



Annual Report

New Hampshire Police Standards
& Training Council

July 1st, 2022 to June 30th, 2023

Christopher D. Connelly, Chair
Helen B. Hanks, Vice Chair
John V. Scippa, Director

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Governor and Executive Council



Governor Christopher T. Sununu, State of New Hampshire

Honorable Joseph D. Kenney, Executive Councilor, District One

Honorable Cinde Warmington, Executive Councilor, District Two

Honorable Janet L. Stevens, Executive Councilor, District Three

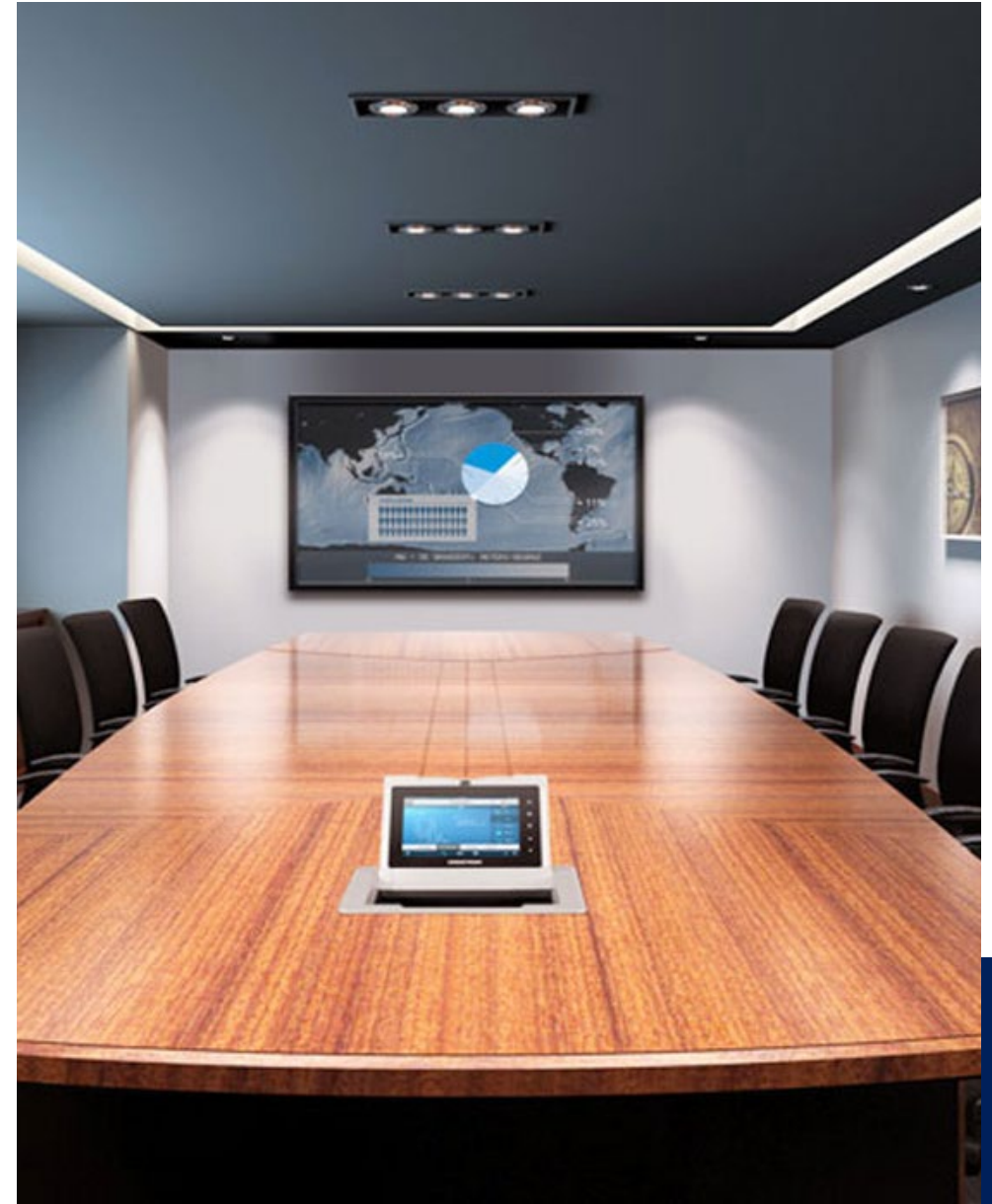
Honorable Theodore L. Gatsas, Executive Councilor, District Four

Honorable David K. Wheeler, Executive Councilor, District Five



Council Membership

By law, the members of the Council, appointed by the Governor, must consist of two members that are chiefs of police in a town or for a university; two members that are chiefs of police in cities; two members shall be county sheriffs; two members shall be judges of courts with criminal jurisdiction; a professor from a New Hampshire college or university whose primary teaching responsibilities are in the field of criminal justice or similar course of study; a law enforcement officer of a town or city employed at a rank below lieutenant; the director of the division of state police, or designee; the attorney general, or designee; the commissioner of the department of corrections, or designee; four public members, none of whom shall be a certified police officer, lawyer, or judge, and none of whom shall have a spouse, sibling, or parent, by birth, adoption, or marriage, who is a certified police officer, lawyer, or judge. Terms are two years in length. The Chair is designated by the Governor, and the members elect the Vice-Chair.



NEW HAMPSHIRE POLICE STANDARDS & TRAINING COUNCIL – FY23

MEMBER	ORIGINAL APPOINTMENT	TERM EXPIRES
Sheriff Christopher Connelly Hillsborough County Sheriff's Office Chairman Appointment	January 29, 2021	January 29, 2025
Commissioner Helen Hanks Vice Chairman NH Department of Corrections	November 8, 2017	(ex-officio)
Chief Kevin Rourke (city) Nashua Police Department	July 27, 2022	January 29, 2025
Chief Allen Aldenberg (city) Manchester Police Department	December 22, 2021	January 29, 2023
Chief Emily Cobb (town) New London Police Department	January 9, 2023	January 9, 2025
Chief Joseph Hoebeke (town) Hollis Police Department	November 22, 2021	November 22, 2023
Sheriff Charles Massahos Rockingham County Sheriff's Office	January 3, 2019	January 29, 2025



NEW HAMPSHIRE POLICE STANDARDS & TRAINING COUNCIL continued

MEMBER	ORIGINAL APPOINTMENT	TERM EXPIRES
Judge Sawako Gardner Dover District Court	September 13, 2011	January 29, 2025
Judge Melissa Countway Ossipee District Court	October 24, 2017	January 29, 2025
Mr. Edward Lecius Civilian Member	October 25, 2019	November 22, 2023
Dr. Maureen Sullivan, DA, MBA Civilian Member	June 5, 2019	June 21, 2023
Colonel Nathan Noyes New Hampshire State Police	April 2020 (ex-officio)	Retired May 2023
Attorney General John Formella	March 2021 (ex-officio)	
Christopher Stawasz (Citizen)	January 9, 2023	January 9, 2025
Michael Harrington (Citizen)	February 8, 2023	February 8, 2025



NEW HAMPSHIRE POLICE STANDARDS & TRAINING COUNCIL continued

MEMBER

Dr. Robert Eckstein
(UNH Criminal Justice)

ORIGINAL APPOINTMENT

January 9, 2023

TERM EXPIRES

January 9, 2025

Jacqueline Pelletier (Officer)
Goffstown Police Department

January 9, 2023

January 9, 2025



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 accomplish our mission by:

Providing high-quality, innovative, credible and responsive basic, advanced, and specialized training to New Hampshire Police, Correctional, Probation and Parole officers. Adopting and enforcing reasonable, professional standards in a manner consistent with the law, considerate of the public trust, committed to basic values and the highest ethical standards.

