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**ATTORNEY GENERAL
DEPARTMENT OF JUSTICE**

33 CAPITOL STREET
CONCORD, NEW HAMPSHIRE 03301-6397

GORDON J. MACDONALD
ATTORNEY GENERAL



JANE E. YOUNG
DEPUTY ATTORNEY GENERAL

June 17, 2019

His Excellency, Governor Christopher T. Sununu
and the Honorable Council
State House
Concord, New Hampshire, 03301

Your Excellency and Members of the Council:

REQUESTED ACTION

1. Pursuant to RSA 94:3-b; Salary Adjustment for Recruitment or Retention, authorization is requested by the Department of Justice for the confirmation of the Joint Committee of Employee Classification's approval and recommendation of the establishment of a new salary grade CC range of \$60,307 to \$83,943.08 for the position title of Deputy Chief Investigator effective upon Governor and Executive Council approval.
2. Upon approval of requested action 1: That approval be and hereby is given to the Attorney General to designate Todd M. Flanagan as Deputy Chief Investigator (Position #9U270, Appropriation #02-20-20-200510-2610-014-500134), from a salary level of \$80,186.08 (LG BB, Step 7) to a salary level of \$83,943.08 (LG CC, Step 7); effective upon Governor and Executive Council approval or July 20, 2019, whichever is the latter.

EXPLANATION

1. As requested in action #1, the Department of Justice (DOJ) is requesting confirmation of a letter grade CC designation, for the position title of Deputy Chief Investigator, as approved by the Joint Committee of Employee Classifications.
2. As requested in action #2, designate Todd M. Flanagan as the Deputy Chief Investigator at a labor grade CC step 7 at a salary of \$83,943.08 pursuant to RSA 94:1-a, I(a); Compensation for Certain State Officers; Unclassified State Employees.

Mr. Flanagan is a resident of Epsom, New Hampshire and has been serving as the Deputy

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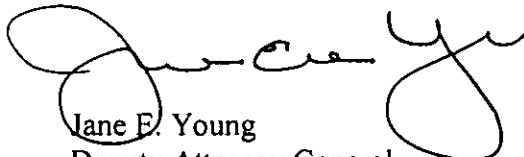
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Chief Investigator in the Criminal Bureau since September of 2017. Before joining our office in 2009, he served as a member of the Concord Police Department including serving as a criminal investigator detective for 19 years. Mr. Flanagan was reappointed as a Criminal Investigator in 2012 and in 2017. In light of the reclassification of his position from a Labor Grade BB, Step 7 to a Labor Grade CC, Step 7, I am requesting that his salary increase by \$3,757 from \$80,186.08 to \$83,943.08.

I respectfully urge your favorable consideration of this request. Thank you.

Respectfully submitted,



Jane E. Young
Deputy Attorney General

#2425780



State of New Hampshire

GENERAL COURT

CONCORD

May 31, 2019

Commissioner Charles Arlinghaus
Department of Administrative Services
25 Capitol Street, Room 120
Concord, NH 03301

Commissioner Arlinghaus,

This is to inform you that the Joint Committee on Employee Classification (RSA 14:14-c) voted on May 31, 2019 to approve the following unclassified salary grades for the positions listed below:

Director and State Historic Preservation Officer, DNCR
Salary grade: EE (\$67,245.36 - 93,654.60)

Director of Administration, Department of Safety
Salary grade: II (\$89,347.44 - 124,579.52)

* Deputy Chief Investigator, Department of Justice
Salary grade: CC (\$60,307.00 - 83,943.08)

Director of Economic and Housing Stability, DHHS
Salary grade: II (\$89,347.44 - 124,579.52)

Chief Legal Officer, DHHS
Salary grade: II (\$89,347.44 - 124,579.52)

Deputy Director, Division of Public Health Services, DHHS
Salary grade: GG (\$77,609.48 - 108,149.08)

We plan on filing a bill for next year to codify these changes.

Sincerely,

A handwritten signature in black ink, appearing to read "Peter B. Schmidt".

Rep. Peter Schmidt, Chairman
Joint Committee on Employee Classification

Todd M. Flanagan
Epsom, NH 03234

POSITION: Deputy Chief, Investigator with the NH Attorney General's Office

EDUCATION

Associates Degree in Electrical Engineering 1985
New Hampshire Technical Institute
Concord, NH

89th NH Police Academy 1990
NH Police Standards and Training
Concord, NH
Police Officer Certification

PROFESSIONAL EXPERIENCE

Deputy Chief, Investigator **NH Attorney General's Office** **Sept. 2017-Present**
Promoted to Deputy Chief, Investigator September 2017 and re-assigned to the Criminal Bureau. Responsibilities include the investigation of public integrity cases, criminal investigations, internal investigations and supervision of investigators. Serve as a liaison to the Cold Case Unit in order to provide additional support and assistance with investigations into historical and unresolved homicide cases.

Criminal Investigator **NH Attorney General's Office** **Dec 2009-Sept. 2017**
Assigned to the Administrative Prosecutions Unit of the Consumer Protection Bureau. Responsible for investigating cases of potential misconduct on the part of professionals licensed by the State of New Hampshire and governed by the State's various licensing Boards. Also responsible for conducting public integrity investigations as well as assisting the NH State Police Cold Case Unit with investigations into historical unsolved homicides.

Firearms Training Officer **NH Attorney General's Office** **Nov 2011-Present**
Responsible for conducting State mandated firearms training for sworn members of the NH Attorney General's Office and insuring compliance with Police Standards and Training Council rules and mandates pertaining to firearms and use of force training.

