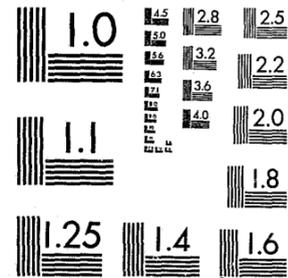


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National Institute of Justice  
United States Department of Justice  
Washington, D. C. 20531

1/14/83



NEW HAMPSHIRE POLICE STANDARDS AND TRAINING COUNCIL

# BIENNIAL REPORT

## 1980

## 1981

86159

PREPARED JUNE 30, 1981

PURSUANT TO RSA 8:36-A





THE STATE OF NEW HAMPSHIRE  
 NEW HAMPSHIRE POLICE STANDARDS AND TRAINING COUNCIL  
 15 Fan Road, Concord 03301  
 Tel. No. 271-2781 - 3354 - 3493



Chief David G. Walchak, Chairman  
 Concord

Justice Joseph P. Nadeau, Vice-Chairman  
 Durham District Court

Henry C. Bird, Director

COUNCIL MEMBERS

Assoc. Justice Jean Burling  
 Claremont District Court

Chief Paul J. Cronin  
 Seabrook

Chief John P. Ganley  
 Salem

Charles H. Green  
 Chief, Post-Secondary Ed.

Colonel Harold E. Knowlton  
 N. H. State Police

Sheriff Kenneth N. Lysitt  
 Cheshire

Sheriff John Morton  
 Coos

Gregg Smith  
 Attorney General

City Marshal Stanton Remick  
 Portsmouth

NCJRS  
 August 28, 1981  
 OCT 4 1982

LETTER OF TRANSMITTAL

The Honorable Hugh J. Gallen  
 Governor of New Hampshire  
 State House  
 Concord, New Hampshire 03301

Dear Governor Gallen:

In accordance with New Hampshire Revised Statutes Annotated 105-A:3, paragraph VII, I am pleased to present the Police Standards and Training Council's Fiscal 1980-81 Biennial Report. This report provides an overview of the major accomplishments of the Training Council for the past two years. Our activity was of immediate benefit to all law enforcement practitioners and ultimately to the benefit of all of New Hampshire's citizens.

Foremost among these accomplishments was the approval of a permanent training facility for the State's law enforcement community. Passage of the capital appropriation legislation for the Academy could not have been accomplished without your assistance and the support of many of the State's fine legislators. Members of the criminal justice community, both present and future, will benefit for many years to come from this farsighted decision of our State leaders to provide a permanent facility for the continued enhancement of law enforcement training.

Other less visible, but perhaps no less far-reaching accomplishments include: the revision and expansion of the Council's written rules to clarify the responsibilities of all parties involved in the employment and training of police officers; the adoption of rules governing the employment, training and certification of part-time police officers who represent over one-half of the State's law enforcement officers; the continued revision and enrichment of the recruit training curriculum; the expansion of in-service training; the increased provision of correctional training; and the establishment of an Advisory Training Committee on Institutional Training.

The Honorable Hugh J. Gallen

2.

August 28, 1981

The members and staff of the Training Council look forward to continually working with you, the Executive Council and the Legislature in the forthcoming biennium, ever striving toward our mutual goal of further advancing the quality of law enforcement in New Hampshire.

Respectfully yours,

David G. Walchak  
 Chairman

DGW/sld

U.S. Department of Justice  
 National Institute of Justice

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ORGANIZATION AND FUNCTION

The Police Standards and Training Council was established by the Legislature in 1971 to establish minimum educational and training standards for all of New Hampshire's law enforcement.

The findings and policy under the enabling legislation states:

"That the administration of criminal justice is of statewide concern; that police work is important to the health, safety and welfare of the people of this state; that police work is of such a nature as to require education and training of a professional character; that it is in the public interest that such education and training be made available to persons who seek to become police officers, persons who are serving as such officers in a temporary or probationary capacity, and persons already in regular service."

The Council staff consists of eleven (11) members as follows: 2 members shall be chiefs of police in towns, 2 members shall be chiefs of police in cities, 2 members shall be county sheriffs, 2 members shall be judges of courts with criminal jurisdiction, the commissioner of education or his designee, the director of the division of state police and the attorney general. The Council staff consists of the Director and twelve (12) support persons.

The Council's powers were expanded during the 1979 session of the legislature by amending RSA 105-A:2, which changed the definition of a police officer to include part time police officers and conservation officers of the fish and game department.

The Council's primary functions are:

1. Establishing minimum standards for appointment of police officers.
2. Certification of persons as being qualified to be police officers.
3. Recruit police officers training.
4. In-service training programs.
5. Part-time officers training programs.
6. State correctional officer pre-service and in-service training.

The Police Standards and Training Council began its operations on March 1, 1972. The Council office is located in space furnished by the New Hampshire Technical Institute. The Council also has had the use of two classrooms in the Health Science Building, primarily used for in-service training programs.

The Recruit Police Officer Training Programs are conducted at Pease Air Force Base, with use of a classroom furnished by the Air National Guard and barracks furnished by the United States Air Force. The recruit police officers are fed at the Officer's Club under a contract.