OUR WORDS ABOUT US



ANNUAL REPORT

Fiscal Year July 1st, 2022 through June 30th, 2023



The Police Standards and Training Council was established by the New Hampshire Legislature in 1971. Policies are set by the 17 member Police Standards and Training Council who appoints the Director to oversee the operation of the agency.

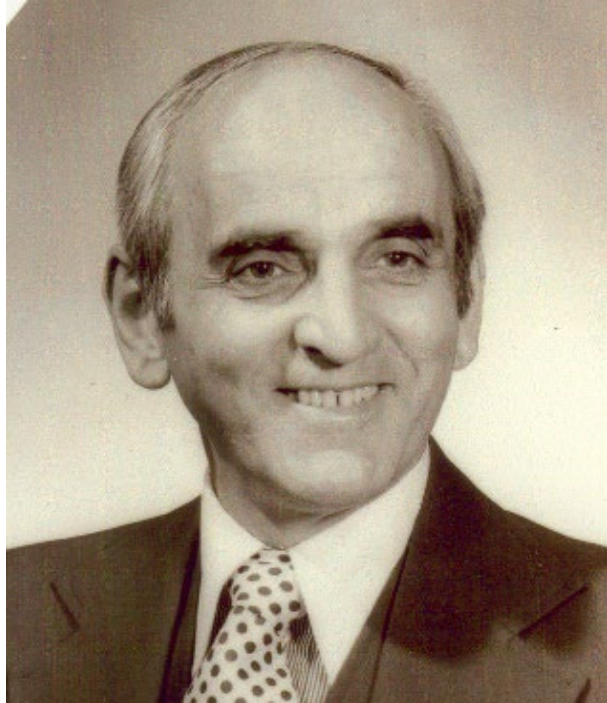
Police Standards and Training is an independent, executive branch agency. The current director, John V. Scippa of Exeter, was appointed to his first four-year term on March 16, 2020.

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 3,639 police officers, both full and part time, who are employed by State, County and local units of government, plus 439 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.



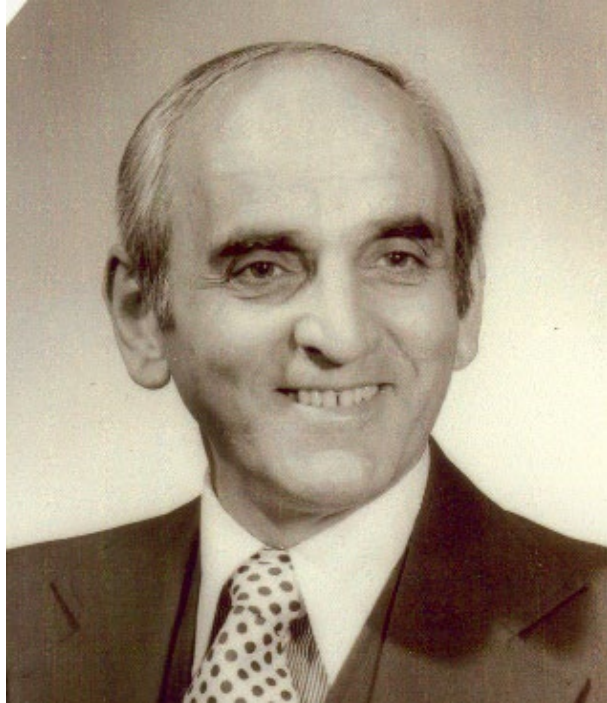
Arthur D. Kehas

1st Director of Police Standards & Training

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.



Arthur D. Kehas
1st Director of Police Standards & Training

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 were 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.

Fiscal Year	Unclassified	Full-Time	Part Part-Time	Tot Total
2023	1	27	10	38
2022	1	22	6	29
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

PSTC Personnel

Current authorized staffing level at PSTC



June 1, 2023

New Hampshire Police Standards & Training

MISSION

"The mission of NH Police Standards and Training Council is to shape, sustain and strengthen the competency and professionalism of New Hampshire law enforcement, in service to our State."



