

## **Mr. James McKim**

1. As per Stefany Shaheen, encourage that each law enforcement agency in municipalities where there are police unions or fraternal organizations establish a Citizen Community Review Board and provide standards and guidance for how that board should operate.
2. Gather data on demographics (including race/ethnicity, gender, gender identify, mental illness) of law enforcement interactions within the community. Make that information publically available. It may be that CALEA defines collecting all or some of this information.
3. Gather data on demographics (including race/ethnicity, gender, gender identify, , mental illness) for law enforcement agencies as defined by the Governor’s Executive Order (e.g. Fish and Game, conservation officers, liquor commission inspectors, fire investigators/marshals, state troopers, forest rangers, and marine patrol officers. and courts to include data on how judges rule on cases) where CALEA certification Is not applicable. Make that information publically available. It may be that CALEA defines collecting all or some of this information.
4. Identify how we can fund Director Scippa’s plans for a system to track data about officers training and conduct even if the legislature once again removes funding from the budget – remembering that this is not part of any CALEA standard.
5. As recommended by David Saad - make Right-To-Know information free of charge for those who request such information for their own defense or and can prove they cannot afford it.
6. To provide more community transparency, enact statutes which require that all civil monetary awards in dispute settlements and court ordered judgments against states, counties, cities or towns be made public, in instances where a police shooting, police misconduct, police excessive force, racial, ethnic or gender discrimination is alleged. Additionally, the full cost of defending such cases must be made public. At the end of each calendar year, the governmental entity must publish the aggregate amount of any such awards in local publications.
7. Encourage the use of community relationship building efforts such as NH Blue and You and the Mirror Project.
8. As per Eva Castillio-Turgeon, encourage law enforcement agencies to hire a “Community Go-between” or who can bridge the needs of the community and the needs of law enforcement agencies from the perspective of the community (i.e. someone not trained as a police officer). She noted that these people need to be “hired” as volunteers can easily burn out.
9. As per by Capt. Mark Newport and Major John Marasco, encourage law enforcement agencies to identify a Community Relations Officer responsible for community outreach if an

agency is of a certain size (not sure what that size is but I'm sure there must be some guidance from somewhere – perhaps CALEA?).

10. As per by Major John Marasco, establish a mechanism where law enforcement agencies can share their events with other agencies across the state.
11. As per Eva Castillio-Turgeon, encourage law enforcement agencies to find a way to give officers “decompression” time after an “emotional” call so they do not do unintentional damage to the community in the next call.
12. As per Dr. Moira O’Neill, remove SROs from school grounds
13. As per Mr. Ivor Edmond’s testimony, we need either legislation of agency policy that puts power into the hands of the survivors of police brutality over law enforcement officers thus addressing the Qualified Immunity debate.
14. Allocate funds for hiring in the DHHS contracts office and expedite RFPs and contracts for mobile crisis response and stabilization services, MST, a CME, and other community-based infrastructure, including housing, food supplements and other family supports • Coordinate any necessary law enforcement response with appropriately matched mental health and/or substance use professionals.

## **Director John Scippa**

1. NHPSTC should set forth **mandated “certification” for NH School Resource Officers** that would include that such officer must complete NASRO training, Mirror Project training and Effective Police Contact with Youth training prior to assignment. Further, certain annual in-service hours to maintain SRO “certification” should be identified and mandated by NHPSTC. (Financial impact to both NHPSTC and to those agencies that use SROs.)
2. NHPSTC should work with stakeholders and oversee the development of a **model SRO MOU** to be used by police departments and SAUs that clearly define the roles, expectations and prohibitions of how the SRO will work in the school setting and specifically with regard to the SRO’s role in student discipline for non-criminal matters. (Minor financial impact to NHPSTC.)
3. All NH Police Agencies should work towards following CALEA standards with regard to the collection of data of police contacts and reporting annually the summary reports of that data to their respective communities.

