



Sheriff Christopher D. Connelly
Chairman

State of New Hampshire

POLICE STANDARDS & TRAINING COUNCIL

Arthur D. Kehas

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John V. Scippa
Director

Public Minutes
November 19, 2024
Police Standards and Training Council
Amended January 28 2025

Corrections made to the waiver for the Windham PD's candidate's name; and adding the citation for sealing meeting minutes in the Claremont PD matter

In attendance:

Chairman, Sheriff Christopher Connelly, Hillsborough County Sheriff's Office
Vice Chair, Chief Emily Cobb, New London Police Department
Sheriff Charles Massahos, Rockingham County Sheriff's Office (exited at 11:24 break)
Dr. Robert Eckstein, Justice Studies, University of New Hampshire
Commissioner Helen Hanks
Mr. Michael Harrington
Judge Amy Manchester, Circuit Court (exited at 12:10)
Mr. Edward Lecius
Chief Allen Aldenberg, Manchester Police Department
Judge Sawako Gardner, Circuit Court,
Sergeant Jaqueline Pelletier, Goffstown Police Department,
Mr. Christopher Stawasz (virtual attendance)
Dr. Maureen Sullivan,
Colonel Mark Hall, New Hampshire State Police
Attorney General John Formella
Chief Kevin Rourke, Nashua Police Department

Not in Attendance:

Chief Mark Chase, Center Harbor Police Department

Staff Present: Director John V. Scippa, Major David Parenteau (ret.), Attorney Stacie Moeser, Captain Tom McCabe, Captain Adam Hawkins, and Anne Paquin, Investigative Paralegal.

Guests Present: Christopher Bond, General Counsel for DOJ, Director Fallon Reed, NH Department of Corrections with candidates Jericho Ork, Colby Salway, and Adam Mihalcik; Lt. Eric Benson, Portsmouth Police Department with candidates Kristen Iatterelli and Shaina Gleason; Captain Matthew DiFava, Nashua Police Department with candidate Michael Pisanelli; Chief Timothy Crowley, Atkinson Police Department with candidate Charles

D'Avolio; Chief Michael Caron, Windham Police Department with candidate Jonathan Buchanan; Captain Steven McElhinney, Hudson Police Department with candidate Joshua Kippenham; Chief Brent Wilmot, Claremont Police Department with candidate Colton LeBel; Attorney Marc Beaudoin with Officer Michael MacNeilly of the Manchester Police Department.

Before the meeting was called to order, Council members had a non-meeting with Attorney Stacie Moeser, counsel for PSTC.

9:04 non meeting began, with only Council members present.

9:25 the meeting was called to order.

Chairman Connelly extended thanks to Primex for the use of their facility. He also thanked Chief Aldenberg for his service to the Council, this was his last meeting before retiring to a position with Easter Seals.

All voting for this meeting was done by roll call due to one member attending virtually.

Motion to accept the minutes from September 27, 2024 by Mr. Lecius, seconded by Sgt. Pelletier

Chairman Connelly took the roll call vote.

Vice Chair Chief Cobb	yes
Judge Manchester	yes
Judge Gardner	yes
Sheriff Massahos	yes
Chief Aldenberg	yes
Chief Rourke	abstained
Dr. Sullivan	abstained
Mr. Stawasz	yes
Mr. Harrington	yes
Dr. Eckstein	yes
AG Formella	abstained
Colonel Hall	abstained
Commissioner Hanks	yes
Chairman, Sheriff Connelly	yes

Director's Report (copy attached)

Motion to accept the calendar for scheduled academies prepared by Captain Hawkins and Captain O'Brien by Chief Cobb, seconded by Sgt. Pelletier.

Chairman Connelly took the roll call vote.

Vice Chair Chief Cobb	yes
Judge Manchester	yes
Judge Gardner	yes
Sheriff Massahos	yes
Chief Aldenberg	yes
Chief Rourke	yes
Dr. Sullivan	yes
Sgt. Pelletier	yes
Mr. Stawasz	yes
Mr. Harrington	yes
Dr. Eckstein	yes
AG Formella	yes
Mr. Lecius	yes
Colonel Hall	yes
Commissioner Hanks	yes
Chairman, Sheriff Connelly	yes

Pathways to Certification (copy attached)

Major Parenteau presented information to the Council for agency requests for “prior training and experience” for their candidates to hire. The elements describe the steps the officer must take to have their in-state or out-of-state law enforcement certifications meet the standards to be employed as a New Hampshire officer.

Council members discussed language in the document, specifically number 3.2.3 on whether or not the candidate could be required to take part in the law package classes or test out.

The process for prior training and experience for a New Hampshire Corrections Officer is based on numerical points, and the Council members agreed that there should be additional information presented for that process.

Motion to accept the Pathways to Certification for Police Officers by Chief Aldenberg, seconded by Mr. Lecius.

Chairman Connelly took the roll call vote.

Vice Chair Chief Cobb	yes
Judge Manchester	yes
Judge Gardner	yes
Sheriff Massahos	yes
Chief Rourke	yes
Dr. Sullivan	yes
Sgt. Pelletier	yes
Mr. Stawasz	yes
Mr. Harrington	yes
Dr. Eckstein	yes
AG Formella	yes
Colonel Hall	yes

Commissioner Hanks yes
Chairman, Sheriff Connelly yes

New Business Requests and Waivers

Attorney Stacie Moeser explained to the Council that PSTC has received a public records request for sealed minutes of a hearing regarding the eligibility for re-certification of Dmetrios Tsaros. The hearing had been held before the decision from the Union Leader case regarding public access to information. In this instance the Council must decide whether the reason given for a nonpublic session in the matter, at that time, would hold up for a nonpublic session for the present circumstances.

Chairman Connelly asked if the majority of what the hearing contained was already a public record?

Attorney Moeser noted that there had been a request for the PSTC file on Dmetrios Tsaros, any information eligible for the request has already been provided. PSTC has not been able to contact Mr. Tsaros to provide notice of the request that his hearing minutes be unsealed, using public databases. That is the extent, as a regulatory agency, PSTC is able to contact him.

Attorney General Formella stated that since the hearing was held in a nonpublic session, those individuals had the expectation that what they said would be held as confidential. Perhaps a review of the transcript to determine what is particularly sensitive would be appropriate.

Motion to table the matter until the December 17, 2024 meeting by Judge Gardner, seconded by Judge Manchester.

Chairman Connelly took the roll call vote.

Chief Cobb yes
Sheriff Massahos yes
Chief Aldenberg yes
Chief Rourke yes
Sgt Pelletier yes
Dr. Sullivan yes
Mr. Lecius yes
Mr. Stawasz yes
Mr. Harrington yes
Dr. Eckstein yes
AG Formella yes
Colonel Hall yes
Commissioner Hanks yes
Chairman Connelly yes

SigSauer Class

Lt. Kris Kerkensen is currently attending the Pistol Instructor Class at SigSauer. The request would have been on the October agenda, however that meeting was cancelled. Lt. Kerkensen has been accepted to the class at no cost, (\$1,675) beyond the ammunition. The class runs from November 18th to November 22nd. The Council has the ability to accept the donation per RSA 106-L:5 XVII.

Motion by Sgt. Pelletier seconded by Attorney General Formella to approve the attendance of Lt. Kerkensen at the class offered to him at no cost by SigSauer.

