

**Full Text Remarks of John V. Scippa, Director  
New Hampshire Police Standards & Training  
House Finance Division II Budget Hearing  
February 16, 2023**

Good afternoon. For the record, my name is John Scippa. I am the Director of New Hampshire Police Standards and Training. Our mission is to shape, strengthen and sustain the competency and professionalism of New Hampshire Law Enforcement in service to our state. The Police Standards and Training Council regulates the hiring, educational and certification standards for all police, state corrections, and probation-parole officers in New Hampshire. We operate the NH Police Academy which all municipal police, county sheriff deputies, state troopers, conservation officers, liquor investigators and other full-time law enforcement officers must attend to become certified as a full-time police officer in this state. We also operate the part-time officer basic training classes that all part-time police officers must complete to obtain part-time police officer certification, as well as the NH Corrections Academy that all state corrections officers attend in order to obtain corrections officer certification.

We also provide specialized, advanced and in-service refresher training at our facility in Concord and regionally around the state, to assist officers in completing the annual requirements to maintain their certification.

As part of our responsibility for regulating over 4000 certified officers in our state, we convene and rule on disciplinary hearings that may suspend or revoke the certification of officers that have violated Council rules or committed a crime or an act of moral turpitude.

We are an independent executive branch agency, governed by a 17 member Police Standards and Training Council. We are not affiliated with any law enforcement or prosecutorial agency, thereby avoiding potential conflicts of interest with our regulatory function and decertification duties.

We provide services with 24 full-time and 6 part-time positions, which includes sworn staff, administrative and maintenance employees. Our staff is assisted by adjunct instructors, most of whom are unpaid volunteers and a small number of contracted instructors. We operate a 77,000 square foot training facility located on 20.87 acres of grounds across from NHTI – Concord’s Community College.

## Efficiency Budget Request

DAS provided PSTC with target allocations from the Governor's Office of no more than a 3% increase in FY24 and 0% increase in FY25. Our submitted efficiency budget request meets those requirements.

Our adjusted authorized budget for FY23 is currently \$5,620,030.

Our FY24 request of \$5,788,631 represents a 3% increase above the FY23 adjusted authorized budget.

Our FY25 request of \$5,788,631 represents a 0% increase from FY24.

## New Programs

It's important to note that Police Standards and Training has taken on a number of new responsibilities since the last budget cycle. These new responsibilities are the result of 2022 legislation, through administrative rule changes based on recommendations made by the Governor's Law Enforcement Accountability, Community and Transparency (LEACT) Commission, and through realignment of responsibilities between state agencies.

SB 376-FN, 2022 session, assigned PSTC with providing Crisis Intervention Training to NH law enforcement officers with the target of having at least one officer from every law enforcement agency in the state trained.

Executive Order 2022-06 assigned PSTC with the responsibility of overseeing the statewide accreditation program for law enforcement agencies. This program is not funded beyond a DOJ grant that will expire at the end of FY23.

HB 1682-FN-A, 2022 session, established the Law Enforcement Conduct Review Committee under Police Standards and Training . This committee will be responsible for overseeing and reviewing all investigations regarding allegations of police misconduct as defined in statute.

Through Executive Order #2020-19, Administrative Rule POL 403.01 has been amended to increase the number of annual in-service training hours for all certified Law Enforcement officers, as a condition of continued certification, from 8 hours annually increasing incrementality to 24 hours of annual training by 2025.

Police Standards and Training has assumed primary responsibility for overseeing and delivering active shooter ALERRT training from the Department of Homeland Security and Emergency Management in 2022 so as to define training areas of responsibility more clearly.

## Additional Prioritized Needs Request

Our prioritized needs request in FY24 includes (2) full-time positions to assist with some of these new responsibilities. One position is a Program Specialist III to manage new programs given to PSTC in FY23, to include active shooter ALERRT Training from HSEM and statewide accreditation of law enforcement agencies given to PSTC by Executive Order #2022-06.