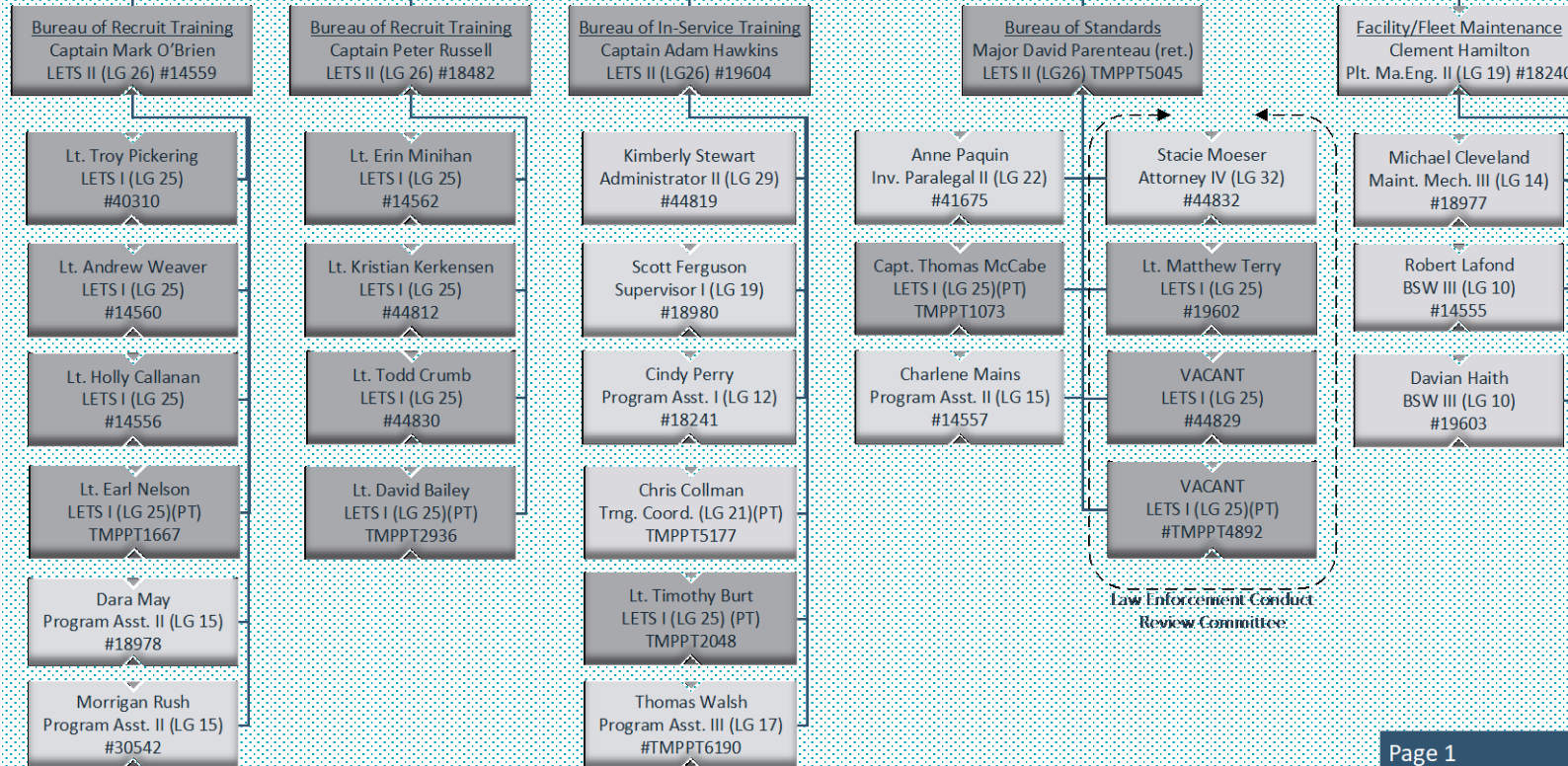
John V. Scippa
Director
#9U146

Bureau of Support Services
Major Max F. Schultz
LETS III (LG27) #18979

(1) Unclassified Director
(25) Full-Time Employees
(8) Part-Time Employees



Business Office
Jessica Nichols
Bus. Admin. I (LG 21) #14554



Director's Reflection

In 2023, new legislation took effect that dramatically changed and more clearly defined the mission and responsibilities of NH Police Standards and Training Council under RSA 106-L. These changes included the following:

- The legislation reaffirmed that police and corrections training is vital to NH and further recognized the importance of police and corrections accountability.
- It increased the size of the NH PST council from 12 to 15, eliminating the CCSNH seat and created seats for a rank-and-file officer, a college professor and two more citizen members.
- Added the responsibility to NH PSTC, at the request of the Chief Justice of the NH Supreme court, to develop and deliver a Court Security Officer academy and certify CSOs under NH PSTC regulation.
- It created the Conduct Review Committee that is responsible for maintaining oversight of all investigations involving any allegation of police conduct as defined under RSA 106-L and if found to be necessary, to have PST investigators investigate such matters. The legislature defined what Police Misconduct is, what a valid complaint is and what a valid investigation into misconduct is.
- PSTC now provides state-wide oversight of the delivery of Crisis Intervention Training to reach the goal of having at least one officer from every law enforcement agency certified as a CIT officer.



John V. Scippa
Director, New Hampshire Police
Standards & Training

We ran 4 overlapping police academies and 4 end-to-end corrections academies in 2023 to help police agencies and NH DOC fill open positions as the nationwide challenge of recruiting and retaining police and corrections officers continues.

We increased the number of in-service training opportunities to assist certified officers to fulfill the increased mandatory in-service training requirements.

Through Executive Order, Governor Sununu created the NH Law Enforcement Accreditation Commission and attached this body to NH PSTC. The commission engaged Retired Chief Mike French to create state-wide accreditation standards. Staff members of NH PST, members of the commission and members of the NH AG Grants management unit applied for a federal COPS grant seeking financial support of the accreditation program.

Ultimately, the NH LEA Commission was awarded a 300,000 grant. At this writing, 15 police agencies have formally begun the state-wide accreditation process.



John V. Scippa
Director, New Hampshire Police
Standards & Training

ADMINISTRATION AND SUPPORT	June 30, 2020	June 30, 2021	June 30,2022	June 30,2023
Permanent Personnel	\$346,832	\$324,495	\$333,898	\$373,335
Director	\$56,776	\$108,149	\$109,311	\$114,841
Overtime	\$164	\$2,078	\$1064	\$5,847
Current Expense	\$29,426	\$25,446	\$39,704	\$40,221
Lease Rent - Other Than State	\$2,584	\$2,482	\$2,536	\$3,368
Heat, Water & Electricity	\$73,086	\$66,994	\$71,384	\$71,076
Maint Other Than Bldg & Grounds	\$4,815	\$7,903	\$156,689	\$182,412
Organizational Dues	\$590	\$590	\$590	\$575
Office of Information Technology	\$74,882	\$66,142	\$70,331	\$49,260
Equipment	\$6,318	\$2,787	\$821	\$21,087
Telecommunications	\$10,933	\$10,710	\$16,262	\$28,077
Contract Maint Bldg. & Grounds	\$70,221	\$51,517	\$131,446	\$88,399
Transfer to Other State Agencies	\$81,219	\$81,731	\$93,406	\$101,756
Temporary Personnel	\$70,372	\$68,077	\$71,413	\$76,088
Benefits	\$207,221	\$184,559	\$204,069	\$231,399
In-State Travel	\$1,982	\$1,282	\$4,153	\$4,538
Out-of-State Travel	\$0.00	\$0.00	\$6,599	\$500
Catastrophic Casualty Ins	\$3,534	\$3,370	\$3,438	\$4,360
<i>Subtotal Administration & Support</i>	<u>\$1,040,955.90</u>	<u>\$1,008,313.24</u>	<u>\$1,312,701</u>	<u>\$1,397,139</u>

FINANCIAL EXPENDITURES

Fiscal Year 2023

Administrative and Support



Training	June 30, 2020	June 30, 2021	June 30, 2022	June 30, 2023
Permanent Personnel	\$802,343	\$780,962	\$896,224	\$1,025,056
Overtime	\$1,655	\$2,734	\$7,434	\$25,500
Current Expense	\$52,226	\$59,877	\$96,917	\$88,939
Food Institutions	\$222,618	\$69,340	\$231,347	\$91,173
Equipment	\$18,139	\$122,487 ¹¹	\$71,280	\$221,081
Telecommunications	\$13,106	\$11,285	\$11,370	\$12,473
Temporary Personnel	\$164,277	\$171,984	\$196,860	\$298,814
Benefits	\$423,704	\$389,323	\$523,374	\$605,133
Employee Training	\$3,140	\$2,220	\$1716	\$15,049
Training of Providers	\$69,005	\$56,335	\$81,420	\$84,004
In-State Travel	\$2,165	\$2,400	\$2,041	\$3,000
Out-of-State Travel	\$159	\$3,831	\$1,663	\$4,205
Contracts for Program Services			\$51,500	\$80,120
<i>Subtotal Training</i>	<u>\$1,772,536</u>	<u>1,672,777</u>	<u>\$2,173,146</u>	<u>\$2,554,547</u>