Department Armorer **NH Attorney General's Office** **Dec 2016 - Present**
Responsible for repair and routine maintenance of Department issued handgun as well as troubleshoot problems that arise with the function of Department issues weapons.

Certified CRASE Instructor **State of New Hampshire** **Jan 2017 - Present**
Responsible for conducting the state mandated Citizen Response to Active Shooter Events (CRASE) training for Department of Justice personnel as well as other state employees.

Criminal Investigator **Concord Police Department** **Jan 1994-Dec 2009**
Duties include investigating major crimes and felony level offenses to include homicides, rapes, robberies, burglaries, arsons and felony level white collar crimes as well as managing these cases and working closely with prosecutors in order to insure an efficient and effective prosecution.

State Certified Firearms Instructor **May 1994-Present**
Certified by Police Standards and Training Council as a firearms instructor qualified to train Police Officers in the use of firearms and deadly force. Recertified every two years in order to maintain State Certified status.

Patrol Officer**Concord Police Department****Jan 1990-Jun 1994**

Duties included traffic control duties, first responder to traffic accidents and other incidents to include domestic disputes, thefts, robberies, burglaries and other crimes.

ADDITIONAL TRAINING

| | | |
|---|------------------------------------|-------------|
| Open Source Intelligence Training | Griffin Consulting, LLC | Feb 2019 |
| Command Leadership Institute | FBI-LEEDA Training | July 2018 |
| Accreditation Training – Use of Force | Daigle Law Group Policy Center | May 2018 |
| Supervisor Leadership Institute | FBI-LEEDA Training | Mar 2018 |
| NH State Firearms Instructor Re-cert | Police Standards and Training | Dec 2017 |
| CRASE Instructor Certification Class | Texas University | Jan 2017 |
| Glock Armorer's Class | Glock Inc. | Dec 2016 |
| Nicholas J. Halias Safety Symposium | Department of Safety | August 2016 |
| Cold Case Homicide Symposium | NH State Police | June 2016 |
| Forensic Interviewing Techniques | Merrimack County CAC | May 2016 |
| Officer Safety/Survivability Training | VALOR / US Dept. of Justice | Sept 2014 |
| Open Source Intelligence Training | Nat'l Assoc. of Attorney's General | Mar 2014 |
| Active Shooter LEO Conference | FBI | Oct 2013 |
| Behavioral Threat Assessment Training | US Secret Service | June 2013 |
| Identity Theft Summit | FBI-LEEDA/Life Lock | June 2013 |
| OSHA and Infection Control Training | NH Dental Society | May 2013 |
| CPR and First Aid Certification | National Safety Council | April 2013 |
| Response to Active Shooter | FBI Citizen's Academy | March 2013 |
| Criminal Intelligence Training | US Department of Justice | May 2012 |
| Organized Retail Crime Symposium | Retail Merchants Assoc. | Sept 2011 |
| State and Local Anti-Terrorism Training | US Department of Justice | Dec 2011 |
| Public Integrity and Corruption | MA Attorney General's Office | Mar 2011 |
| Prescription Drug Summit | NH Attorney General's Office | Mar 2010 |
| Initial Response to Bomb Incidents | New Mexico Tech | Oct 2010 |

AWARDS AND COMMENDATIONS

| | | |
|---------------------------------|------------------------------------|------|
| State of NH Citation | Governor John Lynch | 2011 |
| Distinguished Unit Action Award | Concord Police Department | 2009 |
| Letter of Commendation | Merrimack County Attorney's Office | 2009 |
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| Letter of Commendation | Concord Police Department | 2005 |
| Letter of Commendation | NH Attorney General's Office | 2004 |
| Letter of Commendation | NH Attorney General's Office | 2003 |
| NH Congressional Award | NH State Legislature | 2000 |
| Meritorious Service Award | Concord Police Department | 2000 |
| Letter of Commendation | United States Secret Service | 1998 |
| Letter of Commendation | NH Attorney General's Office | 1998 |
| Police Officer of the Year | Concord Police Department | 1994 |
| Distinguished Unit Action Award | Concord Police Department | 1993 |

TESTIMONIALS FROM SUPERIOR OFFICERS AND OFFICIALS

“ When State Police asked if we had an investigator in-house who could review the case and provide input, one name came to mind, Todd Flanagan.....Words cannot express Todd’s dedication and perseverance in investigating this case. I truly believe that his skills were a significant reason Noyes was finally arrested. An arrest which finally provided Celina’s family and community with some answers regarding Celina’s horrendous murder”

Excerpt from a letter written by then Associate Attorney General Jane Young to Attorney General Joseph Foster, March 7, 2017, following the arrest of Wendell Noyes for the murder of Celina Cass, W. Stewartstown, NH.

“The State of New Hampshire is fortunate to have you in the community and is grateful for your commitment”

Excerpt from Citation Issued by Governor John Lynch, December 28, 2011

“His honesty and hard work were an inspiration to many of us at the Attorney General’s Office”

Excerpt from letter written by Assistant NH Attorney General Michael Delaney, July 24, 2001.

“Detective Flanagan’s dedication to his profession is a credit to himself and the department that he represents. Without his tireless and thorough investigation the defendant may have gone unpunished for the sense of terror that his acts brought to the residents of the City of Concord.”

Written by Assistant Merrimack County Attorney George Waldron, May 16, 2007

“Todd is truly one of our very best investigators and a great asset to the community.”

Written by Concord Police Chief Robert Barry, December 5, 2008