



Sheriff Christopher D. Connelly
Chairman

State of New Hampshire

POLICE STANDARDS & TRAINING COUNCIL

Arthur D. Kehas

Law Enforcement Training Facility & Campus

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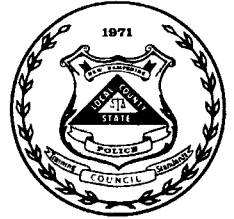
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June 28, 2022

Minutes

Police Standards and Training Council



John V. Scippa
Director

In attendance:

Chairman, Sheriff Christopher Connelly, Hillsborough County Sheriff's Office
Vice Chairperson, Commissioner Helen Hanks, New Hampshire Department of Corrections
Attorney General John Formella
Judge Sawako Gardner, Circuit Court Judge
Chief Steven Russo, Keene Police Department
Judge Melissa Countway 3rd Circuit District Division, Ossipee
Sheriff Massahos, Rockingham County Sheriff's Office
Chief Allen Aldenberg, Manchester Police Department
Dr. Maureen Sullivan
Chief Michael Ho-Sing-Loy, Sugar Hill Police Department
Colonel Nathan Noyes, New Hampshire State Police (exited at 10:34 a.m.)
Chief Joseph Hoebeke, Hollis Police Department

Not attending: Mr. Jason Bishop, Community College System of New Hampshire, and Mr. Edward Lecius

Staff Present: Director John Scippa, Major Max Schultz, Major David Parenteau (Ret.)
Lieutenant Peter Russell, Lieutenant Justin Paquette, and Anne Paquin, Investigative Paralegal.

Guests Present: Lieutenant Vincent Grieco, New Hampshire State Police with Seth Parker;
Bridget Gales, Colebrook and Pittsburg Police Departments; Chief Joseph Mahoney, Andover
Police Department.

Sheriff Connelly called the meeting to order at 9:01 a.m.

Approval of minutes.

May 24, 2022 public minutes, motion by Dr. Sullivan, seconded by Judge Countway to approve the minutes, the voice vote of the Council was unanimous in favor of the motion with Chief Ho-Sing-Loy and Sheriff Massahos abstaining from the vote.

May 24, 2022 nonpublic minutes regarding the amendment of minutes for Allenstown Police Department from April 24, 2022, motion by Judge Countway seconded by Chief Hoebeke, the voice vote of the Council was unanimous in favor of the motion with Chief Ho-Sing-Loy and Sheriff Massahos abstaining from the vote.

Director's Report

Director Scippa summarized his report, copy attached.

Financial Report

Major Schultz summarized that the Psychological Fund balance was \$135, 422.54 and to date \$57, 285 has been awarded to those making requests for reimbursement.

A lot of work has been done in the academy building, new carpet, new stairwell treads, new tile in the firearm's range in the Tactical Center, new carpet in the lieutenant's offices, in the men's and women's dorms. Money was moved from the meal funds as when there are no residential academies there is no need to provide recruit meals.

It's the end of the fiscal year, and PSTC has spent all of the money it could to make these improvements.

New Business

Wellness Program – Crossfit Affiliation

Captain Adam Hawkins gave the Council members a presentation on Crossfit, and the benefits of this physical training for academy recruits. He asked that the Council members approve an affiliation for PSTC with Crossfit.

Captain Hawkins answered questions regarding Crossfit, the affiliation was free, and when affiliated, PSTC would have access to Crossfit resources.

Motion by Commissioner Hanks, seconded by Chief Hoebeke, to approve the request that PSTC become affiliated with Crossfit. The voice vote of the Council was unanimous in favor of the motion.

New Hampshire State Police Pol 301.05 Waiver

Lieutenant Vincent Grieco asked the Council members to proceed in a nonpublic session as the candidate had not been hired by New Hampshire State Police yet.

Motion for nonpublic session, by Commissioner Hanks, citing RSA 91-A III 2 (b), the motion was seconded by Chief Russo.

Chairman Connelly took the roll call vote

Chief Ho-Sing-Loy	yes
Chief Hoebeke	yes
Judge Countway	yes
Judge Gardner	yes
Sheriff Massahos	yes

Chief Aldenberg yes
Chief Russo yes
Dr. Sullivan yes
AG Formella (he was returning to the meeting room as the np session began)
Colonel Noyes abstained.
Chairman Connelly voted yes.