## **Judge Sawako Gardner**

1. Police officers can make a difference in a variety of settings and demographics. The decision to engage a school resource officer is a local choice made by the voters, parents and the community. Understanding that a SRO affects the community s/he serves, it is critical that SROs are properly selected and trained in accordance with best practices. SROs should be required to successfully complete a SRO specific training established by PSTC.
2. Each department should have a Field Training program specifically for SROs. A transition plan should be implemented over a course of weeks/months between each outgoing/incoming SRO so that there is overlap, information exchange and adjustment for the stakeholders.
3. A written memorandum of understanding should be established between the school district and the police agency to outline the expectations of the SRO program.
4. In consideration of building trust with the community that it serves, police departments should consider recruitment and hiring of officers that represent a varied demographic.
5. Although it would be ideal for each police officer to engage in community events/partnerships, recognizing the limits of time, energy and resources, police departments should consider dedicating a community policing unit to collaborate with stakeholders and the community to foster the relationships important in achieving mutual respect, trust and good will. As a result, departments may be able to expand community outreach programs such as the Mirror Project that would promote personal interactions, exchange of ideas and civil dialogue.

## **Chief Eddie Edwards**

### **1. The State Advisory Group should be reassigned to NHPS&T.**

The State Advisory Group members are volunteers who represent a cross-section of the community and professions. SAG is an advisory group for juvenile justice. Much of the SAG's work involves community representation and engagement. SAG developed two effective community police training programs; the Effective Police Interaction with Youth and the Mirror Project. SAG's Disproportionate Minority Contact (DMC) coordinator trains and certifies each instructor. The programs are specifically designed to reduce negative outcomes and increase trust between police officers and young people. The local community's input from SAG has proven to be the strength of both programs. The success of these programs reflect the importance of scenario based training and careful selection of police instructors.

### **2. Law enforcement agencies should publish an annual bias based policing analysis report constant with CALEA standards.**

The CALEA standard in this area informs the department members and public of the agency's orders governing actions and conduct regarding equal treatment for all people, irrespective of their race, ethnicity, age, gender/gender identity, sexual orientation/sexual identity, religion, economic status or cultural group.

### **3. All NH CALEA agencies should be listed as the Community Policing standard and resource.**

The list of CALEA agencies would... "assist communities in determining what questions to ask about community policing. It would provide guidance in how to tailor community policing to community needs and available resources. Finally, it will help guide local government managers and administrators with their thinking about how to measure the effectiveness of a community policing approach."

### **4. Public Service Announcement (PSA) campaign to educate the public about the police.**

The goal of a PSA would be to educate the public about the police and inform citizens about the most effective way to engage police officers. As an example; approaching a car is one of the most dangerous moments in the daily activity of a police officer. Many public members are totally unaware of how their innocent quick movements in a vehicle as the operator or passenger become signs of danger for the officer. As traffic buzzes by, exiting the vehicle without being asked is threatening to the officer and creates a danger for both individuals. Messaging here could help explain what is occurring in the officers mind based upon training as well as reduce the potential of unintentional actions by the motorist and/or officer.

## **Chief Charlie Dennis**

1. Recommend law enforcement agencies adopt the International Association of Chiefs of Police (IACP) definition of Community Policing:

"Community policing is a comprehensive philosophy that guides policy and strategy aimed at achieving more effective and efficient crime control, reduced fear of crime, improved quality of life, and improved police services and police legitimacy through a proactive reliance on community resources that seeks to change crime causing conditions. This assumes a need for greater accountability of police, elected community leaders, and the community in general, along with greater public share in decision-making through the identification of service needs and priorities and a greater concern for civil rights and liberties. "

2. Recommend law enforcement agencies create organizational cultures whereby all officers are empowered to engage with community members to establish dialog related to community concerns, problem-solving, and police strategies.
3. Recommend law enforcement agencies generate partnerships with other community agencies for the purposes of exploring alternative disposition and/or restorative justice practices.
4. Recommend law enforcement agencies establish ongoing officer training, at all levels, regarding community policing and supporting supplemental programs.

