

June 25, 2020

New Hampshire Commission on Law Enforcement Accountability, Community, and Transparency.

Dear Commission;

I am writing based on my personal experience and observations of nearly 20 years in law enforcement. I began my career at the age of 21 in Federal Law Enforcement and retired at the age of 40 from the Nashua, New Hampshire Police Department after being involved in a fatal Police shooting.

I believe your Commission is starting in the middle of the problem and not the beginning. Police Training is for sure a concern and I can address that further, however the problem begins at the hiring process and continues through the promotional system. I can speak personally regarding the Nashua Police Department (second or third largest in the state). The Nashua Police Department has over 200 sworn Police Officers. To the best of my knowledge there is currently no black police officers serving in the ranks.

The recruitment of police officers within any jurisdiction should be to search out the best individuals. Not the biggest or strongest but those with integrity and compassion. I had the pleasure of serving with both the best and worst of police men and women. The police hiring system is flawed by old school thinking (that's the way it's always been done).

The current hiring system is further flawed by the good old boy promotional system. In short, once an individual is hired there is only one test to be promoted to sergeant, then it's who likes you or who's your buddy. This system clearly does not get the the best or most qualified to supervisor or eventually get to the position of Chief.

The Chief of Police in Nashua (as well as the NH State Police and Manchester Police are selected by the out-going Chief). There is no outside recruitment or selection process. For numerous years the Chief in Nashua typically stays in the position for three or so years, then retires into the sunset with a healthy pension based on the highest three years salary, which would be as Chief. It appears that the past several Chief's take the money and run and don't stay around to build a better department . It is reported the one past Chief (John Suesing) was the highest paid in the retirement system and also on the Attorney General's list of Untruthful Police Officer's. That is certainly not integrity but corruption.

The Commission should seek remedies for the failure to hire, promote and select the best police officers and Chief's of Police in the State of New Hampshire.

Respectfully submitted,

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Retired
Nashua Police Department