Chairman Connelly took the roll call vote.

Chief Cobb	yes
Sheriff Massahos	yes
Chief Aldenberg	yes
Chief Rourke	yes
Sgt. Pelletier	yes
Dr. Sullivan	yes
Mr. Lecius	yes
Mr. Stawasz	yes
Mr. Harrington	yes
Dr. Eckstein	yes
AG Formella	yes
Colonel Hall	yes
Commissioner Hanks	yes
Chairman Connelly	yes

Nashua Police Department, request for a waiver Pol 301.05(g)(9)

Major Parenteau presented the following:

(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:

(9) Within 36 months before the application for hire, has illegally used a controlled substance other than marijuana, unless the applicant was under the age of 21 at the time of using the controlled substance, in which case 24 months shall apply unless, upon review of the council at the request of a hiring authority, the council finds that the behavior pattern under the totality of the circumstances did not demonstrate a lack of good moral character as specified in (m) below;

(m) For purposes of this section, a determination of a lack of "good moral character" shall not be restricted to acts that reflect only moral turpitude, but shall be based upon the consideration of all aspects of a person's character as exemplified by his or her behavior, including but not limited to the following:

(4) Conduct that would adversely reflect on a person's fitness to perform law enforcement or corrections duties, including but not limited to:

c. Sale or use of illegal controlled substances;

Captain Matthew DiFava was in attendance with the candidate for Nashua Police Department, Michael Pisanelli, who had used Adderall.

Captain DiFava reviewed Mr. Pisanelli's education history for the Council. Mr. Pisanelli had applied to the Nashua Police Department on July 31, 2024, he has passed all requirements to be hired at a high level. During the process Mr. Pisanelli disclosed that he had been diagnosed with ADHD at a young age, he was legally prescribed Adderall in 2019 prior to attending college. The prescription was never filled. He managed his condition on his own. In May of 2023, while studying for exams, one of his lacrosse teammates offered him Adderall to use for studying. He used the Adderall on two occasions. He regrets the decision; he was forthcoming with the information during the hiring process with Nashua PD.

Michael Pisanelli was sworn in by Chairman Connelly. Mr. Pisanelli addressed the Council stating he regretted the decision to take Adderall.

Motion by Chief Cobb, seconded by Chief Aldenberg to approve the waiver request. Chairman Connelly took the roll call vote.

Judge Manchester	yes
Judge Gardner	yes
Sheriff Massahos	yes
Chief Rourke	abstained
Sgt. Pelletier	yes
Dr. Sullivan	yes
Mr. Lecius	yes
Mr. Stawasz	yes
Mr. Harrington	yes
Dr. Eckstein	yes
AF Formella	yes
Colonel Hall	yes
Commissioner Hanks	yes
Chairman Connelly	yes

Hudson Police Department request for waiver for Pol 301.05 (g) (9)

Major Parenteau presented the following:

(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:

(9) Within 36 months before the application for hire, has illegally used a controlled substance other than marijuana, unless the applicant was under the age of 21 at the time of

using the controlled substance, in which case 24 months shall apply unless, upon review of the council at the request of a hiring authority, the council finds that the behavior pattern under the totality of the circumstances did not demonstrate a lack of good moral character as specified in (m) below;

(m) For purposes of this section, a determination of a lack of "good moral character" shall not be restricted to acts that reflect only moral turpitude, but shall be based upon the consideration of all aspects of a person's character as exemplified by his or her behavior, including but not limited to the following:

(4) Conduct that would adversely reflect on a person's fitness to perform law enforcement or corrections duties, including but not limited to:

c. Sale or use of illegal controlled substances;

Captain Steve McElhinney was in attendance with candidate Joshua Kippenham, who had used Adderall.

Captain McElhinney reviewed Mr. Kippenham's education history for the Council members. Mr. Kippenham had consumed Adderall four times while an undergrad student at Franklin Pierce. The last time was December 31, 2022, when he was twenty four years of age. He graduated with a degree in Criminal Justice and is finishing with a master's degree in leadership.

Joshua Kippenham was sworn in by Chairman Connelly.

Mr. Kippenham addressed the Council saying that he regrets taking the Adderall, he took it during finals and at that time didn't know the consequences.

Motion to approve the waiver request by Mr. Lecius, seconded by Chief Rourke. Chairman Connelly took the roll call vote.

Chief Cobb	yes
Judge Manchester	yes
Judge Gardner	yes
Sheriff Massahos	yes
Chief Aldenberg	yes
Sgt. Pelletier	yes
Dr. Sullivan	yes
Mr. Stawasz	yes
Mr. Harrington	yes
Dr. Eckstein	yes
AG Formella	yes
Colonel Hall	yes
Commissioner Hanks	yes
Chairman Connelly	yes

Portsmouth Police Department request for waiver for Pol 301.05 (g) (9)

Major Parenteau presented the following:

(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:

(9) Within 36 months before the application for hire, has illegally used a controlled substance other than marijuana, unless the applicant was under the age of 21 at the time of using the controlled substance, in which case 24 months shall apply unless, upon review of the council at the request of a hiring authority, the council finds that the behavior pattern under the totality of the circumstances did not demonstrate a lack of good moral character as specified in (m) below;

(m) For purposes of this section, a determination of a lack of "good moral character" shall not be restricted to acts that reflect only moral turpitude, but shall be based upon the consideration of all aspects of a person's character as exemplified by his or her behavior, including but not limited to the following:

(4) Conduct that would adversely reflect on a person's fitness to perform law enforcement or corrections duties, including but not limited to:

c. Sale or use of illegal controlled substances;

Lt. Eric Benson was in attendance with candidate Shaina Gleason who had used Adderall. He read a prepared statement into the record about Ms. Gleason. She is positive, prepared and enthusiastic. She was smart and prepared for her interview. She went to Keene State with a double major in criminal justice and psychology. While she did take Adderall approximately 18 months prior; Lt. Benson does not feel that the aforementioned demonstrates a lack of good moral character.

Shaina Gleason was sworn in by Chairman Connelly.

Ms. Gleason thanked the Council for the opportunity to speak to them. She regrets having made the decision to take Adderall while she was in college. She took it while she was completing assignments. When asked, she said that she took the Adderall approximately five times over four years in college, for midterms, papers, or final exams. Her roommate offered it to her.

Motion to approve the waiver by Chief Cobb, seconded by Sgt. Pelletier.
Chairman Connelly took the roll call vote.

Judge Manchester	yes
Judge Gardner	yes
Sheriff Massahos	yes
Chief Aldenberg	yes
Chief Rourke	yes
Dr. Sullivan	yes

Mr. Lecius	yes
Mr. Stawasz	yes
Mr. Harrington	yes
Dr. Eckstein	yes
AG Formella	yes
Colonel Hall	yes
Commissioner Hanks	yes
Chairman Connelly	yes

Michael MacNeilly, Manchester Police Department

Mr. MacNeilly was in attendance with Attorney Marc Beaudoin to request the temporary suspension that had been issued to him be lifted. Chief Aldenberg recused himself for this matter.

Chairman Connelly read the following into the record:

These hearings are presumed to be heard in public session. You are entitled to request that the hearing be held in non-public session. If you choose to make that request, you are required to provide “relevant facts and factors” for the Council to consider in making an independent, case-specific and fact-based determination to hold a decertification hearing in non-public session. The Council may not enter into a non-public session or seal the minutes of a non-public decertification hearing, if the only reason for prohibiting public access is that the respondent in the decertification hearing has so requested, and all parties have been notified of that.

