

| LEACT Recommendations | NH State Police Solutions | Status | Responsible Party | Next Milestone | Due Date | Commentary |
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| Community Relations | | | | | | |
| 1. Establish and dedicate a team to focus on community policing and engagement | The NH State Police conducts hundreds of public relations events each year, has facilitated and attended numerous community outreach forums within the past decade, and Troopers seek opportunities to conduct proactive community policing with the public each day while serving the citizens of the state. To complement these on-going community policing efforts, the organization is seeking to identify a community policing liaison from each Troop around the state, who will be responsible to work with local police and community leaders to further community policing initiatives. | In-progress | Major John Marasco | | | Given the decentralized structure of the agency, Troop Commanders, who meet with their local Associations of Chiefs of Police, will ensure that they seek to identify and connect with Community Partners within their areas of responsibility. More robust capture of PR event data is being sought through our Social Media Coordinator. |
| 2. Work with community liaisons | The NH State Police continue to work with many non-profit, civic leaders and LEACT partners to build meaningful initiatives and to always be responsive to community needs and concerns. Members of the State Police will continue to be proactive in this capacity and Troopers assigned to the community policing team will further this mission. | Complete/On-going | | | | |
| 3. Promote community events and use social media 4. Produce PSAs for social media to showcase | The NH State Police currently utilize a multitude of social media platforms to promote public safety, provide accurate and real-time information during high-level emergencies, inform the public about career opportunities and upcoming events and to build a relationship with community members. On average, the Division posts upwards of five times a day sharing patrol activities, safety information, and outreach events. The number of followers, interaction with the community and overall growth continues to climb each day. Social Media Platform # of Followers (as of 2/24/20) Facebook (@NHStatePolice) 70,732 (gain of 1.4% in a month) Twitter (@NH_StatePolice) 14,357 (gain of 2.1% in a month) Instagram (@nhstatepolice) 41,872 (gain of 2.1% in a month) Moving forward, the Division will continue to build and maintain daily posts and interactions on the current platforms while also adding additional programs that would prove beneficial such as LinkedIn. The NH State Police will continue to produce PSA campaigns and work with local media to educate the public. | Complete/On-going | | | | |
| 5. Require ongoing community policing training for employees | The NH State Police has coordinated and facilitated numerous community outreach events/initiatives over the past several years and the Troopers within the organization take part in public-relations forums on a regular basis. Members of the organization work directly with community leaders to coordinate events and to create forums that foster strong relationships between NH State Troopers and youth, non-profits, volunteer groups, academic institutions, and many initiatives have been developed in partnership with citizens who are immigrants and refugees to the state. Due to the fact that the NH State Police has been recognized as a leader in conducting community outreach, members of our agency will provide community policing training to all Troopers and we will also seek to collaborate with other law enforcement organizations who have implemented successful community policing initiatives, so as to partner on training initiatives. Additionally, the agency will seek additional training opportunities offered by the federal government, higher-educational institutions, and other entities who can provide standardized training relating to community policing. | Complete/On-going | | | | |
| Recruitment | | | | | | |
| 1. Establish a team and recruit outside of NH | The NH State Police Recruitment and Training Unit continues to recruit both within and outside of New Hampshire, in order to attract and ultimately hire the very best candidates for State Trooper positions within the organization. For several years, the NH State Police has a full-time recruiter assigned to the Recruitment and Training Unit, which provides the organization with the opportunity to be represented at well over 40 pre-scheduled recruitment events per year. The NH State Police will continue to look outside of the State of New Hampshire and leverage the relationships we have forged with our LEACT partners to provide further guidance and recommendations. The NH State Police has conducted outreach to high school and middle school students, attended large Criminal Justice Career Days and supported Criminal Justice Programs at high schools and colleges, and Troopers within the Major Crime Unit have facilitated forums to introduce students to investigations and crime scene analysis. In order to utilize all available media platforms to recruit, the agency partnered with WMUR in 2014 to create a recruitment commercial entitled: "I am a New Hampshire State Trooper." This commercial showcased diversity within the ranks of the NH State Police and it highlighted the foreign languages that Troopers within the organization speak. The commercial aired over 1200 times between 2015 and 2016. The NH Trooper's Association sponsors the NH Police Cadet Academy, through which over 100 cadets between the ages of 14 and 20 attend each year and the organization partnered with Southern NH University in 2015 and 2016 to develop webinars, which featured linguists within the State Police and crime scene investigations. These webinars were shared with 75,000 SNHU Students internationally. | Complete/On-going | Lt. Brendan Davey | | | |
| Gender Non-Conforming Community | | | | | | |
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| 1. Advance relationship between LE and Gender Non-Conforming Community | Currently the NH Department of Safety Human Resources Department is working to create and implement a training that can be delivered to all Troopers, which addresses gender non-conforming education. As a result of the LEACT recommendations, the Department of Safety received training from Ms. Palana Belken, formerly of the ACLU, in order to facilitate department-wide training. | In-progress | Lt. Brendan Davey | Receipt and review of edited presentation | Met with HR and reviewed materials on December 3. HR is in the process of putting together the presentation that will be delivered to all sworn employees in 2021. |