## **Commissioner Robert Quinn**

1. Law Enforcement Agencies should focus on creating an internal culture within their respective department which encourages community involvement and proactive, positive citizen contacts, such as "Coffee with a Cop," or meeting with students in schools.
2. Law Enforcement Agencies should seek to leverage social media platforms to communicate with the public about upcoming activities, or to showcase events that have led to positive interactions between the department and the community.
3. Law Enforcement Agencies should consider working together in a collaborative fashion with other public safety agencies, non-profits, and private sector entities within their respective geographical areas to develop community outreach events and platforms that can improve communication between the departments and the public.
4. Law enforcement agencies should partner with media outlets to broadcast community events and to offer public service announcements.
5. Law Enforcement Agencies should seek to expand internship opportunities for college students, job shadow opportunities for high school and middle school students, and should consider creating regional citizen police academies.

**Mr. Joseph Lascaze**

1. **Data Collection:** Require that all police officers record and police departments retain demographic information on all stops, searches, and arrests. Require that police departments make this information publicly available on their website.
2. **Mandatory Intervention:** Have PSTC provide training on how to effectively and safely intervene when another officer is committing misconduct.
  - a. Recommend legislation that supplements the mandatory reporting provision enacted in 2020 through HB1645 and requires that police officers not only report, but intervene when witnessing another officer committing misconduct. Impose a penalty for willful failure to intervene.
3. **Security Resource Officers (SROs):** Require school districts to sign a Memorandum of Understanding (MOU) with a respective police department if the school district uses security resource officers. The MOU must clearly lay out the role and responsibilities of SROs, including what SROs are not permitted to do. Require that such MOUs be made public on the school district's and police department's websites.
  - a. Establish restrictions on SRO involvement with students under the age of 13, including restrictions on the ability to arrest, use of handcuffs and other restraints, and use of force.
  - b. Require that all SROs complete SRO specific training prior to starting work in a school.
4. **Pronoun Inclusion:** Require that Police Standards and Training incorporate training on the inclusive use of pronouns, including gender markers on drivers' licenses. Encourage police departments to hold trainings on inclusive use of pronouns for all their employees.
5. **Include Race on NH Drivers' Licenses or DMV records:** To enable law enforcement to accurately document demographic data, include someone's race on their drivers' license, or at least in DMV records. This would prevent law enforcement from having to ask or guess someone's race.

**Mr. Kenneth Norton**

1. The New Hampshire Department of Health and Human Services should develop statewide mental health mobile crisis response teams and fully implement recommendations of the 10 year mental health plan in order to provide a front line response to people in a mental health crisis which does not involve law enforcement. Additionally, all Special Weapons and Tactics (SWAT) teams in New Hampshire should engage a specially trained mental health professional to consult and advise SWAT team members and to provide consultation and advise on de-escalation strategies
  
2. Transparency is a cornerstone to building community trust and engagement in effective policing practices. Toward that end, all New Hampshire Police Departments should collect and publicly disclose on an annual basis data regarding:
  - a. Racial demographics regarding:
    - i. all car stops,
    - ii. all arrests
    - iii. any detentions that do not result in arrests or formal charges
  - b. The number of juveniles charged with misdemeanor and felony offenses
    - i. The number of juveniles arrested and handcuffed
  - c. The number and types of incidents regarding use of force
  - d. All formal and informal complaints regarding police misconduct
  - e. All training offered by the Department during the past year
  
