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**ATTORNEY GENERAL
DEPARTMENT OF JUSTICE**

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CONCORD, NEW HAMPSHIRE 03301-6397

JOHN M. FORMELLA
ATTORNEY GENERAL



JAMES T. BOFFETTI
DEPUTY ATTORNEY GENERAL

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March 8, 2023

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

That approval be and hereby is given to the Attorney General to grant a salary increment to Gary A. Prince, Position #9U549 (Appropriation #02-20-20-200510-2904-014-500134), from a salary level of \$74,386 (LG BB, Step 5) to a salary level of \$78,234 (LG BB, Step 6) effective upon Governor and Executive Council approval, or March 24, 2023, whichever is later.

EXPLANATION

In accordance with NH RSA 94:1-a, I(a), Mr. Prince is eligible for a salary increment, subject to the approval of the Governor and Executive Council. Mr. Prince made significant contributions to the Department during the past year as the Deputy Commander of the Drug Task Force and should be recognized with an increase to the next step of the salary schedule. Mr. Prince's salary will increase by \$3,848 from \$74,386 to \$78,234. A copy of his resume is attached.

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

Respectfully submitted,

A handwritten signature in blue ink, appearing to read "J.M. Formella".

John M. Formella
Attorney General

#3889182

Introduction

With over 25 years of law enforcement experience, I began my law enforcement career in July 1996 where I was appointed to the Ashland Police Department in the town of Ashland, New Hampshire as a full time police officer. I worked for the Ashland Police Department for approximately 2 ½ years. I resigned from the Ashland Police Department when I was hired as a Trooper with the New Hampshire State Police on 19 March 1999. I am currently the Troop F Troop Commander.

Prior to being promoted to Lieutenant, I served as a Patrol Trooper for approximately nine years. I was promoted to the rank of Sergeant in 2008 where I was assigned as a Detective Sergeant in Troop F, responsible for leading drug investigations with state and local partners. I served in this capacity for approximately three years until I returned to Troop F as a Patrol Supervisor, where I lead the midnight shift for approximately three years. As a Patrol Supervisor I was responsible for overseeing and directing day-to-day operations, assisting with investigations, reviewing and approving reports, assisting and directing patrol functions, supervising the field training program in Troop F, payroll approval, ensuring compliance with law and policy, and evaluating employees.

I am an extremely dedicated, honorable, trustworthy, dependable, fair, loyal, and reasonable person. I would classify myself as a servant leader, in which I empower and uplift those working with me in order to enhance the development of staff to unlock creativity and sense of purpose. I am focused on the growth and well-being of the people I work with and the agency I represent. I initiate action, am goal-orientated, a great communicator, and I always put my subordinates first. I make sound, rational, reasonable and fair decisions, all the while supporting those who work with me to do the same.

Professional Experience

New Hampshire Department of Justice - Deputy Commander - Attorney General's Drug Task Force

2022-present

Supervise law enforcement personnel in performing investigations and identifying work necessary to gather physical and scientific evidence to solve crimes. Evaluate work performance of subordinate personnel, document and provide corrective guidance, as required. Review and approve reports and instruct personnel in improved reporting methods; evaluate work performance of subordinate personnel. Maintain discipline and ensure that rules and regulations are properly carried out. Provide specialized investigative services to local, county, state and federal law enforcement agencies and other organizations as necessary. Monitor cases and work performance to ensure proper procedure is followed and risk is mitigated.

State Police Lieutenant-Commander, Troop F-New Hampshire State Police

2015-2022

I retired as a commissioned officer assigned to Troop F as the Troop Commander responsible for as many as 40 sworn staff members and one civilian staff member. My primary responsibilities included, but were not limited to, utilize a thorough knowledge of the rules, regulations, procedures, and laws as a means of providing consistent and quality leadership. Exercising immediate command of subordinate law enforcement personnel in the direction and supervision of police activities. Supervise law enforcement personnel in performing investigations and identifying work necessary to gather physical and scientific evidence to solve crimes. Evaluate work performance of subordinate personnel, document and provide corrective guidance, as required. Review and approve reports and instruct personnel in improved reporting methods; evaluate work performance of subordinate personnel. Supervise the inspection of facilities, personnel and equipment. Maintain discipline and ensure that Divisional rules and regulations are properly carried out. Meet with and speak before public, civic and business groups to present highway safety and police-related public relations programs. Provide specialized investigative services to local, county, state and federal law enforcement agencies and other organizations as necessary. Perform all characteristic duties and responsibilities outlined by the class specification for State Police Lieutenant as mandated by necessity or as assigned. This position has allowed me to see policing with a different perspective. I am constantly monitoring cases and work performance to ensure proper procedure is followed and risk is mitigated.

