

# New Hampshire Police Standards and Training Council



## Annual Report \*\*July 1, 2021 - June 30, 2022

Christopher D. Connelly	Chairman
Helen E. Hanks	Vice Chairman
John V. Scippa	Director



**GOVERNOR AND EXECUTIVE COUNCIL**  
Governor Christopher T. Sununu

Honorable Joseph D. Kenney, Executive Councilor, District One  
Honorable Cinde Warmington, Executive Councilor, District Two  
Honorable Janet L. Stevens, Executive Councilor, District Three  
Honorable Theodore L. Gatsas, Executive Councilor, District Four  
Honorable David K. Wheeler, Executive Councilor, District Five

**POLICE STANDARDS AND TRAINING COUNCIL**

<b>Member</b>	<b>Original Appointment</b>	<b>Term Expires</b>
Sheriff Christopher Connelly Hillsborough County Sheriff's Office Chairman Appointment	January 29, 2021	January 29, 2023
Corrections Commissioner Helen Hanks Vice Chairman NH Department of Corrections	November 8, 2017	(ex-officio)
Chief Steven Russo (city) Keene Police Department	January 29, 2021	January 29, 2023
Chief Allen Aldenberg (city) Manchester Police Department	December 22, 2021	January 29, 2023
Chief Michael Ho-Sing-Loy (town) Sugar Hill Police Department	January 29, 2021	January 29, 2023
Chief Joseph Hoebeke (town) Hollis Police Department	November 22, 2021	November 22, 2023
Sheriff Charles Massahos Rockingham County Sheriff's Office	January 3, 2019	January 29, 2023
Judge Sawako Gardner Dover District Court	September 13, 2011	January 29, 2023
Judge Melissa Countway Ossipee District Court	October 24, 2017	January 29, 2023
Mr. Edward Lecius Civilian Member	October 25, 2019	November 22, 2023
Dr. Maureen Sullivan, DA, MBA Civilian Member	June 5, 2019	June 21, 2023
Colonel Nathan Noyes New Hampshire State Police	April 2020 (ex-officio)	
Attorney General John Formella	March, 2021 (ex-officio)	
Interim Chancellor Dr. Susan Huard	May, 2020 (ex-officio)	
Designee: Director Jason Bishop of Risk Management & Insurance Programs Community College System of NH		

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## **MISSION STATEMENT**

The mission of New Hampshire Police Standards and Training is to shape, sustain and strengthen the competency and professionalism of New Hampshire Law Enforcement, in service to our state.

We accomplish our mission by:

Providing high-quality, innovative, credible and responsive basic, advanced, and specialized training to New Hampshire Police, Correctional, Probation and Parole officers; and,

Adopting and enforcing reasonable, professional standards in a manner consistent with the law, considerate of the public trust, and committed to basic values and the highest ethical standards.

## **COUNCIL MEMBERSHIP**

The members of the New Hampshire Police Standards and Training Council during Fiscal Year **2022** were:

Sheriff Christopher Connelly of the Hillsborough County Sheriff's Office, currently serving as Chairman; Corrections Commissioner Helen Hanks, Vice Chairman; Chief Kevin Rourke, City of Nashua Police Department; Chief Allen Aldenberg, City of Manchester Police Department; Chief Michael Ho-Sing-Loy, Town of Sugar Hill Police Department; Chief Joseph Hoebeke, Town of Hollis Police Department; Rockingham County Sheriff Charles Massahos; Associate Justice Sawako T. Gardner of the Dover District Court; Associate Justice Melissa Countway of the Ossipee District Court; Jason Bishop, Director of Risk Management & Insurance Programs, CCSNH, designee for Dr. Susan Huard, Interim Chancellor of the Community College System of New Hampshire; Colonel Nathan Noyes, Director of the New Hampshire State Police; Attorney General John Formella; Civilian Members Mr. Edward Lecius and Maureen Sullivan, DA, MBA.

By law, the members of the Council, appointed by the Governor, must include two town police chiefs, two city police chiefs, two high sheriffs, two justices of the District or Superior Court System, the Chancellor of the Community College System of New Hampshire, the Attorney General, the Commissioner of Corrections, the Director of the NH State Police and two public members. Terms are two years in length. The Chairman is designated by the Governor, and the members elect the Vice-Chairman.

# NH POLICE STANDARDS AND TRAINING COUNCIL

## ANNUAL REPORT

Fiscal Year July 1, 2021 - June 30, 2022



### ORGANIZATION AND FUNCTIONS

The Police Standards and Training Council was established by the New Hampshire Legislature in 1971. Policies are set by the 14-member Police Standards and Training Council who appoints the Director to oversee the operation of the agency.

Police Standards and Training is an independent, executive branch agency. The current director, John V. Scippa of Exeter, was appointed to his first four-year term on March 16, 2020.

The Council is charged with establishing minimum hiring and educational standards for police, state corrections, and probation-parole officers; the certification of persons qualified to serve in those positions; and providing mandatory basic training to new police, state corrections and probation-parole officers.

The Police Standards and Training Council approves the curriculum for County Corrections Officers who are enrolled in the Group II retirement system.

The Council currently certifies 4,204 police officers, both full and part time, who are employed by State, County and local units of government, plus 488 sworn employees of the New Hampshire Department of Corrections.

Our headquarters are located at 17 Institute Drive in Concord, in a law enforcement training facility that opened on October 25, 1983. An additional lecture hall, two more classrooms, and several additional offices were opened on July 1, 1989. Another 33,280 square feet (on two floors) Tactical Training Center and a 7,600 square feet (on two floors) dormitory addition were completed in 1993, giving us a total of 77,000 square feet on 20.87 acres of land and overnight accommodations for more than 100 persons.



On May 2, 2007 in honor of the late Arthur D. Kehas the first Director of Police Standards and Training, the Governor and Executive Council changed the name of our building and grounds to the Arthur D. Kehas Law Enforcement Training Facility and Campus. On June 14, 2010, a ceremony was held to dedicate a bronze plaque donated by the Kehas family to commemorate the naming of the campus in honor of Arthur Kehas. That plaque remains proudly displayed in our lobby.

On July 1, 2016, the funding for PSTC changed to 100% general fund and the balance of the training fund and any future penalty assessment revenue previously directed to PSTC was transferred to the general fund.

