

# New Hampshire Police Standards and Training Council



## Annual Report July 1, 2020 - June 30, 2021

Christopher D. Connelly  
Helen E. Hanks  
John V. Scippa

Chairman  
Vice Chairman  
Director



**GOVERNOR AND EXECUTIVE COUNCIL**

Governor Christopher T. Sununu

Honorable Joseph D. Kenney, Executive Councilor, District One  
 Honorable Cinde Warmington, Executive Councilor, District Two  
 Honorable Janet L. Stevens, Executive Councilor, District Three  
 Honorable Theodore L. Gatsas, Executive Councilor, District Four  
 Honorable David K. Wheeler, Executive Councilor, District Five

**POLICE STANDARDS AND TRAINING COUNCIL**

<b>Member</b>	<b>Original Appointment</b>	<b>Term Expires</b>
Sheriff Christopher Connelly Hillsborough County Sheriff's Office Chairman Appointment	January 29, 2021	January 29, 2023
Corrections Commissioner Helen Hanks Vice Chairman NH Department of Corrections	November 8, 2017	(ex-officio)
Chief Steven Russo (city) Keene Police Department	January 29, 2021	January 29, 2023
Chief Michael Carignan (city) Nashua Police Department	January 29, 2021	January 29, 2023
Chief Michael Ho-Sing-Loy (town) Sugar Hill Police Department	January 29, 2021	January 29, 2023
Sheriff Charles Massahos Rockingham County Sheriff's Office	January 3, 2019	January 29, 2021
Judge Sawako Gardner Dover District Court	September 13, 2011	January 29, 2023
Judge Melissa Countway Ossipee District Court	October 24, 2017	January 29, 2023
Mr. Edward Lecius Civilian Member	October 25, 2019	October 25, 2021
Dr. Maureen Sullivan, DA, MBA Civilian Member	June 5, 2019	June 21, 2021
Colonel Nathan Noyes New Hampshire State Police	April 2020 (ex-officio)	
Attorney General John Formella	March, 2021	(ex-officio)
Interim Chancellor Dr. Susan Huard Designee: Director Jason Bishop of Risk Management & Insurance Programs Community College System of NH	May, 2020	(ex-officio)

## TABLE OF CONTENTS

<b>GOVERNOR AND EXECUTIVE COUNCIL</b> .....	- 2 -
<b>POLICE STANDARDS AND TRAINING COUNCIL</b> .....	- 2 -
<b>MISSION STATEMENT</b> .....	- 4 -
<b>COUNCIL MEMBERSHIP</b> .....	- 5 -
<b>ANNUAL REPORT</b> .....	- 6 -
<b>ORGANIZATION AND FUNCTIONS</b> .....	- 6 -
<b>PSTC PERSONNEL</b> .....	- 8 -
<b>MAJOR ACCOMPLISHMENTS AND REFLECTION OVER THE LAST YEAR</b> .....	- 9 -
<b>FINANCIAL ACTIVITY</b> .....	- 11 -
<b>SUSPENSION/DECERTIFICATION ACTIVITY</b> .....	- 15 -
<b>ACADEMY STATISTICS</b> .....	- 16 -



## **MISSION STATEMENT**

The mission of New Hampshire Police Standards and Training is to shape, sustain and strengthen the competency and professionalism of New Hampshire Law Enforcement, in service to our State.

We will accomplish through our dual roles:

Providing high-quality, innovative, credible and responsive basic, advanced, and specialized training to New Hampshire Police, Correctional, Probation and Parole officers; and,

Adopting and enforcing reasonable, professional standards in a manner consistent with the law, considerate of the public trust, and committed to basic values and the highest ethical standards.

## **COUNCIL MEMBERSHIP**

The members of the New Hampshire Police Standards and Training Council during Fiscal Year 2021 were:

Sheriff Christopher Connelly of the Hillsborough County Sheriff's Office, currently serving as Chairman; Corrections Commissioner Helen Hanks, Vice Chairman; Chief Steven Russo, City of Keene Police Department; Chief Michael Carignan, City of Nashua Police Department; Chief Michael Ho-Sing-Loy, Town of Sugar Hill Police Department; Rockingham County Sheriff Charles Massahos; Associate Justice Sawako T. Gardner of the Dover District Court; Associate Justice Melissa Countway of the Ossipee District Court; Jason Bishop, Director of Risk Management & Insurance Programs, CCSNH, designee for Dr. Susan Huard, Interim Chancellor of the Community College System of New Hampshire; Colonel Nathan Noyes, Director of the New Hampshire State Police; Attorney General John Formella; Civilian Members Mr. Edward Lecius and Maureen Sullivan, DA, MBA.

By law, the members of the Council, appointed by the Governor, must include two town police chiefs, two city police chiefs, two high sheriffs, two justices of the District or Superior Court System, the Chancellor of the Community College System of New Hampshire, the Attorney General, the Commissioner of Corrections, the Director of the NH State Police and two public members. Terms are two years in length. The Chairman is designated by the Governor, and the members elect the Vice-Chairman.

# NH POLICE STANDARDS AND TRAINING COUNCIL

## ANNUAL REPORT

Fiscal Year July 1, 2020 - June 30, 2021



### ORGANIZATION AND FUNCTIONS

The Police Standards and Training Council was established by the New Hampshire Legislature in 1971. Policies are set by the 14-member Police Standards and Training Council who appoints the Director to oversee the operation of the agency.

Police Standards and Training is an independent, executive branch agency. The current director, John V. Scippa of Exeter, was appointed to his first four-year term on March 16, 2020.

The Council is charged with establishing minimum hiring and educational standards for police, state corrections, and probation-parole officers; the certification of persons qualified to serve in those positions; and providing mandatory basic training to new police, state corrections and probation-parole officers.