FINANCIAL EXPENDITURES

Fiscal Year 2023

Training



FINANCIAL EXPENDITURES

Fiscal Year 2023

Workers Compensation

Psychological Stability Screening

Capital Projects

WORKERS COMPENSATION	June 30, 2020	June 30, 2021	June 30, 2022	June 30, 2023
Workers Comp	\$35,184	\$40,142	\$1,185	\$19,133
<i>Subtotal Workers Compensation</i>	\$35,184	\$40,142	\$1,185	\$19,133

	June 30, 2020	June 30, 2021	June 30, 2022	June 30, 2023
<i>Subtotal Administration & Support</i>	\$1,040,956	\$1,008,313	\$1,312,701	\$1,397,139
<i>Subtotal Training</i>	\$1,772,536	\$1,672,777	\$2,173,146	\$2,554,547
<i>Psychological Stability Screening Reimbursement Total</i>	N/A	\$7,700	\$57,285	\$89,845
<i>Subtotal Workers Compensation</i>	\$35,184	\$40,142	\$1,185	\$19,133
TOTAL EXPENDITURES	<u>\$2,848,676</u>	<u>\$2,728,933</u> added grants to match DTR	<u>\$3,544,317</u>	<u>\$4,060,664</u>

CAPITAL PROJECTS	June 30, 2020	June 30, 2021	June 30, 2022	June 30, 2023
Boiler Replacement Project	\$0	\$54,600	\$240,522	\$279,709
TOTAL CAPITAL EXPENDITURES	\$0	\$54,600	\$240,522	\$279,709



Allenstown	\$1,050
Ashland	\$350
Bedford	\$1,950
Belknap County Sheriff	\$650
Belmont	\$1,050
Boscawen	\$350
Bow	\$650
Brookline	\$650
Campton	\$700
Canaan	\$1,500
Candia	\$1,050
Cheshire County Sheriff	\$200
Chester	\$1,350
Chichester	\$2,600
Concord	\$2,500
Derry	\$1,750
Dublin	\$750
Durham	\$6,750
Farmington	\$735
NH Fish & Game	\$1,950
Fremont	\$700
Gilford	\$250
Gorham	\$250
Grafton	\$1,500
Grantham	\$1,500
Hampton	\$5,950
Hanover	\$1,500
Haverhill	\$350

Hollis	\$750
Hudson	\$3,900
Jaffrey	\$975
Laconia	\$1,000
Littleton	\$250
Loudon	\$150
Manchester	\$5,500
Merrimack	\$2,600
Milford	\$1,000
Mont Vernon	\$1,300
Nashua	\$4,550
New Boston	\$2,400
New Ipswich	\$750
Newington	\$650
Newport	\$300
North Hampton	\$1,300
Nottingham	\$350
Pembroke	\$650
Pittsfield	\$900
Plastow	\$2,600
Portsmouth	\$8,050
NH Police Standards & Training	\$3,250
Rockingham County Sheriff	\$3,350
Sandown	\$650
Stratham	\$750
Tamworth	\$150
Thornton	\$650
Tilton	\$135
Woodstock	\$450
Total	\$89,845

Psychological Stability Screening Reimbursement

On 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 reimbursing funds to departments with the maximum reimbursement of **\$750** per exam. Reimbursements in **FY23** totaled **\$89,845.00** to **57** departments.

Payment to Other State Agencies / Entities	June 30, 2020	June 30, 2021	June 30, 2022	June 30, 2023
NH Technical Institute	\$20,000	\$20,000	\$20,000	\$20,000
Attorney General	\$63,000	\$63,450	\$63,450	\$62,826
Health & Human Services	\$736	\$798	\$818	\$877
Human Resources Services Unit	N/A	N/A	N/A	\$18,364
Safety – State Police Cadre	\$17,483	\$17,482	\$29,138	\$23,310
Div. of Inform. Technology	\$74,882	\$66,142	\$70,331	\$78,008
Telecomm	\$17,152	\$14,157	\$27,632	\$28,077
Total	\$193,253	\$182,030	\$211,369	\$231,462

Plant / Property Appraisal	June 30, 2020	June 30, 2021	June 30, 2022	June 30, 2023
Equipment	\$1,974,517	\$2,060,247	\$1,826,767	\$2,000,070
Physical Plant	\$8,167,910	\$8,167,910	\$8,167,910	\$8,727,915
Total	\$10,142,427	\$10,228,157	\$9,994,677	\$10,727,985

FINANCIAL EXPENDITURES

Fiscal Year 2023
 Payment to Other State Agencies/ Entities
 Plant & Property Appraisals
 Donations

Donations:

On March 28, 2023, in accordance with RSA 106-L:5 XVII, the NH Police Standards & Training Council accepted a donation by Whelen Engineering Company of Charlestown, NH. The donation was for emergency vehicle lighting packages valued at approximately \$2,000 to be installed on new vehicles that were purchased for recruit training. There were no conditions attached to the donation.



COMPLIANCE MONITORING

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

- ① Investigations into alleged rules violations or other departmental or individual conduct that could result in suspension or revocation of police or corrections officers' certifications.
- ① Background investigations conducted on the ability and fitness of persons to serve as Police Standards and Training Council employees, staff members.
- ① 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.
- ① Reviews of incidents involving police officers that indicate a need for positive changes in our training programs or entrance standards.
- ① 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.

COMPLIANCE MONITORING continued...

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.

PSTC staff also conducts compliance visits to agencies that have a change in leadership. This is an educational experience for the new agency head to understand the requirements of the council rules.

The following law enforcement agencies received visits for compliance auditing purposes for the fiscal year ending on June 30, 2022: Seabrook, Litchfield, Sandwich, Jaffrey, Campton, New Hampton, Holderness, Langdon, Alexandria, Hill, Groton, Rumney, Moultonborough, New London, Brentwood.