The Council was a non-affiliated state agency reporting directly to the Governor until July 1, 1985. With the passage of Chapter 152, Laws of 1985, it became attached to the Department of Postsecondary Technical Education, subsequently called the NH Department of Regional Community-Technical Colleges, and known since 1998 as the NH Community Technical College System. Laws of 1985, 152:4, provide that Police Standards and Training shall be a separate PAU within the System, administratively attached and separately financed. The Council also retains its rule-making authority independent from the System. By a law enacted by the 1998 Legislature, the Police Standards and Training Council, like the rest of the college system, gained flexibility in making purchases and in fiscal transfers through the System's Board of Trustees. Chapter 361, Laws of 2007, changed the governance structure of the system again and renamed the system the New Hampshire Community College System. Beginning in SFY 2008, PSTC transfers are approved through the Joint Legislative Fiscal Committee. In 2011, the property of the CCSNH, PSTC and the McAuliffe Shepard Discovery Center was surveyed and re-distributed under RSA 188-F:1-a with PSTC receiving 20.87 acres of allocation. In 2017 RSA 188-F:22 through 32-a was repealed and the provisions were moved to RSA 106-L, removing the Council from attachment to the Community College System.

## PSTC PERSONNEL

Current authorized staffing level at PSTC.

<b>Fiscal Year</b>	<b>Unclassified</b>	<b>Full-Time</b>	<b>Part-Time</b>	<b>Total</b>
<b>2022</b>	<b>1</b>	<b>22</b>	<b>6</b>	<b>29</b>
2021	1	20	6	27
2020	1	20	6	27
2019	1	20	6	27
2018	1	20	6	27
2017	1	20	6	27
2016	1	20	6	27
2015	1	20	5	26
2014	1	20	5	26
2013	1	22	5	28
2012	1	22	6	29
2011	1	23	5	29
2010	1	23	7	31
2009	1	24	2	27
2008	1	25	2	28
2007	1	25	3	29
2006	1	25	2	28
2005	1	25	2	28
2004	1	25	2	28
2003	1	24	2	27
2002	1	24	2	27
2001	1	24	1	26

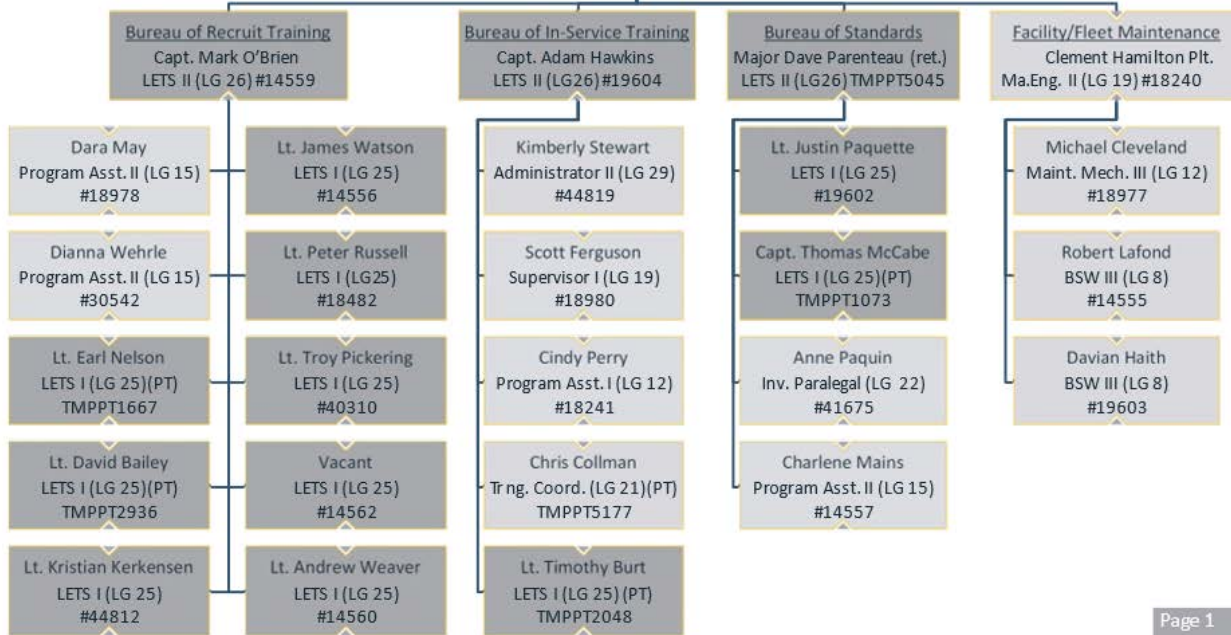




**John V. Scippa**  
Director  
#9U146

**Bureau of Support Services**  
Major Max F. Schultz  
LETS III (LG27)#18979

**Financial Office**  
Loralee Ames Prog.  
Asst. III (LG 17) #14554



## **MAJOR ACCOMPLISHMENTS AND REFLECTION OVER THE LAST YEAR**

During this last year our state, just like the rest of the country, experienced a steady decline in recruitment and retention numbers for NH Law Enforcement Officers. Agencies were realizing that their hiring efforts could not stay on pace to address their attrition rates. This situation created an exigency for many law enforcement agencies to get their newly hired officers through the academy more quickly so that they could get back to their agency to begin work. Because of this, and to get recruit officers through the academy more quickly, the Council allowed PST to run four full time police academies per calendar year as opposed to the three classes per year that this agency has historically conducted. This change in delivery model brought several realizations to light to include the reallocation of resources to meet demands as well as the need for more training staff and more training space. Despite these challenges, the staff at PST was extremely successful in meeting their mission.

During this past year, this agency was able to hire our first fully dedicated Curriculum Coordinator. Attorney Kim Stewart came to us after heading up criminal justice programs for two different colleges and after having practiced law as a criminal defense attorney. Her experience and expertise have helped us advance our efforts with the development of our curriculum and lesson plans as well as building measuring tools to measure student performance more objectively.

This year we assumed the responsibility of delivery and oversight of the Active Shooter Response Program that had been with the Department of Homeland Security and Emergency Management. We now have the capacity to support statewide training requests for any NH police agency to learn and practice how to respond to these horrible and tragic events with the hope that this preparation is for naught.