The Police Standards and Training Council approves the curriculum for County Corrections Officers who are enrolled in the Group II retirement system.

The Council currently certifies 4,204 police officers, both full and part time, who are employed by State, County and local units of government, plus 488 sworn employees of the New Hampshire Department of Corrections.

Our headquarters are located at 17 Institute Drive in Concord, in a law enforcement training facility that opened on October 25, 1983. An additional lecture hall, two more classrooms, and several additional offices were opened on July 1, 1989. Another 33,280 square feet (on two floors) Tactical Training Center and a 7,600 square feet (on two floors) dormitory addition were completed in 1993, giving us a total of 77,000 square feet on 20.87 acres of land and overnight accommodations for more than 100 persons.



On May 2, 2007 in honor of the late Arthur D. Kehas the first Director of Police Standards and Training, the Governor and Executive Council changed the name of our building and grounds to the Arthur D. Kehas Law Enforcement Training Facility and Campus. On June 14, 2010, a ceremony was held to dedicate a bronze plaque donated by the Kehas family to commemorate the naming of the campus in honor of Arthur Kehas. That plaque remains proudly displayed in our lobby.

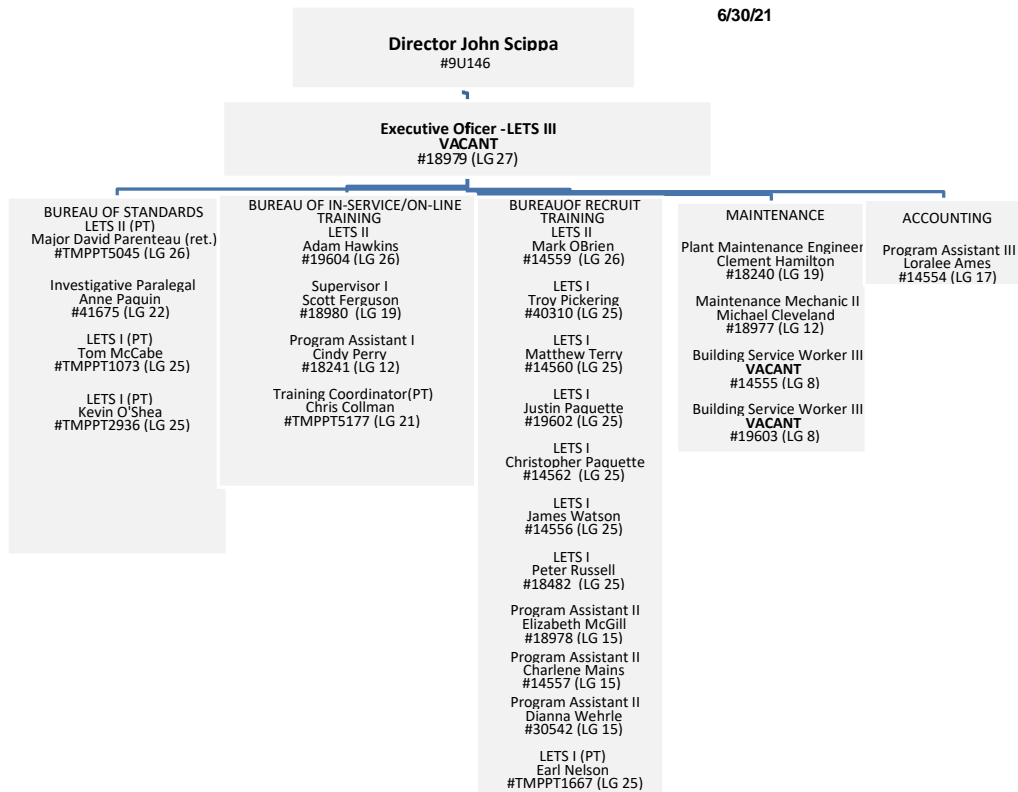
On July 1, 2016, the funding for PSTC changed to 100% general fund and the balance of the training fund and any future penalty assessment revenue previously directed to PSTC was transferred to the general fund.

The Council was a non-affiliated state agency reporting directly to the Governor until July 1, 1985. With the passage of Chapter 152, Laws of 1985, it became attached to the Department of Postsecondary Technical Education, subsequently called the NH Department of Regional Community-Technical Colleges, and known since 1998 as the NH Community Technical College System. Laws of 1985, 152:4, provide that Police Standards and Training shall be a separate PAU within the System, administratively attached and separately financed. The Council also retains its rule-making authority independent from the System. By a law enacted by the 1998 Legislature, the Police Standards and Training Council, like the rest of the college system, gained flexibility in making purchases and in fiscal transfers through the System's Board of Trustees. Chapter 361, Laws of 2007, changed the governance structure of the system again and renamed the system the New Hampshire Community College System. Beginning in SFY 2008, PSTC transfers are approved through the Joint Legislative Fiscal Committee. In 2011, the property of the CCSNH, PSTC and the McAuliffe Shepard Discovery Center was surveyed and re-distributed under RSA 188-F:1-a with PSTC receiving 20.87 acres of allocation. In 2017 RSA 188-F:22 through 32-a was repealed and the provisions were moved to RSA 106-L, removing the Council from attachment to the Community College System.

## PSTC PERSONNEL

The current authorized staffing level at PSTC is reflected below, and the section on expenditures and revenue follows.