3. All police departments who have School Resource Officer (SRO) should develop a written memorandum of agreement between a school and the Police Department before the Department may provide an SRO at the school. Each memorandum should include, at a minimum,
  - a. The mission of the SRO program,
  - b. Guidelines on distinguishing between disciplinary misconduct to be handled by the school district and criminal offenses to be handled by the SRO and law enforcement, with a clear prohibition of school officials utilizing the SRO for the resolution of routine student discipline problems,
  - c. The division of authority between school officials and SROs in emergency and non-emergency situations,
  - d. A plan for supervising the SRO's performance,
  - e. A process for filing complaints by students, parents, teachers, and other school officials resulting from misconduct by the SRO,
  - f. The type and extent to which information may be shared between the school district and the law enforcement agency,
  - g. Guidelines for the SRO's conduct regarding student searches and seizures, interviewing or questioning a student, arrest of a student, reading Miranda rights to students in certain circumstances, and the SRO's use of physical force or restraints on a student.

4. In order to recruit and retain qualified police officers in NH, especially those with racial/ethnically diverse backgrounds, NH should develop a Student Loan Repayment Program (SLRP) similar to the one which NH Department of Health and Human Services has, which would pay some student loan costs in exchange for a commitment to serve in NH law enforcement. Special zones could be created to prioritize areas where diversity is needed and/or where recruitment is especially difficult.
5. Engagement and support of the local community is a cornerstone to effective, fair, and impartial policing. Toward that end, every three years, local law enforcement organizations shall develop a plan which identifies strategies and events for engaging community members and key stakeholders with their Police Department. A public hearing should be held to gather input and review the plan. The plan should also include a opportunity for the public to review and provide input on departmental policies.
6. New Hampshire should develop a program to provide (“victim”) support to individuals and/or their families (if the individual was killed) in officer involved shootings. The program would communicate with them regarding any investigation and/or charges and assist with connecting them with counseling or other supports. This program should be independent of the NH Dept of Justice
7. New Hampshire should develop an officer mentoring program for all new recruits coming through the academy. The mentors would be volunteer retired law enforcement who were vetted and trained to serve in this capacity. This program would provide an individual outside of a new officer’s department to serve as an independent sounding board and reinforce ethical principals of policing and help nurture career development as well as navigate the challenges policing has on an individual’s personal life. Training for mentors could be similar to, or based on principals of the NH State Police Peer support program. A mentor program would also serve as an important connection/role for retired law enforcement in which they can utilize their wisdom and skills and remain connected to the law enforcement community.



### **Lt. Mark Morrison**

1. Recommend that the State of NH assist with the funding of Community Resource Officer Positions in each agency to facilitate outreach activities.
2. Recommend each Law Enforcement Agency dedicate specific personnel to community outreach as part of their Community Policing program.
3. Recommend each law enforcement agency pursue CALEA accreditation.
  - a. In the absence of CALEA accreditation, department policies should be modeled after nationally accepted best practices regarding yearly public disclosure of demographic information on citations and arrests.
4. Recommend the State of NH Department of Motor Vehicles include a race category on the license.
5. Recommend a nationally accepted training such as National Association of School Resource Officers (NASRO) Basic SRO Course be required for any sworn Police Officer who is assigned to a School Resource Officer assignment, said training to be completed as soon as practicable with a preference for completion before beginning the assignment.
  - a. Recommend continuing education for SRO's in areas of Adolescent Mental Health and to pursue Advanced SRO Certification training.
6. Recommend there be a Memorandum Of Understanding (MOU) between the school district and any police agency responsible for providing a School Resource Officer that specifically articulates the circumstances (such as a Position Statement on Police Involvement in Student Discipline) where a police response will be requested to prohibit police involvement in discipline events that do not involve a threat to school safety.
  - a. Adopt NASRO Standards and Best Practices for the School Resource Officer Programs and support the need for the standards to be used as a guide for new and existing SRO units and for the best practices to be reviewed and adopted by all law enforcement, school safety agencies and school boards, as recommended.

### **Ms. Ronelle Tshiela**

1. Require that school districts and Police Departments establish a clearly defined set of guidelines for the role that SROs play in disciplinary issues.
2. Collect demographic data for stops, detainments, and arrests and make this data available to the public.

