



**New Hampshire Commission of Law Enforcement
Accountability, Community, and Transparency**
Remote Commission Meeting via Teleconference
Monday, August 31, 2020 at 9:30 a.m.

Commission Members Present: Deputy Attorney General Jane Young, *Chair*; Robert Quinn, *Commissioner of the Department of Safety*; Ahni Malachi, *Executive Director, New Hampshire Commission for Human Rights*; John Scippa, *Director, Police Standards and Training*; Rogers Johnson, *Chair of the Governor's Advisory Council on Diversity and Inclusion*; James McKim, *President of the Manchester NH NAACP*; Sawako Gardner, *Justice of the New Hampshire Circuit Court*; Mark Morrison, *New Hampshire Police Association*; Charlie Dennis, *President, New Hampshire Association of Chiefs of Police*; Ken Norton, *Executive Director, National Alliance on Mental Illness - New Hampshire*; Joseph Lascaze, *Smart Justice Organizer, ACLU New Hampshire*; Julian Jefferson, *Attorney, New Hampshire Public Defender*; Eddie Edwards, *Public Member*; and Ronelle Tshiela, *Public Member*.

Also Present: Maria Eklund, *Operations Program Assistant II, State of New Hampshire, Homeland Security & Emergency Management*; Kim Schmidt, *Legal Research Assistant, New Hampshire Department of Justice*; Annie Gagne, *Paralegal, New Hampshire Attorney General's Office*; and Nicole Clay, *Assistant Attorney General, New Hampshire Department of Justice*.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you. Good morning, everyone. As Maria just announced, this meeting is being audio-recorded. I am Deputy Attorney General Jane Young. And pursuant to Executive Order 2020-11, I am serving as the Attorney General's Designee on this Committee.

First order of business is the call to order. This meeting of the Commission on Law Enforcement Accountability, Community and Transparency is now called to order. This meeting is taking place pursuant to Emergency Order Number 12 and is being conducted remotely.

I'm going to ask each Commission Member to identify themselves, where they are currently located, and who, if anyone, is with them. As I indicated, I am Jane Young. I am at the Department of Justice in Concord, New Hampshire. And with me this morning are Kim Schmidt, Annie Gagne, and Nicole Clay. Good morning, Commissioner Tshiela. Happy Monday.

MS. TSHIELA: Good morning, everyone. I am at my home in Durham, New Hampshire. And there are people here with me but not in the room with me.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you. Chief Edwards, are you on?

CHIEF EDWARDS: Good morning, Deputy Young and fellow Commission Members. I am in my home in Dover, and I am alone.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you. Attorney Jefferson?

ATTORNEY JEFFERSON: (No audible response).

DEPUTY ATTORNEY GENERAL YOUNG: Not on yet, is that correct? Commissioner Lascaze, good morning. Happy Monday.

MR. LASCAZE: Good morning, Deputy Young and fellow Commission Members. Joseph Lascaze, Representative of the ACLU New Hampshire, I am working out of Ipswich, Massachusetts. There are three individuals in this building, but no one is in this room with me.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you. Good morning, Director Norton.

DIRECTOR NORTON: Good morning, Deputy Young and Commission Members. Ken Norton from NAMI New Hampshire, the National Alliance on Mental Illness, I'm in Penacook. There are other family members present, but not in the room with me.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you. Good morning, Chief Dennis.

CHIEF DENNIS: Good morning, Deputy Young, fellow Commission Members. Charlie Dennis, representing the New Hampshire Association of Chiefs of Police, I'm located at the Hanover Police Department in my office. And I am alone.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you. Good morning, Lieutenant Morrison.

LIEUTENANT MORRISON: Good morning, Deputy Young. Good morning, fellow Commission Members. Mark Morrison, on behalf of the New Hampshire Police Association, as always I am located at the Londonderry Police Department, very alone in my conference room but not in the building.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you. Good morning, Judge Gardner.

JUDGE GARDNER: Morning, Deputy General Young and fellow Commission Members. Sawako Gardner, I am in chambers in Dover District Court.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you. Good morning, President McKim.

MR. MCKIM: Good morning, Deputy General Young and the fellow Commission Members. I am James McKim, representing the Manchester branch of the NAACP. I am in my home office in Goffstown, and I am alone today.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you. Good morning, Chairman Johnson.

MR. JOHNSON: Morning, Deputy Attorney General Jane Young. Good morning, fellow Commissioners. I am Rogers Johnson, representing the Chairman of the Governor's Advisory Council on

Diversity and Inclusion. I am in my home office here in Stratham. There are people in the house, but there's no one in this room.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you. Director Scippa, good morning.

DIRECTOR SCIPPA: Good morning, Deputy General Young. Good morning, Commission Members. This is John Scippa, Director of New Hampshire Police Standards and Training. I'm going to be in Haverhill, Massachusetts today. I'm outside. And there is a gentleman by the name of Paul Tomas who may or may not be in earshot of this meeting.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you. Good morning, Director Malachi.

DIRECTOR MALACHI: Good morning, Deputy Young and fellow Commissioners. Ahni Malachi, representing the Commission for Human Rights, I am in my room alone in my home in Penacook. And a toast this morning to all high school seniors from my favorite high school seniors favorite Golden Girls mug.

DEPUTY ATTORNEY GENERAL YOUNG: Can't believe it's back-to-school time.

DIRECTOR MALACHI: Yeah.

DEPUTY ATTORNEY GENERAL YOUNG: Yeah. Good morning, Commissioner Quinn.

COMMISSIONER QUINN: Good morning, Deputy Young and fellow Commission Members. Robert Quinn, representing Department of Safety. I'm located at my office, 33 Hazen Drive in Concord. And I am alone.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you. Well, we are in the home stretch. So we have a few Minutes to approve, and then we have a final draft to go over. Thank you, all, for reading it over the weekend and giving us your corrections. I see that Attorney Jefferson has joined us. Good morning, Julian.

ATTORNEY JEFFERSON: Good morning. I'm in my office in Manchester. I'm alone. And unfortunately we had a very busy weekend here in Manchester. So I'm going to be very limited in my ability to participate in today's hearing.

DEPUTY ATTORNEY GENERAL YOUNG: Okay.

ATTORNEY JEFFERSON: I had quite a few bail hearings this morning.

DEPUTY ATTORNEY GENERAL YOUNG: Okay. All right. Well, we will keep moving to try to keep you in the discussions. So, the first order of business is what we picked up on Friday.

ATTORNEY JEFFERSON: Okay.

DEPUTY ATTORNEY GENERAL YOUNG: We approved the Minutes for August 27th. But on page 6, it indicates there was a Motion to Adopt Recommendation 17. That should have read, there was a Motion to Vote on Recommendation 17.

So I would ask that we go back and we amend those Minutes to so reflect the discussion. And we went back and listened to the discussion. So I will make the Motion to Amend, to make that change. Do I have a second on that? Director Malachi, you are the second. Commissioner Quinn, how do you vote?

