payer offered his apology to the Council for noncompliance, his intention to pass the fitness test and his determination to never be in the current situation again.

Chief David Goldstein, Franklin Police Department

Chief Goldstein was present at Police Standards and Training, he had made a request to address the Council regarding amendments to administrative rule Pol 402.02, specifically Pol 402.02 (a) (7) and Pol 402.02 (d).

Chief Goldstein summarized his employment and educational history for the Council. He discussed his thoughts for the above mentioned rule amendments, the stigma relative to mental health and the need for updated language.

Chairman Cahill, Director Scippa and members of the Council discussed the matter further noting:

- Vagueness in the current rule relative to suicide and self mutilation
- Local department policies vs the Council's ownership of certification
- Fine tune a portion of the administrative rule
- Director Scippa to work with Chief Goldstein and others in a group in the area of mental health wellness for police officers, a group formed because of a LEACT mandate issued through Executive Order 2020-19 regarding review of New Hampshire's training, mental health wellness and periodic mental health wellness

assessments during the officer's career; and further amendments made to existing administrative rules.

- The language in the rules is very old. We don't want to dissuade people from participating in this field but want to be sure we have strong people for a successful career, and be able to provide the support that they require.

Council members thanked and commended Chief Goldstein for his leadership in the area for law enforcement. Chairman Cahill also noted that if there were model policies brought forth for agencies from the mental health group that it would be beneficial to all.

Chief Michael Wallace Epping Police Department, Firearm's Recertification

Chief Wallace was present via Zoom requesting that the Council approve an officer with his agency be allowed to update his firearms instructor certification during the next schedule training in February. The officer's certification had lapsed, and Chief Wallace was notified at the beginning of December, 2020.

Director Scippa noted that PSTC had canceled many in service classes due to Covid in March 2020. Every effort was made once training was allowed face to face, staff held not only classes that were scheduled at the beginning of the year but also at the end of the year for Firearm's Instructor Recertification, Pol 404.05. Many agencies were not able to send their employees due to their own staffing issues because of illness or quarantine.

There are four recertification dates, two in February, one in March, one in April. Director Scippa asks that the Council allow these individuals in the situation to attend a one day class, and as soon as they complete the class, their Firearm's Instructor Certification will be reinstated.

Chief Wallace was instructed to contact PSTC staff for his agency's officer to register for the Firearm's Instructor recertification class.

Sander Vargas, NH Department of Corrections was not present, by email from Attorney William Cahill, they request the hearing be continued to February, the request was granted by Chairman David Cahill.

Jacob Nance, Pittsfield Police Department Pol 402.02 (a)(8)

Jacob Nance was present at PSTC with Chief Collins to address his violation of RSA 106-L:6 VII and IX and New Hampshire Administrative Rules Pol 404.06 and Pol 404.07.

Major Parenteau was sworn in by Chairman Cahill.

Major Parenteau summarized Jacob Nance's employment and certification history with the Council, he added that compliance notices had been mailed to all agencies in October from Director Scippa with contact information for the agency, amongst all the compliance requirements, those with deadlines for three year fitness testing. In December, there were still over 400 officers that had not filed the required information for three year fitness, Director Scippa also sent an email in December to all of the heads of agencies to be certain their officers had filed the required information with PSTC.

Jacob Nance was suspended after January 1, 2021 for failure to file his required fitness information. His certification was reinstated once PSTC received his fitness test information, which was completed January 6, 2021.

Officer Jacob Nance apologized for failing to complete and file his fitness requirements, noting that at the end of the year his family had experienced Covid 19, but that he takes full responsibility and that he had no concerns about taking the fitness test.

The Council took no further action on Officer Nance's certification, he was advised that three year fitness testing was a requirement of the individual officer, and that waiting until the end of the year to take the test was not a good decision.

Joseph Walz, New London Police Department and Goshen Police Department Pol 402.02 (a)(8)

Joseph Walz and Chief Cobb were present via Zoom to address his violation of RSA 106-L:6 VII and IX and New Hampshire Administrative Rules Pol 404.06 and Pol 404.07.

