



Sheriff Christopher D. Connelly
Chairman

State of New Hampshire
POLICE STANDARDS & TRAINING COUNCIL
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John V. Scippa
Director

Public Minutes
November 14, 2023
Police Standards and Training Council

In attendance:

Chairman, Sheriff Christopher Connelly, Hillsborough County Sheriff's Office
Sergeant Jaqueline Pelletier, Goffstown Police Department
Chief Kevin Rourke, Nashua Police Department
Vice Chair, Commissioner Helen Hanks, NH Department of Corrections
Chief Allen Aldenberg, Manchester Police Department
Mr. Michael Harrington
Dr. Maureen Sullivan
Mr. Edward Lecius
Chief Emily Cobb, New London Police Department
Sheriff Charles Massahos, Rockingham County Sheriff's Office
Dr. Robert Eckstein, Justice Studies, University of New Hampshire
Colonel Mark Hall, New Hampshire State Police
Judge Sawako Gardner, Circuit Court Judge
Judge Melissa Countway, Circuit Court Judge

Not in Attendance:

Attorney General John Formella, Mr. Christopher Stawasz, Chief Joseph Hoebeke, Hollis Police Department

Staff Present:

Director John Scippa, Major David Parenteau (ret.); Attorney Stacie Moeser, Captain Adam Hawkins and Anne Paquin, Investigative Paralegal.

Guests Present: Director Fallon Reed, NH Department of Corrections with Major Scott Newton, David Bracket and Logan McGee

Chairman Connelly called the meeting to order at 9:07 a.m.

He welcomed Colonel Mark Hall to the Council, and congratulated Judge Countway on her nomination to the Supreme Court, Council members responded with a round of applause.

Motion by Mr. Lecius, seconded by Commissioner Hanks to approve the minutes from the October 24th Council meeting. The voice vote was unanimous in favor of the motion, with the exception of Chairman Connelly, Sgt. Pelletier and Chief Rourke who abstained.

Director's Report

Director Scippa had provided his report the previous day to the Council members (copy attached).

He emphasized the following from his report:

- PSTC was awarded a COPS grant for \$300,000 to assist with NH law enforcement accreditation program. Director Scippa thanked Attorney General Formella and staff at the Attorney General's Office in the grants division for all their assistance with the grant. He also thanked Chief Joseph Hoebeke, Chief Antony King and PSTC's attorney, Stacie Moeser, for their assistance with the grant.
- Two new employees will be starting work at PSTC on November 17th. Lt. Anna Brewer-Croteau who will be the part-time Conduct Review Committee Investigator; and Philip Massey will be the new Plant Maintenance Engineer II.
- Director Scippa expressed sympathy on the sudden passing of PSTC's Maintenance Mechanic, Michael Cleveland who suffered a medical emergency on October 27th. Michael Cleveland was a huge asset to PSTC. He was responsive to staff needs, wonderful to work with, dedicated and dependable; "we will all miss him, he left a positive legacy to this organization".

Director Scippa asked if there were questions from Council members regarding his report.

Dr. Sullivan asked if the 138 complaints to the Conduct Review Committee were excessive? Director Scippa explained:

- When people are upset, they'd like the opportunity to file a complaint.
- Oftentimes from their perspective, they have a valid concern.
- Many times, the person needs someone to listen to them, the chief executive of the agency can work with them and resolve their concerns.
- Some of the complaints are in-house policy issues or violations, which are closed out by the CRC.
- A lot of the time the complaints do not rise to the level of misconduct.
- When the Conduct Review Committee was being developed, there was much discussion with the legislature. The legislature questioned why investigators are needed, and did (Director Scippa) think that there was that much misconduct? Director Scippa's response was that there was not a great level of misconduct in NH but "it's important to have every complaint investigated appropriately and objectively. The bulk of the work is done to be sure that people are acting

appropriately, doing their jobs and the un-sustained complaints should demonstrate that this is what happens in New Hampshire law enforcement, people are doing their jobs”.

Chairman Connelly commented on the contracted courses scheduled at the academy; he was pleased to see that some of the classes that had been offered in the past were being offered again.

Commissioner Hanks offered her comments regarding the number of complaints, in reference to the public.

- The law did not separate people who are incarcerated as not being part of the complaint filing process.
- There are 1948 people are incarcerated in the state prison system today.
- She informed the Council that she is seeing unsubstantiated claims that meet the statutory misconduct level as a strategy to target the corrections officers.