COMMISSIONER QUINN: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: Director Scippa?

DIRECTOR SCIPPA: (No audible response).

DEPUTY ATTORNEY GENERAL YOUNG: Director Scippa, can you repeat?

DIRECTOR SCIPPA: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you. Chairman Johnson?

MR. JOHNSON: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: President McKim?

MR. MCKIM: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: Judge Gardner?

JUDGE GARDNER: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: Lieutenant Morrison?

LIEUTENANT MORRISON: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: Chief Dennis?

CHIEF DENNIS: I'm sorry, Deputy Young. I stepped out for about 15 seconds and I missed what you're bringing forward. Can you repeat that right quick?

DEPUTY ATTORNEY GENERAL YOUNG: Yeah.

CHIEF DENNIS: I'm sorry.

DEPUTY ATTORNEY GENERAL YOUNG: So we approved the Minutes. And you may have abstained. Did you vote on the Minutes for the August 27th or did you not, because you were -- you left the meeting?

CHIEF DENNIS: Yeah, I think the 27th, I may have left early.

DEPUTY ATTORNEY GENERAL YOUNG: Okay. So we're making a correction to the Minutes.

CHIEF DENNIS: Okay, on the 27th. Okay.

DEPUTY ATTORNEY GENERAL YOUNG: Yes, so do you want to abstain?

CHIEF DENNIS: Yeah, I'll abstain from that. Thank you.

DEPUTY ATTORNEY GENERAL YOUNG: Director Norton?

DIRECTOR NORTON: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: Commissioner Lascaze?

MR. LASCAZE: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: Attorney Jefferson?

ATTORNEY JEFFERSON: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: Chief Edwards?

CHIEF EDWARDS: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: Commissioner Tshiela?

MS. TSHIELA: (No audible response).

DEPUTY ATTORNEY GENERAL YOUNG: Commissioner Tshiela?

MS. TSHIELA: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you. Okay. So, now we move onto the Meeting Minutes from Friday, August 28th. Has everybody had an opportunity to review those?

(No audible response)

DEPUTY ATTORNEY GENERAL YOUNG: Do I have a Motion to Approve the Minutes from August 28th? Commissioner Malachi is a first and President McKim is a second.

CHIEF DENNIS: Deputy Young?

DEPUTY ATTORNEY GENERAL YOUNG: Yes, Chief?

CHIEF DENNIS: I've got some questions reference this Minutes, as I was going through these.

DEPUTY ATTORNEY GENERAL YOUNG: Okay.

CHIEF DENNIS: Got to find it again.

DEPUTY ATTORNEY GENERAL YOUNG: Okay.

CHIEF DENNIS: Give me just one second. On page 3, where it's talking about the discussion in Number 8, and it says, Director Scippa moves to vote on Number 8. And Joseph Lascaze seconded. Yet, when you go down to the names, it says N for Joseph, like he voted no. And it also shows me abstaining. I was here Friday. Looking at Number 7 above, it's saying I'm abstaining. And then, on the next two votes, and even the one to adjourn, it shows me as abstaining. And I don't think that's accurate.

DEPUTY ATTORNEY GENERAL YOUNG: Okay. So you know what? We -- we're going to have to take a break after we go through the Final Report. So we will go back and we will listen to that. So we will hold on the vote for this for now. Thank you, Chief.

So, now, we will move onto the Report. So, we -- there were some comma changes that we needed to make that we did. We will go through this. I think it's probably easier just to go through this page-by-page. So what we will do is we will go through the Report, see if we can all agree on the Report. We will make any final changes. We will come back. We will take a vote. Then, we're going to have to send out the Minutes of this meeting and get those approved. So if we go to the -- we will go to the introduction page.

(Pause)

DEPUTY ATTORNEY GENERAL YOUNG: So, on this page, Commissioner Quinn, I know we spoke and you had questions about that last sentence. I think that the reason that you had questions was the same reason that I had questions, was we neglected to put the word "other" in there. So, those were the other matters that we've discussed. Does that make sense to you now?

COMMISSIONER QUINN: It does. Thank you.

DEPUTY ATTORNEY GENERAL YOUNG: Okay. No, thank you. If we go to the second page, these yellow -- the yellow are just our sort of what I'll still call sort of greater technical. But you can just keep going.

Oh, we also changed the footnotes, just so they were consistent throughout, just the citing of the footnotes, not any of the language. Ken, this was your catch, which was an accurate catch. There are 14. So we changed that.

(Pause)

DEPUTY ATTORNEY GENERAL YOUNG: SROs, this was the first time that we mentioned them was on page 7. So we changed the cite here, so every time you'll see School Resource Officer, it'll be SRO. I took out in New Hampshire, because we are in New Hampshire. So I think that that was redundant. John Scippa, I know that you can't -- can you see this, John? Or are you just on your phone?

DIRECTOR SCIPPA: I can see this, Deputy General.

DEPUTY ATTORNEY GENERAL YOUNG: So, this was the -- in II.3, the recommendation was that Police Standards and Training should conduct a Job Task Analysis. And I think your indication was you can't conduct it. You're going to arrange for it. Is that correct? So we changed the language there.

DIRECTOR SCIPPA: That is correct, ma'am.

DEPUTY ATTORNEY GENERAL YOUNG: Okay, thank you.

MR. MCKIM: Deputy?

DEPUTY ATTORNEY GENERAL YOUNG: Yes. Yeah, go ahead.

MR. MCKIM: So, we -- let's see. I'm just trying to make sure I'm on the right section. This is the -- this is our Recommendation section, correct? Or is this the -- Director Scippa's Recommendation section?

DEPUTY ATTORNEY GENERAL YOUNG: This is the Commission Recommendation section.

MR. MCKIM: Okay.

DEPUTY ATTORNEY GENERAL YOUNG: Commission Recommendations for New Hampshire Police Standards and Training.

MR. MCKIM: Then, I have a question on Number 3.

DEPUTY ATTORNEY GENERAL YOUNG: Yeah, go ahead, President.

MR. MCKIM: I'm wondering. This is probably a question for Director Scippa. It -- my reading of this indicates that this analysis will affect changes -- or induce changes in the curriculum. And I'm wondering if there is a need to mention any sharing of that analysis with other Law Enforcement Agencies,

so that they can level set their Officers, and their expectations for those Officers. Or is just building the curriculum, which is the 16 weeks, sufficient for that?

DEPUTY ATTORNEY GENERAL YOUNG: So, Director Scippa, I'll let you have a discussion with President McKim.

DIRECTOR SCIPPA: I think that this is really speaking to the basic Academy. And if anything, we would have to make rule changes at the Academy, itself. I don't know that we would need to invite any Law Enforcement to discuss what those changes would be. It's generally a decision made by Police Standards and Training with regard to changes in the basic Academy.