Major Parenteau summarized Joseph Walz's employment and certification history with the Council, he added that compliance notices had been mailed to all agencies in October from Director Scippa with contact information for the agency, amongst all the compliance requirements, those with deadlines for three year fitness testing. In December, there were still over 400 officers that had not filed the required information for three year fitness, Director Scippa also sent an email in December to all of the heads of agencies to be certain their officers had filed the required information with PSTC.

Joseph Walz was suspended after January 1, 2021 for failure to file his required fitness information. His certification was reinstated once PSTC received his fitness test information, which was completed January 6, 2021.

When asked, Officer Walz apologized for the error in filing his fitness test and noted that he had been moving at the end of the year and his fitness testing had slipped his mind.

The Council took no further action on Officer Walz' certification, he was advised that three year fitness testing was a requirement of the individual officer, and that waiting until the end of the year to take the test was not a good decision.

Brad Willey, Woodstock Police Department, Pol 402.02 (a)(8)

Brad Willey was present at PSTC to address his violation of RSA 106-L:6 VII and IX and New Hampshire Administrative Rules Pol 404.06 and Pol 404.07.

Major Parenteau summarized Brad Willey's employment and certification history with the Council, he added that compliance notices had been mailed to all agencies in October from Director Scippa with contact information for the agency, amongst all the compliance requirements, those with deadlines for three year fitness testing. In December, there were still over 400 officers that had not filed the required information for three year fitness, Director

Scippa also sent an email in December to all of the heads of agencies to be certain their officers had filed the required information with PSTC.

Brad Willey was suspended after January 1, 2021 for failure to file his required fitness information. His certification was reinstated once PSTC received his fitness test information, which was completed January 7, 2021.

Officer Willey explained that he had never had a problem with compliance for three year fitness testing in the past, he noted that he had lost pay due to his suspended certification, he remedied his situation as soon as he could, and it would never happen again.

The Council took no further action on Officer Willey's certification, he was advised that three year fitness testing was a requirement of the individual officer, and that waiting until the end of the year to take the test was not a good decision.

Callum Cochran, UNH Police Department, Pol 402.02 (a)(8)

Callum Cochran was present via Zoom to address his violation of RSA 106-L:6 VII and IX and New Hampshire Administrative Rules Pol 404.06 and Pol 404.07.

Major Parenteau summarized Callum Cochran's employment and certification history with the Council, he added that compliance notices had been mailed to all agencies in October from Director Scippa with contact information for the agency, amongst all the compliance requirements, those with deadlines for three year fitness testing. In December, there were still over 400 officers that had not filed the required information for three year fitness, Director Scippa also sent an email in December to all of the heads of agencies to be certain their officers had filed the required information with PSTC.

Callum Cochran was suspended after January 1, 2021 for failure to file his required fitness information. His certification was reinstated once PSTC received his fitness test information, which was completed January 6, 2021.

Officer Cochran apologized, his fitness test should have been filed on time and going forward he would make a point of filing his test early in the year.

The Council took no further action on Officer Cochran's certification, he was advised that three year fitness testing was a requirement of the individual officer, and that waiting until the end of the year to take the test was not a good decision.

Michael Didomenico, Haverhill Police Department Pol 402.02 (a)(8)

Michael Didomenico present via Zoom to address his violation of RSA 106-L:6 VII and IX and New Hampshire Administrative Rules Pol 404.06 and Pol 404.07.

Major Parenteau summarized Michael Didomenico's employment and certification history with the Council, he added that compliance notices had been mailed to all agencies in October from Director Scippa with contact information for the agency, amongst all the compliance requirements, those with deadlines for three year fitness testing. In December, there were still over 400 officers that had not filed the required information for three year fitness, Director Scippa also sent an email in December to all of the heads of agencies to be certain their officers had filed the required information with PSTC.

Michael Didomenico was suspended after January 1, 2021 for failure to file his required fitness information. His certification was reinstated once PSTC received his fitness test information, which was completed January 7, 2021.

Michael Didomenico noted that he had let his fitness training slide but that he was currently attending a gym to maintain a better level of fitness, and that his test would not be late again.

The Council took no further action on Officer Didomenico's certification, he was advised that three year fitness testing was a requirement of the individual officer, and that waiting until the end of the year to take the test was not a good decision.

