



Sheriff Christopher D. Connelly
Chairman

State of New Hampshire

POLICE STANDARDS & TRAINING COUNCIL

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John V. Scippa
Director

PUBLIC MINUTES

Police Standards and Training Council

December 14, 2021

In attendance:

Chairman, Sheriff Chris Connelly, Hillsborough County
Vice Chairperson, Commissioner Helen Hanks, New Hampshire Department of Corrections
Sheriff Massahos, Rockingham County Sheriff's Office
Mr. Edward Lecius
Judge Sawako Gardner, Circuit Court Judge
Chief Ho-Sing-Loy, Sugar Hill Police Department
Jane Young, Deputy Attorney General
Chief Steven Russo, Keene Police Department
Colonel Nathan Noyes, New Hampshire State Police
Judge Melissa Countway 3rd Circuit District Division, Ossipee
Dr. Maureen Sullivan

Not Attending: Chief Michael Carignan, Nashua Police Department; Jason Bishop, Community College System of New Hampshire

Staff Present: Director John Scippa, Major Max Schultz, Captain Adam Hawkins, and Anne Paquin, Investigative Paralegal.

Guests Present: AAG Stacie Moeser, PSTC counsel; Attorney Kathryn Bradley with Jeannine Wood, Attorney John Krupski, NH DOC Assistant Commissioner Paul Conway with Captain Scott Towers; Sergeant Kopka, New Hampshire State Police, with candidate Alec Atwood, and Attorney Jason Dennis via Zoom.

Chairman Connelly called the meeting to order at 9:08 a.m.

He asked for approval of the minutes from the November 16, 2021 meeting.

Motion by Mr. Lecius, seconded by Colonel Noyes to approve the public minutes from November 16, 2021. The voice vote was unanimous in favor of the motion, with Commissioner Hanks, Chief Hoebecke and Dr. Sullivan abstaining from the vote.

Motion by Commissioner Hanks, seconded by Chief Russo, to amend the meeting minutes of October 26, 2021, by updating a typographical error regarding the time. The Council vote was unanimous in favor of the motion, Chief Hoebeke abstained from the vote.

At 9:11 a.m there was a motion for a nonpublic session by Judge Gardner, seconded by Chief Hoebeke (amended by Commissioner Hanks,citing 91-A:3, II j), personnel matter. Chairman Connelly took the roll call vote.

Vice Chairman, Commissioner Hanks	yes
Chief Ho-Sing-Loy	yes
Chief Hoebeke	yes
Judge Countway	yes
Judge Gardner	yes
Sheriff Massahos	yes
Chief Russo	yes
Dr. Maureen Sullivan	yes
Mr. Ed Lecius	yes
Jane Young, Deputy AG	yes
Colonel Noyes	yes
Chairman, Sheriff Connelly	voted yes

At 9:13 a.m.there was a motion to exit the nonpublic session by Chief Russo, seconded by DAG Young. Chairman Connelly took the roll call vote:

Vice Chairman, Commissioner Hanks	yes
Chief Ho-Sing-Loy	yes
Chief Hoebeke	yes
Judge Countway	yes
Judge Gardner	yes
Sheriff Massahos	yes
Chief Russo	yes
Dr. Maureen Sullivan	yes
Mr. Ed Lecius	yes
Jane Young, Deputy AG	yes
Colonel Noyes	yes
Chairman, Sheriff Connelly	voted yes

Director's Report (copy attached)

The full time academy will graduate this week, Friday, December 17th at 2:00 p.m. Everyone is invited, the Governor will attend and be the keynote speaker.

- Since the last Council meeting the academy has experienced a number of what DHHS refers to as cluster outbreaks of Covid in the academy class.
- There has been an outbreak of Influenza as well
- When we send people to be tested, they're being tested for two separate illnesses.
- Because of a number of missed classes by a number of recruits, thirty-four of the current academy recruits will not be certified, they will have to make up classes that were missed.
- The staff has made arrangements to clear seventeen of those thirty-four the next week by providing makeup instruction; the goal is to have those recruits caught up and back to their agencies.
- A smaller number of this group of recruits will have to attend the next academy session to make up what they missed.

The number of recruits making up classes is all caused by positive Covid and Flu tests, as well as quarantining.

- We anticipate that this will be the norm and we have to put plans in place to allow staff to move them forward, get them trained and back to their agencies to work as quickly as possible.
- Director Scippa commended Captain O'Brien and the entire academy staff on the way they were able to manage the academy on a daily basis.
- They have done a fine job keeping track of everyone's conditions, keeping sick people out of the building, trying to offset all the issues, and keeping everyone safe.

Director Scippa had forwarded several news articles before the meeting to members of the Council, letters from in-state police chiefs to illustrate what the academy is facing right now.

- The next academy session has 93 applications, academy classrooms are full to capacity with 67 people in one lecture hall.
- The academy is starting to see the trend affect the operation, as the agencies across the state are having a difficult time maintaining or staying on pace with their attrition rates. An agency may lose six officers, and then only be able to hire two officers.
- Because of PSTC's limited staff and limited facility, in the past we've always had to let those that are beyond the 67 attendees go to the next upcoming academy class.

The staff has been discussing alternatives on how to manage the ninety plus recruits for the next academy, and what to do in the future.

Director Scippa provided a proposal:

- Run four classes each year instead of three
- With four classes a year, the increase in the number of certified officers would be eight
- The idea is to overlap the classes.
- Class number 187 would start the first week of January and run through April.
- Instead of attaching all of PSTC's staff to this class, the staff would be split in half
- Attach half the staff to class 187 and the remaining half would act in a subordinate role if needed.
- Class 188 would start on February 7th, and the remaining half of the staff would be assigned to that class

It is beneficial for a number of reasons:

- Instead of taking 25-28 recruits and making them, and their agencies, wait until three months after the session is done to get them in the next class
- It would allow PSTC to reduce the size of the class, so instead of having 67, we could have between 50 and 55.

The scope of management in terms of the staff

- being able to monitor the class more efficiently
- the ability to deliver skills class, scenario classes and hands on classes.
- When we reduce the size of the class we reduce the waiting time to drive, to shoot.
- If we can reduce recruits to 50 or 55, those recruits get more repetitions in hands on training

This schedule has a benefit in that it will provide an opportunity for the staff to be able to have a little bit of time in between their classes.