MR. MCKIM: Thank you. I was -- I guess I was assuming that the Academy piece was fine the way it was. And perhaps this is served elsewhere. But my thinking, if this analysis is going to be done that would be across Law Enforcement across the State, in an effort to create some (inaudible) the word "minimum standards" comes into play for all Agencies across the State, in terms of the job tasks and expectations for an incoming Officer.

And I don't know. Maybe there doesn't need to be a standard across the State for all incoming Officers. But, just doing this kind of job analysis where we're defining kind of a minimum standard that's going to be trained on by PTSC, it would make sense to me that we'd want all of the Law Enforcement Agencies to make sure that their job descriptions and Job Task Agencies are standard, at least at a minimum, defined by this job analysis.

DIRECTOR SCIPPA: Yeah, once again, this JTA is really to identify those basic job functions of a one- to three-year Police Officer. So this is very much entry-level.

MR. MCKIM: So would the Commission want to -- or would it be advantageous to the Commission, to make some kind of recommendation around Law Enforcement Agencies ensuring that their job descriptions for entry-level folks, one to three years, be at least the same as what you're training toward?

DIRECTOR SCIPPA: Think that's going to be left to the Agencies to make that decision, President.

MR. MCKIM: Okay. Thank you.

DEPUTY ATTORNEY GENERAL YOUNG: Lieutenant Morrison, I see your hand up. Do you want to weigh in on this topic?

LIEUTENANT MORRISON: Thank you. My only contribution would be it was kind of my understanding that this would be just simply preparing the recruits to begin their employment. Once they're in, they're going to know fairly quickly what they need to sort of improve that, or aren't prepared for.

But I think this is, as Director Scippa indicated, basically referring back to the Academy and the Recruit Officer preparation for taking duty. Then, once they're out in the Agencies, then that preparation should be complete. And the Agencies, themselves, would be responsible for any additional training.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you. So, we will continue on. So on page 10, Number 12, we made the recommendation that Police Standards should include, in its instruction, New Hampshire v. Ernest Jones and any other Court Decision where race or protected class was a matter the Court considered while reaching its Decision. Judge Gardner, you had some comments on this.

JUDGE GARDNER: Yes. And so, what I understand of New Hampshire v. Ernest Jones, it is a Superior Court case. And so, it has really technically no precedential value in citing it. So, it just seems a little awkward to put it in there.

I know that Attorney General's Office will probably refer to it and also other similar types of cases from other Judges. I just feel it awkward to put just one of those many cases that might be out there. And so, I thought we should change the language to indicate that Police Standards should include in its instruction any State Court Decisions, where race or protected class was a matter which the Court considered, while reaching its Decision. So that was my only suggestion regarding that paragraph.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you, Your Honor. So what I'm going to do is I'll go through this. And then, I'll take questions and comments afterwards. I'll see hands up. So I know, President McKim, your hand is up. And Joseph, your hand is up. So I will come back to you once we go through this once.

MR. LASCAZE: I just -- Deputy Young, what I did have to weigh in on was on that exact paragraph right there.

DEPUTY ATTORNEY GENERAL YOUNG: Okay, then. You can go ahead, Joseph.

MR. LASCAZE: Just real quick, Judge Gardner, I do believe that this case was added for this recommendation because the New Hampshire v. Ernest Jones, it had originated in Superior Court. But the Decision that's being referenced in its entirety here was the Supreme Court Decision, which did set a precedent specifically in saying that race did have a part to play, when a person of color, specifically a black person, was detained by Law Enforcement Officials, and whether or not they had reasonable belief to feel that they could leave that situation. So it was very specific to testimony that was given. And we had tried to include it because of the fact that it was a Supreme Court Decision that affected all of New Hampshire precedence-wise.

JUDGE GARDNER: Thank you. I was mistaken, then. I thought it was the one that was the Superior Court. Judge Schulman's Decision, I thought, was the one we were referring to. So, I have the name wrong.

MR. LASCAZE: Oh, no worries. No worries at all; thank you.

MR. MCKIM: And Commissioner -- and Deputy Young, so you mentioned you were going to go through all of these and then come back for questions, or were you looking for questions on these specific paragraphs, as we go by them?

DEPUTY ATTORNEY GENERAL YOUNG: So I think it's easier to go through it once and then go back, if Commissioners have questions on paragraphs. So we will continue through, and then we will come back.

MR. MCKIM: Okay.

(Pause)

DEPUTY ATTORNEY GENERAL YOUNG: So these continue just to be what I would call stylistic cites. So, on this one, certification in an antiquated and not easily -- that should have been searchable and not searched system.

DIRECTOR MALACHI: Deputy Young, back on page 12, towards the bottom, did we get that correction, unless I misread it, where...

DEPUTY ATTORNEY GENERAL YOUNG: Is that...

DIRECTOR MALACHI: Okay. I see it. Okay. Thank you.

DEPUTY ATTORNEY GENERAL YOUNG: Yeah, we did get that one. Thank you. The yellow ones are -- I said, there are additions. They are fairly just technical corrections. There's nothing substantive. I think that the next sort of substantive we have is going to be on page 27, which is a question or a comment from Ken about moving numbers. But when we get there, Ken, I'll let you.

(Pause)

DEPUTY ATTORNEY GENERAL YOUNG: So, sorry, we had one more. Judge Gardner, on the School Resource Officer, paragraph 11, you just had a -- that's more of a grammatical structural change. Is that right?

JUDGE GARDNER: Yes, that is correct.

DEPUTY ATTORNEY GENERAL YOUNG: So, Ken, your comment was you thought we should move three. Is that correct?

DIRECTOR NORTON: Yes, in the other category. We were kind of jumping around a bit. That was my doing. And I thought it would be helpful to move the one about endorse the findings and recommendations of the February 2019 Office of Legislative Budgets Assistant down to right before -- I believe it's Number 7, which would put it before the recommendation about funding. And that would, I think, flow a little better. And it would also keep all of the mental-health-related ones in the same place. Sorry, then maybe it's Number 6, to put it right before.

DEPUTY ATTORNEY GENERAL YOUNG: Yeah.

DIRECTOR NORTON: Correct.

(Pause)

DEPUTY ATTORNEY GENERAL YOUNG: Yeah, that seems to make sense there, Ken, right? That's a better flow.

DIRECTOR NORTON: Yeah.

DEPUTY ATTORNEY GENERAL YOUNG: So, now, if any Commissioners have questions, concerns, or additions, we can look at the entire Report now. President McKim?

MR. MCKIM: Thank you, Deputy. My first question is about Recommendation 7.

DEPUTY ATTORNEY GENERAL YOUNG: Can you give us the page number, too, please?

MR. MCKIM: I was just looking that up now. Actually, I printed out all the recommendations in the Recommendation section down at the back. So, I'm looking at -- it's page 32.