Attorney Beaudoin explained that they were asking the Council to re-issue Michael MacNeilly’s certification. His certification was temporarily suspended when criminal charges were brought against him. He was found not guilty on all charges and the internal investigation conducted by the Manchester Police Department resulted in unsustainable findings.

Major Parenteau gave a summary of Mr. MacNeilly’s background in employment and education. Upon notice of arrest, he was issued a temporary suspension by PSTC, on April 24, 2024. He was placed on administrative leave by Manchester Police Department also on April 24, 2024.

He was arrested on August 7, 2023 and charged with:

- RSA 631:2-b, Ia Simple Assault-Domestic Violence (x5)
- RSA 631:2-b, Ib Simple Assault- Domestic Violence
- RSA 631:2-b, Ik Obstructing Report of Crime or Injury-Domestic Violence
- RSA 634:2, I Criminal Mischief

The results from a four-day trial was a finding of not guilty on all charges.

Motion to lift the temporary suspension and to reinstate his police certification by Chief Rourke, seconded by Mr. Lecius.
Chairman Connelly took the roll call vote.

Chief Cobb	yes
Judge Manchester	yes
Judge Gardner	yes
Sheriff Massahos	yes
Sgt. Pelletier	yes
Dr. Sullivan	yes
Mr. Lecius	yes
Mr. Stawasz	yes
Dr. Eckstein	yes
AG Formella	yes
Colonel Hall	abstained
Commissioner Hanks	yes
Chairman Connelly	yes
Mr. Harrington	yes

Portsmouth Police Department request for waiver for Pol 301.05 (g) (10)

Major Parenteau presented the following:

(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:

(10) Within 12 months before the application for hire, has used marijuana unless, upon review of the council at the request of a hiring authority, the council finds that the behavior pattern under the totality of the circumstances did not demonstrate a lack of good moral character as specified in (m) below

(m) For purposes of this section, a determination of a lack of "good moral character" shall not be restricted to acts that reflect only moral turpitude, but shall be based upon the consideration of all aspects of a person's character as exemplified by his or her behavior, including but not limited to the following:

(4) Conduct that would adversely reflect on a person's fitness to perform law enforcement or corrections duties, including but not limited to:

c. Sale or use of illegal controlled substances;

Lt. Eric Benson was in attendance with candidate Kristen Iaterelli who had used marijuana in her home state where it is legal, within 12 months of her application.

Lt. Benson summarized that Ms. Iaterelli had applied to work for Portsmouth Police Department in September. She has an associate and bachelor's degree, with the focus on justice studies and social work. She put her desire for a law enforcement career on hold in order to work in her family's business. She did use marijuana in her home state within 12 months of her application.

Lt. Benson indicated that he did not feel that this was representative of poor moral character.

Kristen Iaterelli was sworn in by Chairman Connelly.

She thanked the Council for allowing her request on the agenda.

- She comes from New Jersey
- She is 29
- Marijuana is legal in New Jersey
- She was under the impression that what she was doing wasn't harmful
- She has no desire to use marijuana again

When asked, she answered that she used marijuana socially, and also on her own. It was regular use, but she began to taper off using it, and completely gave it up. It wasn't benefitting her; it was more harmful than helpful. The date on her application was in September, and she last used marijuana in August. She used it regularly for six to eight months, at least five days each week. She stopped using marijuana because of the adverse effects on her physical and mental health.

Discussion ensued amongst the Council members.

Consensus was that if the Council allowed a waiver to someone who had been a regular user up until the month before she applied to a police department, it would be setting a precedent for others.

Motion by Colonel Hall, seconded by Commissioner Hanks to deny the waiver request.

Chief Cobb	yes
Judge Manchester	yes
Judge Gardner	yes
Sheriff Massahos	yes
Chief Aldenberg	yes
Chief Rourke	yes
Sgt. Pelletier	yes
Dr. Sullivan	yes
Mr. Lecius	yes
Mr. Stawasz	yes
Mr. Harrington	yes
Dr. Eckstein	yes
AG Formella	yes
Commissioner Hanks	yes
Chairman Connelly	yes

Sheriff Massahos asked to be heard.

- "Just because you were turned down today doesn't mean that you won't be a police officer".

- He believes that she is a good person who works hard
- She should stay in touch with the Portsmouth Police Department and re-apply

Atkinson Police Department request for waiver for Pol 301.05 (g) (9)

Major Parenteau read the following into the record:

(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:

(9) Within 36 months before the application for hire, has illegally used a controlled substance other than marijuana, unless the applicant was under the age of 21 at the time of using the controlled substance, in which case 24 months shall apply unless, upon review of the council at the request of a hiring authority, the council finds that the behavior pattern under the totality of the circumstances did not demonstrate a lack of good moral character as specified in (m) below;

Major Parenteau read the request into the record which was on the request form submitted by Chief Crowley.

“Respectfully submitting a request for waiver of provision under PSTC’s Pol 301.05 (g) (9) relative to the 36-month restriction following a candidate’s 21st birthday. Incident uncovered during initial background investigation conducted in July and August of 2024, as revealed by the candidate with a time frame of October 2022 while a junior in college. The substance was cocaine, and it was a one-time use. His roommate had the cocaine, and this candidate was curious as to its taste. He dipped his finger in it and put it into his mouth and stated that it tasted like battery acid. He did not feel any effects from the substance. The candidate turned 21 in September of 2022 and other background gained prior to this admission indicate he is a credible candidate with a strong desire to serve”.

Chief Timothy Crowley was present with a candidate for his agency, Charles D’Avolio. Mr. D’Avolio had used cocaine while in college.

Chief Crowley explained that Mr. D’Avolio was from Methuen Massachusetts, he graduated from Westfield State University. He has a solid family background, good work ethic, commitment, responsibility and had good references. He applied for the position with the Atkinson Police Department in July, after his background he was given a conditional offer of employment. The only negative about Mr. D’Avolio was the incident described by Major Parenteau. Chief Crowley stated that if there had been any other negatives in the background investigation, he wouldn’t be making the request from the Council. He passed a polygraph, psychological and drug screen.

Council members asked Chief Crowley questions regarding the date of application, and applicability of a polygraph examination regarding drug use. Mr. D’Avolio had voluntarily disclosed the cocaine incident.

Charles D’Avolio was sworn in by Chairman Connelly.

Mr. D’Avolio thanked the Council for hearing the request. He regrets the mistake he made.

Council members questioned Mr. D'Avolio's

- expression during the summary of his request for waiver, it didn't appear as though he took it seriously.
- knowledge that cocaine is illegal,
- Council members must be confident that a police officer will use good judgment

Mr. D'Avolio responded that he has been offered marijuana since the incident and not accepted, he doesn't spend time with anyone that uses drugs, and that he had poor judgement the time he used cocaine. It was on a weekend night, he had been drinking at a bar nearby, the roommate had the cocaine out and Mr. D'Avolio decided to taste it. He doesn't see college friends anymore.

Motion by Dr. Sullivan, seconded by Judge Manchester to grant the waiver.

Chairman Connelly took the roll call vote.