## **Director Ahni Malachi**

1. To support strongly all three submitted recommendations of Dir. John Scippa of the NH Police Standards and Training Council relative to NH School Resource Officers (SRO's) and CALEA standards for NH police
2. To recommend the strengthening of and providing for proper training of School Resource Officers (SROs) in K-12 educational settings. The recommendation should include but not limited to the following statewide training provided by the NHPTSC:
  - a. Creation of a robust selection and training process to attract officers that desire to work with youth.
  - b. Create and train all Department of Education (DoE) personnel on the proper use and boundaries of SROs thereby giving the SRO the opportunity to refuse inappropriate requests from school administration as well as a way to document and/or report such requests for referral and training for DoE personnel.
  - c. Provide clear information to parents and students about the role of an SRO and their approved interactions with students.
  - d. Standardized youth and community specific training for SROs to encourage understanding and familiarity of the people being served; along with appropriate mental health and gestational information on youth development and acceptable youth behavior(s).
    - i. Youth focused training should also be created and provided to inform SROs about appropriate discretion to ensure reasonable flexibility is given to the SRO while remaining effective in their role.
    - ii. Data should be collected and reviewed relative to student and community interactions to:
      1. Better understand school/community issues
      2. Encourage a continuation of positive interactions
      3. As well as to address negative trends through evaluation and training
    - iii. Appropriate disciplinary measures to be taken if needed by the NHPTSC with appropriate information to be released to the public as to the issue, the corrective action(s) taken, and any community resolution that is needed to rebuild trust through transparency.
3. To recommend the NHPTSC continue to look for federal, state, and local grants that will provide for additional financial support for cross cultural community outreach opportunities for Law Enforcement and the communities they serve across the state.
  - a. This creates the potential to receive assistance from or be a party to current and future grant research/grant applications by the NH DOJ to assist in needed areas.
4. To recommend opportunities to share information/best practices in the replication of the "Mirror Project" and other community policing programs across the state.

5. To recommend where practical, either per community or per region the inclusion of Police Athletic Leagues (PALs) across the state. These locations provide unique opportunities for children and youth along with their families, an opportunity to interact in a positive and very social way with local law enforcement. This positive interaction creates community, breaks down barriers, and generates opportunities for community members to update police on local issues to encourage collaboratively.

## **NH DOJ**

1. Uniform data collection and analysis tool with periodic reporting of data collected.
2. Better understanding of and communication with members of the hearing-impaired community.
3. Recommend law enforcement officers take a more active role in community policing as part of their regular shifts.

## **Attorney Julian Jefferson**

1. The elimination of police officers being stationed in schools.
2. If police are to remain in schools the following is recommended:
  - a. Create a statewide restorative discipline program that favors diversion, community service, and mediation over arrest, suspension, and expulsion of children.
  - b. All school resource officers, prior to working in schools, must attend at least an 8-hour training course specifically designed toward understanding youth, school discipline, restorative justice, and adolescent brain development.
  - c. All school resource officers should have to complete "ongoing training" on an annual basis, on topics directly related to youth, school discipline, restorative justice, and adolescent brain development.
3. Update legislation to create a minimum age for prosecution a child in Juvenile Court. All children under 13 years-old should not be subject to Juvenile Court; exceptions can be made for murder and aggravated sexual assault allegations.
4. Update legislation to limit the offenses that create a presumption of transferring children to the adult court system to murder and aggravated sexual assault. Create a presumption the juveniles not charged with murder or aggravated sexual assault shall remain in the juvenile system.
5. A fundamental re-imagination of the way we deal with drug addiction and drug possession. To include reducing all simple possession charges to a misdemeanor. To include a policy that any person willing to engage in substance abuse services and successfully complete them will not have a conviction on their record. Drug addicts are over policed. This is not an efficient use of police resources; in addition, it is not right to criminalize addiction to the degree that we do in this State and more broadly in our Country.