DIRECTOR MALACHI: You said Number 7?

MR. MCKIM: Yes, Number 7.

DEPUTY ATTORNEY GENERAL YOUNG: That has to be in the first section, President.

MR. MCKIM: That is in the first section, yes. So, seven and eight, let me pull that out. So, I'm wondering if seven and eight are redundant in that my understanding of the Fair and Impartial Police Training or similar type addresses implicit bias and diversity. And I do understand the notion of being developed with one or more community partners. But those two seem so close together, I'm wondering if they...

DEPUTY ATTORNEY GENERAL YOUNG: So, Director Scippa, can you look at those, because my reading of those was seven was for what I'll call the Academy recruits, and eight was more for the -- and it included the annual training? But, can you weigh in on that?

DIRECTOR SCIPPA: Sorry, I'm just trying to navigate my phone here. So I actually agree with President McKim. I think that those are -- the first effort was an effort that I began prior to this Commission being formed. And after the Commission was formed, I was able to identify a class, the Fair and Impartial Policing Program, that really does do the same thing. So my thought is that the first class that I started to move on, we could continue that effort and make it more of a cultural dynamics class, and less about implicit bias and procedural justice, because the -- in fact, the Fair and Impartial Policing Program does speak directly to those two topics.

DEPUTY ATTORNEY GENERAL YOUNG: So, do we need to combine seven and eight? Or can we leave them as they are?

DIRECTOR SCIPPA: I would say that if we tailored seven to speak directly to cultural diversity, cultural dynamics, and remove the implicit bias portion, because President McKim is correct that it does speak directly to implicit bias. The Fair and Impartial Policing Program deals directly with the implicit bias and procedural justice.

DEPUTY ATTORNEY GENERAL YOUNG: So, President McKim, what's your language to combine these two?

MR. MCKIM: I would suggest New Hampshire PSTC should improve and augment Police Academy and in-service training with a focus on cultural dynamics, by adopting the International Association of Chief of Police-recognized Fair and Impartial Policing Training, or similar-type training.

DIRECTOR SCIPPA: So moved, as the President suggests.

DIRECTOR MALACHI: Did we include the in-service training piece, or no?

DEPUTY ATTORNEY GENERAL YOUNG: Hold on, guys. We have to...

DIRECTOR MALACHI: Yeah.

COMMISSIONER QUINN: James, just to comment, so you removed the word "diversity". Was that your plan, because it's gone now?

MR. MCKIM: Thank you, Commissioner. I would like to add the word "diversity", so cultural dynamics and diversity.

(Pause)

DEPUTY ATTORNEY GENERAL YOUNG: So what about the last sentence on what was originally seven?

MR. MCKIM: I could go either way.

DIRECTOR MALACHI: Would we not have kept them separate, because there's a lot in each one, and when you combine them it's a paragraph? Is it too complicated to keep them separate?

MR. MCKIM: I personally don't think so. The notion -- I do like the notion, in addition of to be developed with one or more community partners.

DIRECTOR SCIPPA: Let's do this. Let's do this. Let's leave it as it was written. And in Number 7, just leave the words "cultural diversity" or "cultural dynamics". Take out fair and impartial. And we can work together with the community partners on that one. And then, leave Number 8, as written.

(Pause)

MR. MCKIM: I could go with that. I think that the topic areas would be -- we could do that. I'd be okay with that.

DEPUTY ATTORNEY GENERAL YOUNG: John, can you do that again, please?

DIRECTOR SCIPPA: Yes, I would leave seven as it is. Just take out the fair -- check that. The implicit bias and procedural justice portion, I envision that to be more of a cultural dynamics class. And I'd like to put that together with a variety of different community members. The Fair and Impartial Policing in Number 8 speaks explicitly to implicit bias.

MR. MCKIM: Bias, um-hmm [yes].

DEPUTY ATTORNEY GENERAL YOUNG: Does it make sense to move the last line of seven to the bottom of eight?

DIRECTOR SCIPPA: Yes.

MR. MCKIM: Is that a move or is that a duplication?

DEPUTY ATTORNEY GENERAL YOUNG: We took it out of seven. I thought that was the strikeout.

DIRECTOR SCIPPA: I'm sorry. Is that the piece about working with community members? Or is that the piece on...

DEPUTY ATTORNEY GENERAL YOUNG: Yeah, it's the piece...

DIRECTOR SCIPPA: Yeah, so leave the community members in seven, because the Fair and Impartial Policing is already packaged.

MR. MCKIM: Right.

DIRECTOR SCIPPA: And it's already developed. We're ready to move that forward.

DEPUTY ATTORNEY GENERAL YOUNG: Okay. My apologies, John. Can you read seven and tell us what, if anything, we should strike from seven?

DIRECTOR SCIPPA: I'm on my phone. Can you just read that to me, please?

DEPUTY ATTORNEY GENERAL YOUNG: I can. So, as it's written now, it says PSTC should improve and augment Police Academy training on diversity by conducting a review of the present lesson plan on cultural dynamics and amend it to properly address the topic. Training on the topic of implicit bias and diversity to be developed with one or more community partners.

DIRECTOR SCIPPA: So just take out the specifics in that last sentence and just say that the course will be developed with the assistance of community partners.

DEPUTY ATTORNEY GENERAL YOUNG: So, what if we say training to be developed with one or more community partners?

DIRECTOR SCIPPA: Perfect.

DEPUTY ATTORNEY GENERAL YOUNG: President McKim?

MR. MCKIM: That would work for me.

(Pause)

DEPUTY ATTORNEY GENERAL YOUNG: Do you have any other edits, President?

MR. MCKIM: On these two, no.

DEPUTY ATTORNEY GENERAL YOUNG: No, on anything?

MR. MCKIM: Yeah. Yes, I do. But I guess do we need to take a Motion on seven and eight, now that we've made some changes, before we move on?

DEPUTY ATTORNEY GENERAL YOUNG: I was going to take a vote at the end on all the editions at once.

MR. MCKIM: Okay. Then, my next comment is on Number 10.

DEPUTY ATTORNEY GENERAL YOUNG: Number 10 or page 10?

MR. MCKIM: Sorry, same, just below. Let's see. Has it changed at all? No, the same Number 10 that's shown here. And my question, again to Director Scippa, probably, this feels like it's a similar, very similar, or redundant to Recommendation 1B above that mentions ethics. And the mandate that annual in-service training as provided by New Hampshire PSTC include, at its minimum, two hours of each of the following topics, and one of those topics is ethics.

And in Number 10, we're also mentioning reinstating the ethics block of instruction. So I -- I'm not sure that that's -- whether those could be combined, or one's redundant. Or is there really a difference that we need to leave 10 the way it is?

DEPUTY ATTORNEY GENERAL YOUNG: So, John, the way 10 reads right now, this looks like it's Police Academy training. And the first numbers to me, again, look like in-service.