At 9:53 the Council began a nonpublic session.

Motion by Commissioner Hanks, seconded by Chief Russo to exit the nonpublic session.
Chairman Connelly took the roll call vote:

Chief Ho-Sing-Loy yes
Chief Hoebeke yes
Judge Countway yes
Judge Gardner yes
Sheriff Massahos yes
Chief Aldenberg yes
Chief Russo yes
Dr. Sullivan yes
AG Formella yes
Colonel Noyes abstained.
Sheriff Connelly voted yes.

At 10:07 the Council meeting was back in public session.

Motion by Judge Countway, seconded by Commissioner Hanks to grant the waiver request, consistent with Pol 301.05 (g)(8)(a),

Major Parenteau read,

“(g) The hiring authority shall evaluate the results of its background investigation and the agency shall not appoint a person or invest with authority any person elected as a police, corrections or probation/parole officer, who:

(8) Has ever illegally manufactured, transported for sale, or sold a controlled substance as sale is defined in RSA 318-B:1, unless, upon review of the council at the request of a hiring authority, the council finds that:

a. Either:

1. The conduct occurred at an age when the applicant would have been considered a juvenile under the laws of the state of New Hampshire; or
2. Where a sale as defined in RSA 318-B:1 did occur, however, the intent was not for profit, meaning the actual conduct exhibited was not intended

to result in an excess of financial return over the expenditure in a transaction or series of transactions;

Under RSA 318-B:1, Sale' means barter, exchange or gift, or offer therefor, and each such transaction made by any person whether as principal, proprietor, agent, servant, or employee”.

Motion by Judge Countway to grant the waiver, indicating Pol 301.05 (g) (8) (a) 2, and the finding that behavior pattern under the totality of the circumstances did not demonstrate a lack of good moral character as defined in (m) given the age at the age of the incident, and the lack of criminal intent. Commissioner Hanks seconded the motion. The voice vote was unanimous in favor of the motion with Colonel Noyes abstaining from the vote.

Dover Police Department Pol 301.05

Major Parenteau confirmed that the Dover Police Department had withdrawn their request.

Hearings

Chairman Connelly read the following notice into the record:

“Hearings before the Council are presumed to be held in public session, however parties have the right to a brief hearing in 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 are provided with notice of the applicable procedure”.

Brittany Battye, Manchester Police Department Pol 402.02 (b)

Brittany Battye was not present. Major Parenteau explained that the matter concerned her arrest for numerous counts of domestic violence as well as non-domestic violence companion cases, and two additional complaints.

Major Parenteau provided the Council members with a letter from Attorney John Krupski who was representing Brittany Battye. The letter informed the Council that Brittany Battye was offering a voluntary surrender of her police certification, temporarily pending the resolution of the criminal matters. Major Parenteau further explained that he had received a phone call from Attorney Krupski asking to waive the appearance at the Council meeting.

Motion by Chief Hoebeke, seconded by Dr. Sullivan, to accept the voluntary temporary surrender of certification (of Brittany Battye) pending resolution of the criminal matters. The voice vote of the Council was unanimous in favor of the motion with Chief Aldenberg abstaining from the vote.

Bridget Gales, Pittsburg and Colebrook Police Departments, Pol 402.02 (a)(4)

Bridget Gales was present.

Major Parenteau explained that Bridget Gales had received a temporary suspension of certification on October 26, 2021 due to her indictment for Title Fraud.

She had been noticed to appear before the Council today; the matter has been resolved in court.

Bridget Gales asked for the matter to be held in nonpublic session. Ms. Gales indicated that there may be civil litigation in the future, she did not want to jeopardize that case.

Chairman Connelly asked Ms. Gales if she would like a nonpublic session to discuss the reason for a nonpublic session.

Chief Hoebeke asked for clarification on the reason for nonpublic session.

Ms. Gales explained that she was prepared to read information with details from the case, there may be civil litigation because of what had occurred, and everything that she says will be on line. The civil suit would not be against her, it would be against someone else.

Council members discussed options and determined that there was no compelling reason to initiate a nonpublic session in the matter.