- The staff that's assigned to 187th, once that class graduates on April 22nd, the staff of 187th is going to help augment what is going on in 188th for a period of time but they will not have direct responsibility and they would not start their next class until next June 6th.
- Director Scippa will have the opportunity to send those staff members to training to become certified or maintain certifications in the areas of their responsibility and training.
- It also allows for maintenance on the building and replacing of equipment.
- The pace that the academy runs currently is a class, and then five days off, then another academy class begins.
- The staff has organized a schedule, they have front loaded all of the lecture classes.
- If there is a breakout over the holiday and into the winter months of Covid or Influenza, there will be no interruption in the first class because we could go a Zoom platform if we really had to, and then nobody misses their classes.
- Currently we have thirty-four recruits that we have to address in January to get them to graduate from the current class, because they've missed classes.
- Frontloading the lectures through January and February if we need to make a move to leverage technology, we've put the hands-on classes, driving, defensive tactics, firearms at the end of the schedules.
- PSTC is limited in staff assigned to each one of these classes, we would go back to a day academy and not do residential. There are many reasons to review the delivery method that this institution began with.
- Most every police officer on the Council graduated from a residential academy, paramilitary environment. At that time staff had full access to those recruits. Currently, PSTC staff can't engage recruits in any type of mandatory training after the evening meal; if we do that, about half of them go to their agency and put in for four hours of overtime, because we've engaged them in work over the 171 hours.
- PSTC is spending a lot of money feeding all of the recruits at the end of each day, and then tell them that they are on their own time. We can't do training, can't do night driving, we can't compel them to do anything because half of them will want to be paid.
- PSTC spends a little less than a half million dollars every year on food, besides personnel, food is the next greatest expense that we pay.

- Director Scippa would much rather hire more academy law enforcement training specialists than to buy dinner for recruits.
- This a very big change from the way PSTC has been doing business,
- There is trepidation with some of the chiefs in the state because this is the way that PSTC has always operated.
- Director Scippa's response is that if PSTC could do this the way we used to, he'd agree.

For all of those reasons, Director Scippa is proposing to address the 90 plus application pool. If thirty extra recruits are required to wait for the next academy, PSTC can't be the "chokepoint", they all need the training and to get to work for their agencies.

Chairman Connelly thanked Director Scippa and PSTC staff for the work that is being done to adapt to all of the changes. He agreed that the proposal made sense and noted that there were individuals from his agency that would be included in the new academy programs; it's an innovative approach. Chairman Connelly noted that he did have concerns about the demands on PSTC training staff. The academy is shorthanded, add the issues with Covid, he understands how hard the staff has been working.

Chairman Connelly commented:

- The overtime budget for the academy is nonexistent, he asked about funding overtime. There is federal Covid money the pool that was designed for community needs to use additional resources, or potentially ARPA, (American Rescue Plan Act of 2021), or remodeling to increase classroom space. That's another potential avenue for increased overtime funding, the staff here is dedicated, and they work very hard to get things done, but they should be compensated.

Director Scippa noted that there were issues with training space. PSTC is seeking ARPA funds to turn the break room into a lecture hall, because there is no more space. DOC has civilians in their classroom, it makes the classes bigger, and during the time when the classes are bigger this layout will help accommodate the larger classes.

Director Scippa asked Commissioner Hanks the length of time for the civilians to attend the academy, she confirmed that it was five and a half weeks. She noted that these individuals were "group two".

Director Scippa commented that that was the other portion of balancing academy, space and time. The plan is to use some ARPA money and get the construction done. One wall needs to be built in the break room to create a lecture hall, and then money to buy some furniture.

Chairman Connelly suggested contacting the Department of Justice to inquire if there is funding available for overtime and building from ARPA.

Director Scippa stated that he will inquire, and also ask about GOFERS to secure funds.

Sheriff Massahos asked about putting an addition onto PSTC's training facility, if there is ARPA money available. ARPA money is being used to build a new county complex, infostructure money, with grants it may not be a bad idea, if there is property to put up another building. Perhaps do a study on the feasibility of a new building project, the cost, and how it can be bonded?

Director Scippa noted that he has been researching that very subject. Expanding the tactical center is the

best idea and the benefits would be well worth it.

Sheriff Massahos agreed to volunteer to help with this project.

Mr. Lecius asked about the status of staff positions at PSTC.

Director Scippa noted that Lieutenant Matthew Terry was resigning from the academy due to his family, he and his wife own their own business. Lt. Terry he has done a great job while employed by PSTC. He is returning to the Belmont Police Department. PSTC is still down a full time LETS position, it is being advertised, we will be down another LETS position to help with the compliance section of PSTC, a full time LETS will be taking on a lot of the audit components. We are waiting for the Department of Administrative Services to give us permission on a job description that has been with them for a few months.

There is also a part time position that is open but we anticipate filling that at the beginning of the new year. If we fill every open position, we still have less people employed at PSTC than were employed ten years ago, by five full time positions.

All the challenges that have come to PSTC,

- COVID,
- Police Reform
- LEACT

The building and the staff are being impacted.

PSTC is in the middle of a biennium.

- Major Schultz, is vastly knowledgeable, working with the state of New Hampshire's financial system.
- The hope is to take a hard look at the current status and try to get there in the next budget.

The part time academy draws heavily on the fulltime staff.

- As of the tenth of December, there were only two applicants for the part time academy, which was supposed to start in January.
- Director Scippa asked the Council to cancel that academy as it makes no sense to run it with only two people in it.
- The positive side of canceling the part time academy is that the full time academy staff gets two part time staff members to work on other things with the new delivery model.
- Through the direction of LEACT and the governor, this agency has been tasked with re-visiting the part time officer program overall. The first meeting on the subject was last month and we are waiting until the holidays are over to schedule a second meeting in January, in the meantime we are getting numbers.
- Currently, according to Benchmark, there are about four thousand police officers in the state of New Hampshire and about four hundred and seventy, according to our present records, are part time officers.
- About half of those part time officers are fulltime certified officers, who are retired and working in a part time capacity.
- When the numbers were calculated, and the State Police was a good example, there are a number

of part time officers, not hired as part time, but were full time troopers that retired and returned to work in part time capacities. The same at the sheriff's offices, most part time deputies were full time certified, retire and return to work part time, or Drug Task Force, work full time in other agencies and are part time on DTF.

