



Judge Sawako T. Gardner
Chairperson

State of New Hampshire

POLICE STANDARDS & TRAINING COUNCIL

Arthur D. Kehas

Law Enforcement Training Facility & Campus

17 Institute Drive, Concord, N.H. 03301-7413

603-271-2133 - Fax: 603-271-178

TDD Access: Relay NH 1-800-735-2964



John V. Scippa
Director

July 30, 2026

Her Excellency, Governor Kelly A. Ayotte
and the Honorable Council
State House
Concord, NH 03301

REQUESTED ACTION

The New Hampshire Police Standards and Training Council respectfully requests that the Honorable Governor and Executive Council accept the annual report of the New Hampshire Police Standards and Training Council for FY25 (July 1, 2024, to June 30, 2025), submitted pursuant to RSA 106-L:3, VII.

Respectfully submitted,

John V. Scippa

John V. Scippa (Jul 30, 2026 14:05:46 EDT)

John V. Scippa
Director



ANNUAL REPORT

July 1st, 2024 to June 30th, 2025

New Hampshire Police Standards and Training Council

Judge Sawako Gardner, Chair
Chief Emily Cobb, Vice Chair
John V. Scippa, Director

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ANNUAL REPORT - July 1st, 2024 to June 30th, 2025

GOVERNOR & EXECUTIVE COUNCIL



Governor Kelly Ayotte,
State of New Hampshire



Honorable Joseph D. Kenney,
Executive Councilor, District One



Honorable Karen Liot Hill,
Executive Councilor, District Two



Honorable Janet L. Stevens,
Executive Councilor, District Three



Honorable John Stephen,
Executive Councilor, District Four



Honorable Theodore L. Gatsas,
Executive Councilor, District Four

YEAR-IN-REVIEW REFLECTION

The 2024–2025 year was marked by significant growth, modernization, and operational advancement for the New Hampshire Police Standards and Training Council. Throughout the year, our focus remained on strengthening recruit training, expanding professional development opportunities, improving accountability systems, modernizing infrastructure and technology, and enhancing partnerships across New Hampshire law enforcement and public safety communities.

Recruit training operations remained strong, with the Council successfully conducting multiple full-time, part-time, and corrections academy sessions while managing historically high application numbers and increasing statewide demand for certified officers. The 197th through 200th Full-Time Police Academies operated at or near capacity, reflecting continued confidence in the quality and professionalism of New Hampshire's training system.

Professional development efforts expanded considerably during the year. The Bureau of Professional Development broadened in-service training opportunities in leadership, investigations, wellness, de-escalation, instructor development, and critical incident response. New partnerships with organizations including FLETC, DEA, ALERRT, and the University of New Haven enhanced the quality and diversity of available training.

A major organizational accomplishment was the transition from Benchmark Analytics to the Acadis learning and records management platform. This initiative required extensive coordination and planning and represents a significant investment in improving certification management, academy registration, case management, and statewide interoperability.

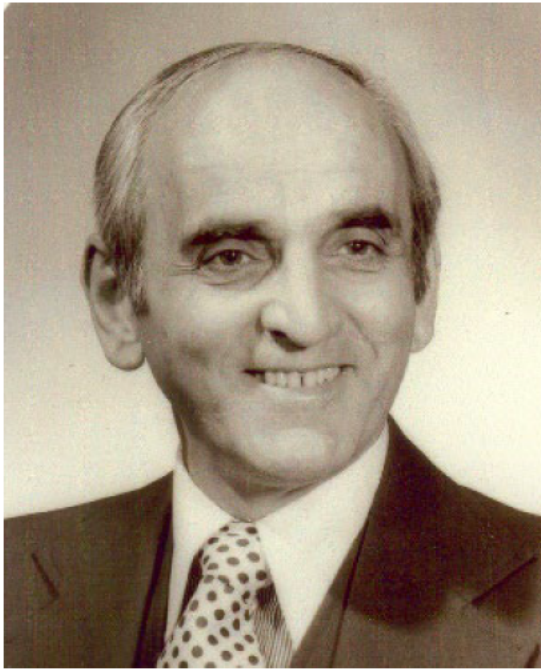
The New Hampshire Law Enforcement Accreditation Commission also experienced substantial growth, increasing participation from approximately 20 agencies to 50 agencies during the review period. Additionally, the first successful state-level accreditation assessments were completed, representing an important milestone for professionalism and accountability in New Hampshire law enforcement.

The Conduct Review Committee continued to manage increasing caseloads and public engagement, with complaints steadily increasing throughout the year. Despite these demands, the CRC significantly advanced case reviews, hearings, and transparency initiatives while maintaining timely investigative processes.

The Council also made meaningful progress in the modernization of administrative rules, certification pathways, and operational standards. Long-term infrastructure projects, including HVAC upgrades, firing range remediation, security enhancements, and classroom improvements, moved forward while minimizing disruption to academy operations.

Despite fiscal pressures and increasing operational demands, the organization remained focused on innovation, accountability, and service to New Hampshire law enforcement agencies and the public. I remain proud of the professionalism, resilience, and commitment demonstrated by our staff throughout this year of significant progress and transition.

COUNCIL MEMBERSHIP



Arthur D. Kehas, First Director of NHPSTC

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.

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 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.