DIRECTOR SCIPPA: You are correct, Deputy General. The ethics block of instruction is for the Academy. The full eight-hour block, that would be delivered at the Academy setting. And then, the two-hour blocks would be for in-service.

MR. MCKIM: Okay. Then, thank you for that clarification. That's good that they are separate. My next comment/question had to do with something we were just discussing, the mention of the case, New Hampshire v. Ernest Jones. And there were other -- let's see. And just potentially a consistency issue -- other places where we make recommendations around racial profiling.

For example -- I'm going to have to find the page. Let me see if I can find that. All right, so, for example on page -- this is 35 -- oh, sorry. I'm back down in total set of recommendations again, aren't I? This is 17 -- 18 -- page 18.

So, three, guess it's C there, mentions the Office of the Attorney General shall establish a system whereby all new Prosecutor hires receive implicit bias and racial profiling training. So there's another mention of racial profiling training. And I'm just wondering if it make sense to also include the case that was stated, just to be consistent. If we use it in one place but not in the other, does that say something, in terms of our recommendations?

MR. LASCAZE: This is Commissioner Lascaze speaking. I just have a quick question, President McKim. In those two situations, as far as I understood, the previous one was specifically dealing with Police Officers when they're detaining an individual and race came into play there. I thought that was why the Ernest Jones case was applicable in that one. I -- and I could be wrong. And I'm just understanding what you're trying to get at, because I just want to make sure that it's not used in an opposite sense, if you get what I'm saying.

MR. MCKIM: I understand what you're saying. And my thinking here is Prosecutors and the County Attorney's Office are responsible, from my understanding, of ensuring that -- of looking at Police misconduct. And if they are responsible for that, then I would envision that they would need to have the same training on that case as the Police Officers, themselves, should have. That's my thinking.

COMMISSIONER QUINN: Deputy Young?

DEPUTY ATTORNEY GENERAL YOUNG: Yes, Commission.

COMMISSIONER QUINN: I have a question for you, just so I understand. Are we -- is -- was the plan to go through this just for editing, because any substantive changes, haven't we not voted on this and sent it to the Governor? So, I'm a little confused as to making any changes that would require us to go back and revote this. But I just want to make sure I understand, because I just read it for grammatical and flow, and structure. But I think this is going to require us to make changes and revote this. Just a question; I've never been on a Commission like this.

DEPUTY ATTORNEY GENERAL YOUNG: No, so we had debated these. We had debated these. We had gone back. Certainly, I want this to be a final product that everyone is happy with. So, I mean, I'll let there be some discussion on this.

Whether we cite a case in one section or not, that doesn't change it. I guess I'll wait to see what the rest of the editions will be. But it was my belief that we put this out Friday night so we could have done some of this before now. But I'll certainly let some discussion continue. Judge Gardner?

JUDGE GARDNER: So, I would have to agree with Commissioner Lascaze. It doesn't need to be in here. I think this is more general training for the Prosecutors. They will probably be referred back to this case, because it is a Supreme Court case, as Joseph aptly pointed out. And so, I don't think it needs to be in here. I think it was specifically mentioned in the other case, because it was very specific to the stops made by the Police Departments (inaudible). Thank you.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you, Your Honor. President McKim?

MR. MCKIM: I'll go with the Legal Eagles on this one. I'll -- I'm fine with that. My next comment was more of -- grammatical in nature. So I think Commissioner Quinn will be happy about that. And I'll move to -- let me find it. What page? This is Recommendation 16, which would be page -- let's see. Did that get considered? So page 17, Recommendation 16K, grammatically I think there is an extra would in the one, two, three, fourth line.

DEPUTY ATTORNEY GENERAL YOUNG: Sorry, so we have K as -- whoops, if we're on the right one -- require all Law Enforcement...

MR. MCKIM: That's not the right one.

DEPUTY ATTORNEY GENERAL YOUNG: Okay.

MR. MCKIM: Sorry, L, next one down. The changed-in version; the fourth line, the word "would".

(Pause)

MR. MCKIM: And just reading that, I suppose there's a would at the very beginning that, to me, carries over. And it's not repeated in any of the other clauses, but in that one clause. So it just words a little -- reads a little odd, grammatically probably correct. (Reading to self). And I guess it's probably just a style matter for me. So I'm happy to leave it if, no one else has an issue with it.

And my next question's maybe also another stylistic. There are a number of places where we started recommendations with -- and I'm looking specifically at -- look at the page, in the Recommendations regarding current state of relations. A number of these -- let's see page -- sorry -- page 36. Or 23 is the top section, sorry, so you're here.

So a number of these, it just feels odd. In a number of these, we start with all Law Enforcement Agencies. And in some of these others, we start with encourage all Law Enforcement Agencies. And I think we're encouraging in all cases. So just to be consistent, should we not choose one?

DIRECTOR MALACHI: What page are we on?

DEPUTY ATTORNEY GENERAL YOUNG: So if you're looking at it...

MR. MCKIM: Twenty-three.

DEPUTY ATTORNEY GENERAL YOUNG: 23 to 24, and I'll let the other Commission -- I'll let the other Commissioners weigh in. But I think that there was times that we wanted them. And then, there was times that we should encourage them. There were discussions around those, is my memory. But I will let the others weigh in.

COMMISSIONER QUINN: I think you're right, Deputy. And I'd point to Number 5, which you've got up on the screen right now, encourage and when practicable. We had talked about this. So, I agree with what you're saying, President. But I do think, if you look at them, there was some -- I think we put some thought into when all should be more focused on all, and then encourage is understanding that all might not be able to accomplish this. I think that's what we had looked at.

DIRECTOR MALACHI: That is correct, according to my memory, as well, Commissioner Quinn.

MR. MCKIM: As long as we're all comfortable that for each of these, we did go through that process, I personally did not. But if the group thinks that that's, appropriate, then I will go along with the group.

DEPUTY ATTORNEY GENERAL YOUNG: You can continue, President. I don't see any hands raised.

MR. MCKIM: Thank you. My last point -- oh, no, the next to the last point, let me get to the page. So I'm on page 27 now. This is 6B. And I don't think this would change the meaning. But the last idea of -- see, we're looking (inaudible).

Yes, the availability of Licensed Mental-Health Professionals in New Hampshire who can provide treatment, support, and collaborate with our Law Enforcement community, that feels like it's a separate item from the first part of B there. And I'm wondering if we should make that last, after the and, a C to number B, indicating that it was -- there are two separate notions there, two separate concepts.

DEPUTY ATTORNEY GENERAL YOUNG: Ken, this was your recommendation. I will let you respond to President McKim.

DIRECTOR NORTON: Yeah, I'm not sure I quite see. I think I see it now. I would be fine with that. And actually, that was in some of the editing process. It got added onto that piece. And I think it was intended, as you're saying, to be for both of them, for both A and B. So you're saying, President, to just separate out the collaboration piece at the end of B?