COUNCIL

Governor Hugh G. Gallen, appointed the following new members to the Police Standards and Training Council on November 8, 1979.

Chief David G. Walchak, Chairman  
Concord Police Department

Justice Joseph P. Nadeau, Vice-Chairman  
Durham District Court

Justice Jean Burling  
Claremont District Court

Chief Paul Cronin  
Seabrook Police Department

Chief John P. Ganley  
Salem Police Department

Chief Charles Green  
Post-Secondary Education

Colonel Harold E. Knowlton  
New Hampshire State Police

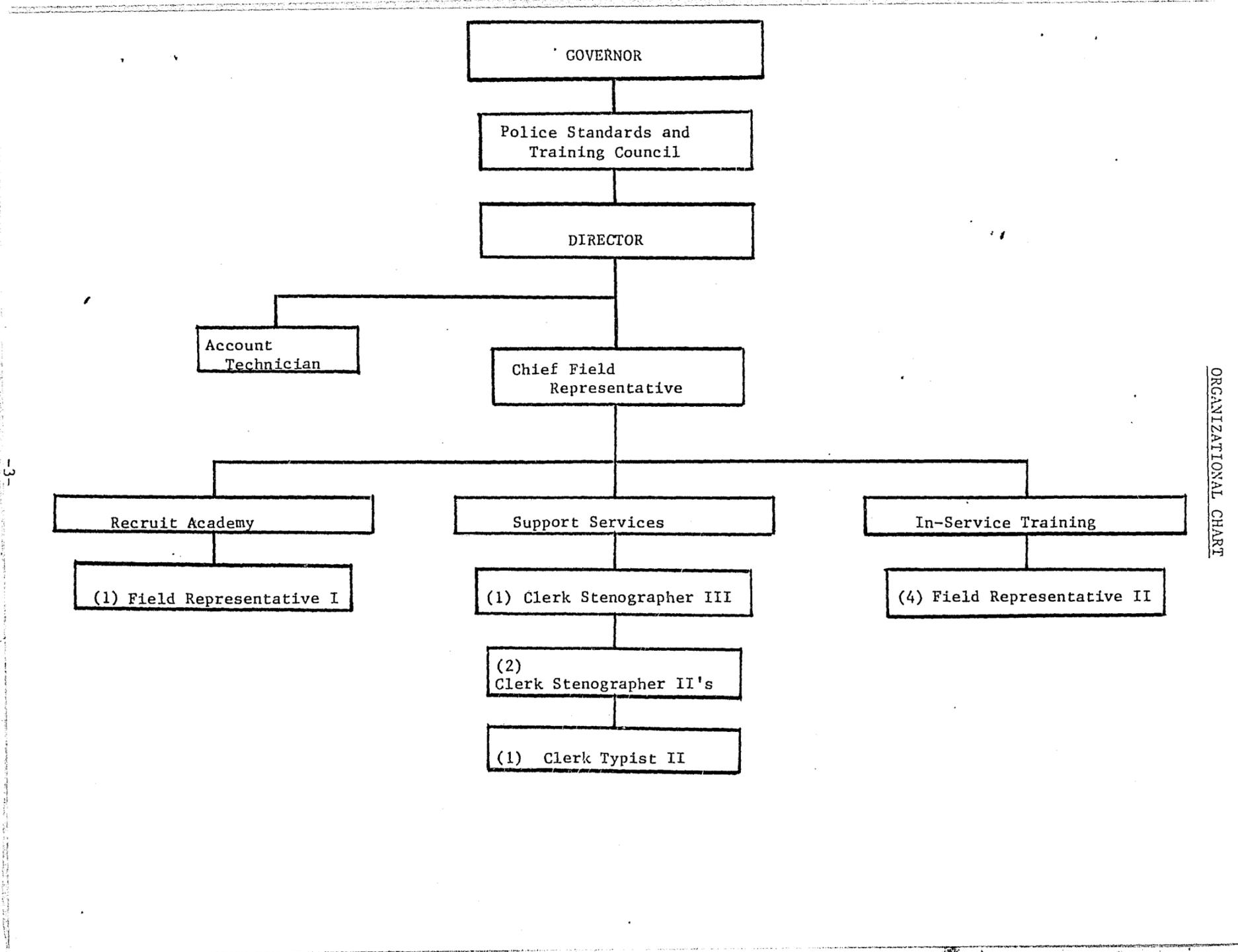
Sheriff Kenneth Lysitt  
Cheshire County Sheriff's Department

Sheriff Emile Martineau - retired January 1, 1981  
Coos County Sheriff's Department

Sheriff John Morton - finished unexpired term of Martineau  
Coos County Sheriff's Department