SUSPENSION / DECERTIFICATION ACTIVITY



VOLUNTARY TEMPORARY SURRENDER

3

TEMPORARY SUSPENSION

1

REVOCATIONS / DECERTIFICATIONS

1

SUSPENSIONS

17

14 fitness Jan 2023, 2 June 30, 2023 fitness) and 1 per Council order

VOLUNTARY SURRENDER

3

REQUIRED BASIC CERTIFICATION TRAINING

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

PART-TIME OFFICERS	
YEAR	HOURS
2022 - Present	255.5
2020 - 2021	241
2008 - 2020	200
1989	100
1984	78
1980	32
1979	Not required

PROBATION/PAROLE OFFICERS	
YEAR	HOURS
1988 to 1996	208 ¹

CORRECTIONS OFFICERS	
YEAR	WEEKS
2022 - Present	8
2008 - 2021	9
1996	8
1989	6

Academy Statistics

Required Basic Certification Training Hours/Weeks



FULL-TIME POLICE OFFICER STATISTICS

ACADEMY STATISTICS

Full Time Academy Statistics

Full Time Police Academy Activity

Full Time Reciprocal Certification Activity



NUMBER OF FULL-TIME OFFICERS IN N.H.	
2023	2,924
2022	3,380
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

FULL-TIME POLICE ACADEMY ACTIVITY					
Session	189 th	190 th	191 st	192 nd	Total
Officers Certified	53	47	50	50	200

FULL-TIME RECIPROCAL CERTIFICATION ACTIVITY – TEST OUT AND SIT IN		Total
Officers Certified		37

ACADEMY STATISTICS

Part Time Academy Statistics

Part Time Police Academy Activity



Agencies employ 648 officers who have received a full-time certification on a part time basis. Agencies employ 255 part time certified officers on a part time basis.

NUMBER OF PART-TIME OFFICERS IN N.H.	
2023	903
2022	1,087
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

Session	281 st	Total
Part-time Officers Certified	11	11

ACADEMY STATISTICS

Full Time Corrections Statistics

Corrections Academy Activity

Full Time Probation & Parole Activity



NUMBER OF FULL-TIME CORRECTIONS OFFICERS IN N.H.	
2023	439
2022	312 + 25 Part-time#
2021	488
2020	429
2019	432
2018	488
2017	499
2016	484
2015	497
2014	470
2013	474

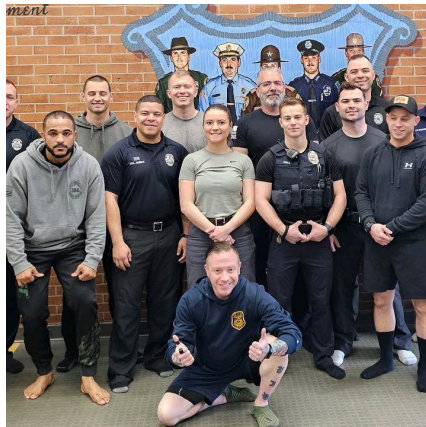
#Does not include Probation & Parole Officers

FULL-TIME CORRECTIONS ACADEMY ACTIVITY				
Session	119 th	120 th	121 st	Total
Corrections Officers Certified	10	8	6	24

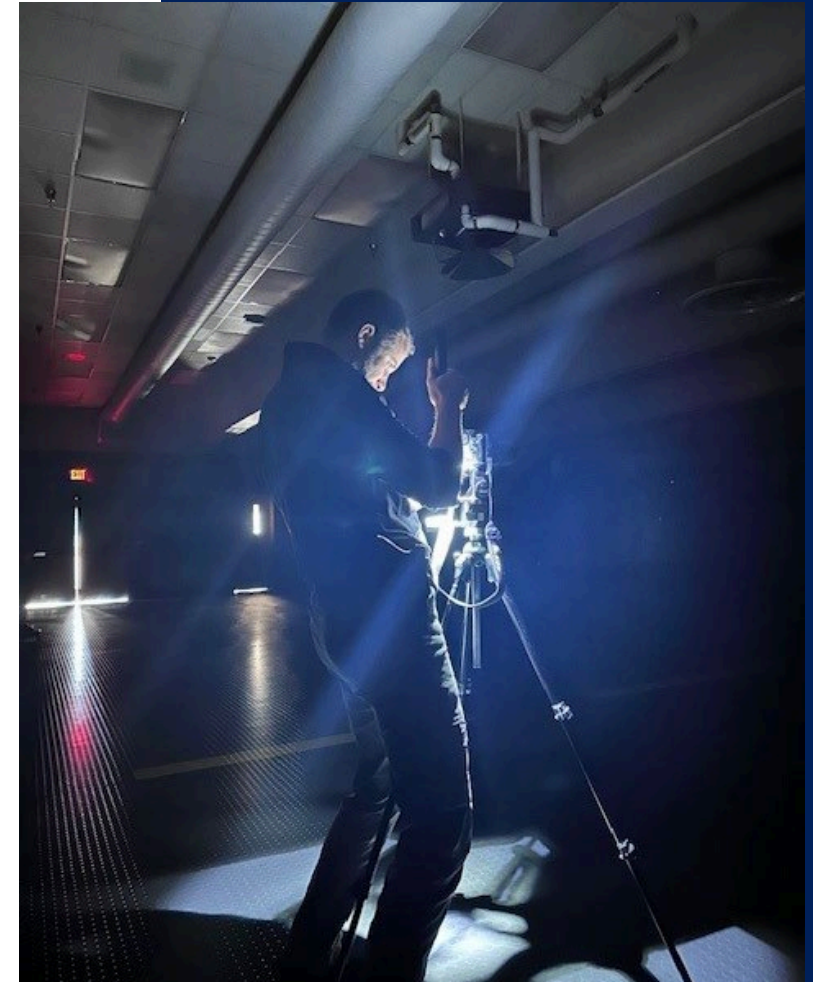
NUMBER OF FULL-TIME PROBATION & PAROLE OFFICERS IN N.H.	
2023	75
2022	76