There are probably two hundred or two hundred and fifty traditional part time officers in New Hampshire. If there are only two hundred and fifty out of a total of four thousand, is it time to state we don't run part time officer academies anymore?

Currently, as researched by Director Scippa during LEACT,

- Part time officers have two hundred and forty hours of training and do exactly the same job as a full time officer with about seven hundred hours of training.
- That is not a good model and shouldn't continue.
- It was a good model thirty-five years ago, when Director Scippa went through the part time program.
- Sheriff Massahos noted that the sheriff's office put on their own part time academy years ago.

Director Scippa's intention, if PSTC transitions away from a part time academy

- Every single part time officer would be grandfathered,
- many of them have been working for a long time and they are knowledgeable in their positions.
- The committee on the matter is still meeting.
- New Hampshire Marine Patrol is the biggest single concern, they are the greatest consumers of part time officers.

Council members had questions about the number of recruits in the academy, discontinuing the residential academy, what was lost if it was discontinued as well as recruits that had to commute a considerable distance. There was an assumption that the recruits continued training after the evening meal.

Director Scippa answered that there were a number of planned activities in years past after dinner, things that kept the recruits busy, twenty-four hours each day. The towns do not pay tuition for the recruits, the cost of training police officers and corrections officers is paid for the State of New Hampshire through the general fund.

Director Scippa noted that he hoped the money saved by providing meals would transfer to salaries to enable PSTC to hire more law enforcement training specialists.

- We would provide a room for those that have to travel.
- We will accommodate those recruits, but not mandate that they stay overnight.
- The manner in which the academy runs now is that there may be sixty seven adults at the academy in the evening wondering what is happening at home
- The staff can't engage them in training.
- If the staff did engage them in training after dinner, those recruits will be asking for overtime from their agencies.

Commissioner Hanks noted that when a Corrections Academy is in session and staff is traveling from the north country, the Department of Corrections pays for their hotel rooms.

Discussion ensued amongst the Council members, with Director Scippa answering questions regarding

- the number of recruits in each staggered class, for January 55 and February 50
- availability of pre-requisite classes, it takes money and personnel to offer online training
- there has been input from agency chiefs, some of them think that the academy runs the same as it did when they attended and that is not accurate
- employment and compensation issues don't allow for training in the evening
- Covid and Influenza are the reasons to transition from a residential academy, to eliminate infections
- physical fitness training will not be added until approximately the eighth week for the same reason
- there has not been a Covid outbreak at the academy until the current academy class.

Chairman Connelly asked Director Scippa if he'd like guidance from the Council to try the overlap academy model for the 187th and 188th academy classes? And just as an aside it would seem that this would provide additional information for a unofficial pilot program that would lend itself to further discussion about changing the training paradigm.

Director Scippa confirmed.

Motion by Mr. Lecius to grant permission to the Director and his staff to proceed forward with the plan that was outlined this morning, the motion was seconded by Chief Hoebeke. Amendment by Judge Countway to include that this is a pilot program which can be addressed in the future, it's taken in the context of Covid, and Influenza. The Council's voice vote was unanimous in favor of the motion.

Colonel Noyes stated that if the academy needed any help from the State Police, instructors, or if a PSTC staff member is sick, that his agency was available to help. He appreciates the hard work that has been put towards running the police academy, and the whole Council knows all the work that Director Scippa has done in the last nineteen or twenty months.

Cancellation of the Part-Time Officer Academy

Chairman Connelly noted that he had received an email from Chief Cahill of the Sunapee Police Department, he has an officer that is enrolled in that academy. He asked about the possibility, if the part-time academy was cancelled, for the Sunapee candidate to attend sit in classes at the full-time academy and in some way facilitate getting the person through an academy, his candidate may have the flexibility to attend day classes. Chairman Connelly noted that he was asking for a discussion in the matter, Chief Cahill is concerned about the part time academy being canceled, but he understood that with only two people enrolled the academy couldn't be run.

Director Scippa noted that he has heard from Chief Cahill as well. At this point it would not be a good time to attempt the request. Director Scippa would offer to either one of the candidates if they have that much flexibility that they can come during the day, they could get a spot in the full time academy and put them through the entire program. The discussion is ongoing with the committee that is looking at part time certification. If we allowed Chief Cahill's request this time, will we create a situation when others would ask to do the same with their own agency recruits.

Director Scippa asked if there were questions for outreach education legislation, staff operations. These are "pending action" items; there were not many changes from November's report.

Administrative Rules, on Director Scippa's report under "Discussion items", there is a need to conduct a strong review of our administrative rules. He asks if it was something that the Council would want to take an active role in? Create a subcommittee to work on those rules? Or would you rather our staff work with our attorney to move those rules forward?

Chairman Connelly asked if the Director had available staff to proceed? Director Scippa responded that he did not, but it must get done. Currently the rules cite laws that don't exist anymore. The staff and Attorney Moeser can start to work on it in the beginning of the year and maybe when they get to some of the more difficult items they will bring them to the Council and let the Council review.

Deputy Attorney General Jane Young was recognized and stated that it was an ambitious undertaking. She was involved when the Victim's Compensation rules were reviewed, they had a staff that was devoted to it. They hired outside counsel on the project, when you get to JLCAR, it is a lot of work, it's very technical work. She noted that Attorney Moeser is very talented, but she has other clients besides PSTC.

Chairman Connelly confirmed, that PSTC should look to hire an outside counsel to manage the review of all of PSTC's rules and amendments.

DAG Young commented that it was very helpful to have an outside counsel hired for the Victim's Compensation rules.

Director Scippa asked Council members to review Pol 301.05 and Pol 402.02 for further discussion.

- The way the rules exist currently, we have rules that address the hiring and appointing of a police officer's career and then we have rules that address when they are certified.
- There is a gray area with regard to once they are appointed but before they are certified.
- An agency can hire somebody bring them to town hall, swear them in, and they're appointed.
- Those in this situation are waiting to come to the police academy.
- The time it takes could be up to two years, before they become certified.

Director Scippa asked the Council members to think about that, and talk more about it next month, unless there was discussion today on the topic. Until we can do the rule change to address that, we made need to decide whether the officer should be treated in a way to manage that pre-certification time period.

Chief Russo, asked, "to clarify, there is a gap in between, Pol 402.02 doesn't apply if the person isn't certified"?