The second full-time position is a Training Development Manager, which is critically needed to develop online training content for law enforcement agencies. Through LEACT recommendations and Executive Order #2020-19, annual in-service training requirements were increased from 8 to 24 hours annually for all law enforcement officers.

DOIT has requested an additional \$16,998 in FY24 and \$18,145 in FY25 for shared cost increases in software costs, support and consulting services, and DOIT increases for additional funded positions.

Our total agency budget request as recommended by the Governor for FY24 is \$5,964,442, which is a 5.8% increase over FY23 and \$6,048,349 in FY25 which is a 1.4% increase over FY24.

### Conclusion

Our proposed FY24-25 budget reflects compliance with target allocations set forth by DAS while attempting to appropriately resource our current obligations of providing contemporary recruit training to newly hired officers, creating and delivering in-service training, regulating and monitoring compliance with professional standards as well as preparing to meet the number of new obligations as outlined above.

Thank you for listening to our presentation. I would be happy to answer any questions that you may have.

# **New Hampshire Police Standards & Training**



17 Institute Drive  
Concord, NH 03301

**Agency Budget Overview Presentation**  
**Prepared for NH House Finance Division II**  
**February 16, 2023**

## Mission Statement

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

We will accomplish our mission by meeting our dual responsibilities of:

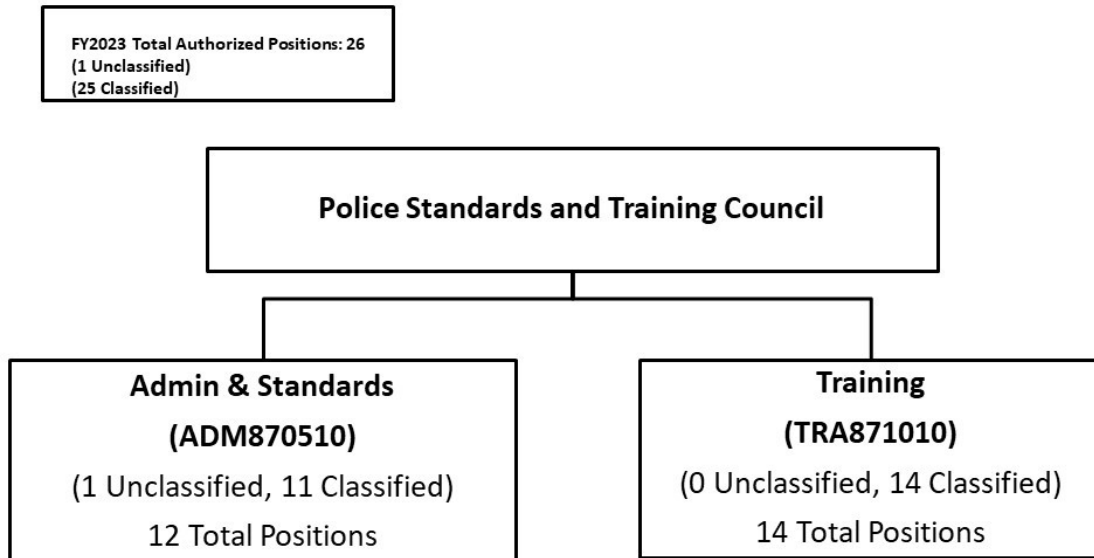
Providing high-quality, innovative, credible and responsive basic, advanced, and specialized **training** to New Hampshire Police, Correctional and Probation and Parole officers; and,

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

## Organizational Chart

### DEPARTMENT ORGANIZATION CHART

#### Police Standards and Training Council



## Overall Agency Budget Breakdown Summary

PSTC Total Budget Breakdown				
Accounting Unit	FY 2022 ACTUAL	FY 2023 ADJ AUTH	FY 2024 GOV REC	FY 2025 GOV REC
ADM870510	\$1,312,701	\$2,726,831	\$2,973,595	\$3,015,285
TRA871010	\$2,173,146	\$2,893,199	\$2,990,847	\$3,033,064

### Accounting Unit Summary

**Accounting Unit Name:** Admin & Standards

**Accounting Unit:** 870510-8980

**Purpose:**

This accounting unit addresses the administration and support of all functions of Police Standards, including compliance, finance, legal and maintenance activities of the organization. We maintain a 77,000 square foot training facility on 20.87 acres of grounds in Concord, NH that includes an indoor shooting range, running track, gym, police driver training pad, dormitory rooms, classrooms, and interactive use of force and driving simulators.