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. RSA 106-L:3

POLICE STANDARDS AND TRAINING COUNCIL MEMBERS

FISCAL JULY 1ST, 2024- JUNE 30TH, 2025

Member	Original Appointment	Term Expires
Judge Sawako Gardner Chairperson	September 13, 2011 January 29, 2025	January 29, 2027
Judge Amy Manchester	January 31, 2024	January 29, 2025
Chief Kevin Rourke (city) Nashua Police Department	July 27, 2022	January 29, 2025
Chief Mark Newport (city) Portsmouth Police Department	January 29, 2025	January 29, 2025
Chief Mark Chase (town) Center Harbor Police Department	March 27, 2024	November 22, 2025
Chief Emily Cobb (town) V-Chair New London Police Department	January 9, 2023	January 9, 2025
Sheriff Charles Massahos Rockingham County	January 3, 2019	January 29, 2025
Sheriff William Wright Belnap County	January 29, 2025	January 29, 2027
Edward Lecius (Citizen)	October 25, 2019	October 16, 2026
Maureen Sullivan (Citizen)	June 5, 2019	June 5, 2025
Christopher Stawasz (Citizen)	January 9, 2023	January 9, 2025
Michael Harrington (Citizen)	February 8, 2023	February 8, 2025
Dr. Robert Eckstein (UNH Criminal Justice)	January 9, 2023	January 9, 2025
Sgt. Jacqueline Pelletier (Officer) Goffstown Police Department	January 9, 2023	January 9, 2025
Colonel Mark Hall New Hampshire State Police	August, 2023	(ex-officio)
Department of Corrections		(ex-officio)
Attorney General John Formella	April, 2021	(ex-officio)

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, and probation and parole officers.
- 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.

PSTC PERSONNEL

Current authorized staffing level at PSTC

Fiscal Year	Unclassified	Full-Time	Part-Time	Total
2025	1	27	11	39
2024	1	27	11	39
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

ORGANIZATIONAL CHART

MISSION

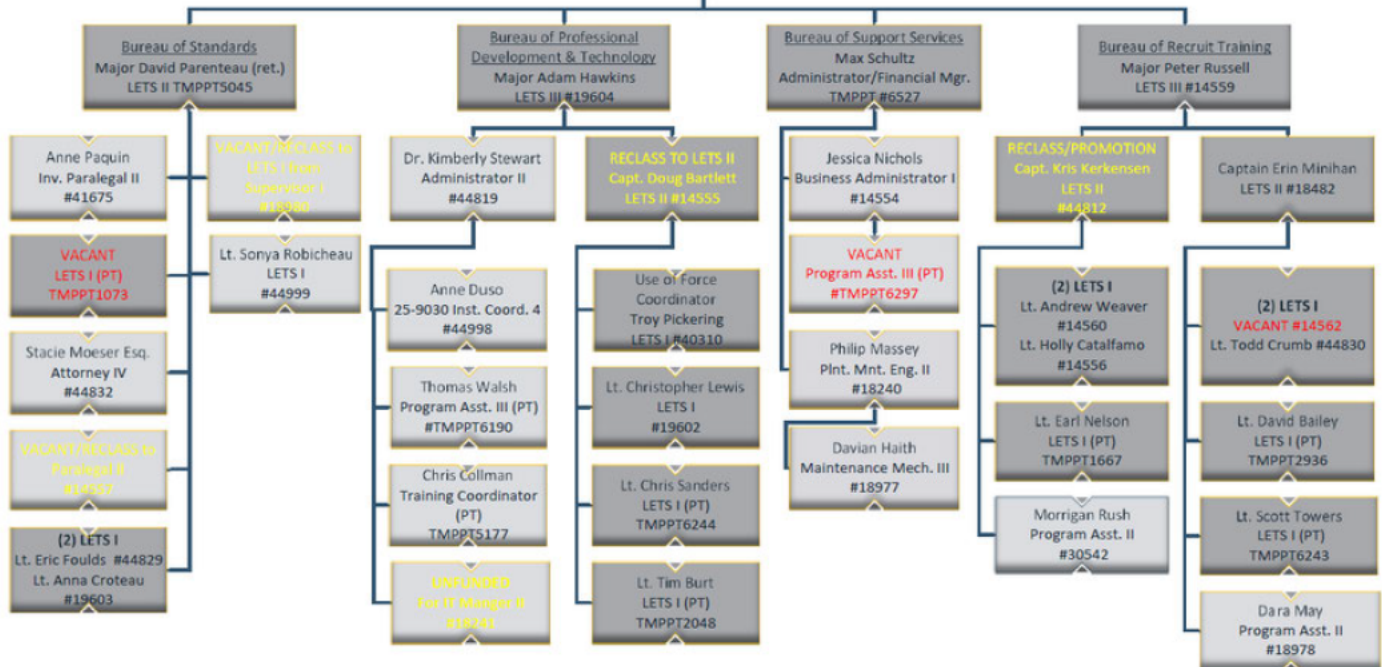
"The mission of NH Police Standards and Training Council is to shape, sustain and strengthen the competency and professionalism of New Hampshire law enforcement, in service to our State."



John Scippa
Director
#9U146

Mark J. O'Brien
Assistant Director
#18979

(1) Unclassified Director
(27) Full-Time Employees
(11) Part-Time Employees
(3) Current Vacant Positions



ACADEMY STATISTICS

NUMBER OF OFFICERS IN N.H 2025	
Full-time Officers	3,318
Part-time Officers	185
Corrections Officers	394
Probation & Parole Officers	69

FULL-TIME POLICE ACADEMY ACTIVITY						
Session	195th	196th	197th	198th	199th	Total
Officers Certified	47	52	49	39	59	246
FULL-TIME RECIPROCAL CERTIFICATION ACTIVITY						
						Total
Officers Certified						45

Session	284 th	Total
Part-time Officers Certified	12	12

CORRECTIONS ACADEMY ACTIVITY				
Session	124 th	125 th	126 th	Total
Corrections Officers Certified	9	27	27	63