Fiscal Year	Unclassified	Full-Time	Part-Time	Total
2021	1	20	6	27
2020	1	20	6	27
2019	1	20	6	27
2018	1	20	6	27
2017	1	20	6	27
2016	1	20	6	27
2015	1	20	5	26
2014	1	20	5	26
2013	1	22	5	28
2012	1	22	6	29
2011	1	23	5	29
2010	1	23	7	31
2009	1	24	2	27
2008	1	25	2	28
2007	1	25	3	29
2006	1	25	2	28
2005	1	25	2	28
2004	1	25	2	28
2003	1	24	2	27
2002	1	24	2	27
2001	1	24	1	26





## **MAJOR ACCOMPLISHMENTS AND REFLECTION OVER THE LAST YEAR**

Shut down the academy and in-service programs due to COVID on March 16, 2021

Within 2 weeks we transitioned to a hybrid zoom academy

Safely conducted 3 full time police academies, 3 corrections academies and 1 part time academy without widespread or direct COVID impact.

Cleared out the outdated and unused firearms inventory following all state laws and administrative rules

Using the trade-in value of the old firearms inventory, we purchased contemporary firearms for all LETS staff

Major changes to the NH PSTC council members

Major changes to NH PSTC staff due to retirements

LEACT Commission participation by the Director

Model Policy Guidance posted to PSTC website

Creation of Cultural Dynamics, Procedural Justice class for FTA

Creation of Ethics Class for FTA and PTA

Creation of ICAT for De-escalation training for FTA and PTA

Introduction of ABLE training to all police academies. One of only two states in the nation that deliver the ABLE Program to all recruits. LETS become trained as ABLE instructors

New RMS/LMS suite is vetted, purchased, built, and deployed

Creation and deployment of In-Service training for Ethics, ICAT and Cultural Diversity.

Job Task Analysis completed by NH Justiceworks

Reorganization of our agency to further advance the agency mission.

Organized COPS/Presidential EO on UOF policy review

Transitioned back to pre-covid operations

Return of the "wet lab" for FTA DWI training

New mats for DTs

New Training Equipment for Corrections

Increased number of LETS training staff with 2021-22 budget

Capital Projects approved and moving forward on AC replacement, range remediation and boiler replacement

Increase in scenario training.

**FINANCIAL ACTIVITY**  
**REVENUE** PSTC is 100% General Fund  
**EXPENDITURES**

ADMINISTRATION AND SUPPORT	June 30, 2019	June 30, 2020	June 30, 2021
Permanent Personnel	\$350,274.17	\$346,831.69	\$324,495.19
Director	\$104,333.98	\$56,776.21	\$108,149.08
Overtime	\$493.81	\$164.44	\$2,077.99
Current Expense	\$33,240.84	\$29,426.40	\$25,445.62
Lease Rent - Other Than State	\$2,584.08	\$2,584.08	\$2,482.39
Heat, Water & Electricity	\$74,650.44	\$73,086.46	\$66,994.49
Maint Other Than Bldg & Grounds	\$4,936.90	\$4,814.73	\$7,903.21
Organizational Dues	\$550.00	\$590.00	\$590.00
Office of Information Technology	\$77,872.08	\$74,882.34	\$66,142.14
Equipment	\$84,313.63	\$6,318.08	\$2,786.77
Telecommunications	\$9,931.93	\$10,932.71	\$10,710.08
Contract Maint Bldg. & Grounds	\$38,212.54	\$70,220.59	\$51,516.75
Transfer to Other State Agencies	\$80,727.50	\$81,218.50	\$81,730.50
Temporary Personnel	\$65,579.82	\$70,372.42	\$68,077.26
Benefits	\$232,425.22	\$207,220.98	\$184,559.32
In-State Travel	\$2,050.00	\$1,982.15	\$1,282.39
Out-of-State Travel	\$6,599.85	\$0.00	\$0.00
Catastrophic Casualty Ins	\$0.00	\$3,534.12	\$3,370.06
<i>Subtotal Administration &amp; Support</i>	\$1,168,776.79	\$1,040,955.90	\$1,008,313.24

TRAINING	June 30, 2019	June 30, 2020	June 30, 2021
Permanent Personnel	\$906,728.15	\$802,342.72	\$780,961.53
Overtime	\$1,648.37	\$1,654.89	\$2,733.98
Current Expense	\$68,106.68	\$52,226.01	\$59,876.89
Food Institutions	\$320,161.05*	\$222,617.55	\$69,340.10
Equipment	\$62,821.04†	\$18,139.34	\$122,486.83‡
Telecommunications	\$13,107.89	\$13,105.83	\$11,285.06
Temporary Personnel	\$163,088.53	\$164,277.29	\$171,983.89
Benefits	\$487,575.79	\$423,703.76	\$389,322.56
Employee Training	\$0.00	\$3,140.00	\$2,220.00
Training of Providers	\$116,387.00	\$69,005.00	\$56,335.00
In-State Travel	\$2,650.00	\$2,164.83	\$2,400.04
Out-of-State Travel	\$0.00	\$159.00	\$3,831.37
<i>Subtotal Training</i>	<u>\$2,142,274.50</u>	<u>\$1,772,536.22</u>	<u>1,672,777.25</u>

WORKERS COMPENSATION	June 30, 2019	June 30, 2020	June 30, 2021
Workers Comp	\$28,739.98	\$35,184.14	\$40,142.36
<i>Subtotal Workers Compensation</i>	\$28,739.98	\$35,184.14	\$40,142.36

	June 30, 2019	June 30, 2020	June 30, 2021
<i>Subtotal Administration &amp; Support</i>	\$1,168,776.79	\$1,040,955.90	\$1,008,313.24
<i>Subtotal Training</i>	\$2,142,274.50	\$1,772,536.22	\$1,672,777.25