This year, Director Scippa was elected to the executive board of the International Association of Directors of Law Enforcement Standards and Training (IADLEST) as the Northeast Region I representative.

Our agency became recognized by the Governor's Office as a Recovery Friendly Workplace.

We were able to address a number of building repairs that were outstanding.

Finally, PST lost our veteran volunteer Chaplin, the Reverend Paul Dionne. Paul was a retired Nashua police officer and ordained minister who was an integral part of our graduation ceremonies and who will be missed.

**FINANCIAL ACTIVITY**  
**REVENUE** PSTC is 100% General Fund  
**EXPENDITURES**

ADMINISTRATION AND SUPPORT	June 30, 2019	June 30, 2020	June 30, 2021	June 30,2022
Permanent Personnel	\$350,274.17	\$346,831.69	\$324,495.19	\$333,898
Director	\$104,333.98	\$56,776.21	\$108,149.08	\$109,311
Overtime	\$493.81	\$164.44	\$2,077.99	\$1064
Current Expense	\$33,240.84	\$29,426.40	\$25,445.62	\$39,704
Lease Rent - Other Than State	\$2,584.08	\$2,584.08	\$2,482.39	\$2,536
Heat, Water & Electricity	\$74,650.44	\$73,086.46	\$66,994.49	\$71,384
Maint Other Than Bldg & Grounds	\$4,936.90	\$4,814.73	\$7,903.21	\$156,689
Organizational Dues	\$550.00	\$590.00	\$590.00	\$590
Office of Information Technology	\$77,872.08	\$74,882.34	\$66,142.14	\$70,331
Equipment	\$84,313.63	\$6,318.08	\$2,786.77	\$821
Telecommunications	\$9,931.93	\$10,932.71	\$10,710.08	\$16,262
Contract Maint Bldg. & Grounds	\$38,212.54	\$70,220.59	\$51,516.75	\$131,446
Transfer to Other State Agencies	\$80,727.50	\$81,218.50	\$81,730.50	\$93,406
Temporary Personnel	\$65,579.82	\$70,372.42	\$68,077.26	\$71,413
Benefits	\$232,425.22	\$207,220.98	\$184,559.32	\$204,069
In-State Travel	\$2,050.00	\$1,982.15	\$1,282.39	\$4,153
Out-of-State Travel	\$6,599.85	\$0.00	\$0.00	\$6,599
Catastrophic Casualty Ins	\$0.00	\$3,534.12	\$3,370.06	\$3,438
<i>Subtotal Administration &amp; Support</i>	\$1,168,776.79	\$1,040,955.90	\$1,008,313.24	\$1,312,701

TRAINING	June 30, 2019	June 30, 2020	June 30, 2021	June 30, 2022
Permanent Personnel	\$906,728.15	\$802,342.72	\$780,961.53	\$896,224
Overtime	\$1,648.37	\$1,654.89	\$2,733.98	\$7,434
Current Expense	\$68,106.68	\$52,226.01	\$59,876.89	\$96,917
Food Institutions	\$320,161.05*	\$222,617.55	\$69,340.10	\$231,347
Equipment	\$62,821.04†	\$18,139.34	\$122,486.83‡	\$71,280
Telecommunications	\$13,107.89	\$13,105.83	\$11,285.06	\$11,370
Temporary Personnel	\$163,088.53	\$164,277.29	\$171,983.89	\$196,860
Benefits	\$487,575.79	\$423,703.76	\$389,322.56	\$523,374
Employee Training	\$0.00	\$3,140.00	\$2,220.00	\$1716
Training of Providers	\$116,387.00	\$69,005.00	\$56,335.00	\$81,420
In-State Travel	\$2,650.00	\$2,164.83	\$2,400.04	\$2,041
Out-of-State Travel	\$0.00	\$159.00	\$3,831.37	\$1,663
Contracts for Program Services				\$51,500
<i>Subtotal Training</i>	<u>\$2,142,274.50</u>	<u>\$1,772,536.22</u>	<u>1,672,777.25</u>	<u>\$2,173,146</u>

WORKERS COMPENSATION	June 30, 2019	June 30, 2020	June 30, 2021	June 30, 2022
Workers Comp	\$28,739.98	\$35,184.14	\$40,142.36	\$1,185
<i>Subtotal Workers Compensation</i>	\$28,739.98	\$35,184.14	\$40,142.36	\$1,185

	June 30, 2019	June 30, 2020	June 30, 2021	June 30, 2022
<i>Subtotal Administration &amp; Support</i>	\$1,168,776.79	\$1,040,955.90	\$1,008,313.24	\$1,312,701

\* Includes \$12,596.34 for FY18 encumbered expense which was paid in FY19

† Includes \$24,043.99 encumbered expense which was paid in FY19

‡ This includes \$113,189.02 Homeland Security Grant for a new Virtra System and Service agreement

<i>Subtotal Training</i>	\$2,142,274.50	\$1,772,536.22	\$1,672,777.25	\$2,173,146
<i>Psychological Stability Screening Reimbursement Total</i>			\$7,700.00	\$57,285
<i>Subtotal Workers Compensation</i>	\$28,739.98	\$35,184.14	\$40,142.36	\$1,185
<b>TOTAL EXPENDITURES</b>	<u>\$3,339,791.27</u>	<u>\$2,848,676.26</u>	<u>\$2,728,932.85</u> added grants to match DTR	<u>\$3,544,317</u>

### CAPITAL PROJECT

	June 30, 2019	June 30, 2020	June 30, 2021	June 30, 2022
Driver Training and Parking Lot Rehabilitation	\$577,098.50	\$0.00	\$0.00	\$0
Boiler Replacement Project	\$0.00	\$0.00	\$54,600.00	\$240,522
Database Replacement Project	\$0.00	\$0.00	\$150,000.00	\$0
<b>TOTAL CAPITAL EXPENDITURES</b>	\$577,098.50	\$0.00	\$204,600.00	\$240,522

### PSYCHOLOGICAL STABILITY SCREENING REIMBURSEMENT

On September 14, 2020, in accordance to RSA 106-L:16, a police psychological stability screening for candidates for certification as law enforcement officers, administered by the Council, was established.