Gregory Smith, Attorney General

Marshal Stanton G. Remick  
Portsmouth Police Department



ORGANIZATIONAL CHART

PERSONNEL DATA

<u>Council Members</u>	<u>Date Appointed</u>	<u>Appointment Expires</u>
Chairman, David G. Walchak Concord Police Department	11/8/79	6/30/81
Vice-Chairman; Justice Joseph P. Nadeau Durham District Court	11/8/79	6/30/81
Justice Jean Burling Claremont District Court	11/8/79	6/30/81
Chief Paul Cronin Seabrook Police Department	11/8/79	6/30/81
Chief John P. Ganley Salem Police Department	11/8/79	6/30/81
Chief Charles Green, Post-Secondary Education Designee	Virtue of Office	
Colonel Harold E. Knowlton, Director New Hampshire State Police	Virtue of Office	
Sheriff Kenneth Lysitt Cheshire County Sheriff's Department	11/8/79	6/30/81
Sheriff Emile Martineau Coos County Sheriff's Department	11/8/79	1/8/81 (retired)
Sheriff John Morton Coos County Sheriff's Department (filled unexpired term of Martineau)	1/8/81	6/30/81
Gregory Smith, Attorney General	Virtue of Office	
Marshal Stanton G. Remick Portsmouth Police Department	11/8/79	6/30/81

CURRENT NUMBER OF EMPLOYEES - FY 80 and FY 81

Unclassified

Henry C. Bird, Director

Classified

Full Time Permanent

David M. Harpool, Field Representative II  
Marie E. Beasley, Clerk Stenographer III  
Verley Joscelyn, Account Technician

Full Time Temporary

David H. Bastian, Chief Field Representative  
Deborah I. Libby, Field Representative II  
John Lord, Field Representative II  
Robert D. Bossey, Field Representative II  
James A. Faria, Field Representative I  
Mary M. Simpson, Clerk Stenographer II  
Andrea Samson, Clerk Stenographer II  
Priscilla Siemiesz, Clerk Typist II

PHYSICAL PLANT AND PROPERTY APPRAISAL

(Acquisition Value June 30)

	<u>FY80</u>	<u>FY81</u>
1. Equipment	\$75,091.58	\$88,163.23
2. Physical Plant	-0-	-0-
3. Farm	-0-	-0-
4. Highways	-0-	-0-
TOTAL:	\$75,091.58	\$88,163.23

RECEIPTS AND EXPENDITURES

	<u>FY80</u>	<u>FY81</u>
1. Tax Collection	-0-	-0-
2. Federal Funds:		
A. Governor's Commission on Crime and Delinquency	\$ 13,801.08	1,760.30
B. N.H. Highway Safety Agency	5,783.80	16,211.83
3. All Other Sources:		
A. State Appropriation	31,975.07	36,445.07
B. Penalty Assessment	575,454.26	682,001.66
C. Other:		<u>300.00</u>
TOTAL:	\$627,014.21	\$736,418.86

PENALTY ASSESSMENT RECEIVED PER MONTH

	<u>FY80</u>	<u>FY81</u>
July	36,881.06	50,989.05
August	42,240.31	46,319.25
September	45,270.14	59,554.81
October	55,332.82	62,130.04
November	49,278.34	62,887.90
December	53,460.66	53,559.81
January	42,152.18	53,670.74
February	44,283.78	53,179.13
March	49,080.85	54,852.50
April	51,684.52	66,881.95
May	57,003.40	61,464.68
June	<u>48,786.20</u>	<u>56,511.80</u>
TOTAL:	<u>575,454.26</u>	<u>682,001.66</u>

EXPENDITURES	FY80	FY81
1. Permanent Personnel	34,460.83	38,240.66
2. Director	22,559.48	25,310.08
3. Current Expense	47,638.70	53,534.28
4. Equipment	12,046.83	11,925.24
5. Other Personal Services	1,159.12	10,061.22
6. Full-Time Temporary	82,384.49	88,657.55
7. Benefits	18,660.83	22,124.12
8. In-State Travel	108,932.71	104,750.91
9. Out-of-State Travel	786.14	1,961.41
10. Other Expenditures	47,848.64	45,376.46
11. Miscellaneous	<u>19,404.36</u>	<u>16,843.83</u>
TOTAL:	395,882.13	418,785.75

NO DISBURSEMENTS TO CITIES & TOWNS  
NO DISBURSEMENTS TO STATE AGENCIES

EXPENDITURES  
PENALTY ASSESSMENT, STATE APPROPRIATIONS, AND FEDERAL GRANTS

PENALTY ASSESSMENT

<u>Office of the Director</u>		
Permanent Personnel	18,160.89	
Director	22,559.48	
Current Expense	10,947.54	
Equipment	6,489.31	
Full Time Temporary	18,757.96	
Benefits	7,908.17	
In-State Travel	4,307.89	
Out-of-State Travel	596.45	
Indirect Costs	<u>18,692.00</u>	<u>108,419.69</u>
<u>Training</u>		
Permanent Personnel	16,299.94	
Current Expense	27,427.42	
Equipment	1,536.94	
Full Time Temporary	43,503.36	
Benefits	7,325.25	
In-State Travel	99,566.27	
Consultant Services	<u>35,208.66</u>	<u>230,867.84</u>
TOTAL:		<u>339,287.53</u>

STATE APPROPRIATIONS

<u>Corrections</u>		
Current Expense	4,368.78	
Equipment	2,174.62	
Full Time Temporary	20,123.17	
Benefits	2,622.05	
In-State Travel	1,158.51	
Out-of-State Travel	159.44	
Consultant Services	<u>1,368.50</u>	<u>31,975.07</u>
TOTAL:		<u>31,975.07</u>