Chief Cobb	yes
Judge Gardner	yes
Sheriff Massahos	yes
Chief Aldenberg	yes
Chief Rourke	yes
Sgt. Pelletier	yes
Mr. Lecius	yes
Mr. Stawasz	yes
Mr. Harrington	yes
Dr. Eckstein	yes
AG Formella	yes
Colonel Hall	no
Commissioner Hanks	yes
Chairman Connelly	yes

Windham Police Department request for waiver for Pol 301.05 (g) (10)

Chief Michael Caron was present with their agency's candidate, Jonathan Buchanan. He explained that Mr. Buchanan was 28 years old and he applied to Windham Police Department in June, 2024. He was transparent in his background and disclosed that he had used marijuana in the past, the last time was at a family gathering in January, 2024. His background investigation was completed successfully. He is employed by his family's business currently in customer service.

The date of application for Mr. Buchanan was June 19, 2024.

Jonathan Buchanan was sworn in by Chairman Connelly.

Major Parenteau asked the number of times that Mr. Buchanan used marijuana.

- He used marijuana frequently when he was younger, three or four times a week.
- As he got older, after 21 years of age, less frequent, socially with friends.
- When he began to explore a career in law enforcement it the amount he used changed to once a month.

Council members made inquiries to Mr. Buchanan:

- His last use was on January 1, 2024
- He was at a family New Year’s Eve party and he accepted marijuana from a relative.
- He decided this year to become a police officer, he didn’t think it was a reality until this year.
- He is ready start anew and be a better person.

Motion by Sheriff Massahos, seconded by Mr. Harrington to grant the waiver.

Chairman Connelly took the roll call vote.

Chief Cobb	yes
Judge Manchester	yes
Judge Gardner	yes
Chief Aldenberg	no
Chief Rourke	no
Sgt. Pelletier	yes
Dr. Sullivan	yes
Mr. Lecius	no
Mr. Stawasz	no
Dr. Eckstein	yes
AF Formella	no
Colonel Hall	no
Commissioner Hanks	no
Chairman Connelly	no

The roll call vote resulted in a tie.

Discussion ensued about the tie situation, with Attorney Moeser suggesting tabling the motion or taking another roll call vote.

Chief Caron stated that he believed Mr. Buchanan was a solid candidate and that he wouldn’t have taken the time to request a waiver if he wasn’t certain. He’d be willing to wait for him if the waiver is not granted.

Commissioner Hanks stated that she would change her vote to “yes” due to what Chief Caron just stated about Mr. Buchanan, the waiver was granted.

The Council members took a break at 11:24, and Sheriff Massahos exited the meeting at this time.

The meeting was back in session at 11:30.

New Hampshire Department of Corrections waivers for three candidates

Director Fallon Reed was in attendance to present waiver information on Jerichol Ork. The request for waiver was regarding Pol 301.05 (g) (10), marijuana use.

Commissioner Hanks noted that she was recusing herself from all of the Department of Corrections requests.

Director Reed noted that Jerichol Ork applied to the Department of Corrections on May 22, 2024. He revealed in his background investigation that he had used marijuana within twelve months of his application, the last use was in December 2023. At the time he had purchased the marijuana from a dispensary, for use in medical conditions. He has been working with his primary care physician and currently has prescriptions for his conditions. If the waiver is granted, his date of hire will be December 24, 2024.

Jericho Ork was sworn in by Chairman Connelly.

When asked about the use of marijuana, Mr. Ork relayed that he had pain from a medical condition, and used it once a week. The prescription medicine gave him better relief from pain than the marijuana did.

Motion to approve the waiver request by Chief Aldenberg, seconded by Mr. Lecius.
Chairman Connelly took the roll call vote.

Chief Cobb	yes
Judge Manchester	yes
Judge Gardner	no
Chief Rourke	yes
Sgt. Pelletier	yes
Dr. Sullivan	yes
Mr. Stawasz	yes
Mr. Harrington	yes
Dr. Eckstein	yes
AG Formella	yes
Colonel Hall	no
Chairman Connelly	yes

NH Department of Corrections Colby Salway waiver for Pol 301.05 (g) (10)

Director Fallon Taylor presented the waiver request for Colby Salway a candidate for correction's officer.

Mr. Salway has had marijuana use within twelve months of his application for hire. The application date was August 12, 2024, his last use of marijuana was November 2023. He disclosed that he had used marijuana. He got the marijuana from a friend, he never purchased or sold it. He used marijuana socially, and estimated fifty times over the past two years.

Colby Salway was sworn in by Chairman Connelly.

Mr. Salway said that when he worked in construction he was surrounded by friends that used marijuana. He was 17 to 18 years old, he had no direction, and people in his family used marijuana. He admires the responsible individuals with a career in corrections.

When asked how often regular use was, he replied that he would use it on a Friday or a weekend with a friend, every weekend.

Motion to approve the waiver by Chief Cobb, seconded by Sgt. Pelletier.

Chairman Connelly took the roll call vote.

Judge Manchester	yes
Judge Gardner	no
Chief Aldenberg	no
Chief Rourke	yes
Dr. Sullivan	yes
Mr. Lecius	no
Mr. Stawasz	no
Mr. Harrington	yes
Dr. Eckstein	yes
AG Formella	yes
Colonel Hall	no
Chairman Connelly	yes

Seven in favor, five opposed the motion passed.

Major Parenteau read the rule into the record for the Council members.

(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:

- (3) Has been convicted of a misdemeanor by a civilian or military court and for which he or she has not received a pardon, which offense or the underlying circumstances surrounding the commission thereof was such that it would cause a reasonable person to doubt the applicant's character, honesty or ability;

Documents received from the Department of Corrections indicate that in 2006 Mr. Mihalcik was 21 years old, he and friend vandalized a vehicle in a parking lot, he was charged with Criminal Mischief. They were allegedly drinking when this happened. He was charged with criminal mischief, as part of a plea agreement he was given a 60-day house of corrections sentence, and a one thousand dollar fine, both suspended on one year probation with good behavior. He paid \$800.00 in restitution, performed 40 hours of community service to be completed in 90 days. Mr. Mihalcik's part in the vandalism was confirmed as having removed a side mirror on the car.

Director Reed informed the Council members that Mr. Mihalcik has applied for a position with DOC, he is 40 years old. The misdemeanor occurred 18 years ago. He made payment to the victim on the day of sentencing, he did 40 hours of community service while working a full time job. He completed an additional 40 hours of community service for a total of 80 hours.

He has had no interactions with law enforcement after that one. He has a clean background, and the New Hampshire Department of Corrections would like to offer him a position if the waiver is granted.

Adam Mihalcik was sworn in by Chairman Connelly.

When asked, he confirmed that he was responsible for one side mirror, not all the vandalism. He also confirmed that he completed 80 hours of community service was because he was moving out of the state, it was to his advantage in his parole status. He has not pursued having the charge annulled.

Mr. Mihalcik, when asked, gave his employment history to the Council members. He has been in the food service industry for many years and would like a more meaningful career. He regrets his actions.

Motion to approve the waiver request by Colonel Hall, seconded by Sgt. Pelletier.

Chairman Connelly took the roll call vote.