Major Parenteau began by reading into the record, Administrative Rule Pol 402.02(a) requires:

(a) The council shall, unless it has just cause to do otherwise as provided in (e) below, order the suspension or revocation of the certification of any police or corrections officer for any of the following reasons:

(4) The officer has been convicted either prior to or after certification of a crime of moral turpitude or of a crime which tends to bring discredit on the police or corrections service, including but not limited to:

Unsworn Falsification

Major Parenteau provided the Council members with exhibits that detailed Bridget Gales' law enforcement certification, her law enforcement employment, her indictment and the resolution of the case; he summarized each exhibit.

PSTC became aware of the disposition of the case recently when notified by Chief Rella, the court has since provided the disposition to PSTC staff.

At this point, Major Parenteau read sections of the report from the New Hampshire State Police. New Hampshire State Police received information from the town clerk of Columbia detailing the circumstances of the matter regarding Bridget Gales registering a vehicle using an address where the clerk believed she did not live, she believed Bridget Gales lived in Vermont. The State Police opened an investigation and determined that she was using a false New Hampshire address while being a Vermont resident to title and register a vehicle without being at the address provided.

In April 2021 the trooper met with Bridget Gales about the title and registration of the vehicle, she told the trooper that she and her husband had plans to live in the house, but they determined the house was not livable and it was torn down with the intent to rebuild it. The trooper explained that the vehicle was titled and registered at the time that there was no building at that location. She could not intend to live there and claim physical residence. During this meeting Mrs. Gales contacted her husband the trooper spoke with Mr. Gales, the trooper offered the opportunity to meet with them and provide a statement, they declined the meeting and stated that they would contact an attorney. Later at some point the investigation was submitted to the Merrimack County Attorney's Office for review, the crime of Conspiracy to Commit Title Fraud, RSA 262:1, a Class B Felony. The case was presented to Merrimack County Grand Jury during the August 2021 term, the grand jury returned a True Bill indictment for Title Fraud. On December 29, 2021 Bridget Gales plead guilty to an amended charge of Unsworn Falsification a Class B Misdemeanor, she was fined \$500 with \$120 to the penalty assessment fund.

Bridget Gales was sworn in by Chairman Connelly. Ms. Gales read a prepared statement,

- In 2019 Bridget Gales and her husband listed their home in Colebrook, NH for sale, they did this because the owner of the (36 Grant Road, Columbia) property beside her parent's home had passed away, the property was offered for purchase through his estate and her parents planned to buy it.
- They attempted to renovate the property purchased by her parents, they changed their legal residence to that address. The house was gutted, found to be structurally unsound. They decided to demolish and rebuild, in April, 2020. Their contractor stated he couldn't obtain materials he needed for construction. They continued working on clearing the property.
- December 2020 her vehicle lease on an Infinity was to end soon. She renewed a lease with a 2020 Infinity, the Infinity dealer is located in Nashua NH and they agreed to meet her in the parking lot of McDonalds in Littleton NH to swap vehicles. They met and she signed the lease agreement, the sales associate told her that he would email her copies of the documents and they swapped license plates of the 2018 to the 2020. Despite numerous calls to the Infinity dealer, he could not obtain the paperwork that would allow her to register the vehicle, she eventually began to email them for a paper trail. They had mailed paperwork to the previous address in Colebrook. Even though they had copies of her driver's license and insurance for 36 Grant Road, Columbia, NH.
- In March 2021, three months after she renewed the lease on the vehicle she had not received any paperwork on the lease agreement to be able to register or title it. On March 10, 2020 her husband went to the town office in Columbia, New Hampshire he had just purchased a vehicle and was trying to register it and title it with the town clerk, Marcia Parkhurst. Marcia Parkhurst questioned her husband concerning his address at 36 Grant Road in Columbia, NH. Her husband explained that he was the son-in-law of the owner of the property and he planned on building on the lot this summer. Marcia Parkhurst took the application, accepted the money and notified the New Hampshire Department of Motor Vehicles that Ms. Gales' husband was claiming an address where he was not living.
- On April 9, 2021 Trooper Lord asked Ms. Gales to meet him at her place of employment, the Colebrook Police Department. He notified her that Marcia Parkhurst had turned her husband in for using a false address to register and title his vehicle. She briefly explained the situation to Trooper Lord and said that they would get an attorney to submit a

statement.