| Deaf and Hard of Hearing Community | | | Lt. Mary Bonilla | | |
| 1. Advance relationships with this community and dissemination of driver cards | For several years, the NH State Police has had a Trooper assigned to the NH Deaf and Hard of Hearing Commission. Through collaborative efforts of the Trooper and members of the commission, many strides to improve the quality of service provided by law enforcement to the deaf and hard of hearing community members has occurred, to include the creation and acquisition of over 10,000 "Driver cards," which can be distributed to individuals who are deaf or hard of hearing, so that they can present the card to law enforcement officers, in order to allow for effective communication. The organization also recently printed more cards for distribution and will continue to have a representative assigned to the commission in the years to come. | Complete/On-going | | | 12,000 more driver cards procured and disseminated on October 16, delivered to DMV locations. Lt. Bonilla coming up to speed on Commission. |
| Mental Well-Being of Community Members | | | Maj. Russ Conte (Ret.) / TFC Seth Gahr | | |
| 1. Specially trained mental health professionals should be embedded in tactical response teams. There should be a review to determine if such mental health professionals will be afforded protection from litigation stemming from their participation in such activities. | This comes from Number 41 of the LEACT Commission's 48 recommendations, and the DOS is working to make progress on this item. | In-progress | | | The DOS is communicating with Mental Health Professionals within our communities in order to determine the viability of such a plan, including consideration of whether they will be granted protection from civil actions for their actions in tactical situations. Budget proposals have been submitted to the business office to seek funding to meet this goal. |
| Mental Well-Being of Officers | | | Maj. Russ Conte (Ret.) / TFC Seth Gahr | | |
| 1. Resiliency Training for Troopers and continuous NAMI/CIT Training | For over a decade, the Division of State Police has consistently taken forward leaning steps to insure the mental well-being of all sworn members. A PEER counseling program was established in 2010 staffed by Troopers trained in crisis management and certified by the International Critical Incident Stress Foundation. In collaboration with a wide range of Law Enforcement Professionals; RSA 153-A:17-a was established to assist in stress management for law enforcement officers and assure confidentiality in providing services. Critical Incident Stress Debriefings are held frequently to assist Troopers and other First Responders in processing events that could otherwise lead to acute and post-traumatic stress issues. Ahead of the curve, the State Police provided training to sworn personnel to help identify mental health issues in themselves and provide insight into depression and suicide among law enforcement officers. This was followed by a highly acclaimed training cycle on job resiliency and family support. Aside from in-person training dates, a web based environment is provided including material from the National Alliance on Mental Illness. In 2019, the State Police was awarded a grant by the Substance Abuse and Mental Health Services Administration with a goal to train over 200 division members in the Crisis Intervention Team Program. This "CIT" model is considered a best practice in the field of mental health and has provided both an inward and outward facing environment for assessing crisis. During this ongoing endeavor, law enforcement officers are trained to identify persons suffering from mental illness and de-escalate situations by working with families and making referrals to community mental health centers. A recognized collateral benefit of this training has led to an increased awareness within the profession and a cultural change in seeking and providing assistance. The Division of State Police has developed close relationships with the mental health community statewide with members serving on the National Alliance on Mental Illness, New Hampshire (NAMI- NH) Board of Director's and The State Suicide Prevention Council (SPC). Division members were pivotal in establishing a First Responder Sub-committee within the SPC to combat suicide among front line professionals. These ongoing training efforts will provide an environment of cultural change within a profession sometimes resistant to seeking help. Moving into 2021, we will work to establish a reoccurring program for new employees and continue to provide training and PEER support to our valued members. | Complete/On-going | | | 2021: 75 more Troopers to be trained in CIT, based on ongoing grant training, making progress toward goal of 225 trained members. Mental Wellness Coordinator also meeting with PSTC to evaluate examinations for initial hire, continuing, periodic fitness for duty assessment, and other considerations. Grant renewal will be sought so that the training can be expanded and offered to ALL sworn members. Work ongoing. |
| Training | | | Lt. Brendan Davey | | |
| 1. Implicit Bias and Cultural Responsiveness (2 hours annually) | The organization has purchased a 3.5 hour-long video from a nationally-recognized law enforcement training company, Calibre Press, which will be mandated that all Troopers review, prior to the end of 2020. This training video will be a portion of the continual training plan moving forward. | Pending | Lt. Brendan Davey | | A number of the Department of Safety's prosecutors and Sworn officers attended a 3-hour live online training coordinated by the Attorney General on November 21, 2020. Full dispersion of another training for all sworn members will be conducted by the end of March, 2021. |