Kevin O'Shea, Police Standards and Training Council, LETS I, Pol 402.02 (a)(8)

Kevin O'Shea was present at PSTC to address his violation of RSA 106-L:6 VII and IX and New Hampshire Administrative Rules Pol 404.06 and Pol 404.07.

Major Parenteau summarized Kevin O'Shea's employment and certification history with the Council. Major Parenteau noted that there were attempts made to contact Lt. O'Shea by other training staff members, but those that attempted to contact him did not receive a response.

Kevin O'Shea was suspended after January 1, 2021 for failure to file his required fitness information. His certification was reinstated once PSTC received his fitness test information, which was completed January 14, 2021.

Lt. O'Shea acknowledged his violation, he apologized and stated that he would file a test every year in the future to prevent further violations.

The Council took no further action on Officer O'Shea's certification, he was advised that three year fitness testing was a requirement of the individual officer, and that waiting until the end of the year to take the test was not a good decision

Peter Gakumo, New Hampshire Department of Corrections

CO Gakumo was present, and stated he had been informed that he should attend the meeting.

Staff reviewed the agenda and noted that Mr. Gakumo's information was listed on the consent calendar for a medical extension, Mr. Gakumo had not been noticed for a hearing, and he was excused.

Consent Calendar

PT&E Requests

Officer Nichole B. Rudolph, Nashua Police Department

(DOH: 12/07/20) requests consideration for full-time police officer certification based on prior training and experience. **She will be granted certification upon successful completion of the medical exam (completed 11/16/20), 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 Parker Normand, Deering Police Department

(DOH: 11/06/2) requests consideration for full-time police officer certification based on prior training and experience. **He 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.**

Nathaniel Seabron, NH Department of Corrections

(DOH 08/14/20) requests consideration for correction's officer certification based on prior training and experience. **He will be granted certification upon completion of the medical examination, entrance fitness test, firearms qualification, defensive tactics class with the stipulation that he must work in the direct presence of a certified correction's officer until he has completed the required training; unless he is stationed at or in a secured post such as a control room and has no direct contact with persons under department control.**

Officer William Regan, Manchester Police Department

(DOH: 01/18/21) requests consideration for full-time police officer certification based on prior training and experience. **He will be granted certification upon successful completion of the medical exam, (completed 12-31-20), 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 Robert Jamer, Middleton Police Department

(DOH: 12/30/20) requests consideration for full-time police officer certification based on prior training and experience. **He will be granted certification upon successful completion of the medical exam, (completed 12-23-20) 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 Richard Mann, Gilmanton Police Department

(DOH: 11/18/20) requests consideration for full-time police officer certification based on prior training and experience. **He will be granted certification upon successful completion of the medical exam, 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.**

9. 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.

*Full Time Academy

Class Number	184	
Dates	01/04/21 – 04/23/2021	
Paperwork Submission Deadline *	12/07/2020	
Fitness Test Date	12/21/2020	

* All paperwork by the submission deadline, which is before 4:30 PM close of business. Class size is limited to 67 students. The attendees will be determined after successful completion of the Entrance Fitness Test, based on the received order of the completed applications.

Part Time Academy

Class Number	280		
Dates	01/23/2021 – 05/21/2021		
Paperwork Submission Deadline *	01/02/2021		
Fitness Test Date	01/16/2021		

**Corrections Academy

Class Number	114	
Dates	1/11/2021-3/19/2021	
Paperwork Submission Deadline *	12/14/2020	
Fitness Test Date	12/28/2020	

**All paperwork by the submission deadline, which is before 4:30 PM close of business. Class size may be limited. If so, the attendees will be determined after successful completion of the Entrance Fitness Test, based on the received order of the completed applications.

Requests for Fitness Testing Extensions

Aaron Chapple, Bristol Police Department
Dawn Shea, Allenstown Police Department
Russell Holmes, NH State Police
Matthew Cowell, NH DOC
Gary Duquette, Deerfield Police Department
Daniel Grant, Hillsborough County Sheriff
Steven Hyde, Middleton Police Dept.
Kenneth Miller, Thornton Police Dept.
Brian Newcomb, Hillsborough County
Bryan Smith, Windham Police Dept.
Stephen Akerstrom, Belmont Police Dept.
Brendan Bosquet, Cheshire County
Abdesselam Baddaoui, Manchester PD
Peter Gakumo, NH DOC
Todd Muilenberg, Jaffrey Police Dept.
Scott Strickland, Plymouth State Univ.