Financial Report

There are items that are of concern right now; the first is the floor in the tactical center. It will be a major purchase. PSTC must wait until the end of the fiscal year and then attempt to find finances. Major Schultz has contacted other state agencies to see if there was emergency funding available.

The second item is that the brand-new boiler in the tactical center is not working. Staff has been working with the people that installed it, they are also perplexed. Every day someone must go into the boiler room and turn it on, and off. Once the problem is clear, there is money to pay for repairs.

New Business

Major Parenteau announced that there were two addendums, both from the New Hampshire Department of Corrections.

Commissioner Hanks recused herself and exited the meeting room.

Director Fallon Reed of the Department of Corrections with Major Scott Newton and David Brackett were in attendance and addressed the Council for a waiver. They asked for a nonpublic session.

Chairman Connelly asked if there was a motion for nonpublic session to determine if the session should be held in nonpublic session.

On a motion by Chief Cobb, seconded by Mr. Harrington, and amending language by Judge Countway the Council began a nonpublic session under RSA 91-A:3, II (j) Consideration of confidential, commercial, or financial information that is exempt from public disclosure under RSA 91-A:5, IV in an adjudicative proceeding pursuant to RSA 541 or RSA 541-A.

Chairman Connelly took the roll call vote

Gardner yes
Massahos yes
Aldenberg yes
Rourke yes
Pelletier yes
Sullivan yes
Lecius yes
Harrington yes
Eckstein yes
Hall yes
Chairman Connelly voted yes.

At 9:24 a.m. the Council began a nonpublic session.

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

Cobb yes
Countway yes
Gardner yes
Massahos yes
Rourke yes
Pelletier yes
Sullivan yes
Lecius yes
Harrington yes
Eckstein yes
Hall yes
Chairman Connelly voted yes.

At 9:25 a.m. the Council was back in public session.

Motion for nonpublic session by Mr. Lecius under RSA 91-A:3, II (j) Consideration of confidential, commercial, or financial information that is exempt from public disclosure under RSA 91-A:5, IV in an adjudicative proceeding pursuant to RSA 541 or RSA 541-A. Judge Countway seconded the motion and Chairman Connelly took the roll call vote.

Cobb yes
Gardner yes
Massahos yes
Aldenberg yes
Rourke yes
Pelletier yes
Sullivan yes
Harrington yes

Eckstein yes
Hall yes
Chairman Connelly voted yes.

At 9:26 a.m. the Council began a nonpublic session.

Motion to exit the nonpublic session by Judge Gardner, seconded by Sgt. Pelletier. Chairman Connelly took the roll call vote.

Cobb yes
Countway yes
Massahos yes
Aldenberg yes
Rourke yes
Sullivan yes
Lecius yes
Harrington yes
Eckstein yes
Hall yes
Chairman Connelly voted yes.

At 9:33 a.m. the Council was back in public session.

Motion to approve the waiver request by Mr. Harrington, seconded by Sgt. Pelletier, Chairman Connelly took the roll call vote.

Cobb yes
Countway yes
Gardner yes
Massahos yes
Aldenberg yes
Rourke yes
Sullivan yes
Lecius yes
Eckstein yes
Hall yes
Chairman Connelly voted yes.

Director Reed, New Hampshire Department of Corrections, presented a waiver request for Logan McGee, a candidate for corrections officer. Mr. McGee was in attendance at the meeting.

They asked for a nonpublic session.

Motion by Mr. Lecius, seconded by Dr. Sullivan to begin a nonpublic session in the matter, to discuss the reason for a nonpublic session, citing RSA 91-A:3, II (j) Consideration of confidential, commercial, or financial information that is exempt from public disclosure under

RSA 91-A:5, IV in an adjudicative proceeding pursuant to RSA 541 or RSA 541-A. Chairman Connelly took the roll call vote.

Cobb yes
Countway yes
Gardner yes
Massahos yes
Aldenberg yes
Rourke yes
Pelletier yes
Harrington yes
Eckstein yes
Hall yes
Chairman Connelly voted yes.

At 9:35 a.m. the Council began a nonpublic session.

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

Cobb yes
Countway yes
Massahos yes
Aldenberg yes
Rourke yes
Pelletier yes
Sullivan yes
Harrington yes
Eckstein yes
Hall yes
Chairman Connelly voted yes.