Commissioner Hanks noted that this goes back to the issue of our rules, she had participating in updating the Department of Corrections rules which took multiple years and because they had not paid attention to it, legislators began legislative acts which criticized the departments lack of current needs.

Commissioner Hanks asked that the Council commit to three or four members of the Council to make a subcommittee. The subcommittee will have to have a legal resource; it could be a legal resource to write the rules pursuant to JLCAR. JLCAR will assist us when we don't do it correctly, their manual is

significant. To ask the staff to attempt the Council rules she believed was displacement of Council authority, when thinking about second declaratory ruling posed by the director.

Motion by Commissioner Hanks, seconded by Chief Hoebeke to create a subcommittee to review Police Standards and Training Council's administrative rules to include two or three other members, with diverse backgrounds for the need to balance what has happened in the state and what we see is happening nationally. The voice vote of the Council was unanimous in favor of the motion.

Commissioner Hanks offered to participate in the subcommittee on rules; Mr. Lecius, Chairman Connelly and Judge Gardner volunteered to participate, as did Director Scippa.

Director Scippa noted that there are some police agencies sending their recruits to the academy driving a marked police car.

- This has caused problems in the last two classes where the recruits are being either flagged down to help, or they are taking it upon themselves to stop to assist people on the highway that may be in trouble; or they stop at an accident.
- These recruits are trying to do the right thing but it is ultimately that they are working without any supervision, and most cases not wearing a uniform or carrying a gun.
- In some cases they haven't been appointed yet.
- They are driving a marked police car.

Director Scippa asked the Council to look at the situation, and asked if the Council feels that the recruit driving the police car by themselves falls under the violation of working without supervision, or can the Council decide on whether this practice should not be allowed going forward?

Chairman Connelly asked if it would be helpful to send out an advisory to all of the agency chiefs? He then noted that it was a terrible practice in his view, he knows that CALEA agencies would not allow it. It puts people in danger to allow them to do that. He stated that perhaps an informational letter from Director Scippa to agencies outlining the circumstances would be beneficial.

Director Scippa commented, imagine a fully marked police car with the name of an agency on the side of it, and driving by a horrible crash scene, they can't stop because they can't work alone. Either way it's a liability.

Chairman Connelly noted that including a few scenarios in the notice to the agency would be helpful.

Director Scippa announced that he had circulated a staff cadre instructor guide

- The cadre comes in to work with the academy and gets instruction from the LETS.
- It's important to have a clearly defined manual that sets forth expectations, and rules.
- Director Scippa noted he'd like feedback on the disciplinary section.
- The disciplinary section is from Massachusetts, the CMR's are administrative rules with disciplinary matrix.
- The way the discipline is set forth with the Massachusetts guide is a more contemporary list of rules and prohibitions in the academy, compared to what is being used in PSTC's guide.
- He asked the members of the Council to review the proposal and then talk more about it next month.

Commissioner Hanks asked about the classes of offenses, is it intended that the class of the offense would determine who handled the disciplinary action?

Director Scippa answered that it wasn't who handled the discipline it was what it would equate to. A class one offense will lead to an expulsion from the academy.

Commissioner Hanks noted in some of the previous experiences this was a good next step, but what would be managed by the director or academy commandant, rather than all the way to the Council? Director Scippa answered that he would appreciate any input on the matter that the Council would like to give.

Commissioner Hanks asked about the class two offenses referred to as fraternization; certainly recognize the point of that but on the other side of the equation the expectations of staff who work here, what are their consequences going to be? How do they respond to reporting it?

Director Scippa noted there is a complete policy regarding any inappropriate conduct or relationship between a staff member and a student.

Director Scippa apologized to the Council regarding the length of time for his report and asked if there were any questions.

Dr. Sullivan asked Director Scippa if he wanted a subcommittee to review the disciplinary manual. He responded that he would like that; but also stated that he would be amenable to the Council members contacting him to ask questions about the cadre manual.

Financial Report

Major Schultz stated that in the three months that he's been employed by PSTC he's learned a lot about the finances. The budget is lean, this year because of all the shifting that occurred, PSTC has been left with excesses in some areas such as food, nearly half a million dollars, due to sending recruits home, the academy has saved money in those areas. PSTC has not had the ability to send people to training. At six months in, we are lower on the spending than fifty percent at this time of year. The budget process entails planning nearly three and a half years in advance.

Major Schultz continued, PSTC will begin planning this spring for the next biennium, in this current budget we are doing well, we are going to have to make some substantial transfers to get things that the Director would like to get as far as vehicles and things that we can't pay for with other funding. We will have money to move around, we will be creative about how we do that, make it a well thought out effort. Once the agency reaches one hundred thousand dollars moving between different lines in your account, then you have to go to fiscal and Governor and Council.. We will probably have to do that at some point, we are going to be looking at where to spend all the funding in areas that are needed versus where it was appropriated a few years ago.

As far as funding for psychological testing, there is a lot of money in that account, we have ninety two thousand five hundred and twenty one dollars left in that account. So far this year we have expended four thousand nine hundred and twenty dollars for the reimbursements for psychological testing.

Major Schulz asked if there were questions.

Dr. Sullivan asked what was the typical reimbursement for the psychological testing. Major Schultz replied that the maximum allowed was three hundred dollars, but staff has seen them for five hundred fairly often. Dr. Sullivan noted that a year ago it had been decided to use three hundred dollars for the reimbursement amount, and did Council members think that the amount for reimbursement should be increased? The reason this was created was because the smaller police departments were not having candidates complete psychological testing.

Discussion ensued amongst the Council members.

Motion by Chief Hoebeke, beginning January 1, 2022 to increase the amount of reimbursement for psychological testing from three hundred dollars to seven hundred and fifty dollars, the motion was seconded by Mr. Lecius. The voice vote was unanimous in favor of the motion.

Director Scippa noted that he would like to see a different funding source for these reimbursements, currently funds were being deposited for psychological reimbursements from the drug asset forfeiture fund.

Previous and Unfinished Business

Bryan Croft

Director Scippa summarized that Attorney James Moir had submitted a letter on behalf of Bryan Croft stating that Mr. Croft was accepting decertification as a law enforcement officer in New Hampshire.

Motion by Commissioner Hanks to accept the decertification of Bryan Croft, the motion was seconded by Judge Gardner. The Council voted unanimously with Deputy Attorney General Jane Young and Colonel Noyes abstaining from the vote.