- Their attorney called the Coos County prosecutor many times to provide a statement however, unbeknownst to them Troop G submitted the indictment to Merrimack County Attorney's Office and neither Troop D nor the Merrimack County Attorney, Melinda Siranian had any desire to allow them to have a statement in their defense.
- She did not register or title her vehicle with the state of New Hampshire. Troop D did not have any evidence but went ahead with the indictment originally pursuing conspiracy to commit title fraud.
- She never registered the car, and she was taken for title fraud with a vehicle that was never registered and never titled in New Hampshire. She took the charge because she could not financially afford to go to court anymore. The car was registered in Vermont.

Council members asked Ms. Gales for details regarding the registration of the car. Ms. Gales explained that she and her husband had separate attorneys, her attorney did not submit a letter to the state, she agreed to take the misdemeanor. Further discussion ensued about the process.

She took the plea in order to go forward with her life.

Council members asked Ms. Gales for further details about registering vehicles, and her residency.

Judge Countway noted that in court when someone takes a plea, she tries to be sure that the person understands the process.

- The assertions provided undermine actually pleading guilty
- If the facts are wrong then it should be an annulment process in the court. She must present her facts under oath to make a determination
- Judge Countway noted her confusion in this matter, is it a conviction?, the facts conveyed didn't purport that.

Attorney General Formella noted that there was a finding of guilty, however it sounds as though the facts are in dispute, "it's not that uncommon for someone to plead to something, but at the end of the day they maintain their innocence but for financial reasons".

Motion by Attorney General Formella to end the suspension with time served

Discussion began amongst the Council members on the motion.

Chief Hoebeke asked if there were any other conditions of the court, he was informed that the fine had been paid.

Judge Gardner noted that whenever the court takes a plea of guilty, she tries to be sure that the person is pleading guilty "because they are guilty, not because it's convenient, not because there is another reason for it", she wants the person to have their day in court just for this reason. She does not want someone who is not guilty pleading guilty. She questions whether or not the judge went through the colloquy with Ms. Gales. Judge Gardner asked Ms. Gales whether or not she'd filled out a waiver and an acknowledgement of rights form.

Ms. Gales noted this happened during Covid, that her lawyers did it all, she was not present. She was not in front of a judge personally or telephonically. She had no opportunity to tell her own story, she didn't make a statement. She signed paperwork to plead guilty, she sent it through email. She had no contact with the court by video or telephonically.

Commissioner Hanks stated that she would second Attorney General Formella's motion.

Chief Hoebeke asked that the motion be repeated.

Motion by Attorney General Formella to restore the certification, regardless of the facts, the time that she has been suspended is sufficient consequence. Commissioner Hanks was the second on the motion. The voice vote of the council was unanimous in favor with the exception of Judge Countway who opposed.

At 11:06 the Council members took a break.

At 11:20 the meeting resumed.

Chief Joseph Mahoney, Andover Police Department

Director Scippa introduced Chief Mahoney. Director Scippa explained that at the beginning of this year the Council had agreed to a staff proposal to initiate four full-time academies, the time periods of those academies would overlap and allow for attendance of 55 recruits, 50 recruits in two overlapping sessions, to be repeated by another two overlapping sessions of 55 and 50 recruits.

Director Scippa receives phone calls from law enforcement agencies on a regular basis requesting that he make exceptions to the rule for the total number of recruits per session. He cannot make promises to these agencies on his own to allow additional recruits over the agreed upon limit.

Director Scippa received a phone call from Chief Joseph Mahoney who requested his candidate attend the upcoming academy in August; Director Scippa felt as though this request should be heard by the Council members.

Captain Hawkins confirmed that the 190th academy beginning August 1st was full, 50 recruits, with a wait list. The entrance fitness test will be held on July 18th. At this point, Chief Mahoney's candidate would be 17 on the wait list.