FULL-TIME PROBATION/PAROLE ACTIVITY					
	193 rd	194 th	195 th	196 th	Total
Probation/Parole Officers Certified	0	0	0	0	0

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
2025 - Present	284
2022 - 2024	255.5
2020-2021	241
2008 - 2020	200
1989	100
1984	78
1980	32
1989	Not required

PROBATION / PAROLE OFFICERS	
YEAR	HOURS
1988 to 1996	208

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



IN - SERVICE TRAINING

In-person

Online

Course Name	Hours
2024 - Prioritizing Officer Mental Health Wellness and Resilience	1
2024 3x2s - De-Escalation	2
2024 3x2s - Ethics	2
2024 3x2s - Implicit Bias	2
Accreditation Manager Training - 2024	6
Advanced Photography - May 2025	16
Advanced Roadside Impaired Driving Enforcement (ARIDE) - 2024	16
Advanced Roadside Impaired Driving Enforcement (ARIDE) - 2025	16
ALERT - Active Shooter Response Level 1 - Train the Trainer - May 2025	40
Background Investigation - 2024	8
Background Investigation - 2025	8
Basic Crime scene Processing - 2024	40
Basic Crime Scene Processing - 2025	40
Basic Traffic Lidar Operator Course - 2024	4
Basic Traffic Lidar Operator Course - 2025	4
Baton Instructor - 2024	8
Breath Test Operator - Full Time Police Academy - 2024	16
Conducting Physical Fitness Testing (PFT) Instructor - 2024	4
Conducting Physical Fitness Testing (PFT) Instructor - 2025	4
Control Tactics Instructor 2025	80
Crisis Intervention Team (CIT) Mental Health Awareness & De-Escalation Training for Police - FY 2024/2025	40
Crisis Intervention Team (CIT) Refresher 2024/2025	4

Course Name	Hours
Crisis Intervention Team (CIT) - 2025	40
Crisis Intervention Team (CIT) Refresher - 2025	4
DEA's Basic Narcotics Symposium 2025	40
Defensive Tactics Instructor - 2024	35
Defensive Tactics Instructor Recertification - 2024	16
Defensive Tactics Instructor Recertification - 2025	16
Driving Instructor Recertification - 2024	16
Driving Instructor Recertification - 2025	16
Drug Recognition Expert (DRE) - 2025	40
Engaging Trafficking Victims: Best Practices	2
Evidence Management - 2025	16
Field Training Officer - 2025	24
Firearms Instructor - 2024	40
Firearms Instructor Recertification - 2024	16
Firearms Instructor Recertification - 2025	16
Highway Safety - Child & Passengers Safety	1
Highway Safety - Pedestrian & Bicycle Laws	1
Hiring and Retiring Healthy - 2025	8
Human Trafficking - Addressing Demand: No Buyer = No Victim	1
Human Trafficking 101	1
Human Trafficking Indications and Law Enforcement Case Studies	1
Intro to Bloodstain Pattern Analysis - 2025	24
Introduction to Internal Affairs - 2025	16
Introduction to Photography - 2025	16
Instructor Development - 2024	35

Course Name	Hours
Instructor Development 2025	35
Introduction to Photography - 2024	16
Interview & Interrogation - 2025	16
Oleoresin Capsicum (OC) Instructor - 2024	8
Oleoresin Capsicum (OC) Recertification - 2024	16
Oleoresin Capsicum (OC) Instructor - 2025	8
Oleoresin Capsicum (OC) Recertification - 2025	16
PBT Operator Instructor - 2025	3
PBT Operator - 2025	3
Peer Support and Mentoring - 2025	16
Police Prosecutor - 2025	40
POWER Training - 2024	32
Radio Interoperability - 2024	1
Refresher Physical Fitness Testing Instructor Online	2
Rifle Instructor - 2024	24
Shotgun Instructor - 2024	16
Standardized Field Sobriety Tests (SFSTs) Refresher - 2024	4
Standardized Field Sobriety Tests (SFSTs) Refresher - 2025	6
Unlikely Allies: The Importance of the Commercial Vehicle Industry in Combating Human Trafficking	1
Vehicle Processing- 2024	24
Total In-Person and Online Training Hours	50,173

FINANCIAL SUMMARY

REVENUE

PSTC operating budget is 100% General Fund

EXPENDITURES

ADMINISTRATION AND SUPPORT	Fiscal Year 2022	Fiscal Year 2023	Fiscal Year 2024	Fiscal Year 2025
Permanent Personnel	\$333,898	\$373,335	\$682,557	\$858,440
Director	\$109,311	\$114,841	\$120,900	\$120,963
Overtime	\$1,064	\$5,847	\$3,777	\$5,082
Current Expenses	\$39,704	\$40,221	\$62,578	\$46,590
Lease Rent - Other Than State	\$2,536	\$3,368	\$7,838	\$6,239
Heat, Water & Electricity	\$71,384	\$71,076	\$69,062	\$68,343
Maint Other Than Bldg & Grounds	\$156,689	\$182,412	\$224,298	\$107,373
Organizational Dues	\$590	\$575	\$1,210	\$1,550
Office of Information Technology	\$70,331	\$49,260	\$77,385	\$80,613
Equipment	\$821	\$21,087	\$4,249	\$4,000
Technology-Hardware	\$0	\$0	\$2,636	\$0
Technology-Software	\$0	\$0	\$0	\$71,431
Telecommunications	\$16,262	\$28,077	\$20,362	\$19,151
Consultants	\$0	\$2,000	\$7,677	\$55,000
Contract Maint Bldg. & Grounds	\$131,446	\$88,399	\$138,476	\$295,663
Transfer to Other State Agencies	\$93,406	\$101,756	\$113,131	\$102,553
Temporary Personnel	\$71,413	\$76,088	\$129,888	\$140,027
Benefits	\$204,069	\$231,399	\$362,435	\$499,831
Employee Training	\$1,686	\$75	\$4,250	\$2,000
In-State Travel	\$4,153	\$4,538	\$5,805	\$5,100
Out-of-State Travel	\$6,599	\$500	\$4	\$500
Catastrophic Casualty Ins	\$3,438	\$4,360	\$3,997	\$5,315
<i>Subtotal Administration & Support</i>	<u>\$1,312,701</u>	<u>\$1,399,214</u>	<u>\$2,042,515</u>	<u>\$2,495,764</u>