\* Includes \$12,596.34 for FY18 encumbered expense which was paid in FY19

† Includes \$24,043.99 encumbered expense which was paid in FY19

‡ This includes \$113,189.02 Homeland Security Grant for a new Virtra System and Service agreement

<i>Psychological Stability Screening Reimbursement Total</i>			\$7,700.00
<i>Subtotal Workers Compensation</i>	\$28,739.98	\$35,184.14	\$40,142.36
<b>TOTAL EXPENDITURES</b>	<u>\$3,339,791.27</u>	<u>\$2,848,676.26</u>	<u>\$2,728,932.85</u>

### CAPITAL PROJECT

DRIVER TRAINING AND PARKING LOT REHABILITATION	June 30, 2019	June 30, 2020	June 30, 2021
Driver Training and Parking Lot Rehabilitation	\$577,098.50	\$0.00	\$0.00
Boiler Replacement Project <sup>§</sup>	\$0.00	\$0.00	\$54,600.00
Database Replacement Project**	\$0.00	\$0.00	\$150,000.00
<b>TOTAL CAPITAL EXPENDITURES</b>	\$577,098.50	\$0.00	\$204,600.00

### PSYCHOLOGICAL STABILITY SCREENING REIMBURSEMENT

Effective September 14, 2020, in accordance to RSA 106-L:16, a police psychological stability screening for candidates for certification as law enforcement officers, administered by the Council, was established.

Funding was created from drug forfeiture monies and will be non-lapsing. The Council created and approved the process of awarding funds to departments with the maximum award of \$300 per exam. Reimbursements in FY21 totaled \$7,700 to 20 departments.

Department	Agency Total Reimbursement
Allentown Police Department	\$300.00
Auburn Police Department	\$200.00
Barnstead Police Department	\$675.00
Bow Police Department	\$300.00
Brentwood Police Department	\$300.00
Carroll County Sheriff's Office	\$300.00
Claremont Police Department	\$600.00
Francestown Police Department	\$300.00
Gilford Police Department	\$225.00

<sup>§</sup> This project was approved for FY20-FY21 but due to COVID-19 it is currently on hold.

\*\* This project was approved for FY20-FY21 but due to COVID-19 it is currently on hold.

Grafton County Sheriff's Office	\$300.00
Haverhill Police Department	\$300.00
Kensington Police Department	\$300.00
Merrimack County Sheriff's Office	\$900.00
Moultonborough Police Department	\$300.00
New Hampton Police Department	\$300.00
New London Police Department	\$300.00
Sanbornton Police Department	\$300.00
Sandown Police Department	\$600.00
UNH Police Department	\$600.00
Wilmot Police Department	\$300.00
<b>Total Reimbursements</b>	<b>\$7,700.00</b>

#### **PAYMENTS TO OTHER STATE AGENCIES OR ENTITIES**

	<b>June 30, 2019</b>	<b>June 30, 2020</b>	<b>June 30, 2021</b>
NH Technical Institute	\$26,552.00	\$20,000.00	\$20,000.00
Attorney General	\$62,475.00	\$63,000.00	\$63,450.00
Health & Human Services	\$770.00	\$736.00	\$798.00
Safety - State Police Cadre	\$17,482.50	\$17,482.50	\$17,482.50
Div. of Inform. Technology	\$77,872.08	\$74,882.34	\$66,142.14
Telecomm	\$14,399.24	\$17,152.39	\$14,157.76
	\$199,550.82	\$193,253.23	\$182,030.40

#### **PHYSICAL PLANT AND PROPERTY APPRAISAL**

	<b>June 30, 2019</b>	<b>June 30, 2020</b>	<b>June 30, 2021</b>
Equipment	\$1,982,259.89	\$1,974,516.79	\$2,060,246.81
Physical Plant	\$8,167,910.00	\$8,167,910.00	\$8,167,910.00
	\$10,150,169.89	\$10,142,426.79	\$10,228,156.81

## **COMPLIANCE MONITORING**

Another function of our agency is that of compliance monitoring to insure that agency administrative rules are being followed. That activity is characterized by the following:

- Investigations into alleged rules violations or other departmental or individual conduct that could result in suspension or revocation of police or corrections officers' certifications.
- Background investigations conducted on the ability and fitness of persons to serve as Police Standards and Training Council employees, staff members.
- Examination of the documentation submitted by officers from other states requesting certification in New Hampshire based on prior training and experience or by officers re-entering the field.
- Reviews of incidents involving police officers that indicate a need for positive changes in our training programs or entrance standards.
- Monitoring compliance with our various rules, which involves submission of forms and data from state, county, and local law enforcement and/or corrections agencies.

Surrender of police certification carries the same ramifications as revocation of police certification – a minimum two-year period before a petition can be made to the Council to grant eligibility to regain recertification. Decisions of the Council are appealable only to the New Hampshire Supreme Court. The following table details the results of decertification and suspension hearings held in the past fiscal year.

## **SUSPENSION/DECERTIFICATION ACTIVITY**

Revocations/Decertification.....	0
Voluntary Surrender .....	3
Voluntary Temporary Surrender .....	2
Temporary Suspension .....	2
Suspensions .....	2

## ACADEMY STATISTICS

### REQUIRED BASIC CERTIFICATION TRAINING

<b>FULL-TIME OFFICERS</b>	
YEAR	WEEKS
May 2015-Present	16
2009 - April 2015	14
1994	12
1982	10
1978	8
1972	6
1969	5
1967	3
1966	2

<b>PART-TIME OFFICERS</b>	
YEAR	HOURS
2021	241
2008 - 2020	200
1989	100
1984	78
1980	32
1979	Not required

<b>PROBATION/PAROLE OFFICERS</b>	
YEAR	HOURS
1988 to 1996	208 <sup>††</sup>

<b>CORRECTIONS OFFICERS</b>	
YEAR	WEEKS
2008 - Present	9
1996	8
1989	6
1988	5

<sup>††</sup> As of 1996, PPO training consists of the Corrections Academy, 15 classes of the Police Academy and 28 Probation/Parole classes taught by Probation/Parole staff.