Funding was created from drug forfeiture monies and will be non-lapsing. The Council created and approved the process of awarding funds to departments with the maximum award of **\$750** per exam. Reimbursements in **FY22** totaled **\$57,185.00** to **46** departments.

<b>DEPTNAME</b>	<b>Total Department Reimbursement</b>
<b>ALLENSTOWN</b>	<b>\$650.00</b>
<b>ANTRIM</b>	<b>\$450.00</b>
<b>ASHLAND</b>	<b>\$350.00</b>
<b>BARTLETT</b>	<b>\$135.00</b>
<b>BEDFORD</b>	<b>\$3,450.00</b>
<b>BELMONT</b>	<b>\$350.00</b>
<b>BOW</b>	<b>\$2,600.00</b>
<b>BRENTWOOD</b>	<b>\$1,200.00</b>
<b>CAMPTON</b>	<b>\$ 1,300.00</b>
<b>CHESHIRE COUNTY</b>	<b>\$ 600.00</b>
<b>CHESTERFIELD</b>	<b>\$750.00</b>

<b>CLAREMONT</b>	<b>\$1,295.00</b>
<b>CONCORD</b>	<b>\$1,850.00</b>
<b>DUBLIN</b>	<b>\$600.00</b>
<b>EXETER</b>	<b>\$ 1,300.00</b>
<b>FARMINGTON</b>	<b>\$ 540.00</b>
<b>FISH &amp; GAME</b>	<b>\$ 1,200.00</b>
<b>GILFORD</b>	<b>\$ 475.00</b>
<b>GORHAM</b>	<b>\$475.00</b>
<b>GREENLAND</b>	<b>\$ 400.00</b>
<b>HAMPTON FALLS</b>	<b>\$350.00</b>
<b>HANOVER</b>	<b>\$2,550.00</b>
<b>HOLLIS</b>	<b>\$600.00</b>
<b>HOPKINTON</b>	<b>\$1,950.00</b>
<b>HUDSON</b>	<b>\$ 3,150.00</b>
<b>KEENE</b>	<b>\$600.00</b>
<b>KENSINGTON</b>	<b>\$300.00</b>
<b>LISBON</b>	<b>\$300.00</b>
<b>LOUDON</b>	<b>\$450.00</b>
<b>MANCHESTER</b>	<b>\$9,475.00</b>
<b>MARLBOROUGH</b>	<b>\$300.00</b>
<b>MERRIMACK</b>	<b>\$1,200.00</b>
<b>NEW LONDON</b>	<b>\$500.00</b>
<b>NEWFIELDS</b>	<b>\$300.00</b>
<b>NEWMARKET</b>	<b>\$ 1,600.00</b>
<b>NHPSTC</b>	<b>\$ 2,600.00</b>
<b>PELHAM</b>	<b>\$ 600.00</b>
<b>ROCKINGHAM CTY.</b>	<b>\$3,500.00</b>
<b>RUMNEY</b>	<b>\$135.00</b>
<b>SEABROOK</b>	<b>\$2,000.00</b>
<b>SPRINGFIELD</b>	<b>\$150.00</b>

<b>STRAFFORD</b>	<b>\$ 650.00</b>
<b>STRATHAM</b>	<b>\$800.00</b>
<b>THORNTON</b>	<b>\$1,300.00</b>
<b>WATERVILLE VALLEY</b>	<b>\$270.00</b>
<b>WINCHESTER</b>	<b>\$ 1,450.00</b>
<b>WOODSTOCK</b>	<b>\$135.00</b>
<b>Total</b>	<b>\$57,185.00</b>

**PAYMENTS TO OTHER STATE AGENCIES OR ENTITIES**

	<b>June 30, 2019</b>	<b>June 30, 2020</b>	<b>June 30, 2021</b>	<b>June 30, 2022</b>
NH Technical Institute	\$26,552.00	\$20,000.00	\$20,000.00	\$20,000
Attorney General	\$62,475.00	\$63,000.00	\$63,450.00	\$63,450
Health & Human Services	\$770.00	\$736.00	\$798.00	\$818
Safety - State Police Cadre	\$17,482.50	\$17,482.50	\$17,482.50	\$29,138
Div. of Inform. Technology	\$77,872.08	\$74,882.34	\$66,142.14	\$70,331
Telecomm	\$14,399.24	\$17,152.39	\$14,157.76	\$27,632
	\$199,550.82	\$193,253.23	\$182,030.40	\$211,369

**PHYSICAL PLANT AND PROPERTY APPRAISAL**

	<b>June 30, 2019</b>	<b>June 30, 2020</b>	<b>June 30, 2021</b>	<b>June 30, 2022</b>
Equipment	\$1,982,259.89	\$1,974,516.79	\$2,060,246.81	\$1,826,767.20
Physical Plant	\$8,167,910.00	\$8,167,910.00	\$8,167,910.00	\$8,167,910.00
	\$10,150,169.89	\$10,142,426.79	\$10,228,156.81	\$9,994,677.20

## **COMPLIANCE MONITORING**

Another function of our agency is that of compliance monitoring to ensure that agency administrative rules are being followed. That activity is characterized by the following:

- Investigations into alleged rules violations or other departmental or individual conduct that could result in suspension or revocation of police or corrections officers' certifications.
- Background investigations conducted on the ability and fitness of persons to serve as Police Standards and Training Council employees, staff members.
- Examination of the documentation submitted by officers from other states requesting certification in New Hampshire based on prior training and experience or by officers re-entering the field.
- Reviews of incidents involving police officers that indicate a need for positive changes in our training programs or entrance standards.
- Monitoring compliance with our various rules, which involves submission of forms and data from state, county, and local law enforcement and/or corrections agencies.

Surrender of police certification carries the same ramifications as revocation of police certification – a minimum two-year period before a petition can be made to the Council to grant eligibility to regain recertification. Decisions of the Council are appealable only to the New Hampshire Supreme Court. The following table details the results of decertification and suspension hearings held in the past fiscal year.