TRAINING	Fiscal Year 2022	Fiscal Year 2023	Fiscal Year 2024	Fiscal Year 2025
Permanent Personnel	\$896,224	\$1,025,056	\$1,210,252	\$1,344,168
Overtime	\$7,434	\$25,500	\$25,041	\$25,787
Current Expenses	\$96,917	\$88,939	\$105,381	\$97,397
Food Institutions	\$231,347	\$91,173	\$342,833	\$262,477
Equipment	\$122,487	\$71,280	\$221,081	\$36,781
Telecommunications	\$11,285	\$11,370	\$12,473	\$15,462
Temporary Personnel	\$171,984	\$196,860	\$298,814	\$435,491
Benefits	\$389,323	\$523,374	\$605,133	\$736,184
Employee Training	\$2,200	\$1,716	\$15,049	\$8,249
Training of Providers	\$56,335	\$81,420	\$84,004	\$68,035
In-State Travel	\$2,400	\$2,041	\$3,000	\$0
Out-of-State Travel	\$3,831	\$1,663	\$4,205	\$7,531
Contracts for Program Services		\$51,500	\$80,120	\$24,360
Subtotal Training	\$1,672,777	\$2,173,146	\$2,554,547	\$3,061,922

WORKERS COMPENSATION	FY2022	FY2023	FY2024	FY2025
Workers Comp	\$1,185	\$19,133	\$5,947	\$43,820
<i>Subtotal Workers Compensation</i>	\$1,185	\$19,133	\$5,947	\$43,820

	FY2022	FY2023	FY2024	FY2025
<i>Subtotal Administration & Support</i>	\$1,312,701	\$1,397,139	\$2,042,515	2,495,764
<i>Subtotal Training</i>	\$2,173,146	\$2,554,547	\$3,100,305	\$3,061,922
<i>Psychological Stability Screening Reimbursement Total</i>	\$57,285	\$89,845	\$90,220	\$84,175
<i>Subtotal Workers Compensation</i>	\$1,185	\$19,133	\$5,947	\$43,820
TOTAL EXPENDITURES	\$3,544,317	\$4,060,664	\$5,148,767	\$5,685,681

	FY2022	FY2023	FY2024	FY2025
Boiler Replacement Project	\$240,522	\$279,709	\$0	\$293,765
Air Conditioner Replacement ARPA Funded	\$0	\$0	\$0	\$320,576
Range Ventilation Upgrade ARPA Funded	\$0	\$0	\$0	\$34,623
TOTAL CAPITAL EXPENDITURES	\$240,522	\$279,709	\$0	\$648,964

PSYCHOLOGICAL STABILITY SCREENING REIMBURSEMENT

On September 14, 2020, in accordance with RSA 106-L:16, a police psychological stability screening was established for candidates seeking certification as law enforcement officers, administered by the Council. 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 **FY25** totaled **\$84,175** to **61** law enforcement agencies.

AGENCY	TOTAL REIMBURSEMENT
Allenstown	\$1,550
Antrim	\$650
Atkinson	\$1,000
Auburn	\$350
Bedford	\$2,700
Belmont	\$800
Belknap County Sheriff	\$400
Berlin	\$450
Boscawen	\$750
Bow	\$700
Brentwood	\$650
Campton	\$700
Candia	\$600
Canterbury	\$300
Cheshire County Sheriff	\$600
Chester	\$800
Chichester	\$400
Concord	\$750
Danbury	\$350
Derry	\$750
Durham	\$3,000
Farmington	\$450
Fremont	\$800
Grafton County Sheriff	\$400
Hampton	\$5,950
Hampton Falls	\$700
Hanover	\$2,250

Haverhill	\$700
Henniker	\$450
Hillsborough County Sheriff	\$700
Hollis	\$1,500
Hooksett	\$1,400
Hudson	\$6,750
Jackson	\$150
Laconia	\$1,250
Lancaster	\$325
Londonderry	\$1,600
Manchester	\$6,500
Marlborough	\$750
Milford	750
Nashua	\$5,650
New Ipswich	\$750
New London	\$700
Newmarket	\$700
Northumberland	\$150
Plainfield	\$750
Plaistow	\$2,650
Portsmouth	\$5,950
NH Fish & Game	\$2,000
Raymond	\$850
Rockingham County Sheriff	\$2,050
Sandown	\$1,300
Somersworth	\$750
Springfield	\$150
Stratham	\$1,950
Thornton	\$650
Tuftsboro	\$350
Wilmot	\$700
Windham	\$2,450
Wolfeboro	\$750
Total	\$84,175



STATEWIDE LAW ENFORCEMENT ACCREDITATION

The New Hampshire Law Enforcement Accreditation Commission was established by Governor Sununu through an executive order in 2022 and then codified in statute in 2025 through NH RSA 106-L:24 where it was administratively attached to PST. Funding for statewide accreditation is a mixture of federal grant funds, general funds, and other funds through a donation from PowerDMS in furtherance of statewide law enforcement accreditation. The Commission has provided reimbursement to member agencies to cover the cost of yearly membership and accreditation policy software. Reimbursements in **FY25** totaled **\$10,734** to **19** law enforcement agencies.