## FULL-TIME POLICE OFFICER STATISTICS

<b>NUMBER OF FULL-TIME OFFICERS IN N.H.</b>	
2021	3,084
2020	3,117
2019	3,050
2018	3,071
2017	2,839
2016	2,813
2015	2,816
2014	2,825
2013	2,822
2012	2,858
2011	2,867
2010	2,887
2009	2,897
2008	3,024
2007	2,936
2006	2,871
2005	2,814
2004	2,780
2003	2,729
2002	2,845
2001	2,638

<b>FULL-TIME POLICE ACADEMY ACTIVITY</b>				
	<b>182<sup>nd</sup></b>	<b>183<sup>rd</sup></b>	<b>184<sup>th</sup></b>	<b>Total</b>
Officers Certified	67	56	63	186

<b>FULL-TIME RECIPROCAL CERTIFICATION ACTIVITY</b>				
	<b>182<sup>nd</sup></b>	<b>183<sup>rd</sup></b>	<b>184<sup>th</sup></b>	<b>Total</b>
Officers Certified	22	12	13	47

## PART-TIME POLICE OFFICER STATISTICS

NUMBER OF PART-TIME OFFICERS IN N.H.	
2021	1,120
2020	1,153
2019	1,161
2018	1,166
2017	1,017
2016	1,025
2015	1,077
2014	1,136
2013	1,166
2012	1,152
2011	1,164
2010	1,230
2009	1,247
2008	1,297
2007	1,376
2006	1,483
2005	1,585
2004	1,625
2003	1,680
2002	1,601
2001	1,516

	280 <sup>th</sup>	Total
Part-time Officers Certified	23	23

## FULL-TIME CORRECTIONS OFFICER STATISTICS

<b>NUMBER OF FULL-TIME CORRECTIONS OFFICERS IN N.H.</b>	
2021	488
2020	429
2019	432
2018	488
2017	499
2016	484
2015	497
2014	470
2013	474

<b>FULL-TIME CORRECTIONS ACADEMY ACTIVITY</b>				
	<b>112<sup>th</sup></b>	<b>113<sup>th</sup></b>	<b>114<sup>th</sup></b>	<b>Total</b>
Corrections Officers Certified	17	13	12	42

<b>FULL-TIME PROBATION/PAROLE ACTIVITY</b>				
	<b>182nd</b>	<b>183rd</b>	<b>184th</b>	<b>Total</b>
Probation/Parole Officers Certified	3	0	2	5

**182<sup>th</sup> NH FULL-TIME POLICE ACADEMY**  
**Course Curriculum and Hours**

<b>Class</b>	<b>Hours</b>
Academy Orientation	8.0
Active Shooter Response	4.0
Alcoholic and Tobacco Laws	3.0
Animal Cruelty Investigations	2.0
Arrest Laws	12.0
Autism Dynamics	2.0
Auto Theft	4.0
Baton	8.0
Blood Draw	4.0
Blue Courage	8.0
Canine Unit Operations	3.0
Child Abuse Investigations	2.0
Collision Investigations	12.0
Command Incident Management (Classroom – 8.0 )	8.0
Communication Techniques	6.0
Community Policing Concepts	2.0
Complaints and Warrants	4.0
Constitutional Law and Violations	8.0
Court Demeanor and Mock Trials	4.0
Crime Scene Management, Robbery & Burglary, Death Notifications	16.0
Crimes Against Persons	4.0
Crimes Against Property	3.0
Crimes Against Public Order	2.0
Criminal Defenses & Justifications	2.0
Criminal Offenses	5.0
Criminal Statutes	4.0
Cultural Dynamics	2.0
Defensive Tactics (Classroom – 4.0 / Practical – 37.25)	41.25
Dementia and Alzheimer Dynamics	2.0
Domestic Violence & Lethality Assessment Protocol	8.0
Drill & Ceremony	2.0
Driving (Classroom – 4.0 / Practical – 30.0)	34.0
Drug Laws	4.0
Drugs and the Impaired Driver	4.0
DWI and ALS	8.0
Elder Abuse	2.0
Evidence Rules	4.0
Fingerprint Processing	4.0
Fire Response and Arson Investigations	4.0
Firearms (Classroom – 6.0 / Practical – 42.0)	48.0
Fish & Game Operations	4.0
Forensics & Evidence Handling	2.0
Hazardous Materials	4.0
HGN and SFST Practical	24.0

<b>Class</b>	<b>Hours</b>
Intelligence Gathering	4.0
Interacting with Deaf and Hard of Hearing People	2.0
Interviews and Interrogations	8.0
Intoxylizer Operation (Classroom – 8.0 / Practical – 8.0)	16.0
Juvenile Law	4.0
Marine Patrol Operations	2.0
Mental Illness Dynamics & Involuntary Emergency Admissions	16.0
Meth Labs Response	4.0
Motor Vehicle #1	4.0
Motor Vehicle #2	4.0
Motor Vehicle #3	8.0
Motor Vehicle #4	4.0
National Crime Information Center Operations	2.0
Officer Survival – MV Stops (Classroom – 12.0 / Practical – 35.0)	47.0
Oleoresin Capsicum Spray	8.0
Radar	8.0
Radio System in Emergencies	4.0
Report Writing	4.0
Search & Seizure	8.0
Sexual Assault Investigations	4.0
Stalking Laws	2.0
Stress Management	4.0
Study Techniques	4.0
Traffic Incident Management	4.0
Victim Witness Services	4.0
Work Zone Operations	4.0
<b>Hours</b>	<b>524.25</b>