### **SUSPENSION/DECERTIFICATION ACTIVITY**

Revocations/Decertification.....	<b>3</b>
Voluntary Surrender .....	<b>1</b>
Voluntary Temporary Surrender .....	<b>6</b>
Temporary Suspension .....	<b>6</b>
Suspensions .....	<b>3</b>

PSTC staff also conducts compliance visits to agencies that have a change in leadership. This is an educational experience for the new agency head to understand the requirements of the council rules.

The following law enforcement agencies received visits for compliance auditing purposes for the fiscal year ending on June 30,2022: Seabrook, Litchfield, Sandwich, Jaffrey, Campton, New Hampton, Holderness, Langdon, Alexandria, Hill, Groton, Rumney, Moultonborough, New London, Brentwood.



## ACADEMY STATISTICS

### REQUIRED BASIC CERTIFICATION TRAINING

FULL-TIME OFFICERS	
YEAR	WEEKS
May 2015-Present	16
2009 - April 2015	14
1994	12
1982	10
1978	8
1972	6
1969	5
1967	3
1966	2

PART-TIME OFFICERS	
YEAR	HOURS
2021	241
2008 - 2020	200
1989	100
1984	78
1980	32
1979	Not required

PROBATION/PAROLE OFFICERS	
YEAR	HOURS
1988 to 1996	208 <sup>§</sup>

CORRECTIONS OFFICERS	
YEAR	WEEKS
2008 - Present	9
1996	8
1989	6
1988	5

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<sup>§</sup> As of 1996, PPO training consists of the Corrections Academy, 15 classes of the Police Academy and 28 Probation/Parole classes taught by Probation/Parole staff.

## FULL-TIME POLICE OFFICER STATISTICS

NUMBER OF FULL-TIME OFFICERS IN N.H.	
2022	3,380
2021	3,084
2020	3,117
2019	3,050
2018	3,071
2017	2,839
2016	2,813
2015	2,816
2014	2,825
2013	2,822
2012	2,858
2011	2,867
2010	2,887
2009	2,897
2008	3,024
2007	2,936
2006	2,871
2005	2,814
2004	2,780
2003	2,729
2002	2,845
2001	2,638

FULL-TIME POLICE ACADEMY ACTIVITY					
Session	185 <sup>th</sup>	186 <sup>th</sup>	187 <sup>th</sup>	188 <sup>th</sup>	Total
Officers Certified	63	67	49	46	225

FULL-TIME RECIPROCAL CERTIFICATION ACTIVITY					
					Total
Officers Certified					56

### PART-TIME POLICE OFFICER STATISTICS

These numbers reflect the total number of certified officers working Part Time hours and does not reflect the number of "Part Time Certified" Officers

NUMBER OF PART-TIME OFFICERS IN N.H.	
2022	1,087
2021	1,120
2020	1,153
2019	1,161
2018	1,166
2017	1,017
2016	1,025
2015	1,077
2014	1,136
2013	1,166
2012	1,152
2011	1,164
2010	1,230
2009	1,247
2008	1,297
2007	1,376
2006	1,483
2005	1,585
2004	1,625
2003	1,680
2002	1,601
2001	1,516

Session	281 <sup>st</sup>	Total
Part-time Officers Certified	11	11

### FULL-TIME CORRECTIONS OFFICER STATISTICS

NUMBER OF FULL-TIME CORRECTIONS OFFICERS IN N.H.	
2022	312 + 25 Part-time#
2021	488
2020	429
2019	432
2018	488
2017	499
2016	484
2015	497
2014	470
2013	474

#Does not include Probation & Parole Officers

**FULL-TIME CORRECTIONS ACADEMY ACTIVITY**

<b>Session</b>	<b>115<sup>th</sup></b>	<b>116<sup>th</sup></b>	<b>117<sup>th</sup></b>	<b>Total</b>
Corrections Officers Certified	20	11	6	37

**FULL-TIME PROBATION & PAROLE OFFICER STATISTICS**

**NUMBER OF FULL-TIME PROBATION & PAROLE OFFICERS  
IN N.H.**

2022	76
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**FULL-TIME PROBATION/PAROLE ACTIVITY**

	<b>185<sup>th</sup></b>	<b>186<sup>th</sup></b>	<b>187<sup>th</sup></b>	<b>188<sup>th</sup></b>	<b>Total</b>
Probation/Parole Officers Certified	1		1	1	3

**185th NH FULL-TIME POLICE ACADEMY**  
**May 4, 2021 to August 20, 2021**

<b>Class</b>	<b>Hours</b>
ABLE	8
Active Shooter Response	8
Alcohol and Tobacco Laws	3
Animal Cruelty Investigations	2
Arrest Laws	12
Autism Awareness	2
Auto Theft	3
Baton	8
Blood Draw/Collisions	4
Burglary Investigations	4
Canine Unit Operations	3
Child Abuse Investigations	4
Collision Investigations Classroom	8
Collision Investigations Practical	4
Communicable Diseases	2
Community Diversity, Police Legitimacy & Procedural Justice	16
Community Policing	2
Complaints and Warrants	4
Constitutional Law and Violations	8
Crime Scene & First Responder	8
Crimes Against Persons	4
Crimes Against Property	2
Crimes Against Public Order	2
Criminal Defenses & Justifications	2
Criminal Offenses	4
Criminal Statutes	4
Death Investigations	4
Defensive Tactics Classroom	4
Defensive Tactics Scenarios 8+12+4	24
Dementia and Alzheimer Dynamics	2
Domestic Violence & Lethality Assessment Protocol	8
Driving Classroom	4
Driving Practical 20+8	28
Drug Laws	4
Drugs and the Impaired Driver	4
DWI and ALS	8
Effective Police Interaction with Youth	8
Elder Abuse	2
Ethics	8
Fingerprint Processing	4
Fire Response and Arson Investigations	3
Firearms Classroom	8
Firearms Practical Dry Fire	8
Firearms Practical Live Fire	20
Firearms Practical Low Light	8
Firearms Practical Skill Builders	4