MR. MCKIM: Yes. Make that C.

DIRECTOR MALACHI: So are you saying after the word "and", and collaborate with our Law Enforcement community would be C?

MR. MCKIM: And availability of Licensed Mental-Health Professionals to the end would be C.

LIEUTENANT MORRISON: I like how it's written, frankly. I like the way the collaboration is built into assessing the mental-health needs. I think it works well together. And although I understand what you're -- you might be suggesting, I still think it works just fine, as it is. And I think that paragraph works.

DIRECTOR MALACHI: Because doesn't all of this reflect back up to the initial statement in six, which is Standards and Training and local Law Enforcement working with higher education in the State to create a program to do all of these things, or am I misunderstanding?

DIRECTOR NORTON: No, that's correct. And yeah, I think part of my intention was to have that collaboration piece under A, as well. But, I'm also fine with the way it's written.

DEPUTY ATTORNEY GENERAL YOUNG: Okay. And so, President McKim, your last edit or comment?

MR. MCKIM: And my last thought is I think we may have had some discussion around this. But, in looking at what is now Number 8, page -- I'm feeling as if we might want to make a recommendation around the frequency of our meeting. This feels very vague to just say extend, as needed. And my thought was twice a year.

DEPUTY ATTORNEY GENERAL YOUNG: Well, I think that the timing of meetings depends on what the mission or what the directive is, if one is dictated by the Governor. So I don't know that we can put -- I think we talked about quarterly. But until there's a decision, if the Governor accepts this recommendation and then implements it, I think it's probably up to him to give the directive. And that would dictate the amount of times we would meet.

MR. MCKIM: I would agree with that. I guess the Governor is asking us to make recommendations. And whatever recommendation we make, he can decide to take or -- take as-is or change. And I guess I'm looking at this as an opportunity for us to express how frequently we believe this group should meet, and let him accept that or change it.

DIRECTOR MALACHI: As the person who made the recommendation, the recommendation that we discussed was quarterly, not twice a year, so as to give assistance to Standards and Training, as needed, as well as to provide testimony. And since we did not add the specific time in, and we agreed on this, I think we might be putting the cart before the horse to give him, the Governor, such a recommendation.

My assumption -- please forgive me for using that word. But my assumption would be that he would come back to the group to find out how we would like to meet, and that also allows an opportunity for us to engage directly with the Governor.

So I would respectfully like to keep this as it is, since we had discussion. And I don't know that we agreed upon a time. We discussed quarterly. But we did not come to agreement on a time. So, without rehashing all of this, my suggestion would be that we leave it as-is, and allow the Governor, if he would like for us to remain together, to discuss it with us at that point. Thank you.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you. Seeing no more hands raised, I would ask, with the edits as they are written, do I have a Motion to Accept this? We will then make the edits. We will send it back out to you. We will take a 30-minute break. And we will take a final vote. But, as written, do I have a Motion? Commissioner Quinn, your Motion?

COMMISSIONER QUINN: Yes, I make a Motion to Accept the Edits, as written.

DEPUTY ATTORNEY GENERAL YOUNG: Do I have a second on that? Lieutenant Morrison? Commissioner Tshiela?

MS. TSHIELA: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: Chief Edwards?

CHIEF EDWARDS: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: Attorney Jefferson?

ATTORNEY JEFFERSON: (No audible response).

DEPUTY ATTORNEY GENERAL YOUNG: He's busy. Okay. Commissioner Lascaze?

MR. LASCAZE: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: Director Norton?

DIRECTOR NORTON: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: Chief Dennis?

CHIEF DENNIS: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: Judge Gardner?

MS. EKLUND: She had to step out to hear a case.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you. President McKim?

MR. MCKIM: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: Chairman Johnson?

MR. JOHNSON: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: Director Scippa?

DIRECTOR SCIPPA: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: Director Malachi?

DIRECTOR MALACHI: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: I vote yes. It's going to take us probably a half an hour. So we're going to take a break. We will come back at 11:15. So, Maria, can you pause the recording? We will come back. We will also send you the Minutes. And then, we will get ready to wrap up. So, thank you. See you in about a half an hour.

(Off the record)
(On the record at 11:15 a.m.)

DEPUTY ATTORNEY GENERAL YOUNG: Thank you. Good morning, everyone. We are back on. Judge Gardner is reviewing the final draft and she will let us know when she's done. But in the interim, on the Minutes from the 28th, Joseph, you had a question or a comment about one of them? We just want to make sure that we get these right, and then we will send them back out. So, could you...

MR. LASCAZE: Absolutely, page 3 of the draft Minutes, under Number 8, it still reflects that Director Scippa moved a Motion that I seconded and then voted no under my name.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you. We will make that. And while we're waiting for Judge Gardner, does anyone else have any edits to the Minutes for the 28th?

(No audible response)

DEPUTY ATTORNEY GENERAL YOUNG: We will make Joseph's correction and we will send those right back out to you.

(Pause)

DEPUTY ATTORNEY GENERAL YOUNG: Judge Gardner, I'm just checking in.

JUDGE GARDNER: Thank you for checking in. I'm still going through it. I had to briefly step out for a bail hearing. So I'm back in. Thank you.

DEPUTY ATTORNEY GENERAL YOUNG: Do you need additional time, Your Honor?

JUDGE GARDNER: I don't think so. I think I'm going to be okay. I'm on page 16 at this point.

(Pause)

DEPUTY ATTORNEY GENERAL YOUNG: Okay. We are back and we are being recorded. So the first order of business will be the Meeting Minutes for August 28th, which is the version 2, which everyone received at 11:34 a.m. These should have the edits, per request of Chief Dennis and followed by Commissioner Lascaze. Any questions or comments? Chief, does this accurately reflect your votes now?

CHIEF DENNIS: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: And Joseph, we considered the edit in regard to your vote, as well, on page 3, correct?

MR. LASCAZE: Correct, thank you.

DEPUTY ATTORNEY GENERAL YOUNG: Do I have a Motion to Move Forward the Meeting Minutes from August 28th, per the last version? Joseph, you move them forward?

MR. LASCAZE: Yes, so moved.

DEPUTY ATTORNEY GENERAL YOUNG: Do I have a second? Lieutenant Morrison, thank you. Commissioner Tshiela, how do you vote?

MS. TSHIELA: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: Chief Edwards, how do you vote?

CHIEF EDWARDS: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: Attorney Jefferson is in court. Norton, how do you vote?

DIRECTOR NORTON: Yes, but I'm going to note that I missed the first half-hour.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you. Thank you. Chief Dennis, how do you vote?

CHIEF DENNIS: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: Judge Gardner, how do you vote?

JUDGE GARDNER: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: President McKim, how do you vote?

MR. MCKIM: (No audible response).