**183<sup>rd</sup> NH FULL-TIME POLICE ACADEMY**  
**Course Curriculum and Hours**

<b>Class</b>	<b>Hours</b>
Academy Orientation	8.0
Active Shooter Response	8.0
Alcoholic and Tobacco Laws	3.0
Animal Cruelty Investigations	2.0
Arrest Laws	12.0
Autism Dynamics	2.0
Auto Theft	4.0
Baton	8.0
Blood Draw	4.0
Blue Courage	8.0
Canine Unit Operations	3.0
Child Abuse Investigations	2.0
Collision Investigations	12.0
Command Incident Management (Classroom – 8.0 )	8.0
Communication Techniques	6.0
Community Policing Concepts	2.0
Complaints and Warrants	4.0
Constitutional Law and Violations	8.0
Court Demeanor and Mock Trials	4.0
Crime Scene Management, Robbery & Burglary, Death Notifications	16.0
Crimes Against Persons	4.0
Crimes Against Property	3.0
Crimes Against Public Order	2.0
Criminal Defenses & Justifications	2.0
Criminal Offenses	5.0
Criminal Statutes	4.0
Cultural Dynamics	2.0
Defensive Tactics (Classroom – 4.0 / Practical – 37.25)	41.25
Dementia and Alzheimer Dynamics	2.0
Domestic Violence & Lethality Assessment Protocol	8.0
Drill & Ceremony	2.0
Driving (Classroom – 4.0 / Practical – 30.0)	34.0
Drug Laws	4.0
Drugs and the Impaired Driver	4.0
DWI and ALS	8.0
Elder Abuse	2.0
Evidence Rules	4.0
Fingerprint Processing	4.0
Fire Response and Arson Investigations	4.0
Firearms (Classroom – 6.0 / Practical – 42.0)	48.0
Fish & Game Operations	4.0
Forensics & Evidence Handling	2.0
Hazardous Materials	4.0
HGN and SFST Practical	24.0

<b>Class</b>	<b>Hours</b>
Intelligence Gathering	4.0
Interacting with Deaf and Hard of Hearing People	2.0
Interviews and Interrogations	8.0
Intoxylizer Operation (Classroom – 8.0 / Practical – 8.0)	16.0
Juvenile Law	4.0
Marine Patrol Operations	2.0
Mental Illness Dynamics & Involuntary Emergency Admissions	16.0
Meth Labs Response	4.0
Motor Vehicle #1	4.0
Motor Vehicle #2	4.0
Motor Vehicle #3	8.0
Motor Vehicle #4	4.0
National Crime Information Center Operations	2.0
Officer Survival – MV Stops (Classroom – 12.0 / Practical – 35.0)	47.0
Oleoresin Capsicum Spray	8.0
Radar	8.0
Radio System in Emergencies	4.0
Report Writing	4.0
Search & Seizure	8.0
Sexual Assault Investigations	8.0
Stalking Laws	2.0
Stress Management	4.0
Study Techniques	4.0
Traffic Incident Management	4.0
Victim Witness Services	4.0
Work Zone Operations	4.0
<b>Hours:</b>	<b>532.25</b>

**184<sup>th</sup> NH FULL-TIME POLICE ACADEMY**  
**Course Curriculum and Hours**

<b>Class</b>	<b>Hours</b>
ABLE	8.0
Academy Orientation	4.0
Active Shooter Response	8.0
Alcohol and Tobacco Laws	3.0
Animal Cruelty Investigations	2.0
Arrest Laws	12.0
Autism Dynamics	2.0
Auto Theft	3.0
Baton	8.0
Blood Drawing Rules	4.0
Burglary Investigations	4.0
Canine Unit Operations	2.0
Child Abuse Investigations	4.0
Collision Investigations Classroom	8.0
Collision Investigations Practical	4.0
Communicable Diseases	2.0
Community Diversity, Police Legitimacy & Procedural Justice	16.0
Community Policing Concepts	2.0
Complaints and Warrants	4.0
Constitutional Law and Violations	8.0
Crime Scene & First Responder	8.0
Crimes Against Persons	4.0
Crimes Against Property	2.0
Crimes Against Public Order	2.0
Criminal Defenses & Justifications	2.0
Criminal Offenses	4.0
Criminal Statutes	4.0
Death Investigations	4.0
Defensive Tactics Classroom	4.0
Defensive Tactics Scenarios 4+8+8	20.0
Dementia and Alzheimer Dynamics	2.0
Domestic Violence & Lethality Assessment Protocol	8.0
Driving Classroom	34.0
Driving Practical 8+16+8	32.0
Drug Laws	4.0
Drugs and the Impaired Driver	4.0
DWI and ALS	8.0
Effective Police Interaction with Youth	8.0
Elder Abuse	2.0
Ethics	8.0
Fingerprint Processing	4.0
Fire Response and Arson Investigations	4.0
Firearms Classroom	6.0
Firearms Practical Dry Fire	8.0