AGENCY ACCREDICATION REIMBURSEMENTS

AGENCY	TOTAL REIMBURSEMENT
Allenstown	\$550
Amherst	\$550
Belmont	\$550
Bow	\$550
Cheshire County Sheriff	\$550
Concord	\$650
Derry	\$650
Fremont	\$550
Gorham	\$550
Hampton	\$650
Hooksett	\$550
Littleton	\$311
New Durham	\$550
Newfields	\$523
Newmarket	\$550
Ossipee	\$550
Sandown	\$550
Stratham	\$250
Sunapee	\$1,100
Total	\$10,734

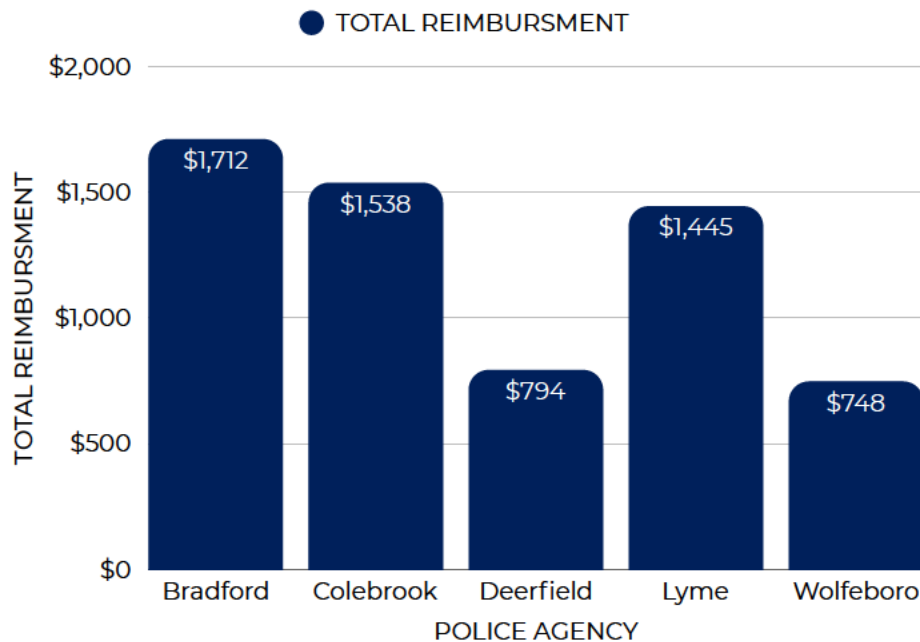
CRISIS INTERVENTION TRAINING

On July 8, 2022, SB376-FN was signed into law and established a non-lapsing appropriation to support Crisis Intervention Training (CIT). Funds are to be used by PST to reimburse agencies for any overtime or backfill costs associated with the attendance of (1) officer who attends and successfully completes a PST recognized CIT training course offered in the state and for any costs associated with transportation, lodging and meal expenses incurred by the agency. The funds also are intended to be used by PST to contract a vendor to provide the CIT training and to manage the program with one part-time employee.

CIT PROGRAMS DELIVERED

VENDOR	CIT (40HR)	CIT REFRESHER	TOTAL COST
NAMI - NH	5	4	\$90,900

CIT REIMBURSEMENTS TO OTHER AGENCIES



POLICE AGENCY	TOTAL REIMBURSEMENT
Bradford	\$1,712
Colebrook	\$1,538
Deerfield	\$794
Lyme	\$1,445
Wolfeboro	\$748
Total	\$6,237

PAYMENTS TO OTHER STATE AGENCIES OR ENTITIES

	FY2022	FY2023	FY2024	FY2025
NH Technical Institute	\$20,000	\$20,000	\$20,000	\$20,000
NH Department of Justice	\$63,450	\$62,826	\$64,800	\$62,193
Health & Human Services (EAP Program)	\$818	\$877	\$1,126	\$1,192
DAS - Human Resources Services Unit	N/A	\$18,364	\$19,656	\$19,650
Dept. of Safety – State Police Cadres	\$29,138	\$23,310	\$23,310	\$17,483
Dept. of Safety – Fire Standards & Training and Emergency Medical Services	\$0	\$0	\$0	\$1,950
Department of Information Technology	\$70,331	\$78,008	\$86,027	\$97,597
DOIT - Telecommunications	\$27,632	\$28,077	\$36,324	\$36,649
Total	\$211,369	\$231,462	\$251,243	\$256,714



CONDUCT REVIEW COMMITTEE

Conduct Review Committee Members:

- Chief Alexander Reno, Hampton Police Department
- Chief Stephan Poulin, Exeter Police Department
- Captain Mark Morrison, Londonderry Police Department
- Lt. Suzanne Kelly-Scott, Conway Police Department
- Karen Umberger, Civilian
- Margaret LaBrecque, Civilian
- Roger Sevigny, Civilian

From the creation of the Conduct Review Committee (January 1, 2023) through June 30, 2025:

- 499 complaints received
- 346 cases reviewed and closed by Conduct Review Committee
- 177 cases dismissed
- 169 cases closed as unfounded, exonerated, or not sustained
- 28 cases sustained as law enforcement misconduct by the Conduct Review Committee and referred for certification hearings to the Police Standards & Training Council
- 13 cases had hearings conducted by the NH Police Standards and Training Council

	For the period of July 1, 2024, through June 30, 2025:
242	Complaints received
207	Cases reviewed and closed by Conduct Review Committee - 67 cases dismissed - 145 cases closed as unfounded, exonerated, or not sustained
16	Cases sustained as law enforcement misconduct by the Conduct Review Committee and referred for certification hearings to the Police Standards & Training Council
19	Average complaints received per month - 17 Complaints per month in 2024 - 21 Complains per month in 2025

Closed cases fall into two categories. They may be closed by dismissal due to a lack of standing or jurisdiction, the complaint itself being insufficient, the complaint does not meet the definition of misconduct, or the statute of limitations has expired. A complaint may also be closed after an internal investigation has resulted in a finding that the allegation was unfounded, exonerated, not sustained, or sustained a policy violation but not sustained misconduct.