DEPUTY ATTORNEY GENERAL YOUNG: I think your speaker's on now, President. I think you're all set.

MR. MCKIM: Thank you, yes.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you. Chairman Johnson, how do you vote?

MR. JOHNSON: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: Director Scippa, how do you vote?

DIRECTOR SCIPPA: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: Director Malachi, how do you vote?

DIRECTOR MALACHI: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: Commissioner Quinn, how do you vote?

COMMISSIONER QUINN: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: And I vote yes, as well. So, we will move to the Report and Recommendations, as written and as edited. I will note that my able coworkers have told me that the spacing, we may have just some formatting that we want to -- when we go through it once last time, before we send it to the printer.

So when I ask for a Motion to Move It Forward, as written, I would ask who makes that Motion to allow us to change the table of contents to match whatever paging happens when we move it. But we will not do anything to the content. It will just be page numbers. And as you see, we are going to have to page number the appendixes.

So, with that, do I have a Motion to Move the Report and Recommendations Forward, as written, with the approval of the Attorney General's Office to change page numbers and so reflect in the table of contents? Commissioner Quinn, I saw your hand go up first. What is your Motion?

COMMISSIONER QUINN: Yes, I'll make a Motion to Approve It, as written, and allow the Attorney General's Office to modify, as needed, the paging as the table of contents should reflect it accurately.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you. And do I have a second on that Motion?

DIRECTOR SCIPPA: Deputy General, this is Director Scippa. I would make a second of that Motion.

DEPUTY ATTORNEY GENERAL YOUNG: So it seems everybody's hand went up at the same time. I think that Joseph's hand was probably the second hand that went up. So, Joseph, do I have a second?

MR. LASCAZE: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: Okay. Commissioner Quinn; Director Malachi, how do you vote?

DIRECTOR MALACHI: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: Director Scippa, how do you vote?

DIRECTOR SCIPPA: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: Chairman Johnson, how do you vote?

MR. JOHNSON: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: President McKim, how do you vote?

MR. MCKIM: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: Judge Gardner, how do you vote?

JUDGE GARDNER: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: Lieutenant Morrison, how do you vote?

LIEUTENANT MORRISON: A grateful yes.

DEPUTY ATTORNEY GENERAL YOUNG: Chief Dennis, how do you vote?

CHIEF DENNIS: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: Director Norton, how do you vote?

DIRECTOR NORTON: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: Attorney Jefferson is not with us. Chief Edwards?

CHIEF EDWARDS: Yes, I have one small change. No.

DEPUTY ATTORNEY GENERAL YOUNG: I know that when we're done, I'm going to find a typo. Commissioner Tshiela, how do you vote?

MS. TSHIELA: (No audible response).

DEPUTY ATTORNEY GENERAL YOUNG: Commissioner Tshiela?

MS. TSHIELA: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you. And so, I think that the last order of business would be to approve the Meeting Minutes from today. So we will show this. This will reflect your current votes. We will share just that last section. So you would have received the Meeting Minutes.

(Pause)

DEPUTY ATTORNEY GENERAL YOUNG: Do we just want to -- so can you just add that we can make any page number edits? Do I have a Motion to Move the Minutes of today's meeting? Now, I can't see anybody's...

DIRECTOR NORTON: This is Ken. I make a Motion to Move the Minutes, as written.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you. Do I have a second? And a second by President McKim.

MS. TSHIELA: My name is spelled wrong right there, sorry.

DEPUTY ATTORNEY GENERAL YOUNG: Uh-oh, no, no, no. That should not have happened. Sorry.

MS. TSHIELA: No, I lied, just kidding.

DEPUTY ATTORNEY GENERAL YOUNG: Oh my, God. See what happens when we get to the end?
It's...

MS. TSHIELA: I'm sorry. I'm just used to it being spelled wrong and me not saying anything.

DEPUTY ATTORNEY GENERAL YOUNG: Is it really spelled wrong? It's not, is it?

MS. TSHIELA: No, it's spelled right. But for a couple weeks in a row, the E and the I were switched around. So my eyes are just trained to see it that way, incorrectly.

DEPUTY ATTORNEY GENERAL YOUNG: Oh, no.

MS. TSHIELA: It's okay.

DEPUTY ATTORNEY GENERAL YOUNG: Okay. So do I have a second on Ken? Lieutenant Morrison. I vote yes to approve these Minutes. Commissioner Quinn?

COMMISSIONER QUINN: Trying to click on it, yes.

DEPUTY ATTORNEY GENERAL YOUNG: You can take it down. Director Malachi?

DIRECTOR MALACHI: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: Director Scippa?

DIRECTOR SCIPPA: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you. Chairman Johnson?

MR. JOHNSON: No.

DEPUTY ATTORNEY GENERAL YOUNG: That's a yes, thank you. President McKim?

MR. MCKIM: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you. Judge Gardner?

JUDGE GARDNER: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: Lieutenant Morrison was the second. Chief Dennis?

CHIEF DENNIS: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: Director Norton, were you the first? Ken, were you the first?

DIRECTOR NORTON: I was.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you.

DIRECTOR NORTON: But, yes.

DEPUTY ATTORNEY GENERAL YOUNG: Commissioner Lascaze?

MR. LASCAZE: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: Chief Edwards?

CHIEF EDWARDS: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: Commissioner Tshiela?

MS. TSHIELA: Yes.

DEPUTY ATTORNEY GENERAL YOUNG: With that, ladies and gentlemen, our work has ended. I just want to say thank you. I parachuted into this Commission. So, thank you for everything. I truly hope that we are going to make a difference, even if it's one step in the right direction. We will make a difference. With that, do I have a Motion?

MR. LASCAZE: Right here.

DEPUTY ATTORNEY GENERAL YOUNG: Oh, Judge Gardner.

DIRECTOR MALACHI: Is that Kim?

MR. LASCAZE: We are ready to go.

DEPUTY ATTORNEY GENERAL YOUNG: Joseph.

MR. LASCAZE: I would like to make a Motion that we adjourn. And it's been an honor to work with you all, even if we didn't agree on everything. It's been great to really to seek this change together. And I would like to enjoy the rest of the day. My vacation is officially starting. And I hope everyone can enjoy it.

DEPUTY ATTORNEY GENERAL YOUNG: Enjoy your vacation and go Patriots, right? Or go (inaudible). However you want to look at it, Joseph, however you want to look at it. Judge Gardner...

MR. LASCAZE: Can we put in an order to investigate how Tom Brady ended up off the Patriots? Is that not in the scope of our Commission?

DEPUTY ATTORNEY GENERAL YOUNG: Do not. Do not. That's a bad subject. Judge Gardner, are you a second?

JUDGE GARDNER: Yes, and I see Kim. So I just wanted to say hello to Kim. It's so nice to finally see your face. Oh, and Annie, too, and Maria.

MR. JOHNSON: I didn't think those people existed.

