



**LEACT RECOMMENDATIONS UPDATE**  
**NEW HAMPSHIRE STATE POLICE**  
**MAY 2021**



# LEACT RECOMMENDATIONS AND PROGRESS

## Community Relations (Page 3)

- 1.) Establish and dedicate a team to focus on community policing and engagement – **Complete/On-going**
- 2.) Work with community liaisons – **Complete/On-going**
- 3.) Promote community events and use social media – **Complete/On-going**
- 4.) Produce PSAs for social media to showcase – **Complete/On-going**
- 5.) Require ongoing community policing training for employees – **Complete/On-going**

## Recruitment (Page 4)

- 1.) Establish a team and recruit outside of NH – **Complete/On-going**

## Gender Non-Conforming Community (Page 5)

- 1.) Advance relationship between law enforcement and Gender Non-Conforming Community – **In-progress**

## Deaf and Hard of Hearing Community (Page 6)

- 1.) Advance relationships with this community and dissemination of driver cards – **Complete/On-going**

## Mental Well Being of Community Members (Page 7)

- 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 – **In-progress**

## Mental Well Being of Officers (Page 8)

- 1.) Resiliency training for Troopers and continuous NAMI/CIT Training – **Complete/On-going**

## Training (Page 5)

- 1.) Implicit Bias and Cultural Responsiveness (2 hours annually) – **In-progress**
- 2.) Ethics (2 hours annually) – **Pending**
- 3.) De-escalation (2 hours annually) – **Complete 2020/On-going**

## Enhanced Background Vetting (Page 7)

- 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 – **Pending/On-going**

## Body Cameras (Page 9)

- 1.) Identify funding sources and identify implementation date for body cameras – **Pending/On-going**

## Statewide Crime Reporting (Page 9)

- 1.) 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) – **Pending/On-going**



# COMMUNITY RELATIONS

## SOCIAL MEDIA



@NH\_StatePolice

Followers: 14,969 (gain of 1% in a month)



@NHStatePolice

Followers: 70,520 (gain of 1% in a month)



@nhstatepolice

Followers: 43,808 (gain of 1% in a month)



NH State Police on The Pulse of NH - Good Morning NH with Jack Heath featuring community leaders Valere Mangituka and Samuel Baruma on May 6<sup>th</sup>.

## RADIO SHOW TOPICS

Upcoming NH Police Cadet Academy, NH Fallen Law Enforcement Officers Memorial Ceremony, NHSP Veterans, Memorial Day Weekend safety tips for drivers/boaters and recent NHSP promotions.

## PUBLIC RELATION REQUESTS

5- School Related

## WMUR INTERVIEWS

5/2 - Wrong-way driver Crash

5/8 - Motorcycle safety

5/20 - Seatbelt Enforcement Campaign

5/22 - Safe Boating with Marine Patrol

5/28 - Memorial Day Weekend Patrols

5/28 - DARE Officer of the Year

## HIGHLIGHT

Trooper Kevin McGregor was recognized with the NH Hero Award, which honor those who risked their lives to save/attempt to save another during the prior year.



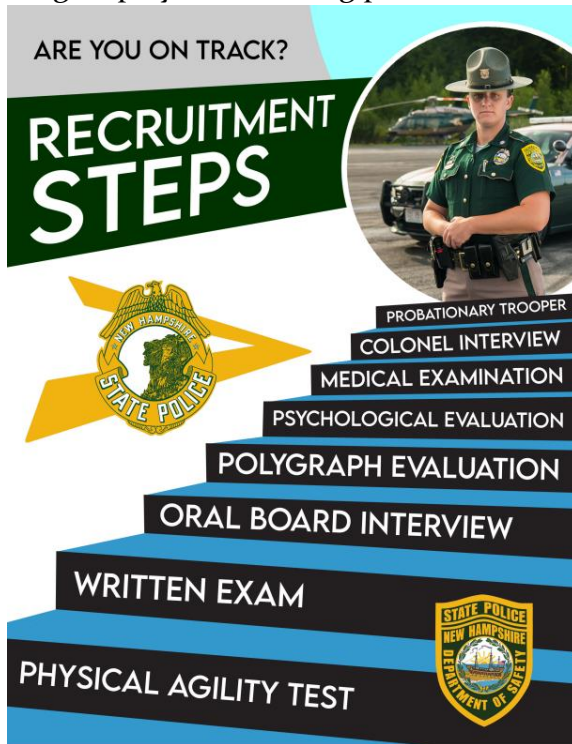
Trooper Alexa Williamson attended a first responder day for local children and resort guests at Westward Shores Resort in Ossipee.



# RECRUITMENT

Trooper Aramus Caraballo attended a career fair at Massachusetts Maritime Academy on May 6<sup>th</sup>. Having hired many quality candidates from this institution, it is always a worthwhile event.

Social Media was used for numerous messages, including the following display of the hiring process:



Sergeant Kopko attended a virtual career event with Berlin High School on May 13<sup>th</sup>. The students at this event asked insightful questions.

Lt. Davey had a number of fruitful conversations with members of the NH National Guard on May 15<sup>th</sup>, including with one applicant and several potential applicants, as Sergeant Ditolla and Troopers Perciballi, Foster, and Roger gave instruction to the 237<sup>th</sup> Military Police in Defensive Tactics.

Sgt. Kopko proactively communicated about the upcoming June 12 test with upwards of 50 potential candidates who have shared their resumes.