N.H. CRIME COMMISSION FUNDS

<u>In-State Juvenile Officer Training F'79</u>		
Current Expense	1,351.30	
Equipment	597.32	
In-State Travel	42.29	
Indirect Costs	73.26	
Audit Fees	<u>850.00</u>	<u>3,014.17</u>

N.H. HIGHWAY SAFETY AGENCY FUNDS

State-Wide Radar Training Program

Current Expense	760.09	
Equipment	2,005.95	
Other Personal Services	8,641.78	
Benefits	1,253.83	
In-State Travel	581.38	
Out-of-State Travel	862.88	
Indirect Costs	2,088.52	<u>16,194.43</u>

Dispatcher Training

Current Expense	177.55	
In-State Travel	1,577.65	
Consultant Services	384.25	
Indirect Costs	360.49	<u>2,499.94</u>

Radar Operators Training Program

Current Expense	690.08	
Equipment	480.54	
Indirect Cost	80.97	<u>1,251.59</u>
TOTAL:		<u>19,945.96</u>

PENALTY ASSESSMENT	360,634.42
STATE APPROPRIATIONS	36,445.07
CRIME COMMISSION	1,760.30
N.H. HIGHWAY SAFETY	<u>19,945.96</u>

AGENCY TOTAL: 418,785.75

PENALTY ASSESSMENT, STATE APPROPRIATIONS, AND FEDERAL GRANTS

PENALTY ASSESSMENT

Office of the Director

Permanent Personnel	20,029.94	
Director	25,310.08	
Current Expense	15,215.82	
Equipment	6,157.00	
Full Time Temporary	19,977.10	
Benefits	8,960.44	
In-State-Travel	5,662.97	
Out-of-State Travel	1,098.53	
Indirect Costs	12,751.51	<u>115,163.39</u>

Training

Permanent Personnel	18,210.72	
Current Expense	31,215.93	
Equipment	4,374.25	
Full Time Temporary	46,058.54	
Benefits	8,790.39	
In-State Travel	95,444.64	
Consultant Services	41,376.56	<u>245,471.03</u>

TOTAL: 360,634.42

STATE APPROPRIATIONS

Corrections

Current Expense	5,690.81	
Equipment	-0-	
Full Time Temporary	22,621.91	
Benefits	3,032.43	
In-State-Travel	1,484.27	
Out-of-State Travel	-0-	
Consultant Services	3,615.65	<u>36,445.07</u>

TOTAL: 36,445.07

N.H. CRIME COMMISSION FUNDS

Summer Intern

Other Personal Services	1,419.44	
Benefits	87.03	
Indirect Costs	253.83	<u>1,760.30</u>

TOTAL: 1,760.30

N.H. CRIME COMMISSION FUNDS

In-State Juvenile Officer Training F'77

Current Expense	2,314.76	
Other Personal Services	1,020.83	
Benefits	62.57	
Indirect Costs	<u>118.41</u>	<u>3,516.57</u>

In-State Juvenile Officer Training F'78

Equipment	304.03	
Out-of-State Travel	30.25	
Indirect Cost	<u>9.68</u>	<u>343.96</u>

Breathalyzer School

Indirect Costs	<u>5.44</u>	<u>5.44</u>
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Continuing Correctional Training

Current Expense	143.73	
Equipment	1,244.41	
In-State Travel	1,430.10	
Consultant Services	3,050.00	
Indirect Costs	238.14	
Audit Fees	<u>820.00</u>	<u>6,926.38</u>

TOTAL: 13,806.52

N.H. HIGHWAY SAFETY AGENCY FUNDS

Dispatcher Training

Current Expense	153.79	
In-State Travel	1,408.89	
Consultant Services	325.84	
Indirect Costs	<u>58.55</u>	<u>1,947.07</u>

Police Instructor School

Current Expense	300.00	
In-State Travel	736.82	
Consultant Services	498.48	
Indirect Costs	<u>48.11</u>	<u>1,583.41</u>

N.H. HIGHWAY SAFETY AGENCY FUNDS

Accident Investigation Training

Current Expense	591.34	591.34	
In-State Travel	624.20	624.20	
Indirect Costs	<u>37.68</u>		<u>1,253.22</u>

Recruit Academy

Current Expense	1,643.22		
In-State Travel	<u>3,040.00</u>		<u>4,683.22</u>

In-Service Training FY'79

Current Expense	94.53		
Equipment	94.55		
In-State Travel	<u>161.80</u>		<u>350.88</u>

Dispatcher Training

Current Expense	14.16		
Indirect Costs	<u>.44</u>		<u>14.60</u>

Accident Investigation Training

Current Expense	26.38		
In-State Travel	394.56		
Consultant Services	137.15		
Indirect Costs	<u>20.35</u>		<u>578.44</u>

Emergency Driving School

Consultant Services	299.87		
Indirect Costs	<u>102.30</u>		<u>402.17</u>

TOTAL: 10,813.01

PENALTY ASSESSMENT	339,287.53		
STATE APPROPRIATIONS	31,975.07		
CRIME COMMISSION	13,806.52		
N.H. HIGHWAY SAFETY	<u>10,813.01</u>		<u>395,882.13</u>