DEPUTY ATTORNEY GENERAL YOUNG: Oh, they do.

MR. JOHNSON: I never saw them.

DEPUTY ATTORNEY GENERAL YOUNG: Judge Gardner, are you the second?

JUDGE GARDNER: I can be the second. And I echo everyone's sentiments. Thank you very much. It's been an honor to serve on this Commission with some fabulous people. It has really and truly been a pleasure for me.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you. Commissioner Tshiela, how do you vote?

MS. TSHIELA: My vote is yes. And thank you, guys, so much for having me. I'm really blessed to be able to have served. And I look forward to working with some of you in the future. This is not the last you've heard of me. So, yeah, bye, everyone.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you, good luck. Is this your last year at school?

MS. TSHIELA: It is. And today's my first day of classes, so...

DEPUTY ATTORNEY GENERAL YOUNG: Oh, well, see, you have no break. Good luck. Enjoy your last year. Chief Edwards, how do you vote?

MS. TSHIELA: Thank you.

COMMISSIONER QUINN: One minute, Your Honor. I'm just trying to (inaudible). Can I call you right back in one minute?

CHIEF EDWARDS: I vote yes. And I just want to thank each and every one of you for participating, and getting to know all of you a little bit better. And I think our work was good. And I think we're going to have a positive change in our State. So, thanks, again. And you all look so beautiful like this. I got everybody here today. So, thank you, again.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you, Chief. Director Norton?

DIRECTOR NORTON: Yes, and really appreciated the honor of working with all of you. It's been incredibly enlightening and challenging at different times. But I think that we have an excellent set of recommendations here. So, I look forward to working with some of you again in the future and hope all of our paths cross again soon. Thanks.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you, Ken. Lieutenant Morrison?

LIEUTENANT MORRISON: I am going to vote yes. I would like to thank everybody for their spirited discussion, allowing the NHPA to continue to be a partner moving forward with such important work. And I really enjoyed this, despite the length and the difficulty of some of the subjects. It's been a

great experience. And I know we've moved the ball forward. So I really appreciate everybody's participation.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you. President McKim, how do you vote?

MR. MCKIM: I vote yes. And I echo everything that's been said. This has been quite a learning opportunity for me, and I think for a few other folks, including the public. And for me, it's just been such a great contribution to our State to have this process. And I wholeheartedly look forward to getting together with everyone at some point in time face-to-face and celebrating our efforts. Thank you.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you. Chairman Johnson, how do you vote?

MR. JOHNSON: I vote yes. Now, I have to figure out what I'm going to do for the morning. In light of that, someone has to now send out a meeting, probably Kim, so I can actually get together with all of you on a regular basis every morning, because, quite frankly, my wife doesn't know what to do with me now. So she's really going to blame all of you, which I'm not so sure you guys want to have happen. So, if that's the case, we need to get together sooner than later, otherwise you're going to hear from my wife. Goodbye, all.

DEPUTY ATTORNEY GENERAL YOUNG: We will be delighted when we get the call. Thank you.

MR. JOHNSON: Okay.

DEPUTY ATTORNEY GENERAL YOUNG: Okay.

MR. JOHNSON: Okay.

DEPUTY ATTORNEY GENERAL YOUNG: Director Scippa, how do you vote?

DIRECTOR SCIPPA: I vote yes. And I want to let everybody on the Commission know that there are -- this Commission has made a number of recommendations that I will be responsible for. And I want everyone to know that my sentiment on that is that I get to do it, and not that I have to do it.

I am deeply committed to this mission. I'm deeply committed to putting all of these recommendations that will be put forth by the Governor into action. This is going to make policing in New Hampshire even better than it is now. And it's been a real privilege to work with all of you. Thank you.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you. Director Malachi?

DIRECTOR MALACHI: Well, I'll start with, without the support staff, we are nothing. So a huge thank you to all of you, to Maria and Fallon, and Annie, and Kim. Oh my, goodness. I don't know how many comp. time hours you have or how much overtime you have. But you have earned every second of it.

It's been exciting to be here. I'm excited to reclaim the time. I will miss all of you. And we did not get our warm goodbyes from Julian. So, Julian, when you watch this back, because I know you will, we miss you terribly, but we were glad that you were a part of all of this.

And with that, the Golden Girls and I, we salute you all and hope for all of the graduating seniors that your year will be somewhat normal. You can have a good graduation, and for high school folks, proms and everything of that nature. And because we are all Golden Girls, we say yes.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you. Commissioner Quinn, how do you vote on the Minutes [sic]?

COMMISSIONER QUINN: I vote yes. And I'd just like to not repeat what's been said. But I want to thank -- I do want to thank the Staff that's helped. And Deputy Young, you've done a great job kind of steering us in the right direction.

But I will say this. Each one of you did a terrific job. And what was important to me in this was trying to listen and understand. Each of us, if you look at yourself on the screen, has a different background, different set of experiences. We have different parents. We're all different.

But I think what we've done together is trying to listen and understand each other. And I think that's what has led to the success of this Final Report. So, thank you. It's been an honor. And I shared my cell with everybody just a few minutes ago, so you've got it if you need to get a hold of me in the future. Thanks, Deputy Young.

DEPUTY ATTORNEY GENERAL YOUNG: Thank you, Commissioner. Dennis, how do you vote?

CHIEF DENNIS: Were you calling on me?

DEPUTY ATTORNEY GENERAL YOUNG: Yes, Chief.

CHIEF DENNIS: Thank you. I vote yes, and just, again, not to repeat what everyone else is saying. But certainly the support Staff has been fantastic. Kim, Fallon, Maria, and Annie, all your hard work, late at night, I think I'd have it all. And I'd wake up the next morning and I missed something that came later in the night. So thank each of you for your hard working support in the Commission. It's been great.

It's been great meeting everyone. I haven't been able to meet everyone in person yet. But certainly with the Fair and Impartial Policing Training, I met a lot of you in person and that was great. We've accomplished a lot. We didn't accomplish everything. Great, healthy discussion, and I think it's through those healthy discussions that we can become better informed and make better decisions, and better recommendations. So, it's been a pleasure and an honor serving with each of you. So, thank you very much.

DEPUTY ATTORNEY GENERAL YOUNG: And I vote yes to accept the Minutes. From the bottom of my heart, I thank all of you, because together we are much stronger than we are apart. So, we should continue this forward. Thank you. Happy healthy fall, I cannot believe tomorrow is September. But let's hope for happier, healthy days ahead. Bye, everybody. It's been a pleasure.

MR. JOHNSON: Go Navy, beat Army.

LIEUTENANT MORRISON: Bye, everyone.

CHIEF EDWARDS: See you, guys.

JUDGE GARDNER: Bye, everyone.

DIRECTOR MALACHI: Bye.

MR. MCKIM: Bye, everyone.

DIRECTOR NORTON: Bye.

(Meeting adjourned.)