We also record and monitor certification status and activity of all NH police and state corrections officers and perform investigations to ensure compliance with applicable laws and Council administrative rules. Administrative oversight and financial operations are also contained within this unit.

**Client Profile:**

Police Standards and Training serves the greater community of New Hampshire by providing standards and training for police and state corrections officers in the state, a critical need identified by the legislature as identified by RSA 106-L:1.

*The legislature finds that the administration of criminal justice is of statewide concern; that police and corrections work are important to the health, safety, and welfare of the people of this state; that police and corrections work are of such a nature as to require education and training of a professional character; and that it is in the public interest that such education and training be made available to persons who seek to become police and corrections officers, persons who are serving as police and corrections officers in a temporary or probationary capacity, and persons already in regular service. Further, the legislature finds that law enforcement officers are vested with responsibilities that require high standards of moral character, integrity, knowledge and trust. In support of these heightened responsibilities and to continuously strive for public confidence in law enforcement officers, the law enforcement conduct review committee is created at New Hampshire police standards and training council.*

Our clients are the citizens of the State, travelers, tourist and commerce providers, the municipalities that choose to utilize and maintain a police force, and individual police and corrections officers.

**Financial Summary:**

<b>Admin &amp; Standards</b>	<b>FY 2022 ACTUAL</b>	<b>FY 2023 ADJ AUTH</b>	<b>FY 2024 GOV REC</b>	<b>FY 2025 GOV REC</b>
<i>APPROPRIATIONS:</i>				
<b>TOTAL FUNDS</b>	\$1,312,701	\$2,726,831	\$2,973,595	\$3,015,285
<b>GENERAL FUNDS</b>	\$1,312,701	\$2,726,831	\$2,973,595	\$3,015,285

**Funding Source:**

100% General Fund

**State Mandates:**

- RSA 106-L:3 for reporting requirements to state
- RSA 106-L:4 contract review and submission approval requirements
- RSA 106-L:5 council authority and hearing requirements
- RSA 106-L:6 rulemaking authority, compliance
- RSA 106-L:6 three-year physical fitness testing and monitoring
- RSA 106-L:21 investigations of misconduct
- Certain mandates issued in Governor Sununu’s Executive Order 2020-19
- Certain mandates issued in Governor Sununu’s Executive Order 2022-06

**Federal Mandates:**

N/A

**Services Provided:**

The Police Standards and Training Council establish standards for officer certification and maintain on-going compliance activities to ensure adherence to those standards by all agencies and persons seeking to obtain officer certification. These activities include the receipt and review of forms and applications relative to certification and the maintenance of certification records for all officers receiving approval.

PSTC staff conducts audits of agencies, officer records, and certification status. Staff investigates allegations of misconduct as defined under RSA 106-L:2 or that violates Council rules. The PST Council conducts hearings to determine an individual’s eligibility for certification, and disciplinary hearings that may result in suspension or revocation of an officer’s certification.

Pursuant to RSA 106-L:6, all officers hired after 2001 are required to pass three-year physical fitness testing, a process that is monitored by PSTC to ensure compliance for on-going officer certification. Failures or non-compliance of requirements results in notification processes by PSTC, Council hearings, suspension of certifications and re-instatement, when appropriate.

All financial activities are performed within this accounting unit to include personnel and human resource functions, budgeting and process, account payable/receivable, and compliance with state requirements for reporting, inventory, grants, contract review and approval.