In-Service Training

Fiscal Year 2022-2023



Course Name	Course Length	Total Completions	Total Hours
3x2s - De-Escalation - 2022	2	2414	4828
3x2s - De-Escalation - 2023	2	1587	3174
3x2s - Ethics - 2022	2	2652	5304
3x2s - Ethics - 2023	2	1622	3244
3x2s - Implicit Bias - 2022	2	2576	5152
3x2s - Implicit Bias - 2023	2	1581	3162
Active Shooter Incident Management (ASIM) - 2022	24	33	792
ARIDE - 2022	16	76	1216
ARIDE - 2023	16	114	1824
ALERRT - Active Shooter Response Level 1 - Train the Trainer	40	21	840
ALERRT - Solo Officer Rapid Deployment (SORP) - Train the Trainer	40	23	920
Am I Aware? - 2022	8	14	112
Basic Crime Scene Processing - 2022	40	30	1200
Basic Death and Homicide Investigations - 2022	40	24	960
Breath Test Operator - 2022	24	17	408
Breath Test Operator - Full Time Police Academy - 2023	16	29	464
Child & Passenger Safety	1	280	280
Conducting Physical Fitness Testing (PFT) Instructor - 2022	4	75	300
Conducting Physical Fitness Testing (PFT) Instructor - 2023	4	36	144
Crisis Intervention Team (CIT) - 2022/2023	40	163	6520
Crisis Intervention Team (CIT) Refresher 2023	4	12	48
Defensive Tactics Instructor - 2022	40	24	960
Defensive Tactics Instructor - 2023	32	36	1152
Drug Recognition Expert (DRE) - 2023	72	13	936
Drug Recognition Expert (DRE) Instructor - 2023	40	4	160
Firearms Instructor - 2022	40	28	1120
Firearms Instructor - 2023	32	28	896
Firearms Instructor Recertification - 2022	8	139	1112
Firearms Instructor Recertification - 2023	7	89	623
Forensic Light Source Training - 2023	16	6	96
Handcuffing Instructor - 2022	16	14	224
Instructor Development - 2023	31	15	465
Interview and Interrogation - 2023	16	43	688
LIDAR - 2022	3	32	96
Oleoresin Capsicum (OC) Instructor - 2022	8	19	152
Oleoresin Capsicum (OC) Instructor - 2023	8	18	144
Oleoresin Capsicum (OC) Instructor Recertification - 2022	8	16	128
Pedestrian & Bicycle Laws	1	179	179
Physical Fitness Testing - 2022	1	56	56
Physical Fitness Testing - 2023	1	30	30
Radio Interoperability	3	67	201
Refresher Physical Fitness Testing Instructor Online	2	206	412
Rifle Instructor - 2022	24	16	384
Rifle Instructor - 2023	24	20	480
Shotgun Instructor - 2023	16	16	256
Standard Field Sobriety Tests (SFSTs) Refresher - 2023	4	15	60
Vehicle Processing - 2022	24	16	384
Workshop for School Resource Officers	6	26	156
		Total Training Hours	52442





ADDENDUM

ACADEMY CURRICULUM & HOURS

PER CLASS

New Hampshire Police Standards and Training Full Time Police Academy 191 - 2023 Academic, Skills and Scenario Hours		
		Total
Asynchronous Online Learning		
ICS 100		4
ICS 200		4
Workzone Flagger		4
Hazardous Materials		3
Communicable Diseases		2
Fire Arson		2
Marine Patrol		2
Animal Cruelty		2
	Total	23
		Total
Police Culture Education		
Active Bystandership for Law Enforcement		8
Community Diversity, Police Legitimacy and Procedural Justice		16
Drill and Ceremony		2
Effective Police Interactions with Youth		8
Ethics		8
First Day Activities		6
ICAT		8
Introduction to Physical Fitness		4
Report Writing / I&I		16
Stress Management		4
	Total	80
		Total
Constitutional Law		
Arrest Laws		8
Constitutional Law		8
Rules of Evidence		4
Search and Seizure		8
	Total	28
		Total
Criminal Offenses		
Child Abuse		4
Complaints and Warrants		4
Crimes against Persons		2
Crimes against Property		3
Crimes against Public Order		2
Criminal Offenses / RSAs		4
Criminal Statutes		2
Defenses and Justifications		2
Domestic Violence		8
Elder Abuse		2
Hate Crimes		2
Juvenile Law		4
Lethality Assessment Program		1
Sexual Assault		8
Stalking		2
Victim Witness		4
	Total	54

		Total
Motor Vehicle		
Collision Investigation		11
Motor Vehicle Laws		16
Radar		8
Traffic Incident Management		4
	Total	39
		Total
Police Tactics		
Active Shooter Level 1		16
Baton		8
Defensive Driving		39
Defensive Tactics		40
Firearms		38
First Aid		4
Oleoresin Capsicum		8
Patrol Procedures		4
Solo Officer Rapid Deployment (SORD)		16
Tactical Combat Casualty Care (TCCC)		8
Use of Force		4
	Total	185
		Total
Criminal Investigations		
Burglary Investigations		4
Crime Scene		26
Death Investigations		4
Forensics and Physical Evidence		2
Proper Taking of Fingerprints		4
	Total	40
		Total
DWI Investigations		
DWI/ALS (Ms Blanchard)		12
Felony Blood Draw		4
HGN/SFSTs (including Drugs that Impair Driving)		24
Intoxilyzer Operations		16
	Total	56
		Total
Mental Health		
Involuntary Emergency Admission		1
Mental Health Dynamics		23
	Total	24

		Total
Specialty		
Alcohol and Tobacco		3
Austim Awareness		2
Auto Theft		4
Dementia/Alzheimers		2
Drug Laws		4
Fish and Game		4
Human Trafficking		2
Interacting with Deaf/Hard of Hearing		2
Interoperability		4
K9		2
Meth Labs		4
Mock Trials		8
NCIC		4
Weapons of Mass Destruction		4
	Total	49
		Total
Scenario Training		
Scenarios		51
	Total	51
		Total
Physical Fitness		
CrossFit		47
Mid-term and Final PT		2
502		1
Pride Run		1
	Total	51
		Total
Examinations		
Block Testing		8
	Total	8
		Total
	Total	688

New Hampshire Police Standards and Training Full Time Police Academy 192 - 2023 Academic, Skills and Scenario Hours		Total
Asynchronous Online Learning		
ICS 100	4	
ICS 200	4	
Workzone Flagger	4	
Hazardous Materials	3	
Communicable Diseases	2	
Fire Arson	2	
Marine Patrol	2	
First Aid	4	
Animal Cruelty	2	
Total	27	
Police Culture Education		
Active Bystandership for Law Enforcement	8	
Community Diversity, Police Legitimacy and Procedural Justice	16	
Drill and Ceremony	2	
Effective Police Interactions with Youth	8	
Ethics	8	
First Day Activities	6	
ICAT	16	
Officer Wellness (Previously Intro to PT)	8	
Report Writing / I&I	12	
Stress Management	5	
Total	89	
Constitutional Law		
Arrest Laws	8	
Constitutional Law	8	
Rules of Evidence	4	
Search and Seizure	8	
Total	28	
Criminal Offenses		
Child Abuse	4	
Complaints and Warrants	4	
Crimes against Persons	2	
Crimes against Property	3	
Crimes against Public Order	2	
Criminal Offenses / RSAs	4	
Criminal Statutes	2	
Defenses and Justifications	2	
Domestic Violence	8	
Elder Abuse	2	
Hate Crimes	2	
Juvenile Law	4	
Lethality Assessment Program	1	
Sexual Assault	8	
Stalking	2	
Victim Witness	4	
Total	54	