ADDENDUM

ACADEMY CURRICULUM & HOURS - PER CLASS



NEW HAMPSHIRE POLICE STANDARDS AND TRAINING

Full Time Police Academy 198th - 200th Academic, Skills and Scenario Hours

198th Full Time Police Academy

	Total	Academics	Skills	Scenario
Asynchronous Online Learning				
ICS 100	4	4	0	0
ICS 200	4	4	0	0
Workzone Flagger	4	4	0	0
Hazardous Materials	3	3	0	0
Communicable Diseases	2	2	0	0
Fire Marshal's Office	2	2	0	0
Marine Patrol	2	2	0	0
Animal Cruelty	2	2	0	0
Total	23	23	0	0

	Total	Academics	Skills	Scenario
Police Culture Education				
Active Bystandership for Law Enforcement	8	6.5	0	1.5
Community Diversity, Police Legitimacy and Procedural Justice	16	15	0	1
CPR/AED/NARCAN	4	2	2	0
Drill and Ceremony	2	0	2	0
Effective Police Interactions with Youth	8	8	0	0
Ethics	8	4	0	4
First Day Activities	6	0	6	0
ICAT	8	6	0	2
Interviewing for Patrol (Interview & Interrogation)	12	8	0	4
Officer Wellness	8	8	0	0
Report Writing	4	4	0	0
Total	84	61.5	10	12.5

		Total	Academics	Skills	Scenario
Constitutional Law					
	Arrest Laws	8	8	0	0
	Constitutional Law	12	8	0	4
	Rules of Evidence	4	4	0	0
	Search and Seizure	8	8	0	0
Total		32	28	0	4

		Total	Academics	Skills	Scenario
Criminal Offenses					
	Child Abuse	4	4	0	0
	Complaints and Warrants	4	4	0	0
	Crimes against Persons	2	2	0	0
	Crimes against Property	3	3	0	0
	Crimes against Public Order	2	2	0	0
	Criminal Offenses / RSAs	4	4	0	0
	Criminal Statutes	2	2	0	0
	Defenses and Justifications	2	2	0	0
	Domestic Violence	8	8	0	0
	Elder Abuse	2	2	0	0
	Hate Crimes	2	2	0	0
	Juvenile Law	4	4	0	0
	Lethality Assessment Program	1	1	0	0
	Sexual Assault Investigations Protocol	8	8	0	0
	Stalking	2	2	0	0
	Victim Witness	4	4	0	0
Total		54	54	0	0

		Total	Academics	Skills	Scenario
Motor Vehicle					
	Auto Theft	4	4	0	0
	Collision Investigation	11	8	3	0
	Motor Vehicle Laws	16	16	0	0
	Radar	8	7	1	0
	Traffic Incident Management	4	4	0	0
Total		43	39	4	0

		Total	Academics	Skills	Scenario
Police Tactics					
	Active Shooter Level 1	16	8	0	8
	Baton	4	2	2	0
	Defensive Driving	40	4	36	0
	Defensive Tactics	39	0	39	0
	Firearms	38	2	36	0
	CPR/AED/Narcan	4	0	4	0
	Oleoresin Capsicum	8	4	4	0
	Patrol Procedures	8	4	0	4
	Solo Officer Rapid Deployment (SORD)	16	8	4	4
	Tactical Combat Casualty Care (TCCC)	8	4	4	0
	Use of Force	4	4	0	0
Total		185	38	127	16

		Total	Academics	Skills	Scenario
Criminal Investigations					
	Blood and DNA Evidence	2	2	0	0
	Burglary Investigations	4	4	0	0
	Crime Scene	16	8	0	8
	Death Investigations	4	4	0	0
	Forensics and Physical Evidence	2	2	0	0
	Latent Processing & Footwear	8	4	0	4
	Proper Taking of Fingerprints	4	2	2	0
Total		40	26	2	12

		Total	Academics	Skills	Scenario
DWI Investigations					
	DWI/ALS	12	8	0	4
	Felony Blood Draw	4	4	0	0
	HGN/SFSTs (including Drugs that Impair Driving)	24	20	4	0
	Intoxilyzer Operations	16	8	8	0
Total		56	40	12	4

		Total	Academics	Skills	Scenario
Mental Health					
	IEA	1	1	0	8
	Mental Health Dynamics	24	16	0	8
Total		25	17	0	16

		Total	Academics	Skills	Scenario
Specialty					
	Alcohol and Tobacco	2	2	0	0
	Autism Awareness	2	2	0	0
	Bombing Preparation Awareness	4	4	0	0
	Dementia/Alzheimer's	2	2	0	0
	Drugs Laws	4	4	0	0
	Fish and Game	4	4	0	0
	Human Trafficking	2	2	0	0
	Interacting with Deaf/Hard of Hearing	2	2	0	0
	Interoperability	4	4	0	0
	K9	1	1	0	0
	Meth Labs	4	4	0	0
	Mock Trials	8	0	0	8
	NCIC	4	4	0	0
Total		43	35	0	8