MAJOR ACCOMPLISHMENTS - OPERATIONS

MEETINGS

The Council met eight (8) times in FY 80 and eight (8) times in FY 81. A summary of action taken is as follows:

<u>FULL TIME OFFICERS</u>	<u>FY 80</u>	<u>FY 81</u>
Denied Requests for Certification	5	3
Granted Requests for Certification (prior training & experience)	18	28
Certified Based on Academy Attendance	195	192
Granted Extension of Probationary Period	36	23
Denied Extension of Probationary Period	7	5
Officers Failing to Meet Physical Training Standards	0	0
Officers Failing to Meet Academic Standards	0	0
Certifications Revoked	1	0

There are currently 1681 certified, full time police officers in the State. 55 officers are either currently enrolled or awaiting attendance at the Academy.

<u>PART TIME OFFICERS</u>	<u>FY 81</u>
Certified Based on Prior Training & Experience	135
Certified after Successful Completion of 34-hour Training Program	664

There are currently 1731 part time officers in the State.

REVISED RULES OF THE COUNCIL

With the increasing police officer certification and training responsibilities being realized, it was determined that there was a definite need for a revision and expansion of the Council's written rules. This would enable all communities, law enforcement agencies, and other interested parties to be aware of the requirements placed upon them and the Council, in the area of employment and training of all police officers.

This project was certainly one of the most important that has been undertaken by the Council and resulted in one and a half years of work by staff and Council members. The rules not only deal with the states' full time police officers, but for the first time, they would also place employment and training standards upon the states' part time police officers. The following procedures were utilized in the development and passage of the rules:

- A. A request was made to the Council's counterpart in each state for a copy of their enabling legislation and rules.
- B. Guidelines were set by the staff as to the needs of the Council and the law enforcement agencies as they pertain to employment and training to serve as a guide throughout the critical development stage.
- C. A review by staff of materials supplied by other states. It should be noted that there were written comments from other Councils offering advice in areas they had had problems with and suggestions in many areas which were most helpful.
- D. Technical Assistance was provided by the Law Enforcement Assistance Administration through the New Hampshire Crime Commission. This resulted in a very experienced individual from out of state, working for one week with Council staff, exploring possible requirements and formats in establishing and developing the rules.
- E. Staff development of a draft set of rules and presentation to Council for their comments. There were several drafts made and worked on.
- F. Several presentations before the Chiefs of Police and other law enforcement groups which enabled them to offer input and assist the Council and staff in its' goal.
- G. Assistance from the Division of Administrative Procedures in development of the proper format for the proposed rules to meet the requirements of the Administrative Procedures Act.
- H. Public Hearings on the adoption of the rules offered by the Council. This resulted in a special sub-committee of Council staff, New Hampshire Chiefs Association, and the New Hampshire Municipal Association. This committee held three meetings and made suggestions of changes to several of the proposed rules.
- I. Public Hearing on the proposed rules agreed upon by the Council staff and sub-committee.
- J. Rules adopted. Became effective February 17, 1980.

EMPLOYMENT AND TRAINING STANDARDS FOR PART TIME POLICE OFFICERS

During the 1979 session of the Legislature, there were certain amendments made to RSA 105-A, Police Standards and Training Council. Included in these were the provisions that the administration of this chapter would apply to part time police officers, as well as, to the full time police officers.

In the process of promulgating the Council's new rules, Chapter POL 400 was entitled "Qualifications of Part Time Police Officers". This deals with the minimum educational and standards for employment and the certification requirements for part time police officers. Until these rules were adopted, there had been no uniform guideline as to the employment and training of these individuals who represent over one half of the states' law enforcement officers.

Effective July 1, 1980, an individual shall meet the following minimum requirements to be employed as a part time police officer.

- A. Applicant must have a high school diploma or equivalent.
- B. The hiring authority must have a fingerprint check made of the applicant with the Federal Bureau of Investigation.
- C. Applicant must be a citizen of the United States.
- D. The hiring authority must conduct a background investigation.
- E. The Council must be notified of all appointed part time police officers.

The minimum requirements now give New Hampshire the ability to move ahead in upgrading the quality and effectiveness of its' part time officers. The other area that was established in developing quality and effectiveness was that of mandating certification and training. By rule, it has been established that all existing part time officers shall be certified as being qualified to hold those positions by January 1, 1983. Any officer employed after July 1, 1982 shall receive this certification within six months of the employment date.

The method of certification is in the form of successful completion of certain areas of training established by the Council, at either a Council sponsored school or an approved school. Several opportunities were also made on a regional basis for officers employed prior to these schools to take a written equivalency examination in lieu of attending any training programs. Approximately 400 part time officers took advantage of this opportunity to test their current knowledge prior to any training.

To date, there have been 25 regional training schools held with 799 or 46% of the states 1,731 part time police officers being certified as being qualified to hold those positions. The remaining officers still have until January 1, 1983, to meet the training requirements and, starting in the fall of 1981, there will be many more regional schools made available for these individuals. It should be noted that 20 of the schools already held were approved by the Council as meeting its' requirements and conducted by individual departments. This certainly reflects the interest and enthusiasm of the states law enforcement community in meeting the training requirements for these personnel.