<b>Class</b>	<b>Hours</b>
Firearms Practical Live Fire	20
Firearms Practical Low Light	8.0
Firearms Practical Skill Builders	8.0
Fish & Game Operations	4.0
Forensics & Evidence Handling	2.0
Hazardous Materials	4.0
HGN and SFST Practical	24.0
Human Trafficking	2.0
Integrating Communications, Assessment, and Tactics	12.0
Incident Command Systems 100 & 200	8.0
Interacting with Deaf and Hard of Hearing People	2.0
Interviews and Interrogations	8.0
Intoxylizer Operation Classroom	8.0
Intoxylizer Operation Practical	8.0
Juvenile Law	4.0
Marine Patrol Operations	2.0
Mental Illness Dynamics & Involuntary Emergency Admissions	16.0
Meth Labs Response	4.0
Mock Trials and Court Demeanor	4.0
Motor Vehicle Laws	4.0
Motor Vehicle Stops and Patrol Procedures	4.0
National Crime Information Center Operations	3.0
Oleoresin Capsicum Spray	8.0
Physical Training Classroom	4
Radar	8.0
Radio Interoperability	4.0
Recruit Administration	3.0
Report Writing	8.0
Rules of Evidence	4.0
Scenarios	8
Scenarios Mental Health and LAP	4
Scenarios Room-Hallways-Stairs Clearing	4
Search & Seizure	8.0
Sexual Assault Investigations	8.0
Simunitions Scenarios	12
Stalking Laws	2.0
Stress Management	4.0
Tactical Combat Casualty Care Classroom	4.0
Tactical Combat Casualty Care Practical	4.0
Traffic Incident Management	3.0
Victim Witness Services	4.0
VirTra Scenarios Driving and Use of Force Decisions	8
Weapons of Mass Destruction	4.0
Work Zone Operations	4.0
<b>TOTAL</b>	<b>573</b>

**280<sup>th</sup> PART-TIME OFFICER ACADEMY**  
**Course Curriculum and Hours**

ABLE	8 HRS
Active Shooter	4 HRS
Arrest Laws	8 HRS
Child Abuse	2 HRS
Collision Investigations	4 HRS
Collision Investigations – Practical	3 HRS
Ethics	8 HRS
Complaints and Warrants	4 HRS
Constitutional Law / Civil Liability	4 HRS
Courtroom Demeanor	2 HRS
Criminal Code	8 HRS
Criminal Investigations	2 HRS
Cultural Diversity	16 HRS
Defensive Driving	25 HRS
Defensive Tactics	8 HRS
Domestic Violence (also includes Dynamics)	8 HRS
Driving Classroom	4 HRS
Drug Laws	4 HRS
DWI / ALS Laws	4 HRS
Critical Decision Making / ICAT - MODULES 2 & 3	4 HRS
Elder Abuse	2 HRS
Firearms – Practical	36 HRS
Firearms Classroom	4 HRS
Interviews and Interrogations	4 HRS
Juvenile Law	4 HRS
Mental Health	4 HRS
Mental Health Scenarios	4 HRS
Motor Vehicle Law	8 HRS
Motor Vehicle Stops	4 HRS
Night Driving	3 HRS
Officer Survival	3 HRS
Orientation / Equipment Issuance	3 HRS
Report Writing	4 HRS
Scenarios	8 HRS
Search and Seizure	8 HRS
Simunitions	8 HRS
Stalking Laws & Victim//Witness Issues	4 HRS
<b>TOTAL HOURS</b>	<b>241 HRS</b>

**112<sup>th</sup> CORRECTIONS OFFICER ACADEMY**  
**Course Curriculum and Hours**

<b><u>CLASS TITLE</u></b>	<b><u>COURSE HOURS</u></b>
Academy Orientation	2.00
Advanced Baton	7.75
Alco Sensor (Part of Urine Collection)	
Anatomy of a Setup	2.25
Cell Extraction	11.50
Classification	2.50
CPR/First Aid	6.50
Communicable Diseases	2.00
Computer Orientation	2.00
Contraband	3.00
Cross – Gender Supervision	2.50
Cultural Dynamics	2.50
Defensive Tactics Practical (Use of Force)	41.00
Defensive Tactics Classroom	4.00
Drill & Ceremony	3.25
Emergency Management	8.00
Effective Communication L.E.	6.00
Ethics	4.00
Evidence Preservation	3.00
Firearms Classroom (Weapon Safety)	2.50
Firearms (Range-Rifle/Pistol)	27.50
Ground Defense	4.00
Honor Code	2.00
Hostage/Riot Situations	3.50
Illicit Drugs in Corrections	2.50
Inmate Discipline	2.25
Inmate Movements/Counts	2.00
Inmate Transportation	5.00
Physical Fitness Classroom	2.50
Physical Fitness Practical	60.00
Legal Issues	3.00
Medication Principles	2.25
Offender Change	2.50
Oleoresin Capsicum	6.25
Radio Procedures	2.00
Report Writing	4.00
Red Man Drills	5.75
Rules and Guidance	2.50
Scenarios	23.50

Searches	4.50
Security Threat Groups	3.50
Stress Management	2.00
Study Techniques	4.00
Suicide Prevention	3.50
Urine Drug Testing Procedures /Alco	3.75
Victim Services	2.00
Your Role in Investigations	3.50
<b>TOTAL HOURS</b>	<b>306.00</b>

# 113<sup>th</sup> CORRECTIONS OFFICER ACADEMY

## Course Curriculum and Hours

<u>CLASS TITLE</u>	<u>COURSE HOURS</u>
Academy Orientation	4.00
Advanced Baton	8.00
Alco Sensor	1.00
Anatomy of a Setup	2.50
Arrest Laws	12.00
Basic Officer Duties	1.00
Crime Scenes & First Responder	8.00
Cell Extraction	11.00
CPR/First Aid	5.50
Contraband	3.00
Cultural Dynamics	2.50
Defensive Tactics Practical (Use of Force)	38.50
Defensive Tactics Classroom	4.00
Drill & Ceremony	2.00
Effective Communication L.E.	6.00
Emergency Management	6.00
Ethics	4.00
Firearms Classroom (Weapon Safety)	2.50
Firearms (Range-Rifle/Pistol)	33.00
Inmate Discipline	2.50
Inmate Movements/Counts	2.00
Inmate Transportation	5.50
K-9 Demo	1.00
Legal Issues	4.00
Lowlight	5.50
Planning the Future	2.50
Physical Fitness Classroom	4.00
Physical Fitness Practical	46.00
Medication Principles	2.50
Mental Illness Dynamics	16.00
Motor Vehicle/Perimeter Safety	8.50
Oleoresin Capsicum	8.00
Report Writing	5.00
Rules and Guidance	2.50
Scenarios	16.50
Searches	3.50
Search & Seizure	8.00
Security Threat Groups	3.50
Simunitions	11.00
Skill Builder	5.50