		Total	Academics	Skills	Scenario
Scenario Training					
	Scenarios	51			55
Total		51			

		Total	Academics	Skills	Scenario
Physical Fitness					
	CrossFit	42	0	0	0
	Mid-term and Final PT	2			
	Pride Run	1			
Total		45			

		Total	Academics	Skills	Scenario
Examinations					
	Knowledge Checks	12	0	0	0
Total		12			

		Total	Lecture	Skills	Scenario
	Total	693	361.5	179	127.5

199th Full Time Police Academy

		Total	Academics	Skills	Scenario
Asynchronous Online Learning					
	ICS 100	4	4	0	0
	ICS 200	4	4	0	0
	Workzone Flagger	4	4	0	0
	Hazardous Materials	3	3	0	0
	Communicable Diseases	2	2	0	0
	Fire Marshal's Office	2	2	0	0
	Marine Patrol	2	2	0	0
	Animal Cruelty	2	2	0	0
Total		23	23	0	0

		Total	Academics	Skills	Scenario
Police Culture Education					
	Active Bystandership for Law Enforcement	8	6.5	0	1.5
	Community Diversity, Police Legitimacy and Procedural Justice	16	15	0	1
	CPR/AED/NARCAN	4	2	2	0
	Drill and Ceremony	2	0	2	0
	Effective Police Interactions with Youth	8	8	0	0
	Ethics	8	4	0	4
	First Day Activities	6	0	6	0
	ICAT	8	6	0	2
	Interviewing for Patrol (Interview & Interrogation)	12	8	0	4
	Officer Wellness	8	8	0	0
	Report Writing	4	4	0	0
Total		84	61.5	10	12.5

		Total	Academics	Skills	Scenario
Constitutional Law					
	Arrest Laws	8	8	0	0
	Constitutional Law	12	8	0	4
	Rules of Evidence	4	4	0	0
	Search and Seizure	8	8	0	0
Total		32	28	0	4

		Total	Academics	Skills	Scenario
Criminal Offenses					
	Child Abuse	4	4	0	0
	Complaints and Warrants	4	4	0	0
	Crimes against Persons	2	2	0	0
	Crimes against Property	3	3	0	0
	Crimes against Public Order	2	2	0	0
	Criminal Offenses / RSAs	4	4	0	0
	Criminal Statutes	2	2	0	0
	Defenses and Justifications	2	2	0	0
	Domestic Violence	8	8	0	0
	Elder Abuse	2	2	0	0
	Hate Crimes	2	2	0	0
	Juvenile Law	4	4	0	0
	Lethality Assessment Program	1	1	0	0
	Sexual Assault Investigations Protocol	8	8	0	0
	Stalking	2	2	0	0
	Victim Witness	4	4	0	0
Total		54	54	0	0

		Total	Academics	Skills	Scenario
Motor Vehicle					
	Auto Theft	4	4	0	0
	Collision Investigation	11	8	3	0
	Motor Vehicle Laws	16	16	0	0
	Radar	8	7	1	0
	Traffic Incident Management	4	4	0	0
Total		43	39	4	0

		Total	Academics	Skills	Scenario
Police Tactics					
	Active Shooter Level 1	16	8	0	8
	Baton	4	2	2	0
	Defensive Driving	40	4	36	0
	Defensive Tactics	61	0	61	0
	Firearms	46	2	44	0
	CPR/AED/Narcan	4	0	4	0
	Oleoresin Capsicum	8	4	4	0
	Patrol Procedures	8	4	0	4
	Solo Officer Rapid Deployment (SORD)	16	8	4	4
	Tactical Combat Casualty Care (TCCC)	8	4	4	0
	Use of Force	4	4	0	0
	Total without Baton	211	38	157	16
	Total with Baton	215	40	159	16

		Total	Academics	Skills	Scenario
Criminal Investigations					
	Blood and DNA Evidence	2	2	0	0
	Burglary Investigations	4	4	0	0
	Crime Scene	16	8	0	8
	Death Investigations	4	4	0	0
	Forensics and Physical Evidence	2	2	0	0
	Latent Processing & Footwear	8	4	0	4
	Proper Taking of Fingerprints	4	2	2	0
	Total	40	26	2	12

		Total	Academics	Skills	Scenario
DWI Investigations					
	DWI/ALS (Ms Blanchard)	12	8	0	4
	Felony Blood Draw	4	4	0	0
	HGN/SFSTs (including Drugs that Impair Driving)	24	20	4	0
	Intoxilyzer Operations	16	8	8	0
	Total	56	40	12	4

		Total	Academics	Skills	Scenario
Mental Health					
	IEA	1	1	0	8
	Mental Health Dynamics	24	16	0	8
Total		25	17	0	16

		Total	Academics	Skills	Scenario
Specialty					
	Alcohol and Tobacco	2	2	0	0
	Autism Awareness	2	2	0	0
	Bombing Preparation Awareness	4	4	0	0
	Dementia/Alzheimer's	2	2	0	0
	Drugs Laws	4	4	0	0
	Fish and Game	4	4	0	0
	Human Trafficking	2	2	0	0
	Interacting with Deaf/Hard of Hearing	2	2	0	0
	Interoperability	4	4	0	0
	K9	1	1	0	0
	Meth Labs	4	4	0	0
	Mock Trials	8	0	0	8
	NCIC	4	4	0	0
Total		43	35	0	8

		Total	Academics	Skills	Scenario
Scenario Training					
	Scenarios	51			55
Total		51			

		Total	Academics	Skills	Scenario
Physical Fitness					
	CrossFit	44	0	0	0
	Mid-term and Final PT	2			
	Pride Run	1			
Total		47			