#### RECRUIT ACADEMY

In the past two years the Recruit Academy has expanded its' program to include Radar, PR-24 Instruction, and longer blocks of instruction in the areas of Motor Vehicle Law, Criminal Code and Accident Investigation.

With the assistance of Professor Robert Weir, Director of Physical Fitness Programs at the University of New Hampshire, the Council has written and approved a Pre-Entrance Physical Fitness Test. This test will insure that all recruits are in physical condition to participate in the established physical program at the Academy.

The Rules and Regulations of the Academy have been re-written so that they are more meaningful. In addition, Standard Operating Procedures (S.O.P.'s) were established to assist the Academy staff with the operation of the program.

The Training Council has recently passed new requirements for successful completion of the Academy and certification. The four areas now include:

- (1) A 70% academic average.
- (2) A physical fitness final examination.
- (3) A firearms program.
- (4) A defensive driving program.

Another important development in the Academy is the addition of a local police officer as part of the cadre. The cadre now consists of one representative from the Training Council, one representative from State Police, and one representative from a local department. This has proven to be a very beneficial addition.

#### IN-SERVICE SCHOOLS

The Training Council has attempted to provide in-service training schools which meet the demands and needs of the law enforcement community, within the limitations of its' budget. Although we are unable to meet all requests, we feel that what we do offer does meet the requirements of the majority of the states' police officers.

One area of primary importance to the Council has been the establishment of qualified law enforcement instructors. These individuals would be utilized within their own organizations to provide the necessary training for new and old officers alike. They would also be utilized, with permission of the departments, at recruit academy classes and other in-service schools open to officers from throughout the state and regional concepts area departments may wish to undertake. The main vehicle the Council has used to accomplish this during the last two fiscal years, has been that of police instructor programs offered as part of the in-service training curricula. There have been several one-week schools which have dealt with the basic instructional techniques necessary for overall instruction. These cover the development of lesson plans, performance objectives, public speaking and use of audio/visual equipment. Other types of instructional schools presented are firearms instructor certification schools, and the PR-24 instructor certification school.

Another area of concern has been to provide proper training in the operation of emergency vehicles. An extensive driving program has been included in the recruit level training and has also been provided on a limited basis, to individual departments regionally.

Although each area of in-service training serves specific purposes, there are three other areas which the Council worked very hard in establishing. The police prosecutor training program has been expanded to try and meet the needs of the law enforcement agencies that still utilize their personnel as a prosecutor in the court system. The areas of supervision and management have been another area that the Council has leaned heavily toward to assist those individuals who have been unable, because of manpower or budgetary limitations, to attend out-of-state training programs. The Council has made available, two correspondence programs which are open to the general law enforcement community. These afford many individuals the opportunity for home study courses in two specialized areas of interest.

The Council will continue to work with all concerned agencies to provide essential, up-to-date programs.

#### JUVENILE PROGRAMS

During this past biennium, the Council has conducted an annual New Hampshire Juvenile Officer Institute for full time law enforcement officers who are/will be working extensively with juveniles. The Institute is an intensive five-week school which is accredited by the University of New Hampshire. This school provides comprehensive training in four major areas: (1) the philosophy, laws, and court procedures of the juvenile justice system; (2) crime and delinquency causation; (3) delinquency prevention and control; and (4) police administration and techniques. In November of 1979, twelve (12) officers graduated from the Institute, and in April, 1981, thirteen (13) officers graduated.

The Training Council has also conducted annual Juvenile Officer Refresher programs for graduates of the New Hampshire Juvenile Officer Institute. Programs conducted during this biennium have dealt with sexual abuse of children, new legislation, the Youth Development Center, and effective communications skills.

In September of 1980, the Training Council co-sponsored a Child and Sexual Abuse Conference with the New Hampshire Division of Welfare. The seminar was a multi-disciplinary approach to the problem of child abuse/sexual abuse in New Hampshire.

#### CORRECTIONS TRAINING

Training programs for personnel at the New Hampshire State Prison were greatly expanded during the last biennium. A total of 400 hours of pre-service training was provided during the past two years, with an emphasis on providing new employees with the skills and knowledge necessary for both the effective performance of their specific job duties, and the creation of a safe, secure, and humane institutional environment for both the inmate and the employee. In addition, in-service training, totalling approximately 800 hours was offered encompassing such areas as Fire Control, First Aid, Law, Stress Management, Weapons, Drug Abuse, Human Relations, and Interpersonal Communications Skills. Finally, specialized training in such areas as Councelling and Use of Breathing Apparatus accounted for an additional 136 hours of training.

Two new developments within the last biennium deserve special notice. In cooperation with the New Hampshire Association of Counties, the New Hampshire Police Standards and Training Council developed a Mid-Management Development Program for correctional managers in the State of New Hampshire. Technical assistance was provided by the National Institute of Corrections, based in Boulder, Colorado. Secondly, the Council, with the cooperation of the Office of Alcohol and Drug Abuse Prevention, sponsored a series of training workshops designed to develop the counseling and human relations skills of State Prison employees. It is expected that these workshop offerings will continue in the next biennium.