<b>Class</b>	<b>Hours</b>
First Day Activities	8
Fish & Game Operations	4
Forensics & Evidence Handling	2
Graduation	2
Graduation Rehearsal	2.25
Ground Fighting	4
Hazardous Materials	4
HGN and SFST Practical	20
Human Trafficking	2
Incident Command Systems 100 & 200	8
Integrating Communications, Assessment, and Tactics	16
Interacting with Deaf and Hard of Hearing People	2
Interviews and Interrogations	8
Intoxylizer Operation Classroom	8
Intoxylizer Operation Practical	8
Juvenile Law	4
LAP Scenarios	8
Marine Patrol Operations	2
Mental Illness Dynamics & Involuntary Emergency Admissions	16
Meth Labs Response	4
Mock Trials and Court Demeanor	4
Motor Vehicle Laws	16
Motor Vehicle Stops and Patrol Procedures	4
National Crime Information Center Operations	3
Oleoresin Capsicum Spray	8
Physical Fitness Introduction Practical	2
Physical Training Classroom	4
Radar	8
Radio Interoperability	4
Report Writing	8
Room set up	2
Rules of Evidence	4
Scenarios 4+4+8	19
Scenarios Room-Hallways-Stairs Clearing	4
Search & Seizure	8
Sexual Assault Investigations	8
Simunitions Scenarios	8
Squad Departure Assignments	1.75
Staff Time PSTC	2
Stalking Laws	2
Stress Management	4
Tactical Combat Casualty Care Classroom	4
Tactical Combat Casualty Care Practical	4
Traffic Incident Management	3
Victim Witness Services	4
VirTra Scenarios Driving and Use of Force Decisions 8+4	12
Weapons of Mass Destruction	4
Work Zone Operations	4
<b>Total Hours</b>	<b>585</b>

**186th NH FULL-TIME POLICE ACADEMY**  
**August 30, 2021 to December 18, 2021**

<b>Class</b>	<b>Hours</b>
ABLE	8
Active Shooter Response	8
Alcohol and Tobacco Laws	3
Animal Cruelty Investigations	2
Arrest Laws	12
Autism Awareness	2
Auto Theft	3
Baton	8
Blood Draw/Collisions	4
Burglary Investigations	4
Canine Unit Operations	2
Child Abuse Investigations	4
Collision Investigations Classroom	8
Collision Investigations Practical	4
Communicable Diseases	2
Community Diversity, Police Legitimacy & Procedural Justice	16
Complaints and Warrants	4
Constitutional Law and Violations	8
Crime Scene & First Responder	8
Crimes Against Persons	4
Crimes Against Property	2
Crimes Against Public Order	2
Criminal Defenses & Justifications	2
Criminal Offenses	4
Criminal Statutes	4
Death Investigations	4
Defensive Tactics Classroom	8
Defensive Tactics Scenarios	18
Dementia and Alzheimer Dynamics	2
Domestic Violence & Lethality Assessment Protocol	8
Driving Classroom	4
Driving Practical	36
Drug Laws	4
Drugs and the Impaired Driver	4
DWI and ALS	8
Effective Police Interaction with Youth	8
Elder Abuse	2
Ethics	8
Exams	24
Fingerprint Processing	4
Fire Response and Arson Investigations	4
Firearms Classroom	8
Firearms Practical	36
Firearms Practical Low Light	8
Firearms Practical Skill Builders	4

<b>Class</b>	<b>Hours</b>
First Day Activities	8
Fish & Game Operations	4
Forensics & Evidence Handling	2
Graduation	2
Graduation Rehearsal – Exit activities	4
Ground Fighting	4
HGN and SFST Practical	20
Human Trafficking	2
Incident Command Systems 100 & 200 – on line	8
Integrating Communications, Assessment, and Tactics	8
Interacting with Deaf and Hard of Hearing People	2
Interviews and Interrogations	8
Intoxylizer Operation Classroom	8
Intoxylizer Operation Practical	8
Juvenile Law	4
Marine Patrol Operations	2
Mental Illness Dynamics & Involuntary Emergency Admissions	16
Meth Labs Response	4
Mock Trials and Court Demeanor	4
Motor Vehicle Laws	16
Motor Vehicle Stops and Patrol Procedures	4
National Crime Information Center Operations	3
Oleoresin Capsicum Spray	8
Physical Fitness Testing	6
Physical Fitness Training	41
Physical Training Classroom	4
Radar	8
Radio Interoperability	4
Report Writing	8
Rules of Evidence	4
Scenarios	40
Search & Seizure	8
Sexual Assault Investigations	8
Simunitions Scenarios	8
Stalking Laws	2
Stress Management	4
Tactical Combat Casualty Care	8
Traffic Incident Management	4
Victim Witness Services	4
VirTra Scenarios Driving and Use of Force Decisions	8
Weapons of Mass Destruction	4
Work Zone Operations – on line	4
<b>Total Hours</b>	<b>672</b>



**187<sup>th</sup> NH FULL-TIME POLICE ACADEMY**  
**Course Curriculum and Hours**  
**January 3, 2022 to April 22, 2022**

Class	Hours
Active Bystandership for Law Enforcement (ABLE)	8
Active Shooter	8
Alcohol and Tobacco	3
Animal Cruelty	2
Arrest Laws	12
Autism Awareness	2
Auto Theft	3
Baton	8
Burglary Investigations	4
Child Abuse	4
Collision Investigations	8
Collision Practical	4
Communicable Diseases	5
Community Diversity, Police Legitimacy and Procedural Justice	16
Complaints and Warrants	4
Constitutional Law	4
Constitutional Violations	4
Crime Scene & The First Responder	8
Crimes Against Persons	2
Crimes Against Property	2
Criminal Offenses	4
Criminal Statutes	4
Death Investigations	4
Defenses and Justifications	2
Defensive Driving	4
Defensive Tactics	32
Dementia/Alzheimer	2
Domestic Violence	8
Drill and Ceremony	2
Driving	28
Drug Laws	4
Drugs That Impair Driving	4
DWI / ALS	7
Effective Interactions with Youth	8
Elder Abuse	2
Ethics	8
Exams	32
Felony Blood Draw / Collisions	4
Fingerprints	4
Fire / Arson Response & Investigation	4
Firearms	40
Fish and Game	4
Forensics and Physical Evidence	2
Graduation activities	5