State Police Detective Sergeant-New Hampshire State Police-ATTORNEY GENERAL'S DRUG TASK FORCE TEAM LEADER**2015**

Assigned to the Attorney General's Drug Task force as the Team Leader for Team D for approximately nine months where I lead four sworn members. My primary responsibilities were to assign duties and tasks to be performed in an effective, efficient and safe manner. Support and promote the organization's mission and comply with its directives. Monitor behavior of subordinates both on and off duty to ensure that it did not bring disrepute or endanger the public's trust in the organization or its members. This position required problem solving ability, self-initiative and management of multiple tasks. I was responsible for initiating and conducting criminal investigations, writing detailed reports, managing confidential sources and information, updating and maintaining agency files, conducting surveillance, working in an undercover capacity, operating agency equipment and managing confidential funds. While serving in this position I reviewed search warrants to ensure proper procedure was being followed and to mitigate risk to the officer's involved, the Division of State Police and the Attorney General's Office.

State Police Patrol Sergeant - New Hampshire State Police - Troop F**2011-2015**

Assigned to Troop F as a Patrol Supervisor for approximately four years. My responsibilities consisted of, but were not limited to, planning, assigning, and supervising troop/unit activities as directed by my superior officer. Evaluate the work performance of subordinate personnel, and provide corrective guidance, as required. Oversee and train subordinates to enforce criminal, motor vehicle and all other appropriate federal and state laws, rules and regulations as they relate to public safety. Supervise the inspection of facilities, personnel and equipment. Supervise the appearance, discipline, and efficiency of subordinate personnel. Supervise traffic patrol or investigation work at troop/unit level and ensure compliance of personnel with the laws and regulations governing the Division of State Police. While serving in this position I reviewed search warrants to ensure proper procedure was being followed and to mitigate risk to the trooper's involved and the Division of State Police.

State Police Detective Sergeant - New Hampshire State Police - Troop F**2008-2011**

Assigned to Troop F Detectives for approximately three years. My primary responsibilities were to assign duties and tasks to be performed in an effective, efficient and safe manner. Support and promote the organization's mission and comply with its directives. Monitor behavior of subordinates both on and off duty to ensure that it did not bring disrepute or endanger the public's trust in the organization or its members. This position required problem solving ability, self-initiative and management of multiple tasks while under pressure. I was responsible for initiating and conducting criminal investigations, writing detailed reports, managing confidential sources and information, updating and maintaining agency files, conducting surveillance, working in an undercover capacity, operating agency equipment and managing confidential funds. During this time frame I was able to collaborate with local, and state partners to investigate lower level drug distribution cases. I drafted and executed search warrants for houses, vehicles and people as a result of those investigations.

State Police Trooper - New Hampshire State Police**1999-2008**

Assigned to the uniform patrol division as a patrol trooper; with the primary responsibility of preventing, detecting, and conducting criminal investigations and motor vehicle traffic enforcement. Responsible for patrol functions such as enforcing state criminal and motor vehicle laws and procedures in order to reduce loss of property and life and ensuring safe and orderly flow of traffic and assisting other police agencies as requested. As a patrol trooper I was aggressive in criminal interdiction where I have arrested hundreds of individuals for possession of illegal drugs. As a result, I had the opportunity to draft and execute numerous search warrants for drug related offense. Most of the search warrants, as a patrol trooper, were for motor vehicles. I was also heavily involved in targeting individuals manufacturing methamphetamine. I collaborated with local and federal partners in conducting these investigations, drafting and executing search warrants on

houses for the evidence of manufacturing. As a result of those efforts, my patrol partners and I were awarded the Grange trooper of the year award in 2007. I also served as a Field Training Officer from 2002-2008, training over 20 new Troopers.