At 9:37 a.m. the meeting returned to public session.

Motion for nonpublic session by Judge Gardner, seconded by Chief Cobb, citing RSA 91-A:3, II(b) The hiring of any person as a public employee and RSA 91-A:3, II (j) Consideration of confidential, commercial, or financial information that is exempt from public disclosure under RSA 91-A:5, IV in an adjudicative proceeding pursuant to RSA 541 or RSA 541-A. Chairman Connelly took the roll call vote.

Countway yes
Massahos yes
Aldenberg yes
Rourke yes
Pelletier yes

Sullivan yes
Lecius yes
Harrington yes
Eckstein yes
Hall yes
Chairman Connelly voted yes.

At 9:37 a.m. the meeting went into nonpublic session.

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

Cobb yes
Gardner yes
Massahos yes
Aldenberg yes
Rourke yes
Pelletier yes
Sullivan yes
Harrington yes
Eckstein yes
Hall yes
Chairman Connelly voted yes.

At 9:40 a.m. the Council returned to public session.

Motion to grant the waiver by Judge Countway, seconded by Dr. Sullivan. The voice vote was unanimous in favor of the motion.

Motion to seal the minutes of the prior nonpublic sessions by Chief Cobb, seconded by Mr. Lecius. The voice vote was unanimous in favor of the motion.

Commissioner Hanks returned to the meeting room.

Meeting Calendar for 2024

Motion by Mr. Harrington to approve the calendar for 2024, the motion was seconded by Sgt. Pelletier, voice vote of the Council was unanimous in favor of the motion.

Consent Calendar

PT&E Requests

Devin Marcella, Milton Police Department

(DOH: 10/01/23) 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 09182023) 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. 15

Michgor Scarlette, Goffstown Police Department

(DOH: 10/30/2023) 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 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.

Christopher Kelby, Danbury Police Department

(DOH: 11/15/2023) 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 on October 25, 2023).

David Rice, Winchester Police Department

(DOH: 09/12/2023) 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 August 8, 2023), 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.

9a. REMOVED

Andrew Strickland, Moultonborough Police Department (granted prior training and experience certification on June 27, 2023)

Extension requested for Andrew Strickland to complete the physical fitness requirement to obtain his certification, which is due December 19, 2023.

Granted approval for 6-month extension from December 19, 2023 to June 19th, 2024.

Medical Extensions for Fitness Testing. The extensions are granted in six-month increments, January 1, 2024 through June 30, 2024:

- Max Schultz, PSTC 2022
- Andrew Newcomb, NH Department of Corrections 2023
- Vivian Nixon, NH Department of Corrections 2023

End of Consent Calendar


Motion to approve the Consent Calendar, removing item 9a by Mr. Lecius, seconded by Judge Countway, the voice vote of the Council was unanimous in favor of the motion.

Motion to adjourn at 9:44 a.m. by Dr. Sullivan, seconded by Judge Countway, the voice vote of the Council was unanimous in favor of the motion.

The next meeting will be on December 19, 2023.

December 19, 2023

Respectfully Submitted,


Sawako Gardner
Sr. Council Member

To: All NHPSTC Council Members
FROM: Director John Scippa
DATE: November 14, 2023
RE: Director's Monthly PSTC Council Report

Bureau of Recruit Training:

1. 194th Full Time Police Academy is in session with 44 recruits, scheduled to graduate on November 17, 2023 at 2 pm.
2. 195th Full Time Police Academy is set to begin January 8, 2024 and has 58 completed applications. Overflow will be put in the 196th session.
3. 196th Full Time Police Academy is set to begin February 12 and presumptively has 3 completed applications.
4. Fitness entrance test for the January PT academy is being scheduled. Presently have 10 received applications.
5. At the request of DOC, the 123rd Corrections Academy was postponed until the scheduled January 2, 2024. Presently we have 13 completed applications.