Chief Cobb	yes
Judge Manchester	yes
Judge Gardner	yes
Chief Aldenberg	yes
Chief Rourke	yes
Dr. Sullivan	yes
Mr. Lecius	yes
Mr. Stawasz	yes
Mr. Harrington	yes
Dr. Eckstein	yes
AG Formella	yes
Chairman Connelly	yes

Judge Manchester exited the meeting at 12:10 p.m.

Claremont Police Department

Chief Brent Wilmot was in attendance with Colton LeBel, they were seeking a waiver for a medical issue. They asked for a nonpublic session citing RSA 91-A:3 (j).

Motion to begin a nonpublic session to discuss whether the matter should remain in nonpublic session, made by Judge Gardner, citing RSA 91-A:3, II (j) consideration of confidential medical information, the motion was seconded by Mr. Lecius.

Chairman Connelly took the roll call vote.

Chief Cobb	yes
Chief Aldenberg	yes
Chief Rourke	yes
Sgt. Pelletier	yes
Dr. Sullivan	yes
Mr. Stawasz	yes
Mr. Harrington	yes
Dr. Eckstein	yes
AF Formella	yes
Colonel Hall	yes
Commissioner Hanks	yes
Chairman Connelly	yes

At 12:11 p.m. the Council members began a nonpublic session.

Motion to exit the nonpublic session by Commissioner Hanks, seconded by Chief Rourke

Chairman Connelly took the roll call vote.

Chief Cobb	yes
Judge Gardner	yes
Chief Aldenberg	yes
Sgt. Pelletier	yes
Dr. Sullivan	yes
Mr. Lecius	yes
Mr. Stawasz	yes
Mr. Harrington	yes
Dr. Eckstein	yes
AG Formella	yes
Colonel Hall	yes
Chairman Connelly	yes

At 12:27 the meeting was back in public session.

Motion to seal the minutes and exhibits of the nonpublic session by Chief Cobb, seconded by Chief Rourke. Amended January 28, 2025, adding citing RSA 91-A:3, II (j) consideration of confidential medical information

Chairman Connelly took the roll call vote.

Judge Gardner	yes
Chief Aldenberg	yes
Sgt. Pelletier	yes
Dr. Sullivan	yes
Mr. Lecius	yes
Mr. Stawasz	yes
Mr. Harrington	yes
Dr. Eckstein	abstained
AG Formella	yes
Colonel Hall	yes
Commissioner Hanks	yes
Chairman Connelly	yes

Motion to grant the waiver by Mr. Lecius, seconded by Commissioner Hanks.

Chairman Connelly took the roll call vote.

Chief Cobb	yes
Judge Gardner	yes
Chief Aldenberg	yes
Chief Rourke	yes

Sgt. Pelletier	yes
Dr. Sullivan	yes
Mr. Stawasz	yes
Mr. Harrington	yes
Dr. Eckstein	abstained
AG Formella	yes
Colonel Hall	yes
Chairman Connelly	yes

Loudon Police Department

There were no representatives from Loudon Police Department.

Motion to table the Loudon Police Department matter to the December 17, 2024, meeting by Mr. Lecius, seconded by AG Formella.
Chairman Connelly to the roll call vote.

Chief Cobb	yes
Judge Gardner	yes
Chief Aldenberg	yes
Chief Rourke	yes
Sgt. Pelletier	yes
Dr. Sullivan	yes
Mr. Stawasz	yes
Mr. Harrington	yes
Dr. Eckstein	yes
Colonel Hall	yes
Chairman Connelly	yes

Council Meeting Location

Council members were unanimous in the decision to continue meeting at Primex instead of at the academy.

Motion to accept the calendar for 2025 meetings by Chief Cobb, seconded by Sgt. Pelletier.

Chairman Connelly took the roll call vote.

Judge Gardner	yes
Chief Aldenberg	yes
Chief Rourke	yes
Dr. Sullivan	yes
Mr. Stawasz	yes
Mr. Harrington	yes
Dr. Eckstein	yes
Colonel Hall	yes
Chairman Connelly	yes

Consent Calendar

PT&E Requests

Scott Towers, PSTC as Corrections Law Enforcement Training Specialist

(DOH: 10/04/24) requests consideration for part-time certification as a corrections officer training specialist based on prior training and experience. The Council will grant certification upon successful completion of the medical exam, (done August 24, 2024) entrance fitness test, firearms qualification and in-service defensive tactics class.

* 8b. Joseph Benway-Fongemie, Bedford Police Department

(DOH: 09/09/24) requests consideration for full-time police officer certification based on prior training and experience. Joseph Benway-Fongemie completed his full-time certification at the 186th academy on December 22, 2021. He was last employed by the Manchester Police Department until August 5, 2024. **Council guidelines indicate granting certification upon successful completion of the medical exam, (done September 25, 2024) 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.**

**Note: Error in First Name, it should be David Benway-Fongemie*

Shaun McDermott, Bedford Police Department

(DOH: 09/23/24) requests consideration for full-time police officer certification based on prior training and experience. The Council granted certification upon successful completion of the medical exam, (done September 17, 2024) 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.

David Lane, Bedford Police Department

(DOH: 11/04/2024) requests consideration for full-time police officer certification based on prior training and experience. The Council granted certification upon successful completion of the medical exam, (done September 24, 2024) 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.

Michael Patterson, Hudson Police Department

(DOH 10/07/2024) requests consideration for full-time police officer certification based on prior training and experience. The Council granted certification upon successful completion of the

medical exam, (done September 6, 2024) 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.

Shawn Torsey, Campton Police Department

(DOH 11/18/24) requests consideration for full-time police officer certification based on prior training and experience. The Council granted certification upon successful completion of the medical exam, (done October 28, 2024), 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.

Paul Chapin, Winchester Police Department

(DOH 10/28/2024) requests consideration for full-time police officer certification based on prior training and experience. The Council granted certification upon successful completion of the medical exam, (done October 10, 2024) 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.

Brandon Baliko, Manchester Police Department

(DOH 11/04/2024) requests consideration for full-time police officer certification based on prior training and experience. The Council granted certification upon successful completion of the medical exam, (done September 13, 2024) 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.

Andrew Hubbard, Manchester Police Department

(DOH 11/04/2024) requests consideration for full-time police officer certification based on prior training and experience. The Council granted certification upon successful completion of the medical exam, (done September 23, 2024) 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.

Erik Moulton, New Hampshire Liquor Commission

(DOH) 11/01/2024) requests consideration for full-time police officer certification based on prior training and experience. The Council granted certification upon successful completion of the medical exam, (done October 14, 2024) 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.

Michael Machado, Hillsborough County Sheriff's Office

DOH (04/22/2024) Extension request due to inability to pass the entrance fitness test before October 22, 2024, which is six months from his date of hire. The Council granted the extension it is in effect October 22, 2024, to April 22, 2025. Mr. Machado was granted prior training and experience certification pending medical exam, entrance fitness test, and law package test out examination. He may only work in the direct presence of a certified officer unless he completes the agency FTO program, then regular supervision.

Daniel Jones, Litchfield Police Department

DOH (01/08/2024) Extension request as Daniel Jones failed his first attempt at the law package test out exam on November 1, 2024. The Council granted the extension which will expire on January 8, 2025.