James O’Leary NH State Police
Douglas Voelbel, Conway Police Depart.
Emmons Cobb, Sunapee Police Department
Matthew Carrier, Gilmanton Police Depart.
Kevin Fay, Marlow Police Department
Adam Howard, Winchester Police Depart.
Brian Lord, Antrim Police Department
Patrick Mullen, Manchester Police Dept.
Matthew Niciu, Somersworth Police Dept.
Jameson Young, Barrington Police Dept.
Paul Benoit, Salem Police Dept.
Michael Carpienter, Salem Police Dept.
Ema Donalovic, NH DOC
Michael Jewett, Newton Police Department
Mark Philibert, Deering Police Department
Jason Wyatt, NH DOC Prob/Parole

End of Consent Calendar

Motion to accept the consent calendar by Mr. Lecius, seconded by Chief Cormier,
Roll call vote by Chairman Cahill

Vice Chairman, Chief Morency	yes
Attorney General MacDonald	yes
Colonel Noyes	yes, abstaining from State Police items
Commissioner Hanks	yes, abstaining from NH Corrections items
Judge Countway	yes
Judge Gardiner	yes
Chief Cormier	yes
Mr. Jason Bishop	yes
Sheriff Valerino	yes
Sheriff Massahos	yes
Dr. Maureen Sullivan	yes
Mr. Ed Lecius	yes, abstaining from Nashua PD items
Chairman Cahill	yes, abstaining from Sunapee PD items

The motion passed.

Director's Report

Director Scippa updated the Council with PSTC's activities since the last meeting, copy attached.

Colonel Noyes thanked Director Scippa and the staff at PSTC for the successful Covid 19 vaccination clinic held at the academy, noting that all of the New Hampshire State Troopers had been given their first dose of vaccine. He also commended Director Scippa for all he had done since being appointed as Director, through LEACT, Covid 19, with PSTC being short on staff and short on budget, as well as Director Scippa's attempts to improve technology and the facility maintenance. Council members echoed the sentiments of Colonel Noyes.

Further New Business

Chairman Cahill thanked Attorney General Gordon MacDonald for his time spent on the Council, Attorney General MacDonald has recently been appointed to the Chief Justice position for the New Hampshire Supreme Court.

Attorney General MacDonald thanked all the Council members and noted the important work being done for law enforcement in New Hampshire by Police Standards and Training Council, and that he looks forward to following the progress of the Council in the future.

Chief Robert Cormier was also recognized and thanked by the Council members for his time spent as a Council member, Chief Cormier will be retiring from the Tilton Police Department.

Chief Morency, Chairman Cahill, Mr. Lecius, Chief Cormier and Dr. Sullivan remained to discuss the psychological test funding process.

11:00 a.m

Motion to adjourn by Chairman Cahill, seconded by Chief Cormier.

February 23, 2021

Respectfully Submitted


Christopher D. Connelly
Chairman

To: All NHPSTC Council Members
FROM: Director John Scippa
DATE: January 26, 2020
RE: Director's Monthly PSTC Council Report

Full Time Police Academy:

1. Full Time Recruit Academy session 184 started on January 4, 2021 via Zoom.

Part Time Police Academy:

1. Part Time Recruit Academy started on January 23, 2021 via Zoom.

Corrections Academy:

1. Corrections Academy Class 114 started on January 11, 2021 via Zoom.

Academy and In-Service Training:

1. Efforts continue on the development of lesson plans and online training for the 2 hour mandatory in-service training blocks for Ethics, Implicit Bias and De-Escalation
 - a. Lt Hawkins is working with LETS and NH BET to create online content for in-service delivery for Ethics, Implicit Bias and De-Escalation.

Budget:

No major issues to report at this time.

Outreach, Education and Legislation:

1. I filed the third 30 Day LEACT progress report to the Governor on December 31, 2020, reporting the status update of each mandate that PSTC is responsible for. Copy attached.
2. Proposed Rule Changes were formal drafted and sent to JLCAR to begin going through the rule making process.