| 2. Ethics (2 hours annually) | Ethics is currently embedded in training that is delivered both at through the NH Police Standards and Training Council, within the NH State Police "In-House Academy" for newly-hired Troopers, and during the "Field Training Officer School" provided to new field training officers. The organization is currently working with the Bureau of Education and Training, so that the bureau's "Ethics In Government" course can be transferred to an online course, which will then be made available to all Troopers. Additionally, the Recruitment and Training Unit is also monitoring the development and release of the Ethics block of instruction at the Police Standards and Training Council, which could also be utilized by the Division or even statewide. The opportunities will be part of the continued training plan moving forward. | Pending | | | R&T Staff met with PSTC and Bureau of Education and Training in support of the development of a state-wide training regimen to satisfy these new required disciplines. On February 11, the culmination of the work was announced by PSTC, including that In-Service Training in these topic areas will be made available face to face starting in the spring, and over online modality beginning on July 1, 2021. The Division intends to partake of the same training so as to remain consistent with that the material chosen by our certifying body. |

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| 3. De-escalation (2 hours annually) | Use of Force Training, as it exists currently, along with Use of Force Policy (PSC Chapters 41-K and 41-L) implicitly speak to de-escalation, as compliance without resort to force, use of the least necessary force, and implementation of professional solutions are all goals and requirements of the Division's approach to policing. Furthermore, the NH State Police purchased and disseminated a 2.5-hour video on De-Escalation from Calibre Press, delivering it to our sworn members in August 2020. Our Recruitment and Training Unit is also researching the Police Executive Research Forum (PERF), Integrated Communication And Tactics (ICAT) Training suggested by the LEACT Commission. The Recruitment and Training Unit is also working in conjunction with the NH Police Standards and Training Council, in order to assist with development of a statewide standard for in-service training in each of the disciplines required by this section. The NH State Police will continue to research new training opportunities for evolving issues. | Complete 2020/On-going | | | Use of Force Training Sergeant, Professional Standards Unit Sergeants, and Commander of Recruitment and Training have reviewed model policies from PSTC. We will continue to work with PSTC and internally to be sure that policy is developed and enacted, by the July 1 deadline. |
| Enhanced Background Vetting | | | Lt. Brendan Davey | | |
| 1. Enhance all background investigations for police candidates to specifically vet such candidates for demonstrations of outward bias toward a protected group by way of past history, behavior, affiliation, with a subversive group, social media posts and other objective sources | NHSP Recruitment and Training Background Investigations are conducted in a manner consistent with this requirement. We conduct a "Background investigation class" that illuminates issues including negligent hiring, consistency with the US Equal Employment Opportunity Commission and Title VII of the Civil Rights Act of 1964, barring practices that would produce a "disparate impact" of data discovered, ensuring real and equal opportunity to applicants. To the extent allowable by law, social media and open source web searches are utilized to reveal unlawful or discriminatory bias on the part of candidates as demonstrated. Interviews with references in social, educational, professional, and other spheres are conducted, and the scrupulousness of candidates' behavior is examined, including whether references have any concerns regarding discriminatory or biased behaviors on the part of any applicant. Candidates are also asked to display their social media accounts as well as being subjected to a direct personal interview, during which any concerns regarding any topic, including discriminatory behavior and unlawful bias, would be addressed by the investigating Trooper. Those who demonstrate discriminatory behavior or unlawful bias would suffer a lesser recommendation than those free of such encumbrances. The NH State Police is also researching questions on bias that can be included during portions of the hiring process. All candidates for the position of NH State Trooper are vetted in accordance with the expectation that they will perform their duties with Fairness, Professionalism, and Integrity. | Pending/On-going | | | |
| Body Cameras | | | Capt. Christopher Vetter | | |
| 1. Identify funding sources and identify implementation date for body cameras | Beginning in 2017, the NH State Police began working on a project that would allow for all marked State Police Cruisers to be outfitted with in-cruiser cameras and as part of the Governor's Executive Order, the organization is in the process of distributing a request for purchase (RFP), so that body-worn cameras can also be included within that project. Funding sources to support the body-worn camera project are actively being sought and a comprehensive plan will be submitted to the Governor's Office prior to December 4th, 2020. | Pending/On-going | Capt. Christopher Vetter / Asst. Commissioner Bailey | | A Request For Proposals (RFP) has been posted and we have hosted vendor conferences to answer vendors' questions and continue to answer them until the Question / Answer period closes. Vendors are preparing proposals, the deadline for which has been extended two weeks to ensure all technological options are accounted for. Once received, the department will vet and one of which we intend to submit to Governor and Council in June. We are also in the process of drafting the Professional Standard of Conduct (commonly referred to as "Standard Operating Procedure" for the digital evidence program) which will be developed so as to be enacted as the technology is put into service. |
| Statewide Crime Reporting | | | Sgt. Brian Parker | | |
| All law enforcement agencies will comply with RSA 106-B:14-c by submitting crime reports to the Department of Safety, Division of State Police based on the specifications prescribed by the Federal Bureau of Investigation (FBI). | Of approximately 300 Law Enforcement agencies within the state, approximately 85% meet this requirement, giving their reporting data to the Division of State Police. A small number are not currently in compliance. | Pending/On-going | | | The Division has communicated with non-compliant agencies continuously, but is making a concerted effort to communicate a deadline for compliance and an offer of technical assistance for those having difficulty extracting the necessary data from their report management systems. Substantial progress is being made with several agencies and efforts will continue to bring about full compliance. Three more agencies have become responsive within the last 7 days. |