## CAREER FAIRS

- ✓ MA Maritime
- ✓ Berlin High School
- ✓ NH Army National Guard
- ✓ NH Employment Security
- ✓ Spaulding High School – Marine Patrol

## UPCOMING TEST

June 12, 2021

## POTENTIAL APPLICANTS

More than 70, of diverse backgrounds, for our next test

## HIGHLIGHT

Sgt. Ditolla & Troopers Roger Perciballi, and Foster train defensive techniques to the NHARNG 237<sup>th</sup> Military Police:



# TRAINING

## IMPLICIT BIAS & CULTURAL RESPONSIVENESS

381 sworn Division members were assigned the Implicit Bias Training Video, with a requirement to score 100% on the quiz. The 5.3% who did not complete it include members assigned to special task forces and on extended leave for military, significant injury, and administrative leave due to critical incidents.

## ETHICS

The Recruitment and Training Unit will review, with PSTC, their new learning management system beginning on May 31, in a series of educational sessions for “enhanced users” in order to enroll our own Division members in the required annual 2-hour blocks of training in Implicit Bias & Cultural Responsiveness, Ethics, and De-Escalation.

## DE-ESCALATION

All Division members were granted access to a De-Escalation Training Video in August of 2020. A new Use of Force policy is in development that also addresses issues of De-Escalation.

# GENDER NON-CONFORMING COMMUNITY

A preliminary review of the PowerPoint authored by ACLU for use in training Department of Safety personnel has been conducted. Finalization and delivery of said material on our learning management system is anticipated in June 2021.

## HIGHLIGHT

### 94.7% COMPLETION OF IMPLICIT BIAS TRAINING VIDEO



## NEXT MILESTONE

May 31 Meeting with PSTC to review new LMS.

June instructional meetings in PSTC LMCS.

# DEAF & HARD OF HEARING COMMUNITY

A meeting took place on May 10, 2021 which focused on the need of services for children/youth - toddler and elementary age. The committee spoke about how to support children and their mental health. Another focus was on social activities within residential care facilities. The need to be able to communicate more and hire people that are able to provide that level of assistance. The residents have been unsatisfied with talking through masks.



## NEXT MEETING

Not yet announced.

## HIGHLIGHT

State Police will be providing the Deaf and Hard of Hearing Card to each Trooper to have as part of his/her resources. Local Police Departments are utilizing the cards and some have asked for more. Representative Pearson has advised he has plenty and would provide the Local Police Departments with cards they need.

State Police also provided the Deaf and Hard of Hearing Card to the Department of Homeland Security to utilize during the vaccine distribution at the New Hampshire Motor Speedway.

# ENHANCED BACKGROUND VETTING

The Background Investigations Class explicitly states the recommendation of the LEACT Commission and Governor's Executive Order 2020-19 in order to illuminate the issues sought for inclusion in the process of vetting candidates. Current background investigative practices are informed by and conducted consistent with these provisions.

# MENTAL WELL BEING OF COMMUNITY MEMBERS

The Department of Safety 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.

## HIGHLIGHT

16 Trooper I  
Background  
Investigations were  
conducted this spring.

# MENTAL WELL-BEING OF OFFICERS

To date, 79 Department of Safety Personnel are CIT program graduates, including State Hospital Campus Police and Marine Patrol Officers. CIT Classes are scheduled for June, July and August of 2021, per COVID guidelines. The original SAMHSA grant is expiring on September 30th 2021 and has already put us at nearly double the national standard for CIT certification. An additional 5 year CIT grant has been submitted to SAMHSA (The Substance Abuse and Mental Health Services Administration) and we are waiting to hear on a potential award. We continue to make progress toward the goal of 225 trained members, and hope to upwardly adjust to 100% of our sworn contingent. Mental Wellness Coordinator also meeting with PSTC to evaluate examinations for initial hire, continuing, periodic fitness for duty assessment, and other considerations.

The data to the right is significant in many ways. First, our Mental Health related calls demonstrate the national crisis facing all law enforcement agencies. Doubling any data serves as a red flag to an ongoing, not potential crisis. The good news is that we started a robust effort before this marked increase and continue to lead the state in advanced crisis training for our personnel. Additionally, DOS personnel have become a valuable part of the mental health referral process providing persons in crisis with real time services and minimizing entry into the Criminal Justice System.

## ENGAGEMENT WITH COMMUNITY MENTAL HEALTH NEEDS:

Total Mental Health related calls for service in 2019 → 197.

Total Mental Health related calls for service in 2020 → 402.

Total Mental Health related calls for service in the first quarter of 2021 → 162.  
Same place last year (2020) → 75.

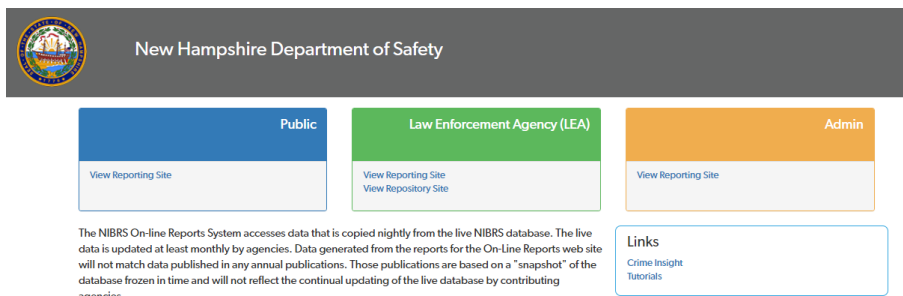


# BODY CAMERAS

The project team has viewed all presentations and scored them. The selection of a vendor is expected in the first week of June. Contract negotiations will follow immediately thereafter. As soon as we are able, a presentation will be made to the Governor and Council to begin project implementation.

# STATEWIDE CRIME REPORTING

Current NH Website:



Future NH Website (Current in Tennessee):

