

TO: His Excellency, Christopher Sununu, Governor of the State of New Hampshire  
FROM: Chief John V. Scippa, Director, NH Police Standards and Training  
DATE: February 5, 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

All mandatory in-service training listed above is content ready and regardless of when the rule change is made final, **we anticipate ability to deliver this In-Service content by April of 2020.** There are a number of vendors that can provide this training to individual departments at a significant cost right now. While this will allow for some agencies to meet this mandate, NHPSTC staff are working with NH BET from the NH Department of Administrative. NHPSTC has also developed a one day in-service, Face to Face block of instruction to be made available by March 2021 to create an opportunity for agencies to begin meeting this mandate.

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**. We have increased the scenario training at the recruit academy from 44 hours of scenario training to 59 hours of scenario training for a total increase of 15 hours of scenario training. 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**. Due to the on-going COVID prohibitions, our face to face in-service classes have been significantly curtailed and so the development of scenario training for such classes are not prioritized.

(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. **CONTINUES-IN PROGRESS**. I anticipate that this will be ready to be deployed in the **January 2021** session and is dependent on the availability of the attorney to review our present lesson plan on Search and Seizure.

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. **(NO CHANGE FROM LAST REPORT) With respect, I request that a time extension be granted for this mandate**. I met with UNH faculty and the graduate student who has been identified to conduct the Job Task Analysis on December 3, 2020. UNH Faculty have updated the original timetable for the completion of the JTA and are now advising that the JTA will not be completed until **August 2021**. There is no cost to this but the completion of the JTA must coincide with the graduate school year at UNH. Alternatively, an outside vendor has quoted 50,000 dollars to conduct the JTA but this cost could not be addressed in our present operating budget.

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.

**(NO CHANGE FROM LAST REPORT) CONTINUES-IN PROGRESS.** NHPSTC has purchased our RMS/LMS from Benchmark Analytics and we have met with the Benchmark team to begin the customization phase of the software. **We anticipate that the LMS side of the software will be operational by April 1, 2021.** Timetable for completion of RMS side may be longer due to the fact that the company is customizing it for our specific needs. 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.

### **Mental Well-Being of Officers**

17. All State law enforcement agencies shall take all necessary steps, including initiating rulemaking, to require ongoing training regarding the mental well-being of officers. Such training shall include information regarding the high rates of post-traumatic distress, depression and suicide among law enforcement officers and available resources for seeking help. **CONTINUES-IN PROGRESS.** This will be part of the efforts listed in #18 as it is my belief that the committee members below will be able to provide guidance and best practice on developing and delivering training in this area.

18. The Director of PSTC shall form a team to review whether to require mandatory periodic psychological screenings of law enforcement officers, similar to what is currently required for physical fitness under Pol 404.07, to determine ongoing fitness for duty and assist with referring officers for mental health treatment and support. **CONTINUES-IN PROGRESS.** Committee of peer counselors from the NH Law Enforcement community, a police chief with a PHD in psychology, a Police psychologist and the executive director of NH NAMI continues to meet. We anticipate creating a position paper addressing all topics outlined in this mandate and anticipate a completion of the groups' work no later than **March, 2021.**