Staff and Operations:

1. I am proud to announce that NH PSTC has hired Lt Matt Terry as our newest Law Enforcement Training Specialist. He comes to us highly recommended from the Belmont NH Police Department. He begins here this Friday and will be assigned to the Recruit Training Bureau as part of the Full Time police academy staff.

2. We continue to work with the Department of Personnel to hire the second open LETS I position and the open LETS III position.

Completed Action Items:

1. Plumbing Issue: Clem Hamilton and his team have repaired a major plumbing issue that directly affected water coming into the building to service the "New" wing of our building. Additionally, he worked with NH DAS to secure the funding (12,000 dollars) to fund this project. These funds did not come out of our operating budget
2. SRO/MOU: Director Scippa, along with the working group has developed a statewide MOU template for SROs. This document is posted as directed by Governor's EO 2020-19.
3. Model Police Development: Director Scippa and a working group have identified a number of nationally recognized materials to provide guidance on policy development in those areas identified in the Governor's EO 20220-19 and these materials have been posted on our website per that mandate.

On-Going Open Action Items:

1. Curriculum Review: Based on recommendations made by the Governor's Commission on police accountability, existing curriculum will need to be augmented and or re-written. The JTA will be needed to begin this.
2. Database, LMS/RMS System: Lt Hawkins and Chris Collman continue to work with Benchmark Analytics as they continue to customize the software to our requirements. Anticipated completion of project is July 2021. **This is an audit item.**
3. Boiler Replacement Project: The engineering study has been completed. This project has been approved and is moving forward with an anticipated completion date of May 1, 2021.
4. Accreditation: Due to the number of changes that have come from the LEACT report, no money was allocated for accreditation for FY 22-23 **This is an audit item.**
5. JTA: Director Scippa has met with UNH professors and the graduate student who will be assisting with our JTA. They have begun work and the workgroup is being supervised by Lt O'Shea.
6. Mental Wellness/Screen: Director Scippa has met with a working group and has begun discussions on the need/feasibility of conducting periodic mental health screening of in-service officers. This group will continue to meet and will produce a position paper to meet a LEACT mandate.

Discussion/Open Action Items:

1. Wet Lab for DWI/HGN/SFST/Intox week: Dosing of vetted volunteers to create opportunities for the recruits to actually observe indicators of impairment is vitally important to this type of training. Sgt Chris Storm, NHSP and statewide coordinator of these programs also feels strongly about returning this to the academy. We are confident that this can be accomplished with minimal risk and in a way that would mirror existing Wet Labs in academies across the country. Request permission for your consideration. Sgt Storm could provide details of such training at the council's request at a future council meeting.
2. I have submitted, for the Governor's consideration, a request for him to add to his budget for this next budget cycle, funds to hire a number of new positions for PSTC. I have attached a spread sheet to outlines the costs associated for each of these positions. These positions will directly support those mandated police reforms that were set forth in EO 2020-19 and are as follows:
 - a. One (1) Full time LETS I position
 - b. One (1) Full time Instructional design position
 - c. Two (2) Part time (28 hours per week) LETS I positions.

Proposed LETS I Full-Time Position - LG 25 Step 3

Yearly Salary	\$71,052.80
Medical - POS Family Plan	\$33,058.48
Dental - Family Plan	\$1,708.98
	\$105,820.26

Proposed Supervisor I Full-Time Position LG 19 Step 3

Yearly Salary	\$45,988.80
Medical - POS Family Plan	\$33,058.48
Dental - Family Plan	\$1,708.98
	\$80,756.26

Proposed LETS I Part-Time Position - LG 25 Step 3

Yearly Salary	\$51,513.28
PayAnn	\$2,186.24
	\$53,699.52

TO: His Excellency, Christopher Sununu, Governor of the State of New Hampshire

FROM: Chief John V. Scippa, Director, NH Police Standards and Training

DATE: December 28, 2020

RE: 30 Day Report on LEACT Mandates Set Forth in Executive Order 2020-19

Governor Sununu,

The following is submitted to reflect the progress towards completion of all LEACT mandates set forth in your Executive Order 2020-19 that are the prime responsibility of myself and NH Police Standards and Training. I have left the numbering of each item in place from the original order for reference purposes and my summary notes are in red font after each mandate. After your review of this summary report, I stand ready to answer any questions or make any clarifications as you find necessary.