Logan Basta

The item on Logan Basta has been continued to the January 25, 2022 Council meeting.

New Business

Director Scippa summarized that Chief Carignan of the Nashua Police Department had provided a letter regarding his retirement, and that he was vacating the Council appointment. Chairman Connelly thanked Chief Carignan for his service on the Council.

Director Scippa thanked Mr. Lecius, he has been re-appointed for another term as a Council member, and welcomed Chief Hoebeke of the Hollis Police Department had been appointed by Governor Sununu as a Council member representing as a town chief. He is also the president of the New Hampshire Association of Chiefs of Police.

Department of Corrections Certification

Director Scippa noted that the request from New Hampshire Department of Corrections was to allow for certification of three correctional officers that have completed all but the firearms portion of the academy.

Assistant Commissioner William Conway and Captain Scott Towers were present for their request to the Council.

Assistant Commissioner Conway reminded Council members that in October, the Council approved the request to modify the certification procedure for corrections officers, removing the firearms requirement for certification.

There are three people that have completed all parts of the Correction's Academy satisfactorily, except for firearms.

Judge Countway asked if these individuals would be placed in an armed post, Assistant Commissioner Conway confirmed that these three people would not be in an armed post.

Motion by Mr. Lecius, seconded by Colonel Noyes, to accept the request of the New Hampshire Department of Corrections to certify three officers who will not be allowed in armed positions for the department. The Council vote was unanimous in favor of the motion, Commissioner Hanks abstained from the vote.

Alec Atwood State Police Pol 301.05 (g) 8a and b.

Director Scippa asked Sergeant Jordan Kopka and Mr. Atwood to address the council about the request.

Sergeant Kopka asked the Council for the matter to be heard in a nonpublic session, to discuss a waiver which they wished to remain confidential.

Judge Gardner asked if the individual was hired, if he was not, the citation should be RSA 91-A:3, II (b), The hiring of any person as a public employee.

Chairman Connelly asked if there was a motion to initiate a nonpublic session, RSA 91-A:3, II (b) The hiring of any person as a public employee.

Director Scippa, asked that the Council begin a nonpublic session to hear the reason for the nonpublic session and determine whether the matter should be held in nonpublic, before we declare the reason for entering a nonpublic session, that is the new process we're using.

Motion to enter a nonpublic session to discuss the reason for a nonpublic session by Chief Russo, seconded by Chief Hoebeke. Chairman Connelly took the roll call vote.

Vice Chairman, Commissioner Hanks	yes
Chief Ho-Sing-Loy	yes
Judge Countway	yes
Judge Gardner	yes
Sheriff Massahos	yes
Dr. Maureen Sullivan	yes
Mr. Ed Lecius	yes
Jane Young, Deputy AG	yes
Colonel Noyes	abstained
Chairman, Sheriff Connelly voted	yes

10:40 a.m. the Council began a nonpublic session.

Motion to exit the nonpublic session by DAG Young, seconded by Mr. Lecius. Chairman Connelly took the roll call vote.

Vice Chairman, Commissioner Hanks	yes
Chief Ho-Sing-Loy	yes
Judge Countway	yes
Judge Gardner	yes
Sheriff Massahos	yes
Dr. Maureen Sullivan	yes
Chief Hoebeke	yes
Chief Russo	yes
Mr. Ed Lecius	yes
Jane Young, Deputy AG	yes
Colonel Noyes	abstained
Chairman, Sheriff Connelly voted	yes

10:43 the Council was back in a public session.

Chairman Connelly stated to the Council members that he would entertain a motion for a nonpublic session.

Motion by Judge Countway, seconded by Dr. Sullivan, to begin a nonpublic session citing RSA 91-A:3, II, (b) as well as it involving a confidential juvenile matter. Chairman Connelly took the roll call vote.

Vice Chairman, Commissioner Hanks	yes
Chief Ho-Sing-Loy	yes
Chief Hoebeke	yes
Judge Countway	yes
Judge Gardner	yes

Sheriff Massahos	yes
Chief Russo	yes
Dr. Maureen Sullivan	yes
Mr. Ed Lecius	yes
Jane Young, Deputy AG	yes
Colonel Noyes	abstained
Chairman, Sheriff Connelly	voted yes

At 10:44 a.m. the Council returned to nonpublic session.

Motion to exit the nonpublic session by Chief Hoebeke seconded by Chief Russo. Chairman Connelly took the roll call vote.

Vice Chairman, Commissioner Hanks	yes
Chief Ho-Sing-Loy	yes
Chief Hoebeke	yes
Judge Countway	yes
Judge Gardner	yes
Sheriff Massahos	yes
Dr. Maureen Sullivan	yes
Mr. Ed Lecius	yes
Jane Young, Deputy AG	yes
Chairman, Sheriff Connelly	voted yes

At 10:47 the Council was back in public session.

Motion by Chief Hoebeke, seconded by Dr. Sullivan, to approve the waiver request by New Hampshire State Police for candidate Alec Atwood. The Council voice vote was unanimous in favor of the motion with Colonel Noyes abstaining from the vote.

Chairman Connelly read a 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 nonpublic 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”.

Notice of Hearing, Brandon Girardi

Director Scippa informed Council members that Brandon Girardi had been noticed for a hearing during the current meeting. He was arrested for DWI, notice was sent, the date of delivery for the return receipt was December 2nd

Director Scippa noted that he would offer Attorney Krupski as the Trooper’s Association representative if there was any information he could provide?

Attorney Krupski stated that he had no information and that he had not filed an appearance in the matter. He asked the Council to put the matter off until the next meeting, so he could inquire into the matter.

Director Scippa responded that they would not object; Deputy Attorney General Young stated that Attorney Krupski was not attorney of record. Director Scippa confirmed that there was no information that Attorney Krupski was representing Mr. Girardi.

*Motion by Judge Countway for a temporary suspension which could be undone if there was a compelling factor, the motion was seconded by Deputy Attorney General Jane Young.

Further discussion ensued amongst the Council members.

Judge Gardner asked about the status of Brandon Girardi, was he unable to attend the meeting, and was it a medical issue?

Attorney Marc Beaudoin asked Director Scippa if he could comment. Attorney Beaudoin announced that he represented the Troopers Association. He has been in touch with Brandon Girardi. Mr. Girardi told Attorney Beaudoin that he had not received any notice of the hearing. He (Mr. Girardi) is on approved leave. Attorney Beaudoin will not say more in a public session. He can explain more in a nonpublic session.