Police Officer - Ashland Police Department 1996 - 1999

Assigned as a patrol officer, enforcement of traffic laws, DUI detection and apprehension, drug interdiction, criminal investigations and arrests, safety education, crash investigation, rendering medical aid to sick and injured, public speaking, court room testimony, helping the motoring public, and assisting other law enforcement agencies throughout the area, other general police duties/assignments

Professional Education

Bachelor of Arts-Political Science

Health-Minor
Plymouth State College-May 1996
Plymouth, New Hampshire

111th Session-New Hampshire Full-Time Police Academy

New Hampshire Police Standards and Training Council-January - April 1997
Concord, New Hampshire

Field Training Officer

New Hampshire State Police-March 2002

A 24-hour course based on the San Jose, CA model, designed to train you to become a Field Training Officer, (FTO). It includes the five basic responsibilities of an FTO, the FTO as a role model, performance evaluation, legal issues, rating frequency and criticality documentation and observation reports, rating scales, and the FTO selection process, and a segment on how to inspire your new officers to engage in proactive traffic patrol.

Non-Commissioned Officer Training

New Hampshire Department of Safety-November 2010
New Hampshire State Police-Headquarters
Concord, New Hampshire

A 40-hour course designed to expose new frontline supervisors to a variety of topics pertaining to their new role both within the Department of Safety and outside the Department of Safety to include; Supervision and the Collective Bargaining Agreement; Sexual Harassment Prevention for the Supervisor; Time Management; Be the Leader You'd Want to Follow-Maximizing your Leadership; Constructive Confrontation (The Supervisor's Role) and A Supervisor's Review of Human Resources in Action.

NESPAC NCO Academy

Massachusetts State Police Academy - 2012
New Braintree, Massachusetts

A 40-hour course designed to expose new Non-Commissioned Officers to a variety of topics to include, Use of Force; New Media and Public Speaking; Health Maintenance and Stress Management; Ethics; Supervision; Managing the Marginal Employee; Dealing with the Mentally Ill; Leadership; Critical

Incident Management; Multi-Generational Supervision; Dealing with the Social Media; Effective Decision Making; The Commitment to Make it Happen; Bias-Based Policing; Domestic Terrorism/Fusion Center and Labor Law from a new perspective as each topic pertains to supervising employees. Students are required to participate in group discussions as well as group practicums. Students will have the chance to broaden their horizons by interacting with similar persons from other NESPAC State Police organizations and create life-long networks with human resources.

Drug Unit Commander - 2015

New Hampshire Department of Safety-July 2015
New Hampshire State Police-Headquarters
Concord, New Hampshire

A 40 hour course presenting basic and advanced investigative and management concepts for supervisors who are, or soon will be, commanders of drug law enforcement units. This course gives you the foundation to manage the unique personnel and complex cases that are typical of drug investigations, while protecting the credibility and integrity of your agency. From the basics of unit organization and budgets to the advanced concepts of undercover operations and task force management, the training explored sensitive and critical areas of investigations and management of drug cases. And the issues surrounding such topics as simulated drug use by investigators, employee drug testing, and managing liability risks.

Specialized Training

- Leadership Development - 2019
- Inclusive Leadership - 2016
- Under Cover Officer Survival Techniques - 2015
- Officer Down Rescue - 2015
- Search Warrant/Affidavit Writing - 2015
- Undercover Operations - 2015
- Drug Unit Commander - 2015
- Task Force Commander Leadership and Management - 2014
- Executive Leadership - 2014
- Critical Incident Response for Supervisors and Managers - 2014
- Communication in the Workplace - 2014
- NESPAC NCO Academy - 2012
- Division NCO School 2010

Awards

- Grange Trooper of the Year - 2007

Professional Memberships

- New Hampshire Troopers Association - March 1999 - Present
- New Hampshire Benevolent Association - March 1999 - Present
- Coos County Chiefs Association - September 2016 - Present
- Grafton County Chiefs Association - September 2016 - Present
- North Country Public Safety Foundation - June 2017 - Present

Special Assignments

- NH Attorney General's Drug Task Force - Team Leader - 2014-2015
- New Hampshire State Police Field Training Officer - 2001 - 2008
- Puerto Rico Storm Recovery Efforts - 2017