Respectfully submitted

John V. Scippa

Certification -Training Requirements

1. The Director of the Police Standards and Training Council (PSTC) shall take all necessary steps, including initiating appropriate rulemaking, to:

(a) Increase the mandatory number of required hours of annual in-service training on an incremental basis over the next three years to ensure that, by January 1, 2024, the total mandatory number of hours of annual in-service training is no less than twenty-four hours. **SUBMISSION TO JLCAR COMPLETED.** Proposed rule changes were reviewed by a rules sub-committee comprised of members of the NHPST Council on November 17, 2020. After their input and suggested amendments, the proposed rule changes were sent out to all council members for their review. A full vote of the council was taken on December 15, 2020. Proposed Rule Changes have been submitted to JLCAR. **Anticipated completion date dependent on JLCAR process.** Proposed rule change is included with this report.

(b) Mandate that annual in-service training as approved by PSTC include, at a minimum, two hours on each of the following topics:

1. Implicit bias and cultural responsiveness **Included as part of the rule change language**
11. Ethics **Included as part of the rule change language**
111. De-Escalation **Included as part of the rule change language**

(No change to this from last report) It should be noted that all mandatory in-service training listed above is content ready and regardless of when the rule change is made final, **we anticipate ability to deliver this In-Service content by April of 2020.** There are a number of vendors that can provide this training to individual departments at a significant cost right now. While this will allow for some agencies to meet this mandate, NHPSTC staff are working with NH BET from the NH Department of Administrative Services to take our present content to build online classes that can be delivered remotely. Online delivery will clearly be the most efficient and economical way to

provide this training statewide. We will use the new RMS/LMS platform to deliver this training. This is an on-going project that is time frame dependent on the availability of the instructional design team and the implementation of the RMS/LMS.

(c) Incentivize and encourage all law enforcement agencies to require their officers to receive at least two hours of training annually in the above following areas: **COMPLETED.** I have communicated to all Police Chiefs by way of my attendance at County Chiefs meetings as well as through the NH Association of Chiefs of Police to encourage all agencies to begin accessing in-service training that covers the three mandated areas.

2. The Director of PSTC shall conduct a review of academy and in-service training curriculum and take all necessary steps, including initiating appropriate rulemaking, to:

(a) increase the number of hours or scenario based training in both academy and in-service settings by an amount which PSTC deems necessary after consultation with the Department of Justice, Department of Safety, local law enforcement agencies, and community partners; **CONTINUES-IN PROGRESS.** We have increased the scenario training at the recruit academy from 44 hours of scenario training to 59 hours of scenario training for a total increase of 15 hours of scenario training. We anticipate further increases once the JTA is completed and a deeper review of the academy curriculum can be conducted. **This will be an ongoing effort for the next 12 to 18 months.** Due to the on-going COVID prohibitions, our face to face in-service classes have been significantly curtailed and so the development of scenario training for such classes are not prioritized.

(b) in consultation with one or more community partners, amend the current lesson plan on cultural dynamics as necessary to ensure that the topic is properly addressed; **COMPLETED.** PSTC staff worked with a committee of stakeholders that included representation from the ACLU, NAACP, SAG, NHSP, NH ACOP, UNH System Professors and citizens to develop content for a lesson plan and they have completed their work. The committee endorsed the Ohio Lesson plan to be used as a foundation and then amended the content to be more relevant to NH and also updated certain aspects of the content to be more accurate with regard to inclusion and group identity. This block of instruction has been increased from a 2 hour lecture to a 16 hour program that addresses both Cultural Dynamics and Implicit Bias/Procedural Justice using lecture, group projects, panel discussion and scenario training. The committee's work easily addresses letters (b) and (c) of this mandate. All proposed content has been submitted to PSTC and the timeline for completion and deployment of this lesson plan remains to be **January 2021** for the next academy session.

(c) improve and augment police academy and in-service training on implicit bias and procedural justice by adopting the International Association of Chiefs of Police (IACP) recognized Fair and Impartial Policing training or similar type training; **See letter (b) above.**

(d) improve and augment police academy and in-serving training on de-escalation techniques by adopting the Police Executive Research Forum's (PERF) Integrated Communication and Tactics training (ICAT) or similar training; **COMPLETED.** The lesson plans, PowerPoints and supporting videos and scenario scripts have been obtained and are scheduled to be delivered in the **January 2021 academy.**

(e) improve and augment police academy training on police ethics by re-instituting the ethics block of construction in police academy training; **COMPLETED**. This class will be made part of the recruit curriculum starting in the **January 2021 session**. Further, this lesson plan will serve as the content foundation for the in-service block of instruction on this topic.