Judge Countway asked if the process of the notice of hearing letters is that they go to the person's address of record and they have the duty to keep staff at PSTC updated with their address. She asked if a letter goes their agency?

Director Scippa noted that the letter to the officer is copied to the agency head. The letter was sent registered mail and it was signed for on December second. Director Scippa, when asked, stated that the signature for the letter was not obvious that it was signed for by Brandon Girardi, but in the section for the printed name, (received by), his name had been printed. Director Scippa passed the notice around for the Council members to review.

Chairman Connelly asked Director Scippa if there was confirmation that Mr. Girardi was being represented by Attorney Beaudoin or Attorney Krupski?

Director Scippa stated that PSTC has not received a filing for attorney representation for Mr. Girardi, and there was no communication from Mr. Girardi with the reason why he wasn't in attendance for his hearing.

Commissioner Hanks noted that because he wasn't present, the Council had no details and there was no way to guarantee the safety of the public. This has been the way that the Council has proceeded in this type of matter.

Attorney Krupski asked Chairman Connelly to be heard. He referred to Pol 206.03 the individual has seven days to give an explanation why he didn't appear at his hearing, he'd like to suggest that no action is taken until after seven days from the meeting date.

Deputy Attorney General Young reiterated that there was no counsel of record, "there are two individuals

in a room that are not the counselors of record making representations”.

Director Scippa stated that it should be noted that the correspondence sent does provide, he read “if you fail to appear at this hearing without notice to the Council, rule Pol 206.03 shall apply”.

Commissioner Hanks noted that PSTC staff has the signed receipt with his name printed on it, that is what the Council has currently, if the Council takes action, and the person contacts PSTC, we can rescind the action if there is good cause shown.

Director Scippa confirmed that he was prepared to make an offer of proof if the Council approved.

Chairman Connelly stated that there was a motion and a second for temporary suspension. Should the offer of proof go before the vote?

Chairman Connelly asked for the voice vote on the *motion by Judge Countway seconded by Deputy Attorney General Young, vote was unanimous in favor of the motion, with Colonel Noyes abstaining.

Chairman Connelly noted that the temporary suspension of Brandon Girardi’s certification would begin immediately, December 14, 2021.

Jeannine Wood with Attorney Kathryn Bradley, Request for Reconsideration

Director Scippa directed the Council members to the agenda page for the motion filed by Attorney Bradley regarding a motion for reconsideration on a decision made at a prior meeting.

Director Scippa informed Council members that Attorney Jason Dennis, counsel for the town of Lincoln was present via Zoom.

Attorney Bradley proceeded, noting that on the agenda their item was listed as nonpublic and that they would like to proceed in nonpublic session. Director Scippa stated that she would have to request a nonpublic session and the Council will take the action that is appropriate.

Attorney Bradley requested a nonpublic session for her client, Jeannine Wood. As stated in her motion, it contains information which should be considered in a nonpublic session, they do not wish the hearing to be in a public session, it involves an issue in RSA 91-A:3, II (a) which would require it to be in nonpublic.

Chief Russo noted that the RSA quoted does not require it, but that it is a reason to ask for a nonpublic session.

Attorney Bradley countered that under the provision of 91-A it would be a nonpublic matter if it meets the requirement.

Inquiries ensued between the Council members regarding the basis for nonpublic sessions.

- Is any of this already in a public pleading in a civil matter?

- PSTC does not have the civil pleadings to look at to see what’s already out in the public sphere,

Attorney Bradley noted, “the issues that we’re discussing today are in public documents because we have argued that there is a breach of the agreement, part of which is whether or not this particular Form B should have been in her file here at Police Standards and Training”.

Chairman Connelly stated perhaps take a brief recess to speak with counsel.

Judge Gardner asked, “because of the prior procedure, going into nonpublic so Attorney Bradley can explain to us in nonpublic why she wants the actual hearing in nonpublic, should that be the next step”?

Chairman Connelly asked for a motion to begin a nonpublic session to discuss the reasons for a nonpublic session for Attorney Bradley and Jeannine Wood.

Motion by Mr. Lecius, seconded by Chief Hoebeke to being a nonpublic session to discuss reasons for a nonpublic session.

Chairman Connelly took the roll call vote.

Vice Chairman, Commissioner Hanks	yes
Chief Ho-Sing-Loy	yes
Chief Hoebeke	yes
Judge Countway	yes
Judge Gardner	yes
Sheriff Massahos	yes
Chief Russo	yes
Dr. Maureen Sullivan	yes
Mr. Ed Lecius	yes
Jane Young, Deputy AG	yes
Colonel Noyes	yes
Chairman, Sheriff Connelly	voted
	yes

At 11:11 a.m the Council began a nonpublic session.

Motion to exit the nonpublic session by Deputy Attorney General Young, to decide whether or not to return to a nonpublic session, the motion was seconded by Judge Gardner.

Chairman Connelly took the roll call vote.

Vice Chairman, Commissioner Hanks	yes
Chief Ho-Sing-Loy	yes
Chief Hoebeke	yes
Judge Gardner	yes
Judge Countway	yes
Sheriff Massahos	yes
Chief Russo	yes
Dr. Maureen Sullivan	yes

to the Council”.

- Their position is that the original Form B was not properly filed, it was untimely, filed prior to the time it should have been filed, and then at the time the agreement was made, the terms of the agreement were clear that it was going to be only a resignation from the position of sergeant, which, under the facts and circumstances could not be met because that original Form B had already been put in her file that she had been demoted.

Chairman Connelly asked, “are you suggesting that the Form B is subject to arbitration? Or to a timeline in a collective bargaining agreement”?

Attorney Bradley note that she “was suggesting that that the original Form B should have only been filed after there had been a grievance process not before there was one”.

Attorney Bradley continued, “if the rules are to be followed, which they weren’t, that doesn’t conform with the rule and I’m suggesting the first one shouldn’t have been filed and by the terms of the agreement which states that Ms. Wood was going to resign from the position of sergeant; that was impossible under the state of her file at the time”.

Attorney Jason Dennis (VIA Zoom) requested permission to briefly address the Council.

Chairman Connelly agreed to Attorney Dennis’s request to speak to the Council.

