

TO: His Excellency, Christopher Sununu, Governor of the State of New Hampshire

FROM: Chief John V. Scippa, Director, NH Police Standards and Training

DATE: June 1, 2021

RE: 30 Day Report on LEACT Mandates Set Forth in Executive Order 2020-19

Governor Sununu,

The following is submitted to reflect the progress towards completion of all LEACT mandates set forth in your Executive Order 2020-19 that are the prime responsibility of myself and NH Police Standards and Training. I have listed only those items that are still open for the sake of brevity. All items that have been completed are no longer listed in this report. I have left the numbering of each open item in place from the original order for reference purposes and my summary notes are in red font after each mandate. After your review of this summary report, I stand ready to answer any questions or make any clarifications as you find necessary.

Respectfully submitted

Chief John V. Scippa

Certification -Training Requirements

1. The Director of the Police Standards and Training Council (PSTC) shall take all necessary steps, including initiating appropriate rulemaking, to:

(b) Mandate that annual in-service training as approved by PSTC include, at a minimum, two hours on each of the following topics:

1. Implicit bias and cultural responsiveness
11. Ethics
111. De-Escalation Included

COMPLETED: All mandatory in-service training listed above is ready and we will be delivering each of the three classes at the NH Association of Chiefs of Police summer conference this year. Further, we are now offering these classes in a webinar style using Zoom technology to reach as many officers as possible. De-Escalation was offered during the month of May. Ethics will be offered in this same fashion during the month of June. Cultural Diversity/Procedural Justice will be the first LMS online class and will be offered in July along with the other two classes on our new LMS system, (which goes live to all officers on July 1).

2. The Director of PSTC shall conduct a review of academy and in-service training curriculum and take all necessary steps, including initiating appropriate rulemaking, to:

- (a) increase the number of hours or scenario based training in both academy and in-service settings by an amount which PSTC deems necessary after consultation with the

Department of Justice, Department of Safety, local law enforcement agencies, and community partners; **CONTINUES-IN PROGRESS**. Presently the scenario training at the recruit academy is 76 hours as scheduled. We are in final stages of council approval to bring back live dosing labs to augment DWI detection class. Once full approved, recruits will have the ability to conduct SFSTs on dosed subjects. We anticipate further increases once the JTA is completed and a deeper review of the academy curriculum can be conducted. **This will be an ongoing effort for the next 12 to 18 months**.

(g) utilize an attorney from the Attorney General's Office to provide, during training on applicable topics, instruction on State of New Hampshire v. Jones (January 10, 2020) and any other State court decisions where race or protected class was a matter the court considered when reaching its decision. **COMPLETED**. NH Attorney General Formella has assigned Attorney Nicole Clay as the liaison to NHPSTC to oversee legal training needs for recruit training going forward.

3. In addition to the specific steps outlined in Section 2 of this Order, the Director of PSTC shall take all necessary steps to initiate a Job Task Analysis for entry-level law enforcement officers and entry-level corrections officers and, based upon those findings, conduct an overall review of the present academy curriculums. Based upon this review, the Director shall, within 120 days from the date of this Order, submit a recommendation to PSTC and the Governor as to whether the current length of the police academy should be expanded beyond 16 weeks. **OPEN-CONTINUES**: The JTA Survey has been sent out to all Agency heads. Further, each agency head has been requested to have one of their FTOs or Sergeants also complete this survey. The survey for the newly graduated police officers is forthcoming and should go out within the next few weeks. UNH Faculty have set the timetable for the completion of the JTA for **August 2021** to coincide with the graduate school year at UNH.

4. Upon completion of the Job Task Analysis conducted pursuant to Section 3 of this Order, the Director of PSTC shall conduct a review of the Part-Time Police Officer certification process. Based upon this review, the Director shall, within 120 days from the date of this Order, submit a recommendation to PSTC and the Governor as to whether changes should be made to

- (i) the length of the training period for part time officers and
- (ii) the scope of law enforcement functions that part-time officers are allowed to perform **(No change to this from last report)** Clearly, this **task is contingent on the completion of the JTA**. Further, there will need to be thoughtful discussion with Law Enforcement stakeholders as this task is addressed as it may have significant financial impact to the state, counties and municipalities who depend on the use of part time officers to augment police services to their respective communities particularly during peak tourist seasons on the Seacoast and in the lakes region. Again, I respectfully request that a time extension be granted to allow for the completion of the JTA.

5. The Director of PSTC shall take all necessary steps, including but not limited to providing recommendations to the Governor on necessary funding in the next biennial budget, to develop and deploy a robust database management system and on-line learning platform for the twofold purpose of:

- 1) Maintaining a full record over the course of an officer's career of his or her training completion, any incidents of sustained misconduct, movement from

agency to another, and decertification, and

(2) Developing and delivering standardized online training to all law enforcement officers in an efficient and economical way.

CONTINUES-IN PROGRESS. NHPSTC staff and Beta Test agencies have begun training on the new system. An introductory webinar was conducted on June 1st open to all law enforcement agencies within NH. Targeted full roll out to all NH agencies is July 1, 2021. It will be imperative that funding is kept in the annual operating budget to maintain this solution. Annual cost to be 158,000/year, over the next three years.