In sum, the training program for correctional employees was characterized by the variety and depth of its offerings and the universal participation by employees in every department of the New Hampshire State Prison. In order to ensure the maintenance of these features, the biennium closed with the appointment of an Advisory Training Committee to both develop and evaluate the institutional training plan on a regular basis.

TRAINING

RECRUIT ACADEMIES

FY 80

July 9 - August 31, 1979  
September 10 - November 2, 1979  
January 7 - February 29, 1980  
February 25 - April 18, 1980  
March 10 - May 2, 1980  
May 5 - June 27, 1980

FY 81

July 7 - August 29, 1980  
September 8 - October 31, 1980  
January 5 - February 27, 1981  
March 9 - May 1, 1981  
May 4 - June 26, 1981

IN-SERVICE TRAINING FY 80

Firearms Instructor, September 10 - 14, 1979  
Accident Investigation, September 10 - 14, 1979  
Road Show - Nashua, September 18, 1979  
Supervision Correspondence, September 17 - December 21, 1979  
Road Show - Concord, September 20, 1979  
First Line Supervision, September 24 - 28, 1979  
Road Show - Keene, September 25, 1979  
Road Show - Portsmouth, September 25, 1979  
Road Show - Plymouth, October 2, 1979  
Road Show - Berlin, October 4, 1979  
Officer Survival, October 9 - 12, 1979  
Breathalyzer Specialist, October 14 - 19, 1979  
Road Show - Claremont, October 16, 1979  
Crime Prevention, November 5 - 9, 1979  
Managerial Budgeting, December 3 - 7, 1979  
Breathalyzer Specialist, December 9 - 14, 1979  
Police Instructor, December 17 - 21, 1979  
Criminalistics Correspondence, January 1 - April 25, 1980  
Executive Management, January 14 - 18, 1980  
Police Prosecutor, January 24 - February 1, 1980  
Dispatcher Training, February 4 - 8, 1980  
Police Instructor, March 17 - 21, 1980  
Regional Training Seminar - Concord, March 27, 1980  
Field Training Officer, March 31 - April 1, 1980  
Regional Training Seminar - Nashua, April 1, 1980  
Regional Training Seminar - Plymouth, April 22, 1980  
Regional Training Seminar - Berlin, April 24, 1980  
Accident Investigation, May 5 - 9, 1980  
Drug Investigation, May 5 - 9, 1980  
Defensive Driving, May 5 & 6, 1980  
Police Prosecutor, May 15 & 16 & 19 - 23, 1980  
Officer Survival, May 26 - 29, 1980  
Firearms Instructor, June 9 - 13, 1980

IN-SERVICE TRAINING FY 81

Firearms Instructor, September 8 - 12, 1980  
Breathalyzer Specialist, September 14 - 19, 1980  
Accident Investigation, September 22 - 26, 1980  
Rape Investigation, September 29 & 30 & October 1, 1980  
Criminalistics Correspondence, October 1 - January 12, 1981  
Officer Survival, October 6 - 9, 1980  
Officer Refresher, October 14 - 16, 1980  
Breathalyzer Specialist, October 19 - 24, 1980  
Criminal Investigation, November 5 - 7, 1980  
Police Prosecutor, November 12, 13, 14 & 17 - 21, 1980  
First Line Supervision, December 15 - 19, 1980  
Executive Management, January 19 - 23, 1981  
Dispatcher Training, February 2 - 6, 1981  
Crime Prevention Refresher, February 11 & 12, 1981  
Police Instructors, March 2 - 6, 1981  
Supervision Correspondence, April 1 - June 30, 1981  
Officer Survival, April 13 - 16, 1981  
Officer Refresher, April 28 - 30, 1981  
Police Prosecutor, May 7, 8 & 11 - 15, 1981  
Accident Investigation, May 18 - 22, 1981  
Breathalyzer Specialist, May 31 - June 5, 1981

RADAR SPEED MEASUREMENT COURSES FY 81

Amherst, March 18 & 19, 1981  
Claremont, March 23 & 24, 1981  
Claremont, April 8 & 9, 1981  
Meredith, April 15 & 16, 1981  
North Conway, April 29 & 30, 1981  
Wolfeboro, May 13 & 14, 1981  
Fitzwilliam, May 19 & 20, 1981  
Merrimack County Area, May 26 & 27, 1981  
Concord, April 13 & 14, 1981  
Concord, May 8 & June 8, 1981  
Concord, May 11 & 22, 1981

JUVENILE TRAINING FY 80

Juvenile Officer Institute, October 15 - November 16, 1979  
Child Abuse & Neglect & Sexual Assault, February 19 & 20, 1980  
Juvenile Officer Refresher, March 12 & 13, 1980  
Family Crisis Intervention, April 15 - 17, 1980

JUVENILE TRAINING FY 81

Juvenile Officer Institute, March 9 - April 10, 1981  
Family Crisis Intervention, June 1 - 3, 1981  
Juvenile Officer Refresher, June 15 & 16, 1981