<b>Class</b>	<b>Hours</b>
Ground Fighting	4
Guest Speaker - Mrs. Blanchard	1
Hazardous Materials	4
HGN / SFST	20
Human Trafficking	5
Incident Command	8
Integrated Communication (ICAT)	8
Interacting with Deaf and Hard of Hearing	2
Interview and Interrogation	8
Intoxilyzer	16
Juvenile Law	4
K9 Procedures	3
Learning Management Systems	2
Lethality Assessment Protocol Scenario	8
Marine Patrol	2
Mental Health Dynamics / IEA	16
Mental Health Scenario	8
Meth Labs	4
Mock Trials	4
Motor Vehicle Stops	4
Motor Vehicle Laws	16
Nation Crime Information Center	3
Oleoresin Capsicum	8
Orientation	4
Physical Fitness Introduction	4
Physical Fitness Training	31
Public Order Crimes	2
Radar	8
Radio Interoperability in Emergencies	4
Report Writing	8
Rules of Evidence	4
Scenarios	62
Search and Seizure	8
Sexual Assault Investigations	8
Stalking	2
Stress Management	4
Tactical Combat Casualty Care	8
Traffic Incident Management	4
Use of Force Classroom	4
Victim Witness	4
Weapons of Mass Destruction	4
Workzone	4
<b>Total</b>	<b>664</b>

188<sup>th</sup> NH Full Time Police Academy  
 February 7, 2022 to May 27, 2022  
 Curriculum & Hours

Class	Hours
Academy Orientation	6
Active Bystandership for Law Enforcement (ABLE)	8
Active Shooter	8
Alcohol and Tobacco	3
Animal Cruelty	2
Arrest Laws	12
Autism Awareness	2
Auto Theft	3
Baton	8
Burglary Investigations	4
Child Abuse	4
Collision Investigations	8
Collision Practical	4
Communicable Diseases	2
Community Diversity, Police Legitimacy and Procedural Justice	16
Complaints and Warrants	2
Constitutional Law	4
Constitutional Violations	4
Crime Scene & The First Responder	8
Crimes Against Persons	2
Crimes Against Property	2
Criminal Offenses	4
Criminal Statutes	4
Death Investigations	4
Defenses and Justifications	2
Defensive Driving	4
Defensive Tactics	36
Dementia/Alzheimer	2
Domestic Violence	8
Drill and Ceremonies	6
Driving	28
Drug Laws	4
Drugs That Impair Driving	4
DWI / ALS	7
Effective Interactions with Youth	8
Elder Abuse	2
Ethics	8
Exams	33
Felony Blood Draw / Collisions	4
Fingerprints	4
Fire / Arson Response & Investigation	4
Firearms	40

Fish and Game	4
Forensics and Physical Evidence	2
Graduation Activities	5
Ground Fighting	4
Guest Speaker - Mrs. Blanchard	1
Hate Crimes	2
Hazardous Materials	4
HGN / SFST	20
Human Trafficking	2
Incident Command	8
Integrated Communication (ICAT)	8
Interacting with Deaf and Hard of Hearing	2
Interview and Interrogation	8
Intoxilyzer	16
Juvenile Law	4
K9 Procedures	3
Lethality Assessment Protocol Scenario	8
Marine Patrol	2
Mental Health Dynamics / IEA	16
Mental Health Scenario	8
Meth Labs	4
Mock Trials	4
Motor Vehicle Laws	16
Motor Vehicle Stops	4
Nation Crime Information Center	4
Oleoresin Capsicum	8
Physical Fitness Introduction	4
Physical Fitness Training	30
Public Order Crimes	2
Radar	8
Radio Interoperability in Emergencies	4
Report Writing	8
Roll Calls, Inspections, Briefings	5.25
Rules of Evidence	4
Scenarios	61
Search and Seizure	8
Sexual Assault Investigations	8
Staff Time	2
Stalking	2
Stress Management	4
Tactical Combat Casualty Care	8
Traffic Incident Management	4
Use of Force Classroom	4
Victim Witness	4
Weapons of Mass Destruction	4
Workzone	4
<b>Total</b>	<b>673.25</b>

**281<sup>st</sup> PART TIME POLICE OFFICER ACADEMY  
COURSE LIST BY HOURS**

Active Bystandership for Law Enforcement ( ABLE )	8 HRS
Active Shooter	4 HRS
Arrest Laws	8 HRS
Child Abuse	2 HRS
Collision Investigations	4 HRS
Collision Investigations – Practical	3 HRS
Ethics	8 HRS
Complaints and Warrants	4 HRS
Constitutional Law / Civil Liability	4 HRS
Courtroom Demeanor	2 HRS
Criminal Code	8 HRS
Criminal Investigations	2 HRS
Community Diversity, Police Legitimacy & Procedural Justice	16 HRS
Defensive Driving	25 HRS
Defensive Tactics	8 HRS
Domestic Violence (also includes Dynamics)	8 HRS
Driving Classroom	4 HRS
Drug Laws	4 HRS
DWI / ALS Laws	4 HRS
Integrating Communications, Assessment & Tactics ( ICAT )	4 HRS
Elder Abuse	2 HRS
Firearms – Practical	36 HRS
Firearms Classroom	4 HRS
Interviews and Interrogations	4 HRS
Juvenile Law	4 HRS
Mental Health	4 HRS
Mental Health Scenarios	4 HRS
Motor Vehicle Law	8 HRS
Motor Vehicle Stops	4 HRS
Night Driving	3 HRS
Officer Survival	3 HRS
Orientation / Equipment Issuance	3 HRS
Report Writing	4 HRS
Scenarios	8 HRS
Search and Seizure	8 HRS
Simunitions	8 HRS
Stalking & Victim//Witness Issues	4 HRS
<b>TOTAL HOURS</b>	<b>241 HRS</b>