Facility and grounds are maintained for function and safe use by internal staff, visitors, and student officers, to include complex systems such as the indoor firing range, Virtra 300 use of force simulator, and the police driving training program to include the driving pad and training vehicles. Minor equipment and vehicle repairs are completed on-site to maintain continuity of training programs. Information Technology (IT) services and support of computer and online training are also included.

**Service Delivery System:**

Services are provided directly by employees of PSTC and include on-site, online, and regional offerings and activities.

**Expected Outcomes:**

Agencies, officers, and the general public will be able to review, learn, and comply, when necessary, with the rules and regulations established by the PST Council for certification as a police or corrections officer. Officers who have been deemed in-eligible or no longer eligible for certification will receive hearings as appropriate before the PSTC Council. Officers will be held to certification and physical fitness standards as required. Employees will be provided a safe place to work and will receive the benefits and protections as required by state and federal laws. Staff, visitors, and students will receive the highest level of service possible through the maintenance and use of our facilities, grounds, and program equipment.

**Accounting Unit Summary**

**Accounting Unit Name:** Police Crisis Intervention Training

**Accounting Unit:** 870510-7238

**Purpose:**

This accounting unit addresses the legislative mandate to provide police crisis intervention training. Such funds shall be used to reimburse agencies for any overtime or backfill costs associated with the attendance of one officer who attends and successfully completes a police standards and training council recognized CIT training offered within the state, for any costs associated with the transportation, lodging, and meal expenses incurred by the agency during



such CIT training, for the costs associated with police standards and training council hiring any outside vendor to deliver the CIT training, and to provide for and compensate a part-time program administrator at police standards and training to manage this program. The appropriation shall be in addition to any other funds appropriated to the police standards and training council and shall be non-lapsing. Applications, scheduling, and reimbursement of local police departments and sheriff offices shall be managed by the police standards and training council, which shall coordinate officer training with individual departments throughout the state. Departments with one or more previously CIT trained officers shall not be eligible for funds allocated under this section.

**Client Profile:**

Police Standards serves the greater community of New Hampshire by providing standards and training for police and state corrections officers in the state, a critical need identified by the legislature as identified by RSA 106-L:1.

*The legislature finds that the administration of criminal justice is of statewide concern; that police and corrections work are important to the health, safety, and welfare of the people of this state; that police and corrections work are of such a nature as to require education and training of a professional character; and that it is in the public interest that such education and training be made available to persons who seek to become police and corrections officers, persons who are serving as police and corrections officers in a temporary or probationary capacity, and persons already in regular service. Further, the legislature finds that law enforcement officers are vested with responsibilities that require high standards of moral character, integrity, knowledge and trust. In support of these heightened responsibilities and to continuously strive for public confidence in law enforcement officers, the law enforcement conduct review committee is created at New Hampshire police standards and training council.*

Our clients are the citizens of the State, travelers, tourist and commerce providers, the municipalities that choose to utilize and maintain a police force, and individual police and corrections officers.

**Financial Summary:**

<b>Police Crisis Intervention Training</b>	<b>FY 2022 ACTUAL</b>	<b>FY 2023 ADJ AUTH</b>	<b>FY 2024 GOV REC</b>	<b>FY 2025 GOV REC</b>
<i>APPROPRIATIONS:</i>				
<b>TOTAL FUNDS</b>	\$0	\$1,100,000	\$1,100,000	\$1,100,000
<b>GENERAL FUNDS</b>	\$0	\$1,100,000	\$1,100,000	\$1,100,000

**Funding Source:**

100% General Fund

**State Mandates:**

- RSA 336:1-8

**Federal Mandates:**

N/A

**Services Provided:**

The Police Standards and Training Council contracts with NAMI-NH to provide 40-hour Crisis Intervention Training for police officers.

**Service Delivery System:**

Services are provided by Police Standards and Training which contracts with NAMI-NH and includes on-site, and regional offerings.

**Expected Outcomes:**

Crisis Intervention Training (40 hour) will be offered throughout the State of New Hampshire to all police officers and each agency will have overtime, backfill, and travel expense reimbursement provided to have at least one officer trained in crisis intervention. Police Standards and Training will work with NAMI NH to assure that as many trainings as possible are offered.