*Full Time Academy

Class Number	198
Dates	July 29, 2024-November 15, 2024
	199
	January 6, 2025-April 25, 2025
	200
	May 5, 2025 – August 22, 2025
	201
	September 2, 2025 – December 19, 2025

*Part Time Academy

Class Number	284
Dates	January 25, 2024 – May 22, 2025

*Corrections Academy

Class Number	125
Dates	October 7, 2024 – November 26, 2024

* More detailed information about each academy session can be found in Benchmark. This will include the dates of the session, the fitness testing date and number of available seats.

Medical Extensions for Fitness Testing

The following officers were granted six-month medical extensions, January 1, 2025 through June 30, 2025

- Nathan Johnston, NH State Police
- Michael Verrochi, Salem Police Department
- Sean Seely, Kingston Police Department
- Richard Booker, Allentown Police Department
- Heather Blase, Amherst Police Department
- Christopher McKee, NH Fish and Game Department
- Brian Pelchat, New Hampshire Department of Corrections
- Cheryl Trudeau, Manchester Police Department
- James O’Leary, NH State Police
- Thomas Sheveland, Concord Police Department

End of Consent Calendar

Motion to approve the consent calendar by Commissioner Hanks, seconded by Sgt. Pelletier. Commissioner Hanks abstained from the Department of Corrections matter, Colonel Hall abstained from the State Police matters, and Chairman Connelly abstained from the Hillsborough County matters.

Chairman Connelly took the roll call vote.

Chief Cobb	yes
Judge Gardner	yes
Chief Aldenberg	yes
Chief Rourke	yes
Dr. Sullivan	yes
Mr. Stawasz	yes
Mr. Harrington	yes
Dr. Eckstein	yes
Colonel Hall	yes
Chairman Connelly	yes

Motion to adjourn at 12:37 by Mr. Harrington, seconded by Chief Aldenberg

Chief Cobb	yes
Judge Gardner	yes
Chief Rourke	yes
Dr. Sullivan	yes
Sgt. Pelletier	yes
Mr. Stawasz	yes
Dr. Eckstein	yes
Colonel Hall	yes
Commissioner Hanks	yes
Chairman Connelly	yes

The next regular meeting of the Council (#571) is currently scheduled for December 17, 2024, at Primex, in Concord, New Hampshire.

January 28, 2025

Respectfully Submitted, as amended



Emily Cobb
Vice Chair

To: All NHPSTC Council Members

FROM: Director John Scippa

DATE: November 19, 2024

RE: Director's Monthly PSTC Council Report

Bureau of Recruit Training:

1. 197 Police Academy The 3 recruits that were 30/60 for class 197 have passed. 2 Somersworth for academics and 1 Hudson for Firearms.
2. 198 Police Academy Initially 39 recruits registered for the session. We took in 2 recruits from 197 for academic issues. One recruit voluntarily withdrew on week 4 of the class stating it wasn't for him. One recruit was removed by her agency for pending investigation/arrest. Ultimately 39 recruits graduated on November 15. No recruits were 30/60 in this class.
3. 199 Police Academy is set to begin on January 6 and is slotted for 64 recruits. Currently we have 79 applications. Application deadline is December 3. Entry PT test is set for December 16.
4. 284 Part Time Police Academy is set to begin On January 25. We currently have 4 applications although we are under the belief that there are double digit applications that will be coming in from Marine Patrol and Hampton PD. Application deadline is December 27, Entry Pt test is January 11-2025.
5. Corrections Academy is tentatively scheduled to begin in March and presently has approximately 13 applicants.

Bureau of Professional Development:

1. 2025 Academy Dates
 - a. Full Time Police Academy
 - i. 199 | January 6th, 2025 - April 25th, 2025
 - ii. 200 | May 5th, 2025 - August 22nd, 2025
 - iii. 201 | August 25th, 2025 - December 12th, 2025
 - b. Corrections Academy
 - i. 126 | March 31st, 2025 – May 22nd, 2025
 - ii. 127 | September 15th, 2025 – November 6th, 2025
 - c. Court Security Officer Program
 - i. 1 | February 24th, 2025 – March 21st, 2025
 - ii. 2 | April 28th, 2025 – May 23rd, 2025
 - iii. 3 | July 21st, 2025 – August 15th, 2025
 - iv. 4 | October 6th, 2025 – October 31st, 2025
 - d. Part Time Academy
 - i. 284 | January 25th, 2025 – May 22nd, 2025
2. DEA's Basic Narcotics Symposium – Confirmed and Live on Benchmark
 - a. January 13th, 2025 – January 17th, 2025
 - b. 41 of 45 seats taken

3. 2024 Annual Compliance Report available in Benchmark
4. Basic Prosecutor Course for 2025:
 - a. 40-hour course
 - b. Dates will be out December 2024
5. Updated Background Investigations School
 - a. In Progress
 - b. Update to Background Investigation Manual and other documents
 - c. Dates out December 2024
6. Other In-Service Courses
 - a. Dates out December 2024
7. Third-Party, contracted courses that have or are currently being scheduled:
 - a. Police Media
 - b. Field Training Officer
 - c. Internal Affairs
 - d. Officer Wellness
 - e. Peer to Peer Support
 - f. Interview and Interrogation
 - g. CIT
8. In-Service Trainings Offered in November 2024:
 - a. ARIDE
 - b. Basic Crime Scene
 - c. Conducting 3-Year Physical Fitness Test Instructor
 - d. Vehicle Processing
 - e. 3-Year Physical Fitness Testing
9. Working on new 4-hour, online training for instructor recertifications. Makes the recertification process more efficient and less travel time to Academy. Eliminates duplicative process for officers who hold multiple instructorships. Will be available in December 2024.
10. PST staff continue to meet with the Critical Incident Management / Active Shooter Group to identify training needs and curriculum
11. Reoccurring Meetings / Ceremonies / Training at NHPST in November 2024:
 - a. FTA Graduation – 198
 - b. Corrections Graduation – 125
 - c. Accreditation Commission
 - d. Congressional Awards
 - e. Multiple Academy Tours
 - f. Facility Tours
 - g. NHTOA
 - h. NNEPAC
 - i. Merrimack County Chiefs
 - j. NH Sheriffs Association
 - k. Central Special Operations Unit
 - l. American Legion
12. In final discussion with organizations to bring training to NHPST:
 - a. FLETC – Control Tactics Instructor – Confirmed 11/13/2024. Dates are April 7th through April 18th, 2025.
 - b. ALERRT-AAIM and Active Shooter Instructor and Train the Trainer
 - c. CNA - Managing Bias Strategies
 - d. University of New Haven – Principles and Practice (De-Escalation Training)

13. RFP for the LMS/RMS System has closed; in contract negotiations

NH Law Enforcement Accreditation Commission:

1. 36 agencies now enrolled.
2. NH LEA Commission was tasked by the legislature to render a report regarding issues identified with the existing BWC law in NH. That report is being finalized.
3. PST just completed an Accreditation Program Manager training in Portsmouth and we are identifying 3 other areas in the state to offer this program.

Bureau of Standards:

1. Pathways to Certification guidance document has been finalized and will be offered for Council review today.
2. Keith Lohman has been actively working on POL revisions and is ready to begin meeting with Administrative Rules sub-committee to continue to advance this project.
3. Audits are regularly being conducted.
4. Fitness testing: As of Nov 18th, there are 398 officers that must submit a passing or failed 3 year fitness test by December 31. If not, they will be suspended until they submit a passing or failed test. There are 28 officers who were given a 2-yr extension from the 3 year due date due to a failed test. If they do not pass the test they will be suspended until they can pass the test.