Bureau of Professional Development:

1. Court Security Officer Training and Certification program will begin to move forward to establish curriculum and schedule now that we have the new LETS hired to oversee this program.
2. Working on Annual Report
3. Website Redesign – Target Date 01/01/2024
4. Scheduling of 2024 In-Service
5. Training Survey – Only 55 responses from entire State at this time.
6. Scheduled all 2024 Police and Corrections Academies
7. Contracted Courses
 - a. Internal Investigations – Daigle Law Group – All scheduled
 - b. Interview and Interrogation – Specialized Solutions – All scheduled
 - c. Field Training Officer – GSPCC – All scheduled
 - d. Leadership Development – GSPCC– All scheduled
 - e. CIT – NAMI NH - Partially scheduled.
8. 3-Year PFTs
 - a. 400+ officers still need to submit PFTs
 - b. 30 officers on medical extensions
 - c. 30 officers on 5th year (Will be suspended 01/01/2023)

9. Mandatory Trainings – Benchmark Analytics – Completions and/or In Progress
 - a. Prioritizing Mental Health – 1956
 - b. De-Escalation – 2678
 - c. Ethics – 2637
 - d. Implicit Bias – 2623 completions

NH Law Enforcement Accreditation Commission:

1. October 31st Accreditation Training – 59 people in attendance
2. Preparing for presentation at the NH Chiefs Winter Conference
3. Extended contract for Program Manager, Mike French
4. PSTC was just awarded a COPS grant for 300,000 dollars to assist with the NH Law Enforcement Accreditation Program. Special thanks to General Formella and his staff in the Grant Management Unit, Chief Joe Hoebeke, Chief Anthony King and Attorney Stacie Moeser for all the hard work that they each put in to prepare this grant application.

Bureau of Standards and the Conduct Review Committee:

1. There has not been another CRC meeting since the last Council meeting. (Last CRC was Oct 19, Council was Oct 24.)
2. As of November 8, we have received 138 complaints.
3. 74 cases have been closed by the CRC.
4. 2 cases have been sustained as misconduct and are being prepared for a hearing at the Council.
5. PST investigators are concluding their first investigation, with two more ongoing and more expected to commence shortly.
6. The next (6th) meeting of the CRC is Friday, November 17.
7. CRC staff will be participating in further outreach, including the Rockingham County Chiefs meeting on November 30.
8. The CRC staff are seeing an excellent response with agency submission of their internal affairs policies as now required by RSA 106-L, with more than 2/3rds of agencies now in compliance.

PST Budget:

1. The Tactical Center floor is in significant need of repair/replacement. We have received estimates to accomplish this in two different ways with the price being between 150,000 to 250,000 dollars. This was not anticipated in our present budget. We continue to seek funding to get this done.

2. Now that the cold weather is upon us, we have found that the new boiler in the Tactical Center is not functioning properly. We have had the company that installed the new system on site for the last week to get the issue resolved. They continue to work on this. Full resolution may have a significant cost. We do have money available through the boiler project that can be used to address this.

Outreach, Education and Legislation:

1. Nothing to report.

Staff and Operations:

1. With great sadness we reflect on the sudden passing of our agency maintenance mechanic, Mike Cleveland, who suffered a medical emergency on October 27th. Mike was a tremendous asset to our organization, who worked tirelessly in support of our mission and who was someone that we all enjoyed working with. Mike will be missed by all of us.
2. We have requested that the Full time Program Coordinator to assist with both the state level accreditation program as well as to oversee PST's accreditation process be reclassified so we can re-advertise the position. We are waiting to hear from DAS soon on this request.
3. Two members of the CRC investigative unit are attending the Internal Affairs Investigations training by the Daigle Law Group here at the Academy on December 11-15.
4. I have accepted an invitation to be a guest instructor for the First Line Supervisor's program conducted by the Justice System Training and Research Institute at Roger Williams University. I will be providing a block of instruction on Supervisor Liability and Decision Making in their December session.
5. We are excited to welcome two new employees to PSTC:
 - a. Lt Anna Brewer-Croteau is our new part time CRC investigator. She comes to us after having served as a Deputy Sheriff with the Strafford County Sheriff's Office, a full-time investigator with the PIU of the NH Attorney General's office and a full-time police officer with the Laconia Police Department. Anna is starting November 17th.
 - b. Phillip Massey is our new Plant Maintenance Engineer II. Phil has served the state of NH since 2004 in several different capacities, most recently as a PME I with NH DNCR where he oversaw dam maintenance and repairs across NH. Phil comes to us with a tremendous amount of institutional knowledge because during his time in state service he worked here at PST for 11 years as a custodian and then maintenance mechanic. Phil is starting November 17th.

Open Action Items:

1. **Administrative Rules Committee:** Chapters 100 to 400 have been amended and are being prepared for final council review and approval.

Discussion Items:

1. Review of "Pathways to Certification" guidance sheet.