

Areas to address:

Other agencies with police powers

- Sheriffs departments:
 - Sheriffs are not certified by PTSC
 - No background investigation
 - Presently there is a former candidate in Federal prison
 - Elected police chiefs are certified and subject to background
 - Hire and fire deputies
 - Set policies for their agency with no oversight
 - Do not answer to civilian board
 - Legislature does set standards for eligibility of Sheriffs and County Attorneys
- County Corrections
 - Law allows use of deadly force to prevent escape
 - Law changed a few years ago to allow them to make arrests
 - Arrests on property
 - Arrests during transports
 - No state standards for hiring or training
 - One county knowingly hired a convicted felon
 - Association of Counties sets standards
 - No oversight by PSTC or other state rules
- Other examples not mentioned in draft report
 - Fish and Game
 - Liquor Enforcement
 - Fire Marshals
 - Forest wardens, deputy wardens, rangers
- Non law enforcement police department “administrators”
 - Act as police chief
 - Some places empower non-certified law enforcement as “administrators”
 - Often former law enforcement or not certified in New Hampshire but could be anyone
 - No PSTC authority over them for violating PSTC rules
 - May be an employee of a subcontractor not the municipality
 - Hours may not count towards retired employee limits
 - No background investigation required
 - Even if not making arrests or is not armed:
 - Oversee hiring and training of officers
 - Set policy for department
 - Investigate and discipline officers

Police Commissions:

Almost all municipal agencies report to a civilian board

- Board of Selectmen
- Town or City Council
- Police Commissions
 - Auburn
 - Berlin

- Claremont
- Conway
- Laconia
- Manchester
- Nashua
- Newington
- Northwood
- Portsmouth
- Rochester
- Wolfeboro

Also smaller agencies often have to present at Town Meeting

Hiring and firing

Civilian board or town/city manager

State and County may not have a civilian board or civilian with authority to hire or fire

Training:

No first aid training at academy

Can an officer recognize a medical emergency?

Do they know what to do?

Used to be part of the academy

Recent media reports show lack of first aid administration is a concern

EMS Licensing-Only Fish and Game is exempted from licensing

Increase in hours=increase in cost possible unfunded mandate concerns

Part-time academy elimination

Many small towns rely upon part-time officers

Some places with seasonal population changes rely upon PT officers

Would part-time certification still exist?

Seasonal jobs such as Marine Patrol rely upon PT officers

Accreditation

- CALEA often says “what” but not “how”
- Some places will not do CALEA
- State used to have a program under PSTC
- Insurers used to give financial assistance

Policies

PSTC used to share model policies

NH Municipal had model policies at one time for their liability trust members

Backgrounds and hiring

Not all agencies require pre-employment psychological testing

- My experience is very few applicants are screened out
- Tests vary by practitioner

Not all agencies require pre-employment polygraph or voice stress testing

- Another experienced officer reviews background information
- Extensive pre-test interview
- My experience is pre-test interview reveals undisclosed criminal or unethical acts or false information provided during the hiring process.
- Most who get dropped or withdraw during the hiring process are due to background information or polygraph

Some applicants may select agencies that do not require these tests

Not all prior employers fully cooperate with background investigations

Some employees leave a department with a Non-Disclosure Agreement

Recommendations:

- Amend RSAs so sheriffs have to meet the same requirements as elected police chiefs
- Require first aid and CPR training at the recruit academy including Tactical Combat Casualty Care skills.
- Include all law enforcement officers in the law exempting Fish and Game from EMS licensing
- Give PSTC certification authority over county correctional officers
 - County association can still run programs
 - County association would have to follow administrative rules on backgrounds and training
 - May need to add members to Police Standards and Training Council for counties
- Prohibit non-certified police “chiefs”
- A law to mandate full cooperation with public safety background investigations
 - Allow breaching non-disclosure agreements
 - Prevent applicant lawsuits for release of information
- Require pre-employment
 - Verification by polygraph/voice stress analyzer
 - Psychological screening
 - Drug testing