Conduct Review Committee:

1. As of Monday, November 18, we have received 337 complaints. 148 complaints have been filed through the public portal, although several are duplicative and counted together in the total complaints.
2. The most recent meeting of the CRC was held last week, on Wednesday, November 13. October and November had double-length meetings in anticipation of no meeting in December.
3. 237 cases have been closed by the CRC.
4. Sixteen (16) cases have been sustained as misconduct. Two (2) have had hearings, and the rest are being prepared for hearings.
5. The next (18th) meeting of the CRC will be held on Wednesday, January 15.

PST Budget and Facilities:

1. We had our initial FY26/27 biennium operating budget presentation on November 12. We were able to meet the Governor's direction of essentially a 0.9% decrease in both years. Our FY25 current operating budget is \$6,805,527. Effectively, this means we are being asked to reduce our budget by (\$437,389) each fiscal year of the new budget. We have (1) request in prioritized needs for an additional Law Enforcement Training Specialist I position, to be used for General Court (legislative) Security training. We had also submitted some minor changes to RSA 106-L to be considered as part of HB2 and were directed at this hearing to find a legislator to sponsor a bill for those changes as HB2 requests are not being considered.
2. This week, we are having a new door access control system installed in the building, to be followed by a new security alarm system. This is part of a project to improve building security with funds from last fiscal year.

3. The TAC Center floor project has a vendor who will begin the work on or around November 22. Despite our hope that this project would be complete before the next session of the police academy begins, the vendor has advised us that due to the lag in arrival of the product, this project will not be completed until the end of January or early February. We have had to make a number of operational changes here and believe that, while this will present obstacles to our program, we can work around most of the issues so we don't have to interrupt services.

Outreach, Education and Legislation:

1. I attended the IADLEST Director's Meeting held at FLETC in Brunswick GA from Sept 23 to 26
2. I attended the IACP conference in Boston from October 18th to 22nd.
3. We provided a tour of our facility to delegates of the Arminian National Police on Oct 24.
4. I attended a meeting with FBI Director Wray in Bedford NH on Oct 30.
5. I attended the G+C meeting on Oct 30.
6. I attended several County Chiefs and Sheriffs Associations meetings in October and November.
7. Staff continue our work with Stanards and Associates who is the vendor conducting our Job Task Analysis.

Staff and Operations:

1. Interviews were conducted on November 14th, 2024, for vacant Instructional Coordinator position. We have identified a candidate and have made an offer, and we are meeting with the candidate later this week to finalize the offer.

Open Action Items:

1. Review of Pathways to Certification guidance document.
2. Council acceptance of the 2025 academy schedules.

Discussion Items:

1. None

Police Standards and Training Council
Technical Assistance Manual

CHAPTER 6 – CERTIFICATION STANDARDS

1.0 General Considerations

- 1.1 The New Hampshire Police Standards and Training Council (“PSTC” or the “Council”) certifies all NH police officers, corrections officers and probation parole officers. Each of these jobs requires specific and unique training to ensure that the individual is provided with the requisite skills, knowledge, and abilities to be successful in the position for which they have been hired. Therefore, every candidate for certification consideration must successfully complete, or demonstrate completion of, the requisite basic academy requirements for the specific job classification (police, corrections, or probation parole officer) for which they are being hired.
- 1.2 No assessments will be made on a request for certification until a completed Employee Status Notification Form (form “A”) is received by PSTC indicating that the individual has been hired by a New Hampshire law enforcement agency.
- 1.3 Pursuant to New Hampshire Administrative Rule Pol 401.01, a New Hampshire certified police, corrections, or probation parole officer’s certification shall lapse if the officer terminates police, corrections, or probation parole employment.
- 1.4 Any person who separates from any police, corrections, or probation parole officer position in New Hampshire, or any other state or jurisdiction, under conditions other than honorable, or who has been suspended or decertified by the Peace Officer Standards and Training (“POST”) of any state or jurisdiction, will not be eligible for PSTC certification until such time that a Council hearing is conducted on the merits of the request for certification and, based on the results of the hearing, the Council grants the request for certification. Any outstanding or pending certification matter, either in NH or in another state or jurisdiction, must be resolved prior to the hearing. The candidate shall not work as a police, corrections, or probation parole officer prior to the Council hearing and granting of the request.

2.0 Initial NH Certification as a New Police, Corrections, or Probation Parole Candidate

- 2.1 Definition: An individual who has been hired as a NH police, corrections, or probation parole officer and who has not successfully completed a basic academy for the job classification for which they have been hired.

2.2 Criteria:

- 2.2.1 The candidate must be hired by a NH law enforcement agency for that position after successfully meeting all hiring criteria as set forth by POL Chapter 300.
- 2.2.2 The candidate must successfully complete the appropriate Council-approved basic academy for the job classification for which they have been hired within six (6) months of their date of hire by that agency. An extension may be sought as set forth in Council rules.

3.0 NH Police Certification based on Reciprocity of Prior Training and Experience (“PT&E”)

3.1 Definition: An individual who has been hired as a police officer by a NH law enforcement agency and who has completed a POST-approved academy in another state for the job classification for which they have been hired in NH.

3.2 Criteria:

- 3.2.1 The candidate must be hired as a police officer by a NH law enforcement agency after successfully meeting all hiring criteria as set forth by POL Chapter 300.
- 3.2.2 The hiring authority shall at the time of appointment request certification based on PT&E by filing a form “J” with accompanying relevant documentation of all prior training and experience including copies of diplomas, certificates, transcripts, curricula including course descriptions and hours of training, training manuals and grades, and a resume of all past law enforcement experience.
- 3.2.3 If approved by the Council, the candidate must successfully complete medical and fitness testing, test out of the Law Package classes, and fulfill any other requirements as determined by the Council. The hiring authority may require that the candidate attend these classes in person, but this is not mandated by the Council.
- 3.2.4 In the case where a PT&E candidate has been separated from an out-of-state law enforcement agency for more than 5 years, and has never been certified in New Hampshire, the candidate will be required to attend and complete the academy for the job for which they have been hired.

4.0 Re-Instatement of a Lapsed NH Police Certification

- 4.1 Definition: An individual who had previously met all the requirements for and had issued to them a police certification from PSTC, honorably separated from their employment as a police officer by way of ordinary retirement or ordinary resignation, and who is seeking re-instatement of their original certification because they have been hired as a police officer by a NH law enforcement agency.
- 4.2 Criteria after lapse of less than one (1) year:
 - 4.2.1 The candidate must be hired as a police officer by a NH law enforcement agency after successfully meeting all hiring criteria as set forth by POL Chapter 300.
 - 4.2.2 In the case of an agency retaining an officer who elects ordinary retirement or ordinary resignation from a full-time position and that agency then retains as a part-time officer, the agency must file a form "B" that indicates the officer is retiring or resigning from the full-time position and state in the "Other" category that the agency is retaining them as a part-time officer.
 - 4.2.3 The reinstatement decision may be made at the PSTC staff level.
- 4.3 Criteria after lapse of one (1) year to less than five (5) years:
 - 4.3.1 The candidate must be hired as a police officer by a NH law enforcement agency after successfully meeting all hiring criteria as set forth by POL Chapter 300.
 - 4.3.2 The hiring authority shall at the time of appointment request reinstatement of certification based on PT&E by filing a form "E" with accompanying relevant documentation that demonstrates that the candidate has completed such a course of instruction and held a NH police certification.
 - 4.3.3 If approved by the Council, the candidate must successfully complete medical and fitness testing, test out of the Law Package classes, and fulfill any other requirements to comply with Pol 401.01 as determined by the Council. The hiring authority may require that the candidate attend these classes in person.
 - 4.3.4 The candidate must complete all of these requirements within six (6) months of their date of hire. An extension may be sought as set forth in Council rules.