Motor Vehicle		Total
Collision Investigation	11	
Motor Vehicle Laws	16	
Radar	8	
Traffic Incident Management	4	
Total	39	
Police Tactics		
Active Shooter Level 1	16	
Baton	8	
Defensive Driving	39	
Defensive Tactics	44	
Firearms	38	
First Aid	3	
Oleoresin Capsicum	8	
Patrol Procedures	4	
Solo Officer Rapid Deployment (SORD)	16	
Tactical Combat Casualty Care (TCCC)	8	
Use of Force	4	
Total	188	
Criminal Investigations		
Burglary Investigations	4	
Crime Scene	26	
Death Investigations	4	
Forensics and Physical Evidence	2	
Proper Taking of Fingerprints	4	
Total	40	
DWI Investigations		
DWI/ALS (Ms Blanchard)	12	
Felony Blood Draw	4	
HGN/SFSTs (including Drugs that Impair Driving)	24	
Intoxilyzer Operations	16	
Total	56	

Mental Health		Total
Involuntary Emergency Admission	1	
Mental Health Dynamics	23	
Total	24	
Specialty		
Alcohol and Tobacco	3	
Austin Awareness	2	
Dementia/Alzheimers	2	
Drugs Laws	4	
Fish and Game	4	
Human Trafficking	2	
Interacting with Deaf/Hard of Hearing	2	
Interoperability	4	
Meth Labs	4	
Mock Trials	8	
NCIC	4	
Weapons of Mass Destruction	4	
Total	43	
Scenario Training		
Scenarios	51	
Total	51	
Physical Fitness		
CrossFit	42	
Mid-term and Final PT	2	
502	1	
Pride Run	1	
Total	46	
Examinations		
Block Testing	8	
Total	8	
Total	693	

New Hampshire Police Standards and Training		Total
Full Time Police Academy 193 - 2023		
Academic, Skills and Scenario Hours		
		Total
Asynchronous Online Learning		
ICS 100	4	
ICS 200	4	
Workzone Flagger	4	
Hazardous Materials	3	
Communicable Diseases	2	
Fire Arson	2	
Marine Patrol	2	
Animal Cruelty	2	
	Total	23
		Total
Police Culture Education		
Active Bystandership for Law Enforcement	8	
Community Diversity, Police Legitimacy and Procedural Justice	16	
Drill and Ceremony	2	
Effective Police Interactions with Youth	8	
Ethics	8	
First Day Activities	6	
ICAT	8	
Interviewing for Patrol (Interview & Interrogation)	12	
Introduction to Physical Fitness	4	
Report Writing	4	
Stress Management	4	
	Total	80
		Total
Constitutional Law		
Arrest Laws	8	
Constitutional Law	8	
Rules of Evidence	4	
Search and Seizure	8	
	Total	28
		Total
Criminal Offenses		
Child Abuse	4	
Complaints and Warrants	4	
Crimes against Persons	2	
Crimes against Property	3	
Crimes against Public Order	2	
Criminal Offenses / RSAs	4	
Criminal Statutes	2	
Defenses and Justifications	2	
Domestic Violence	8	
Elder Abuse	2	
Hate Crimes	2	
Juvenile Law	4	
Sexual Assault Investigations Protocol	8	
Stalking	2	
Victim Witness	4	
	Total	53

		Total
Motor Vehicle		
Auto Theft	4	
Collision Investigation	11	
Motor Vehicle Laws	16	
Radar	8	
Traffic Incident Management	4	
	Total	43
		Total
Police Tactics		
Active Shooter Level 1	16	
Defensive Driving	39	
Defensive Tactics	42	
Firearms	38	
First Aid	3	
Oleoresin Capsicum	8	
Patrol Procedures	4	
Solo Officer Rapid Deployment (SORD)	16	
Tactical Combat Casualty Care (TCCC)	8	
Use of Force	4	
	Total	178
		Total
Criminal Investigations		
Blood and DNA Evidence	2	
Burglary Investigations	4	
Crime Scene	16	
Death Investigations	4	
Forensics and Physical Evidence	2	
Latent Processing & Footwear	8	
Proper Taking of Fingerprints	4	
	Total	40
		Total
DWI Investigations		
DWI/ALS (Ms Blanchard)	12	
Felony Blood Draw	4	
HGN/SFSTs (including Drugs that Impair Driving)	24	
Intoxilyzer Operations	16	
	Total	56

		Total
Mental Health		
Crisis Intervention Training	40	
IEA	1	
	Total	41
		Total
Specialty		
Alcohol and Tobacco	3	
Austim Awareness	2	
Bombing Preparation Awareness	4	
Dementia/Alzheimers	2	
Drugs Laws	4	
Fish and Game	4	
Human Trafficking	2	
Interacting with Deaf/Hard of Hearing	2	
Interoperability	4	
K9	1	
Meth Labs	4	
Mock Trials	8	
NCIC	4	
	Total	44
		Total
Scenario Training		
Scenarios	51	
	Total	51
		Total
Physical Fitness		
CrossFit	42	
Mid-term and Final PT	2	
502	1	
Pride Run	1	
	Total	46
		Total
Examinations		
Block Testing	8	
	Total	8
		Total
Total		691

New Hampshire Police Standards and Training Full Time Police Academy 194 - 2023 Academic, Skills and Scenario Hours		Total
Asynchronous Online Learning		
ICS 100	4	
ICS 200	4	
Workzone Flagger	4	
Hazardous Materials	3	
Communicable Diseases	2	
Fire Arson	2	
Marine Patrol	2	
Animal Cruelty	2	
	Total	23
Police Culture Education		
Active Bystandership for Law Enforcement	8	
Community Diversity, Police Legitimacy and Procedural Justice	16	
Drill and Ceremony	2	
Effective Police Interactions with Youth	8	
Ethics	8	
First Day Activities	6	
ICAT	8	
Interviewing for Patrol (Interview & Interrogation)	12	
Introduction to Physical Fitness	4	
Report Writing	4	
Stress Management	4	
	Total	80
Constitutional Law		
Arrest Laws	8	
Constitutional Law	8	
Rules of Evidence	4	
Search and Seizure	8	
	Total	28
Criminal Offenses		
Child Abuse	4	
Complaints and Warrants	4	
Crimes against Persons	2	
Crimes against Property	3	
Crimes against Public Order	2	
Criminal Offenses / RSAs	4	
Criminal Statutes	2	
Defenses and Justifications	2	
Domestic Violence	8	
Elder Abuse	2	
Hate Crimes	2	
Juvenile Law	4	
Sexual Assault Investigations Protocol	8	
Stalking	2	
Victim Witness	4	
	Total	53