Chief Mahoney explained:

- The town of Andover has a population of 2400
- The police department consists of himself in a fulltime position, another fulltime position and two part time positions.
- Currently the agency consists of himself and two part time officers, the other full time officer resigned. One of the part time officers was recently hired and had been scheduled to attend the part time academy last January, that part time academy was canceled. The same individual would like to become a fulltime officer.
- Andover Police Department must rely heavily on New Hampshire State Police and Franklin Police Department. The surrounding small towns, Salisbury, and Hill have no police departments. Andover's situation affects all of the surrounding towns.
- If his candidate cannot attend the 190th Academy, he would have to wait to attend the next available academy; at that point Andover Police Department will have been shorthanded for a year.

Motion by Chief Aldenberg seconded by Commissioner Hanks to allow the candidate from the Andover Police Department to attend the 190th Academy beginning in August 2022 in the 51st position. The Council's voice vote was unanimous in favor of the motion.

PT&E Requests

Ryan Gallagher, Amherst Police Department (DOH: 06/01/22) requests consideration for full-time police officer certification based on prior training and experience. Will be granted certification upon successful completion of the medical exam (done June 13, 2022), 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.

Blaine Johnson, Portsmouth Police Department (DOH: 05/31/22) requests consideration for full-time police officer certification based on prior training and experience. Will be granted certification upon successful completion of the medical exam (done March 29, 2022), 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.

Casey Morgan, Mont Vernon Police Department (DOH: 06/13/22) requests consideration for part-time police officer certification based on prior training and experience. Will be granted certification upon successful completion of the medical exam (done May 24, 2022), 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.

Jake Hoina, Concord Police Department (DOH: 06/26/22) requests consideration for full-time police officer certification based on prior training and experience. Will be granted certification upon successful completion of the medical exam (done June 14, 2022), 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.

*Full Time Academy

Class Number	189	190
Dates	06/06/2022-09/23/2022	08/01/2022-11/18/2022
Paperwork Submission Deadline *	05/09/2022	
Fitness Test Date	05/23/2022	07/18/2022

* 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	08/27/2022-12/30/2022
Paperwork Submission Deadline *	
Fitness Test Date	

**Corrections Academy

Class Number	118	
Dates	05/31/22-07/22/2022	
Paperwork Submission Deadline *		
Fitness Test Date		

**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.

Six- month Medical Extensions for 3-year fitness testing, July 1st to December 31, 2022 granted to the following officers:

Peter Boylan, Manchester

John Connors, Manchester

Adam Cortese, Manchester

Ryan Garney, Plaistow

Mallory Littman, New Hampshire State Police

Sherry Vestal, New Hampshire State Police

Daniel Nelson, Salem

Matthew Oppenlaender, Exeter

Mark Philibert, Deering

Timothy Puchtler, Sunapee.

Matthew Yao, Haverhill


Motion by Commissioner Hanks, seconded by Chief Hoebeke to approve the consent calendar. The voice vote of the Council was unanimously in favor of the motion, with Chief Aldenberg abstaining from the Manchester Police Department items.

Motion to adjourn at 11:40 by Dr. Sullivan, seconded by Chief Hoebeke, the Council's voice vote was unanimous in favor of the motion.

The next meeting is scheduled for July 26, 2022.

July 26, 2022

Respectfully submitted,


Christopher D. Connelly
Chairman

To: All NHPSTC Council Members
FROM: Director John Scippa
DATE: June 28, 2022
RE: Director's Monthly PSTC Council Report

Academy and In-Service Training:

1. 189th Full Time Police Academy is in session with 54 recruits.
2. 190th Full Time Police Academy Entry Fitness has been conducted and is set to begin in the first week of August.
3. The Corrections Academy is in session with 15 officers and 9 civilians.
4. Pt Time academy is set to begin on August 5th if we get 10 or more applicants.
5. In-Service/On-Line Bureau has vetted RFP responses for in-service classes and contracts have been prepared for G&C consideration.

Budget:

1. Facility repairs continue to be completed. Boiler, Range Remediation and AC Replacement projects are still pending completion.
2. After further consultation with DAS, we will need to address the driving pad seal coat project in the next fiscal year.