		Total	Academics	Skills	Scenario
Examinations					
	Knowledge Checks	14	0	0	0
Total		14			

		Total	Lecture	Skills	Scenario
	Total	723	361.5	213	127.5

200th Full Time Police Academy

		Total	Academics	Skills	Scenario
Asynchronous Online Learning					
	ICS 100	4	4	0	0
	ICS 200	4	4	0	0
	Workzone Flagger	4	4	0	0
	Hazardous Materials	3	3	0	0
	Communicable Diseases	2	2	0	0
	Fire Marshal's Office	2	2	0	0
	Marine Patrol	2	2	0	0
	Animal Cruelty	2	2	0	0
Total		23	23	0	0

		Total	Academics	Skills	Scenario
Police Culture Education					
	Active Bystandership for Law Enforcement	8	6.5	0	1.5
	Community Diversity, Police Legitimacy and Procedural Justice	16	15	0	1
	CPR/AED/NARCAN	4	2	2	0
	Drill and Ceremony	2	0	2	0
	Effective Police Interactions with Youth	8	8	0	0
	Ethics	8	4	0	4
	First Day Activities	6	0	6	0
	ICAT	8	6	0	2
	Interviewing for Patrol (Interview & Interrogation)	12	8	0	4
	Officer Wellness	8	8	0	0
	Report Writing	4	4	0	0
Total		84	61.5	10	12.5

		Total	Academics	Skills	Scenario
Constitutional Law					
	Arrest Laws	8	8	0	0
	Constitutional Law	12	8	0	4
	Rules of Evidence	4	4	0	0
	Search and Seizure	8	8	0	0
Total		32	28	0	4

		Total	Academics	Skills	Scenario
Criminal Offenses					
	Child Abuse	4	4	0	0
	Complaints and Warrants	4	4	0	0
	Crimes against Persons	2	2	0	0
	Crimes against Property	3	3	0	0
	Crimes against Public Order	2	2	0	0
	Criminal Offenses / RSAs	4	4	0	0
	Criminal Statutes	2	2	0	0
	Defenses and Justifications	2	2	0	0
	Domestic Violence	8	8	0	0
	Elder Abuse	2	2	0	0
	Hate Crimes	2	2	0	0
	Juvenile Law	4	4	0	0
	Lethality Assessment Program	1	1	0	0
	Sexual Assault Investigations Protocol	8	8	0	0
	Stalking	2	2	0	0
	Victim Witness	4	4	0	0
Total		54	54	0	0

		Total	Academics	Skills	Scenario
Motor Vehicle					
	Auto Theft	4	4	0	0
	Collision Investigation	11	8	3	0
	Motor Vehicle Laws	16	16	0	0
	Radar	8	7	1	0
	Traffic Incident Management	4	4	0	0
Total		43	39	4	0

		Total	Academics	Skills	Scenario
Police Tactics					
	Active Shooter Level 1	16	8	0	8
	Baton	4	2	2	0
	Defensive Driving	40	4	36	0
	Defensive Tactics	61	0	61	0
	Firearms	46	2	44	0
	CPR/AED/Narcan	4	0	4	0
	Oleoresin Capsicum	8	4	4	0
	Patrol Procedures	8	4	0	4
	Solo Officer Rapid Deployment (SORD)	16	8	4	4
	Tactical Combat Casualty Care (TCCC)	8	4	4	0
	Use of Force	4	4	0	0
	Total without Baton	211	38	157	16
	Total with Baton	215	40	159	16

		Total	Academics	Skills	Scenario
Criminal Investigations					
	Blood and DNA Evidence	2	2	0	0
	Burglary Investigations	4	4	0	0
	Crime Scene	16	8	0	8
	Death Investigations	4	4	0	0
	Forensics and Physical Evidence	2	2	0	0
	Latent Processing & Footwear	8	4	0	4
	Proper Taking of Fingerprints	4	2	2	0
	Total	40	26	2	12

		Total	Academics	Skills	Scenario
DWI Investigations					
	DWI/ALS (Ms Blanchard)	12	8	0	4
	Felony Blood Draw	4	4	0	0
	HGN/SFSTs (including Drugs that Impair Driving)	24	20	4	0
	Intoxilyzer Operations	16	8	8	0
	Total	56	40	12	4

		Total	Academics	Skills	Scenario
Mental Health					
	IEA	1	1	0	8
	Mental Health Dynamics	24	16	0	8
Total		25	17	0	16

		Total	Academics	Skills	Scenario
Specialty					
	Alcohol and Tobacco	2	2	0	0
	Autism Awareness	2	2	0	0
	Bombing Preparation Awareness	4	4	0	0
	Dementia/Alzheimer's	2	2	0	0
	Drugs Laws	4	4	0	0
	Fish and Game	4	4	0	0
	Human Trafficking	2	2	0	0
	Interacting with Deaf/Hard of Hearing	2	2	0	0
	Interoperability	4	4	0	0
	K9	1	1	0	0
	Meth Labs	4	4	0	0
	Mock Trials	8	0	0	8
	NCIC	4	4	0	0
Total		43	35	0	8

		Total	Academics	Skills	Scenario
Scenario Training					
	Scenarios	51			55
Total		51			

		Total	Academics	Skills	Scenario
Physical Fitness					
	CrossFit	44	0	0	0
	Mid-term and Final PT	2			
	Pride Run	1			
Total		47			

		Total	Academics	Skills	Scenario
Examinations					
	Knowledge Checks	14	0	0	0
Total		14			

		Total	Lecture	Skills	Scenario
	Total	723	361.5	213	127.5