(f) improve and augment police academy and in-service training on the duty to intervene by adopting Georgetown University's Active Bystandership Law Enforcement (ABLE) training or similar training; **COMPLETED**. Five LETS have completed the train the trainer class. This **class was immediately added to the academy** that we have in session now and will be part of the recruit curriculum going forward. It should be noted that we were the first of only two states in the country who have incorporated this training as a state wide initiative. Once COVID restrictions allow, we will also be offering this as an ongoing in-service class.

(g) utilize an attorney from the Attorney General's Office to provide, during training on applicable topics, instruction on State of New Hampshire v. Jones (January 10, 2020) and any other State court decisions where race or protected class was a matter the court considered when reaching its decision. **CONTINUES-IN PROGRESS**. I anticipate that this will be ready to be deployed in the **January 2021 session** and is dependent on the availability of the attorney to review our present lesson plan on Search and Seizure.

3. In addition to the specific steps outlined in Section 2 of this Order, the Director of PSTC shall take all necessary steps to initiate a Job Task Analysis for entry-level law enforcement officers and entry-level corrections officers and, based upon those findings, conduct an overall review of the present academy curriculums. Based upon this review, the Director shall, within 120 days from the date of this Order, submit a recommendation to PSTC and the Governor as to whether the current length of the police academy should be expanded beyond 16 weeks. **With respect, I request that a time extension be granted for this mandate**. I met with UNH faculty and the graduate student who has been identified to conduct the Job Task Analysis on December 3, 2020. UNH Faculty have updated the original timetable for the completion of the JTA and are now advising that the JTA will not be completed until **August 2021**. There is no cost to this but the completion of the JTA must coincide with the graduate school year at UNH. Alternatively, an outside vendor has quoted 50, 000 dollars to conduct the JTA but this cost could not be addressed in our present operating budget.

4. Upon completion of the Job Task Analysis conducted pursuant to Section 3 of this Order, the Director of PSTC shall conduct a review of the Part-Time Police Officer certification process. Based upon this review, the Director shall, within 120 days from the date of this Order, submit a recommendation to PSTC and the Governor as to whether changes should be made to

- (i) the length of the training period for part time officers and
- (ii) the scope of law enforcement functions that part-time officers are allowed to perform **(No change to this from last report)** Clearly, this **task is contingent on the completion of the JTA**. Further, there will need to be thoughtful discussion with Law Enforcement stakeholders as this task is addressed as it may have significant financial impact to the state, counties and municipalities who depend on the use of part time officers to augment police services to their respective communities particularly during peak tourist seasons on the Seacoast and in the lakes region. Again, I respectfully request that a time extension be granted to allow for the completion of the JTA.

5. The Director of PSTC shall take all necessary steps, including but not limited to providing recommendations to the Governor on necessary funding in the next biennial budget, to develop and deploy a robust database management system and on-line learning platform for the twofold purpose of:

- 1) Maintaining a full record over the course of an officer's career of his or her training completion, any incidents of sustained misconduct, movement from agency to another, and decertification, and
- (2) Developing and delivering standardized online training to all law enforcement officers in an efficient and economical way.

CONTINUES-IN PROGRESS. NHPSTC has purchased our RMS/LMS from Benchmark Analytics and we have met with the Benchmark team to begin the customization phase of the software. **We anticipate that the LMS side of the software will be operational by April 1, 2021.** Timetable for completion of RMS side may be longer due to the fact that the company is customizing it for our specific needs. It will be imperative that funding is kept in the annual operating budget to maintain this solution. Annual cost to be 158,000/year, over the next three years.