Outreach, Education and Legislation:

1. HB 1682 (Complete Re-write of RSA 106-L, Police Misconduct) is pending the Governor's review and signature. The PSTC Rules sub-committee will keep HB 1682 in mind as we continue to address POL rule changes. Some funding was cut from the bill which will prevent us from hiring the proposed full staff to address this initiative, but we will address the needed positions in the next fiscal year and next budget going forward. (same as last report)
2. SB 376 to study the creation of a committee to review all police and corrections UOF events that lead to death or SBI of people who are mentally ill and to provide funding (1.2 million at this writing) for NH PSTC to provide CIT training to one officer from every NH agency, to include managing the reimbursement costs to each agency for back fill, overtime, travel, lodging and meals to obtain such training and to provide for a part time Admin at PSTC to manage the program, is making its way through the legislative process. (same as last report)
3. At the direction of the Governor's office, we presented two of our four Capital Budget requests to the Captial Projects Committee for FY 24-25 consideration. The two projects that we were directed to present were:
 - a. Reclaim Classrooms 3 and 4 and move the VirTra from those classrooms to one of the storage garages at the rear of the facility.

- b. Re-construct the existing break room to create a 50-person lecture hall and add two additional staff offices.
4. We continue to address 91-A requests for regulatory documents and curriculum. We continue to work with our civil attorney to respond to these requests.

Staff and Operations:

1. We are excited to welcome Attorney Kim Stewart who is our new Curriculum Coordinator and Dara May who is our new Administrative Assistant II for the Full-Time academy.
2. We are sad to announce that Lt Jim Watson is retiring from PST and NH Law Enforcement to take on a new position with the DOD as a police trainer. He has been an outstanding instructor for us, and we wish him the best as he begins his new role with the DOD.
3. We are sad to announce that Lorelee Ames, who has been the backbone of our administrative staff and business office for the last 26 1/2 years will be moving on in state service with the newly formed Department of Energy to take on a well-deserved new position with them. While we are very sad to see her leave, we wish her the best as she begins in her new position.
4. We will be conducting a review with the LETS and admin staff on how the overlapping academy delivery worked and will provide a summary report to the council on the findings.

Open Action Items:

1. **State Level Accreditation Program:** Meetings continue with members of the executive board of the NH Association of Chiefs of Police in the develop of Articles of Organization for a State Level Accreditation body that will develop and deliver a voluntary accreditation program for NH Law Enforcement.
2. **Curriculum Review:** JTA is being refined by UNH Justice Works. UNH staff and the grad student have begun the 2nd phase of the project.
3. **Boiler Replacement Project:** This approved project has begun. During this project, both water and heat to our facility will be directly impacted at times and may necessitate operational changes as needed.
4. **ARPA Capital Projects:** The NH Department of Public Works is working with our facilities staff to move the two capital projects from our last budget cycle, the AC replacement project and the Range Remediation Project, both being completed using ARPA funds.
5. **Administrative Rules Committee:** We continue to meet as a sub-committee and continue to draft amendments as we feel appropriate for final council review and approval.
6. **Discussion on Part Time Certification:** I will be preparing a summary report to the Council on the subcommittee's position and suggested recommendations moving forward.

Discussion Items:

1. None

Addendum to Council Meeting agenda June 28, 2022

June 18, 2022

Deputy John V. Scippa
100 State Drive
Andover, MA 01810

John.V.Scippa@andoverma.gov

I am writing you on short notice to request to speak before the Council at their next scheduled meeting on June 28. The purpose of my request has to do with staffing of the Andover Police Department. My department like many throughout the State are short-handed. However my department is very small in size. When the department is up to full strength it is comprised of two full-time officers, to include myself, and two part-time officers.

We have never hired an uncertified officer to fill a vacant part-time officer's spot. However, the January academy was not held given the low response in applicants for the January academy. Now fast forward to a week and a half ago a former full-time officer has given me his notice to move onto another department. This officer's primary shift was evening cover for the town. With his leaving and already being short a certified part-time officer this will basically leave the Andover Police Department operating at a 50% capacity. This also does not include the departments sergeant assistant being out on medical leave for 6-8 weeks.

The original response for the department was to then offer the full-time position to the uncertified officer for this coming academy scheduled for August. This would put him out in November and allow me to finish his FTO period. I have the job to the officer and he has accepted it. However, I have since learned the upcoming August academy is

being cancelled. In my current situation I am requesting to speak with the Council to see if it would be possible to expand the number of recruits for this upcoming academy.

Thank you,

John V. Scippa
Andover Police Department