**Accounting Unit Name:**

**Law Enforcement Training**

**Accounting Unit:**

**871010-6639**

**Purpose:**

This accounting unit provides for all law enforcement training within our initial and on-going officer certification programs to include the full-time police officer, part-time police officer, and corrections officer basic academies. Also included is on-going course work delivered on-site, regionally, on-line and via video-conferencing.

**Service Delivery System:**

Services are provided directly by employees of PSTC and include on-site, online, and regional offerings and activities.

**Expected Outcomes:**

Agencies, officers and the general public will be able to review, learn, and comply when necessary, with the rules and regulations established by the PST Council for certification as a police or corrections officer. Officers who have been deemed in-eligible or no longer eligible for certification will receive hearings as appropriate before the PSTC Council. Officers will be held

to certification and physical fitness standards as required. Employees will be provided a safe place to work and will receive the benefits and protections as required by state and federal laws. Staff, visitors, and students will receive the highest level of service possible through the maintenance and use of our facilities, grounds and program equipment.

**Client Profile:**

Police Standards serves the greater community of New Hampshire by providing standards and training for police and corrections officers in the state, a critical need identified by the legislature as identified by RSA 106-L:1.

*The legislature finds that the administration of criminal justice is of statewide concern; that police and corrections work are important to the health, safety, and welfare of the people of this state; that police and corrections work are of such a nature as to require education and training of a professional character; and that it is in the public interest that such education and training be made available to persons who seek to become police and corrections officers, persons who are serving as police and corrections officers in a temporary or probationary capacity, and persons already in regular service. Further, the legislature finds that law enforcement officers are vested with responsibilities that require high standards of moral character, integrity, knowledge and trust. In support of these heightened responsibilities and to continuously strive for public confidence in law enforcement officers, the law enforcement conduct review committee is created at New Hampshire police standards and training council.*

Our clients are the citizens of the State, travelers, tourist and commerce providers, the municipalities that choose to utilize and maintain a police force, and individual police and corrections officers. This accounting unit very specifically serves the training needs of NH officers.

**Financial Summary:**

<b>Training</b>	<b>FY 2022 ACTUAL</b>	<b>FY 2023 ADJ AUTH</b>	<b>FY 2024 GOV REC</b>	<b>FY 2025 GOV REC</b>
<i>APPROPRIATIONS:</i>				
<b>TOTAL FUNDS</b>	\$2,173,146	\$2,893,199	\$2,990,847	\$3,033,064
<b>GENERAL FUNDS</b>	\$2,173,146	\$2,893,199	\$2,990,847	\$3,033,064

**Funding Source:**

100% General Fund

**State Mandates:**

- RSA 106-L:5 for establishment of training requirements
- RSA 106-L:6 for education and training requirements
- RSA 106-L:7 and 8 for specific training requirements
- Certain mandates issued in Governor Sununu’s Executive Order 2020-19
- Certain mandates issued in Governor Sununu's Executive Order 2022-06

**Federal Mandates:**

N/A

**Services Provided:**

The Police Standards and Training Council is responsible for the establishment, delivery and compliance with educational and training requirements for all certification programs and must ensure that it provides that training in a timely and efficient manner. We provide three 16 week full-time police academies, two 200 hour part-time police academies, and a variable number (as needed by the Department of Corrections) of 10 week correction officer training academies, per year. Also provided is on-going training classes and certifications for various aspects of law enforcement training as part of a continuing education program. Finally, we will be responsible for certain annual in-service training that is now being mandated annually for all NH police officers

**Service Delivery System:**

Services are provided directly by employees of PSTC as well as contracted instructors, and include on-site, online and regional offerings.

**Expected Outcomes:**

Officers will receive relevant and up-to-date training in law enforcement academics and tactics with an enhanced focus on the practical application of law, law enforcement process and procedures, and the appropriate use of force.