		Total
Motor Vehicle		
Auto Theft	4	
Collision Investigation	11	
Motor Vehicle Laws	16	
Radar	8	
Traffic Incident Management	4	
	Total	43
Police Tactics		
Active Shooter Level 1	16	
Defensive Driving	39	
Defensive Tactics	42	
Firearms	38	
First Aid	3	
Oleoresin Capsicum	8	
Patrol Procedures	4	
Solo Officer Rapid Deployment (SORD)	16	
Tactical Combat Casualty Care (TCCC)	8	
Use of Force	4	
Baton (OPTIONAL)	4	
	Total (without optional Baton Hours)	178
Criminal Investigations		
Blood and DNA Evidence	2	
Burglary Investigations	4	
Crime Scene	16	
Death Investigations	4	
Forensics and Physical Evidence	2	
Latent Processing & Footwear	8	
Proper Taking of Fingerprints	4	
	Total	40
DWI Investigations		
DWI/ALS (Ms Blanchard)	12	
Felony Blood Draw	4	
HGN/SFSTs (including Drugs that Impair Driving)	24	
Intoxilyzer Operations	16	
	Total	56

		Total
Mental Health		
Crisis Intervention Training	40	
IEA	1	
	Total	41
Specialty		
Alcohol and Tobacco	3	
Austim Awareness	2	
Bombing Preparation Awareness	4	
Dementia/Alzheimers	2	
Drugs Laws	4	
Fish and Game	4	
Human Trafficking	2	
Interacting with Deaf/Hard of Hearing	2	
Interoperability	4	
K9	1	
Meth Labs	4	
Mock Trials	8	
NCIC	4	
	Total	44
Scenario Training		
Scenarios	51	
	Total	51
Physical Fitness		
CrossFit	42	
Mid-term and Final PT	2	
502	1	
Pride Run	1	
	Total	46
Examinations		
Block Testing	8	
	Total	8
Total		691

New Hampshire Police Standards and Training Part-time Academy Academic, Skills and Scenario Hours		
		Total
Police Culture Education		
Active Bystandership for Law Enforcement		8
Community Diversity, Police Legitimacy and Procedural Justice		16
Ethics		8
ICAT		4
Interview & Interrogation		4
Officer Survival		3
Orientation		1.5
Report Writing		4
Total		48.5
		Total
Constitutional Law		
Arrest Laws		8
Constitutional Law		4
Search and Seizure		8
Total		20
		Total
Criminal Offenses		
Child Abuse		2
Complaints and Warrants		4
Criminal Code		8
Domestic Violence		8
Elder Abuse		2
Juvenile Law		4
Stalking		2
Victim Witness		2
Total		32
		Total
Motor Vehicle		
Collision Investigation		7
Motor Vehicle Laws		8
Total		15
		Total
Police Tactics		
Active Shooter Level 1		4
Defensive Driving		33
Defensive Tactics		8
Firearms (Use of Force Classroom)		40
Total		85

		Total
Criminal Investigations		
Criminal Investigations		2
Total		2
		Total
DWI Investigations		
DWI/ALS		4
Total		4
		Total
Mental Health		
Mental Health Dynamics		8
Total		8
		Total
Specialty		
Courtroom Demeanor		2
Drugs Laws		4
Total		6
		Total
Scenario Training		
Scenarios		13
Simunitions		8
Total		21
		Total
Examinations		
Block Testing		14
Total		14
		Total
Total		255.5

New Hampshire Police Standards and Training Corrections Academy HOurs	
	Total
Academy Orientation	5
Alco Sensor	1
Anatomy of a Setup	4
Basic Tourniquet Application	4
Baton	8
Behavioral Health in Corrections	2
Crime Scenes and the First Responder	8
Cell Extractions	11
CPR/First Aid	2.5
Contraband	3
Constitutional Law	12
Cultural Diversity	8
Defensive Tactics	38.5
DOC Rules and Guidance	2.5
Drill and Ceremony	2
Emergency Management	6
Ethics	8
Integrating Communications, Assessment, and Tactics	4
Resident Discipline	2.5
Resident Movement and Count	2
K-9 Demo	1
Legal Issues and Policy in Corrections	8
Medication Principles	2.5
Mental Illness Dynamics	16
Oleoresin Capsicum	8
"One Team"	1
Physical Fitness Classroom	4
Physical Fitness Practical	37
Planning for the Future	2.5
Report Writing	4
Scenarios	16
Searches	3.5
Security Threat Groups	3
Stress Management	4
Trauma Informed Corrections	1.5
Urine Drug Testing	2.5
Use of Force Classroom	4
Victim Services	2.5
	Total Hours
	255

New Hampshire Police Standards and Training 190 Probation and Parole Academic, Skills and Scenario Hours	
	Total
Police Culture Education	
Stress Management	4
Total	4
	Total
Constitutional Law	
Arrest Laws	8
Constitutional Law	8
Search and Seizure	8
Total	24
	Total
Criminal Offenses	
Child Abuse	4
Complaints and Warrants	4
Crimes against Persons	2
Crimes against Property	3
Crimes against Public Order	2
Criminal Offenses / RSAs	4
Criminal Statutes	4
Defenses and Justifications	2
Domestic Violence	8
Elder Abuse	2
Total	35
	Total
Total	63

New Hampshire Police Standards and Training 191 Law Package Sit-in Academic, Skills and Scenario Hours		
		Total
Police Culture Education		
Stress Management		4
Total		4
		Total
Constitutional Law		
Arrest Laws		8
Constitutional Law		8
Search and Seizure		8
Total		24
		Total
Criminal Offenses		
Child Abuse		4
Complaints and Warrants		4
Crimes against Persons		2
Crimes against Property		3
Crimes against Public Order		2
Criminal Offenses / RSAs		4
Criminal Statutes		2
Defenses and Justifications		2
Domestic Violence		8
Elder Abuse		2
Juvenile Law		4
Sexual Assault Investigations Protocol		8
Stalking		2
Victim Witness		4
Total		51
		Total
Motor Vehicle		
Motor Vehicle Laws		16
Total		16
		Total
DWI Investigations		
DWI/ALS (Ms Blanchard)		12
Total		12
		Total
Specialty		
Alcohol and Tobacco		3
Drugs Laws		4
Total		7
		Total
Total		114

New Hampshire Police Standards and Training 193 Law Package Sit-in Academic, Skills and Scenario Hours		
		Total
Police Culture Education		
Stress Management		4
Total		4
		Total
Constitutional Law		
Arrest Laws		8
Constitutional Law		8
Rules of Evidence		4
Search and Seizure		8
Total		28
		Total
Criminal Offenses		
Child Abuse		4
Complaints and Warrants		4
Crimes against Persons		2
Crimes against Property		3
Crimes against Public Order		2
Criminal Offenses / RSAs		4
Criminal Statutes		2
Defenses and Justifications		2
Domestic Violence		8
Elder Abuse		2
Juvenile Law		4
Sexual Assault Investigations Protocol		8
Stalking		2
Victim Witness		4
Total		51
		Total
Motor Vehicle		
Motor Vehicle Laws		16
Total		16
		Total
DWI Investigations		
DWI/ALS (Ms Blanchard)		12
Total		12
		Total
Specialty		
Alcohol and Tobacco		3
Drugs Laws		4
Total		7
		Total
Total		118