Attorney Dennis address the Council members. “Thank you, so I just want to add a little bit of additional information, sort of a chronology of how the Form B might work obviously many of you there know that better than myself”. Attorney Dennis contacted Major Parenteau to ask him about this, feeling that Ms. Wood and her counsel would attempt to use the filing of the Form B against the town. Major Parenteau’s response says ‘whether the officer appeals, grieves or plans to do so does not affect the requirement to submit the Form B’.

- “Once the town made the demotion decision they have fifteen days in which to file it. The fact that they filed it within two as opposed to fourteen or at the last minute on the fifteenth day in my opinion I would submit to this board is wholly irrelevant to the determination as to whether the Form B should be removed.
- “As a matter of record this year that the town one hundred percent disagrees that they did anything wrong by submitting a Form B consistent with Pol 301.06 and now if the Council wishes to remove that, the last time there was a concern that a secret agreement between the town and Ms. Wood which is certainly not the case it does have confidentiality provisions subject to limitations imposed with 91-A but it was not intended to be a secret agreement”.
- Attorney Dennis disagrees with Attorney Bradley’s assertion that the agreement mandates there is no language to that affect that it mandates removal of the prior Form B that was filed months before the separation agreement at issue.
- The town does not object if the Council reaches that conclusion but they do not believe that the Form B was filed inappropriately and Major Parenteau emailed him and confirmed that matter of Council rule and policy.

Chairman Connelly noted that at the last meeting, the vote was not to remove the Form B.

Deputy Attorney General Young stated that what is in front of the Council is a motion to reconsider.

Motion by Mr. Lecius to deny the request for reconsideration, seconded by Chief Russo. The voice vote for the motion was unanimously in favor.

Motion to begin a nonmeeting with PSTC's counsel by Chief Hoebeke, seconded by Judge Gardner. Chairman Connelly took the roll call vote.

Vice Chairman, Commissioner Hanks	yes
Chief Ho-Sing-Loy	yes
Chief Hoebeke	yes
Judge Countway	yes
Judge Gardner	yes
Sheriff Massahos	yes
Chief Russo	yes
Dr. Maureen Sullivan	yes
Mr. Ed Lecius	yes
Deputy Attorney General Young	yes
Colonel Noyes	yes
Chairman, Sheriff Connelly	voted
	yes

At 11:45 the Council members enter a nonmeeting.

Motion to exit the nonmeeting by Commissioner Hanks, seconded by Chief Russo. The voice vote of the Council was unanimous in favor of the motion.

At 12:02 the Council was back in public session.

Declaratory Ruling regarding 'final'

Director Scippa announced that Attorney John Krupski was present to discuss his request for his client Haden Wilber.

Attorney Krupski had a prepared document with a narrative and attachments which he provided to the Council members.

He began by stating he was present to request that the Council readopt previous actions and practice of the Council prior to July of 2020. Pol 402.02 (a) (5) and referred to the documents provided, under one of the reasons to come before the Council, 'the officer's discharge has become final or he or she has been allow to resign'.

That was the phrase that Attorney Krupski asked the Council to rule on, the term 'final'. Prior to July 2020 the practice of the Council was that a discharge did not become final until after they had exhausted their post termination remedies, statutory format or through a contractual clause.

Prior to July 2020 he could not find a case where someone was brought before the Council for that clause

until after they had been adjudicated through either their post deprivation contractual or statutory language.

The theory of administrative gloss, if a council operates for a long period of time and asserts the same interpretation of a rule, it becomes part of the rule and cannot be changed without formal rule making. Attorney Krupski noted that it made sense that that is the way the Council operated.

The reason for the exhaustion of the rights makes sense both on a legal and on a practical aspect. In the rules in the 100 series (the definitions) lists discharge, termination, and effective date. It does not define the word final.

Attorney Krupski asked the Council members to declare that the word "final" has meaning and it means after an adjudicatory conclusion either under common law or under contract.

Chairman Connelly announced that he would entertain a motion.

Motion by Judge Gardner, to grant and deny the request, grant the continuance until there is a final decision and to deny the request in terms of a declaratory ruling as to what final means, generally in Pol 402.02 (a) (5) that we take it case by case, and fact based. Dr Sullivan seconded the motion. The voice vote was unanimous in favor of the motion, Colonel Noyes and Deputy Attorney General Young abstained from the vote.

Requests to the Council for additional fitness extensions

Chief Gerald Lewis, Windham Police Department

Trooper James Decker, New Hampshire State Police

Director Scippa explained to the Council members that there were several officers that were in the same circumstances in their three-year fitness cycles. Chief Lewis was present for his request.

In these cases, the officers have been under jurisdiction of three-year fitness testing. They were not able complete their three-year testing and came to the Council asking for extensions. They have all reached the point where they have exhausted all of the extensions that were available to them under RSA 106-L:6, regarding three-year fitness testing. They are asking to allow their certification to continue, they are asking for the Council to grant time beyond what is allowed in the statute, RSA 106-L:6, VIII.

Chief Russo asked if it was allowed, does the Council have the authority to do that? Director Scippa responded no, we are bound to that statute.

Sheriff Massahos asked if the request had come up before. Director Scippa noted that he couldn't remember if it had come up since he started as director. The RSA says that they would be suspended until they can pass the fitness test. They may have to come back before the Council.

Director Scippa stated that the position is that there is no ability to interpret the statute other than the way it's written, there is no way to provide the requested relief based on the statute.

Judge Gardner noted that the situation sounded familiar and that the Council has dealt with it before. "The "Pol" is pretty clear that there are no exceptions, it says 'if the officer remains unable to meet the standards after a two year period the Council shall suspend the officer's certification until such time as the officer is able to obtain medical clearance and pass the physical fitness performance test conducted by police standards and training staff".

Director Scippa noted that those that hold positions as the chief executive law enforcement officer in an agency certainly have the ability as long as the municipality or legislative body agrees that that person can maintain their position and manage the agency without a requirement to be a certified police officer.

Council members discussed the adverse affects that the statute and administrative rule had over any officer; that officer may be getting close to retirement and unable to keep their certification. The intention for the requirement is clear, but for those that are in difficult circumstances due to any injury they may be getting ready to pass a fitness test and then cannot participate. The situation is out of their own control in many cases.

Director Scippa explained that "this is after their fifth year, they've gone three years and two years of probationary status. They are still entitled to test when they are medically approved, and must test at PSTC. In all of the instances, it's changing health conditions that none of us have control. The language is clear in the rule".