CORRECTIONAL TRAINING    FY 80

Pre-Service Correctional Academy, April 30 - May 11, 1979  
Pre-Service Correctional Academy, September 17 - 28, 1979  
Pre-Service Correctional Academy, March 3 - 14, 1980

Blocks of in-service instruction were given in the following areas:

Fire Prevention  
First Aid  
Fire Safety & Use of Hand-held Extinguishers  
Defensive Driving  
Drug Abuse  
Hostage Situations  
Pre-release  
State Prison - 1980's  
Stress Management  
Policy Statements  
Retirement  
Group Problem Solving

CORRECTIONAL TRAINING    FY 81

Pre-Service Correctional Academy, September 8 - 19, 1980  
Pre-Service Correctional Academy, January 5 - 16, 1981  
Pre-Service Correctional Academy, June 15 - 26, 1981

Blocks of in-service instruction were given in the following areas:

Gas/Gas Weapons  
Problem Areas  
Weapons Safety  
Practical Law  
Disciplinary Rules & Regulations  
Stress Management  
Policy Statements  
Retirement  
Testifying in Court  
Prison Violence  
Supervision  
Psychology of the Offender  
Prison Rackets  
Suicidal Inmates  
Emergency Responses to Drug Crisis Situations  
Scott Air-Pac Training  
Counselor Training (OADAP)  
Assessment Interviewing & Treatment Planning

LEGISLATION

SUNSET LEGISLATION (HB 180)

The New Hampshire Legislature, in 1979, adopted the Sunset Act. Under Sunset, every state agency and program is automatically terminated on a regular schedule. The Legislature, before the termination date, must review the Agency or program as to whether it should be continued, modified or terminated.

The Sunset review concluded that "the certification and training programs administered by the Police Standards and Training Council appear to provide a necessary public service by contributing to the quality and effectiveness of law enforcement in New Hampshire."

Several recommended changes were soundly turned down by the legislature and the Agency was reinstated.

FACILITY (HB 336)

An act relative to providing a capitol appropriation for a Police Standards and Training Council facility.

Be it Enacted by the Senate and House of Representatives in General Court convened.

541:1 Appropriation. The sums set forth in this section are hereby appropriated for the construction and furnishing of the police standards and training council facility at the New Hampshire technical institute on Fan Road in Concord:

Construction cost	\$1,620,000.
Construction supervision	35,000.
Architect fee	113,400.
Contingency	81,000.
Furnishings and equipment	<u>275,000.</u>
	\$2,124,400.

541:2 Appropriation from Penalty Assessment Fund. To provide funds for the appropriation of state funds made available in section 1 of this act, there is hereby appropriated the sum of \$700,000 from the penalty assessment fund established pursuant to RSA 105-A:8; \$175,000 of this sum shall be appropriated to pay for the furnishings and equipment described in section 1 of this act and \$425,000 of this sum shall be appropriated to pay for the construction cost of the facility as provided in section 1 of this act. This sum shall be appropriated from the penalty assessment fund before any other sums are expended or appropriated from said fund in fiscal year 1982.

541:3 Bonds Authorized. To provide funds for the balance of the appropriation of state funds made available in section 1 of this act, the state treasurer is hereby authorized to borrow upon the credit of the state not exceeding the sum of \$1,424,400 and for said purpose may issue bonds and notes in the name and on behalf of the state of New Hampshire in accordance with the provisions of RSA 6-A.

541:4 Bond Payments. The payment of principal and interest on bonds and notes issued for the project in section 1 of this act shall be made when due from the penalty assessment fund established pursuant to RSA 105-A:8.

541:5 Use of Penalty Assessment Fund Limited. Notwithstanding any other provision of law to the contrary, all money raised from the penalty assessment pursuant to RSA 105-A:8 is hereby appropriated and shall, from the effective date of this act until the bonds authorized by section 3 of this act have been fully retired, be used only for the normal operations of the police standards and training council and for the payment of principal and interest on such bonds as provided in section 4 of this act.

541:6 Effective Date. This act shall take effect upon its passage.

Approved: June 30, 1981  
Effective Date: June 30, 1981

The enactment of this bill represents a real milestone in the Council's operations. Since 1971, the Council has been "living out of a suitcase". The establishment of our own facility will enable the Agency to provide quality training under one roof. The benefactors will be New Hampshire law enforcement and the public it serves.

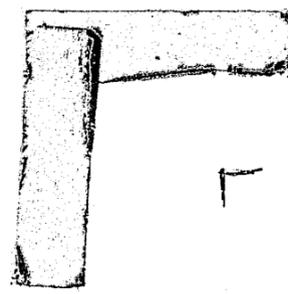
Special thanks for their support of the enabling legislation for the new facility goes to many. To name a few:

Governor Hugh Gallen  
Senate President Robert Monier  
Speaker John Tucker

Spncors of the Bill: Rep. Cote, Rep. Gordon, Rep. LaMott, Rep. Bibbo,  
Rep. White, Sen. Sanborn.

the New Hampshire Chiefs of Police Association  
the New Hampshire Police Association  
the New Hampshire Sheriff's Association

This facility should be ready for occupancy in 1983.



**END**