Reporting and Investigation of Misconduct

6. The Director of PSTC, in collaboration with other law enforcement agencies and using nationally vetted best practices as set forth by the IACP, PERF, Commission on Accreditation for Law Enforcement Agencies (CALEA), and National Organization of Black Law Enforcement Executives (NOBLE), shall create policy guidelines on the following topics:

- a) Use of Force
- b) Duty to Intervene
- c) Code of Conduct
- d) Duty to Report Misconduct
- e) Prohibition of Chokeholds
- f) Procedures to Guard Against Positional Asphyxia

COMPLETED. Position papers developed by the IACP and PERF, and that are endorsed by national police organizations such as NOBLE on each topic area have been posted to provide guidance to NH police departments relative to the formation of department policies. A Model Policy on the Use of Force that address all of the aforementioned sub-topics has been developed and is now being reviewed by the NHAG, NH Chiefs of Police, NHSP and NH Police Association and will be posted with the guidance papers once it is done.

7. The Director of PSTC shall initiate rulemaking to amend administrative rule POL 301.05 to mandate that background investigations for police recruit candidates specifically vet such candidates for demonstrations of outward bias toward a protected group by way of past history, behavior, affiliation with a subversive group, social media posts and other objective sources, and that these findings be considered in the overall decision to hire such candidates.

COMPLETED. See Number 1 as this is incorporated. **Anticipated completion date dependent on JLCAR process.** Proposed rule change is included with this report.

Law Enforcement and Community Relations

12. The Director of PSTC shall ensure that PSTC maintains and publishes a list of all currently CALEA accredited law enforcement agencies within New Hampshire. **COMPLETED.** We have added a link to our webpage that brings you directly to the CALEA webpage that lists all NH Police agencies that are accredited.

School Resource Officers

13. The Director of PSTC shall:

- a) Take all necessary steps, including initiating rulemaking, to mandate certification for school resource officers (SROs) that requires each SRO to complete, prior to assignment, both
- (i) National Association of School Resource Officers (NASRO) training and
 - (ii) Mirror Project Train-the-Trainer and Effective Police Contact with Youth training. If the Director determines that legislation is necessary to enable rulemaking on this topic, the Director shall submit recommended legislative language to the Governor within 30 days of this Order. **COMPLETED.** Proposed rule changes have been approved by NHPST Council and have been submitted to JLCAR for rule change. Proposed rule change is included with this report. Waiting for JLCAR to approve rule change.

b) Take all necessary steps, including initiating rulemaking, to develop and implement mandatory annual in-service training requirements for SROs to maintain their certifications. If the Director determines that legislation is necessary to enable rulemaking on this topic, the Director shall submit recommended legislative language to the Governor within 30 days of this Order. **COMPLETED.** This is part of the efforts described above. Proposed rule change is included with this report. Waiting for JLCAR to approve rule change.

c) Work with stakeholders and the State Board of Education and oversee the development of a model SRO Memorandum of Understanding (MOU) to be used by police departments and School Administrative Units (SAUs) that clearly defines the roles, expectations and prohibitions of the SRO's role in the school setting and specifically with regard to the SROs's role in student discipline for non-criminal matters.

COMPLETED. Working with a committee made up of representatives from NH DOE, police chiefs, SROs, SAU administrators and school principals developed a sample MOU which is now posted on our website. Sample MOU is attached for your review.

Mental Well-Being of Officers

17. All State law enforcement agencies shall take all necessary steps, including initiating rulemaking, to require ongoing training regarding the mental well-being of officers. Such training shall include information regarding the high rates of post-traumatic distress, depression and suicide among law enforcement officers and available resources for seeking help. **CONTINUES-IN PROGRESS.** This will be part of the efforts listed in #18 as it is my belief that the committee members below will be able to provide guidance and best practice on developing and delivering training in this area.

18. The Director of PSTC shall form a team to review whether to require mandatory periodic psychological screenings of law enforcement officers, similar to what is currently required

for physical fitness under Pol 404.07, to determine ongoing fitness for duty and assist with referring officers for mental health treatment and support. **CONTINUES-IN PROGRESS**. On December 1, 2020, I met with a committee made up of a number of peer counselors from the NH Law Enforcement community, a police chief with a PHD in psychology, a Police psychologist and the executive director of NH NAMI to begin addressing these topics. Due to the holidays, we were not able to meet again until after January 1st to resume our work. We anticipate creating a position paper addressing all topics outlined in this mandate and anticipate a completion of the groups' work no later than **March, 2021**.