4.3.5 The reinstatement decision may be made by way of the Consent Calendar at the Council.

4.4 Criteria after lapse of five (5) or more years:

4.4.1 The candidate must be hired as a police officer by a NH law enforcement agency after successfully meeting all hiring criteria as set forth by POL Chapter 300.

4.4.2 The hiring authority shall at the time of appointment request reinstatement of certification based on PT&E by filing a form "E" with accompanying relevant documentation that demonstrates that the candidate has completed such a course of instruction and held a NH police certification.

4.4.3 The hiring authority and candidate must appear before the Council for a hearing on the request.

4.4.4 If approved by the Council, the candidate must successfully complete medical and fitness testing, attend in person and successfully test out of all Law Package classes, and fulfill any other requirements to comply with Pol 401.01, as determined by the Council.

4.4.5 The candidate must successfully complete the home agency's field training ("FTO") program (40 hour minimum) and the chief of the hiring authority must report successful completion through an affidavit to PSTC. The FTO records must be kept on file at the hiring agency as part of the hiring package and is subject to PSTC audit.

4.4.6 The candidate must complete the Law Package and FTO requirements within six (6) months of their date of hire. An extension may be sought as set forth in Council rules.

5.0 Initial NH Police Certification based on Federal Law Enforcement Equivalency

5.1 Definition: An individual who has been hired as a police officer by a NH law enforcement agency and who has completed any bona fide full-time federal law enforcement academy that correlates to the job classification for which they have been hired in NH and who has honorably separated from such federal law enforcement position within the past five (5) years. Examples of eligible federal academies/law enforcement positions may include but not be limited to: ATF, DEA, FBI, Postal, USMS, FLETC, Border Patrol, etc.

5.2 Criteria:

- 5.2.1 The candidate must be hired as a police officer by a NH law enforcement agency after successfully meeting all hiring criteria as set forth by POL Chapter 300.
- 5.2.2 The hiring authority shall at the time of appointment request certification based on PT&E by filing a form "J" with accompanying relevant documentation that demonstrates that the candidate has completed such a course of instruction.
- 5.2.3 The hiring authority and candidate must appear before the Council for a hearing on the request.
- 5.2.4 If approved by the Council, the candidate must successfully complete medical and fitness testing, attend in person and successfully test out of all Law Package classes, and fulfill any other requirements to comply with Pol 401.01, as determined by the Council.
- 5.2.5 The candidate must successfully complete the home agency's field training ("FTO") program (40 hour minimum) and the chief of the hiring authority must report successful completion through an affidavit to PSTC. The FTO records must be kept on file at the hiring agency as part of the hiring package and is subject to PSTC audit.
- 5.2.6 The candidate must complete the Law Package and FTO requirements within six (6) months of their date of hire. An extension may be sought as set forth in Council rules.
- 5.2.7 If the candidate has been separated from a federal law enforcement agency for more than five (5) years, the candidate will be required to attend and successfully complete the NH police academy, in addition to fulfilling the initial hiring criteria.

6.0 NH Corrections and Probation Parole Certification based on Re-Instatement of a Lapsed NH Certification ("PT&E")

- 6.1 If the candidate has been separated from the NH Department of Corrections ("NH DOC") for a period of less than five (5) years, the candidate shall be evaluated according to the "New Hampshire Department of Corrections Officer Prior Training and Experience Point Evaluation Worksheet" adopted by the Council and must fulfill the requirements included therein.

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CHAPTER 6 - Reciprocity of Certification Standards

Pursuant to New Hampshire Administrative Rule Pol 401.01, a New Hampshire certified police, corrections or probation/parole officer's certification shall lapse if the officer has terminated police, corrections or probation/parole employment for more than 30 days.

- 1.0 If a newly appointed, uncertified police, state corrections, or probation/parole officer has prior experience and training in this or another jurisdiction, and the hiring authority wishes to request a waiver of attendance at certain courses, the hiring authority shall at the time of appointment request certification based on prior experience and training.
 - 1.1 The hiring authority shall make this request by filing a council Form "E".
 - 1.2 Full documentation of all prior experience and training, including copies of diplomas, certificates, transcripts, curricula, training manuals and grades, and a resume of all past law enforcement, corrections, and probation/parole experience shall accompany such request.
- 2.0 The Council has adopted the following guidelines for certification based on prior training and experience for police officers previously certified in New Hampshire.
 - 2.1 An officer previously certified in New Hampshire that has been out of law enforcement employment for more than 30 days but less than 2 years, will be required to pass a medical examination and the academy entrance fitness test.
 - 2.2 An officer previously certified in New Hampshire that has been out of law enforcement employment for more than 2 years but less than 3 years, will be required to pass a medical examination, the academy entrance fitness test and the current law package of the appropriate academy.
 - 2.2.1 The Council may allow the option for an officer to test out of the law package.
 - 2.3 An officer previously certified in New Hampshire that has been out of law enforcement employment for more than 3 years, will be required to pass a medical examination, the academy entrance fitness test and the full or part time police academy, or corrections or probation/parole academy as appropriate, and will be subject to On-Going Three Year Fitness testing.
- 3.0 An officer previously certified in another state, may be eligible for New Hampshire certification based on prior training and experience only if the basic training they attended meets the basic requirements for content and hours of training compatible with the current New Hampshire academy, to be determined on a case-by-case basis due to variations in the curriculum in out-of-state training programs.
 - 3.1 The hiring authority shall make this request by filing a council Form "E".

- 6.2 If the candidate has been separated from the NH DOC for more than five (5) years or has not been previously been employed by the NH DOC, the candidate shall be required to attend and successfully complete the NH corrections academy, in addition to fulfilling all initial hiring criteria.

3.2 An out-of-state officer will be required to provide a copy of the curriculum of the basic academy they attended, with a detailed description of courses completed and hours of training to demonstrate that it is comparable with standards required by Police Standards and Training Council including the major liability areas of Driving, Firearms and Defensive Tactics.

3.3 If the Council determines that an out of state officer is eligible for certification based on prior training and experience, the officer will be required to pass a medical examination according to Council protocol, the entrance fitness test and the law package for the appropriate academy, and any other training the Council determines is appropriate.

3.3.1 The Council may allow the option for an officer to test out of the law package.

3.3.2 The out of state officer that is granted New Hampshire certification based on prior training and experience, shall be subject to On-Going Three Year Fitness testing.

4.0 No assessments will be made on a request for certification based on prior training and experience until a completed Employee Status Notification Form "A" is received by Police Standards and Training indicating that the individual has been hired by a New Hampshire law enforcement agency.

5.0 The Council has adopted a matrix, attached as addendum 1, for certification based on prior training and experience for state corrections officers previously certified in New Hampshire.