Stress Mgmt. (Resilience Advantage)	4.00
Study Techniques	4.00
Trauma Informed Corrections	2.50
Urine Drug Testing Procedures /Alco	2.50
<b>TOTAL HOURS</b>	<b>331.00</b>

**114<sup>th</sup> CORRECTIONS OFFICER ACADEMY**  
**Course Curriculum and Hours**

<b><u>CLASS TITLE</u></b>	<b><u>COURSE HOURS</u></b>
ABLE (Active Bystander)	8.00
Academy Orientation	4.00
Advanced Baton	8.00
Alco Sensor	1.00
Anatomy of a Setup	2.50
Arrest Laws	8.00
Basic Officer Duties	1.00
Cell Extraction	11.00
CPR/First Aid	5.50
Constitutional Law	8.00
Contraband	3.00
Crime Scenes & First Responder	8.00
Cultural Dynamics	2.50
Defensive Tactics Practical (Use of Force)	38.50
Defensive Tactics Classroom	4.00
Drill & Ceremony	2.00
Effective Communication L.E. (ICAT)	4.00
Emergency Management	6.00
Ethics	8.00
Firearms Classroom (Weapon Safety)	2.50
Firearms (Range-Rifle/Pistol)	33.00
Inmate Discipline	2.50
Inmate Movements/Counts	2.00
Inmate Transportation	5.50
K-9 Demo	1.00
Legal Issues	4.00
Lowlight	5.50
Planning the Future	2.50
Physical Fitness Classroom	4.00
Physical Fitness Practical	46.00
Medication Principles	2.50
Mental Illness Dynamics	16.00
Motor Vehicle/Perimeter Safety	8.50
Oleoresin Capsicum	8.00
Report Writing	5.00
Rules and Guidance	2.50
Scenarios	16.50
Searches	3.50
Search & Seizure	8.00
Security Threat Groups	3.50

Simunitions	11.00
Skill Builder	5.50
Stress Mgmt. (Resilience Advantage)	4.00
Trauma Informed Corrections	2.50
Urine Drug Testing Procedures	2.50
<b>TOTAL HOURS</b>	<b>341.00</b>

### **PROBATION PAROLE CURRICULUM**

Arrest Laws	13 HRS
Child Abuse Investigation	4 HRS
Complaints & Warrants	4 HRS
Constitutional Law/Violations	8 HRS
Crimes Against Persons	4 HRS
Crimes Against Property	3 HRS
Criminal Offenses/RSA's	5 HRS
Crimes Against Public Order	2 HRS
Criminal Statutes	4 HRS
Defenses and Justifications	2 HRS
Domestic Violence	8 HRS
Elder Abuse	2 HRS
Search & Seizure	8 HRS
Stress Management	4 HRS
<b>TOTAL HOURS</b>	<b>70 HRS</b>



**IN-SERVICE TRAINING CLASSES STATISTICS  
FISCAL YEAR JULY 2020 - JUNE 2021**

<b>Title</b>	<b>Class Hours</b>	<b>Certificates Awarded</b>
Baton Instructor	14	28
Breath Test Operator	21	29
Defensive Tactics Instructor	49	28
Ground Fighting	16	15
HGN/SFST	21	41
Firearms Instructor	40	35
Firearms Instructor Recertification	7	208
Handcuffing Instructor	8	8
OC Instructor	16	33
Physical Fitness Testing – Administering	3	43
<b>TOTAL</b>		468

**REGIONAL IN-SERVICE COURSES**

<b>Title</b>	<b>Class Hours</b>	<b>Certificates Awarded</b>
Firearms Recertification – NH State Police	7	27
Firearms Recertification – Londonderry	7	18
Physical Fitness – Administering - Nashua	3	16
<b>TOTAL</b>		61

**COMPUTER BASED COURSES**

<b>Title</b>	<b>Class Hours</b>	<b>Certificates Awarded</b>
Child Passengers	1	325
Communicable Disease & Isolation for LEOs	2	75
Complaints and Warrants	4	67
Constitutional Law	3	42
Domestic Violence for LEOs	2	3
Ethics in Law Enforcement	2	100
Eyewitness Identification	2	4
Fitness Testing Instructor Refresher	2	34
Handling Dog Related Incidents & Encounters	2	79
Legal Update	2	6

Lethality Assessment Protocol	2	198
On-Going Three Year Fitness Testing Instructor Refresher	2	51
Pedestrian and Bicycle Laws	1	216
Radio Interoperability	3	91
Suspicious Activity Reporting	1	29
<b>TOTAL</b>		1320

<b>STUDENT HOURS OF TRAINING</b>	
Basic Police	100,840.75
Reciprocal/Prior Training & Experience	4935
Part-Time Police	5,543
Basic Corrections	13,597
Probation/Parole	350
In-Service Police	6,323
Regional Police	363
Computer-Based In-Service Training	2,337
<b>TOTAL</b>	134,288.75