**116<sup>th</sup> CORRECTIONS OFFICER ACADEMY**  
**Course Curriculum and Hours**

<b><u>CLASS TITLE</u></b>	<b><u>COURSE HOURS</u></b>
Academy Orientation	2.00
Advanced Baton	7.75
Alco Sensor (Part of Urine Collection)	
Anatomy of a Setup	2.25
Cell Extraction	11.50
Classification	2.50
CPR/First Aid	6.50
Communicable Diseases	2.00
Computer Orientation	2.00
Contraband	3.00
Cross – Gender Supervision	2.50
Cultural Dynamics	2.50
Defensive Tactics Practical (Use of Force)	41.00
Defensive Tactics Classroom	4.00
Drill & Ceremony	3.25
Emergency Management	8.00
Effective Communication L.E.	6.00
Ethics	4.00
Evidence Preservation	3.00
Firearms Classroom (Weapon Safety)	2.50
Firearms (Range-Rifle/Pistol)	27.50
Ground Defense	4.00
Honor Code	2.00
Hostage/Riot Situations	3.50
Illicit Drugs in Corrections	2.50
Inmate Discipline	2.25
Inmate Movements/Counts	2.00
Inmate Transportation	5.00
Physical Fitness Classroom	2.50
Physical Fitness Practical	60.00
Legal Issues	3.00
Medication Principles	2.25
Offender Change	2.50
Oleoresin Capsicum	6.25
Radio Procedures	2.00
Report Writing	4.00
Red Man Drills	5.75
Rules and Guidance	2.50
Scenarios	23.50
Searches	4.50
Security Threat Groups	3.50
Stress Management	2.00
PSTC Annual Report 2021-2022	

Study Techniques	4.00
Suicide Prevention	3.50
Urine Drug Testing Procedures /Alco	3.75
Victim Services	2.00
Your Role in Investigations	3.50
<b>TOTAL HOURS</b>	<b>306.00</b>

# 117<sup>th</sup> CORRECTIONS OFFICER ACADEMY

## Course Curriculum and Hours

<b><u>CLASS TITLE</u></b>	<b><u>COURSE HOURS</u></b>
Academy Orientation	4.00
Advanced Baton	8.00
Alco Sensor	1.00
Anatomy of a Setup	2.50
Arrest Laws	12.00
Basic Officer Duties	1.00
Crime Scenes & First Responder	8.00
Cell Extraction	11.00
CPR/First Aid	5.50
Contraband	3.00
Cultural Dynamics	2.50
Defensive Tactics Practical (Use of Force)	38.50
Defensive Tactics Classroom	4.00
Drill & Ceremony	2.00
Effective Communication L.E.	6.00
Emergency Management	6.00
Ethics	4.00
Firearms Classroom (Weapon Safety)	2.50
Firearms (Range-Rifle/Pistol)	33.00
Inmate Discipline	2.50
Inmate Movements/Counts	2.00
Inmate Transportation	5.50
K-9 Demo	1.00
Legal Issues	4.00
Lowlight	5.50
Planning the Future	2.50
Physical Fitness Classroom	4.00
Physical Fitness Practical	46.00
Medication Principles	2.50
Mental Illness Dynamics	16.00
Motor Vehicle/Perimeter Safety	8.50
Oleoresin Capsicum	8.00
Report Writing	5.00
Rules and Guidance	2.50
Scenarios	16.50
Searches	3.50
Search & Seizure	8.00
Security Threat Groups	3.50
Simunitions	11.00
Skill Builder	5.50
Stress Mgmt. (Resilience Advantage)	4.00
Study Techniques	4.00



Trauma Informed Corrections	2.50
Urine Drug Testing Procedures /Alco	2.50
<b>TOTAL HOURS</b>	<b>331.00</b>

## **PROBATION PAROLE CURRICULUM**

Arrest Laws	13 HRS
Child Abuse Investigation	4 HRS
Complaints & Warrants	4 HRS
Constitutional Law/Violations	8 HRS
Crimes Against Persons	4 HRS
Crimes Against Property	3 HRS
Criminal Offenses/RSA's	5 HRS
Crimes Against Public Order	2 HRS
Criminal Statutes	4 HRS
Defenses and Justifications	2 HRS
Domestic Violence	8 HRS
Elder Abuse	2 HRS
Search & Seizure	8 HRS
Stress Management	4 HRS
<b>TOTAL HOURS</b>	<b>70 HRS</b>



# New Hampshire Police Standards and Training

Bureau of In-Service Training -Fiscal Year 2021 - 2022 (07/01/2021-06/30/2022)

Course Name	Course Hours	Total Registrations	Total Course Hours
3x2s - De-Escalation - 2021	2	1938	3876
3x2s - Ethics - 2021	2	2148	4296
3x2s - Implicit Bias - 2021	2	1992	3984
Advanced Roadside Impaired Driving Enforcement (ARIDE) - 2021/2022	16	72	1152
Basic Death and Homicide Investigations	40	22	880
Basic Drug Investigations School	40	24	960
Basic Tactical Medical Instructor	24	28	672
Conducting Physical Fitness Testing (PFT) - Instructor	3	74	222
Crime Scene Processing	40	15	600
Crisis Intervention Team (CIT) Mental Health Awareness & De-escalation Training for Police	40	93	3720
Crisis Intervention Team (CIT) Refresher	4	33	132
Defensive Tactics Instructor - 2022	40	12	480
DOS Grant - Radio Interoperability	3	160	480
Drug Recognition Expert (DRE)	72	12	864
Drug Recognition Expert (DRE) Instructor	40	8	320
Firearms Instructor Recertification	8	156	1248
Handcuffing Instructor - 2022	16	9	144
Highway Safety - Child & Passenger Safety	1	225	225
Highway Safety - Pedestrian & Bicycle Laws	1	111	111
Instructor Development	16	59	944
Interview and Interrogation	16	21	336
Introduction to Internal Affairs	16	18	288
Mobile Field Force Operations	15	8	120
Oleoresin Capsicum (OC) Instructor Recertification - 2022	8	6	48
Physical Fitness Testing - 2022	1	59	59
Police Driving Instructor	40	14	560
Refresher Physical Fitness Testing Instructor Online	2	45	90
Rifle Instructor	40	55	2200
School Resource Officer - Effective Police Interactions with Youth / Mirror Project	16	25	400
Semi-Automatic Pistol Instructor - 2022	40	16	640
Semi-Automatic Pistol Instructor Recertification	8	73	584
Standard Field Sobriety Tests (SFSTs) Refresher Training	4	28	112
Standard Field Sobriety Tests (SFSTs) Training	24	43	1032
Tactical Medical for First Responders	8	21	168
Use of Force Instructor	10	10	100
	<b>Total Course Registrations</b>	<b>7633</b>	
		<b>Total Training Hours</b>	<b>32047</b>