There was a request by Officer Christian Johnson of the Alton Police Department for the same reason, but the item was withdrawn as the officer intends to attempt the test before the end of the year.

Chief Lewis and Trooper Decker are at the end of their five-year window to pass the fitness test.

Chief Lewis was available to answer questions from the Council.

Motion to deny the request of Chief Lewis for further extension beyond the five year period to allow him to reach May 1st of next year for his retirement.

Council members asked about alternative tests for fitness testing. Director Scippa noted that the only Council approved alternative test is the Schwinn airdyne stationary bike, which replaces the mile and a half run. There are no alternative tests for the pushups and sit ups.

They asked about a grace period for failing a test. Director Scippa answered that there was, but not after the five years had passed.

Sheriff Massahos stated that no one could see the future, any officer could train and be prepared to take a test, and then something happens. He suggested a six month extension, if they have the opportunity to complete the test, if not then they are out.

Judge Gardner stated that one observation, in Trooper Decker's case, the attorney is requesting something interesting, that the extension of time be tolled while the officer is out on own a work related injury to not count toward the calculation of three year time frame.

Chief Russo suggested that "the Council should initiate something long term with the legislature, if the

person is young they should be able to pass the test every three years. Everyone's life situation changes. If you are at four and a half years, getting ready to test and you get hurt on duty, there is nothing that allows for that. it doesn't seem right".

Director Scippa noted that there had been a Commissioner/Director's meeting with the Governor last week. The governor spoke to every regulatory body that was represented in the room including Police Standards and Training, to examine what the agency is regulating, and then decide if it was worth the effort.

- Director Scippa noted that he can speak with direct experience with three year fitness testing. He was in PSTC's Captain Adam Hawkins position when three year fitness testing was established in 2001.
- He was told by the Director at the time that he had to roll out the three year fitness testing program.
- What the legislation was trying to accomplish was a guarantee that our officers would be as fit as humanly possible.
- This would compel every officer to maintain a level of fitness throughout their career.
- Director Scippa stated that "every Chief, Colonel, Sheriff, everybody in this room who deals with this will tell you that those that are fit, are always fit. Those that are not, are not, until right up to the third year and then they work hard trying to take this test make the bare minimums".
- That is not being stated disparagingly, but Director Scippa noted it was a clear, objective observation
- If you asked him what the value of the program was he was unsure he could give data that would support that this is a good thing for New Hampshire Law Enforcement.
- The regulatory function that goes along with this law, is taxing on this agency, it is brutally taxing on this agency.
- Captain Adam Hawkins confirmed that at the time of the meeting there were 400 outstanding tests, they have two and a half weeks to respond and file tests.

Director Scippa asked, "are we deriving benefit for the state and are we deriving benefit for police officers by compelling them to do this, is there a different way to help"?

The governor was quick to say that as a regulatory body each agency should look at what they are regulating and decide the value.

Judge Gardner suggested that when the administrative rule committee meets, they should discuss fitness rules.

Motion to deny the request of Chief Lewis, based upon the statutory requirements by Chief Russo, seconded by Judge Gardner. The Council vote was unanimous in favor of the motion.

Motion to deny the request of James Decker, based upon the statutory requirements, by Dr. Sullivan, seconded by Chief Ho-Sing-Loy. The Council vote was unanimous in favor of the motion, with Colonel Noyes and Deputy Attorney General Young abstaining from the vote.

Consent Calendar

PI&E Requests

Officer Sean Fernandes, Lebanon Police Department

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 Robert Galatioto, Carroll County Sheriff's Office

Will be granted certification upon successful completion of the medical exam, entrance fitness test, and 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 Charles Brooks, State Police

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.

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	186	187
Dates	08/30/21-12/17/21	01/04/2022-04/22/2022
Paperwork Submission Deadline *	08/21/2021	12/06/21
Fitness Test Date	08/16/2021	12/20/2021

* 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	282
Dates	01/22/2022-05/20/2022
Paperwork Submission Deadline *	12/27/2022
Fitness Test Date	01/08/2022

**Corrections Academy

Class Number	117
Dates	01/10/2022 – 03/04/2022
Paperwork Submission Deadline *	12/13/2021
Fitness Test Date	TBD

**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.

Sarah Gacek, Chester Police Department Will be granted an extension until June 22, 2022, with the stipulation that the officer may continue working only in the direct presence of a certified officer, unless the officer has successfully completed their agency's FTO Program, they may work with normal supervision.

Medical Extensions for Three Year Fitness Testing, the following officers were granted six month extensions:

Justin Laffin, Sullivan County Sheriff's Office

Michael Carrier, Hinsdale Police Department

Christine Maille, Hillsborough County Sheriff's Office

Scott Chase, New Hampshire Attorney General's Office

Nicole Faro, Meredith Police Department

Thomas Gallant, Sandown Police Department

Glen Chislett, Boscawen Police Department

Randy Pelletier, Durham Police Department

Christopher Bridges, Plymouth Police Department

Timothy Puchtler, Sunapee Police Department

Michael Hutchinson, Northfield Police Department

Mark Philibert, Deering Police Department

Kevin Sullivan, Northwood Police Department

Brian Stice, Raymond Police Department

Kevin Shortt, Plymouth Police Department

Mary Bonilla, State Police

Christopher Corey, Amherst Police Department

Sherry Vestal, State Police

Matthew Currier, Gilmanton Police Department

James MacKenna, Grantham Police Department

Jason Wyatt, NH Department of Corrections Probation/Parole

End of Consent Calendar

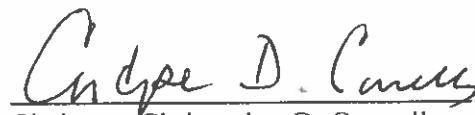
Motion to approve the Consent Calendar by Mr. Lecius, seconded by Dr. Sullivan, the voice vote for the Council was unanimous in favor of the motion, with Deputy Attorney General Young abstaining from the vote on Scott Chase, Colonel Noyes abstaining from Mary Bonilla, Sheriff Connelly abstaining from the vote on Christine Maille.

The next Council meeting will be on January 25, 2022.

12:58 pm Motion to adjourn by Chief Hoebeke, seconded by Deputy Attorney General Young, the Council vote was unanimous in favor of the motion.

January 25, 2022

Respectfully Submitted


Chairman Christopher D. Connelly