

## Waiver Committee – Meeting Minutes

May 27<sup>th</sup>, 2013

### 1. Taking of attendance

Members Present: CPT Patch, Chief Krakowiecki, Chief Whipple (email proxy to CPT Patch), LT Scribner, Chief Humphries, Sheriff Schmidt (by phone)

Others Present. Director Gonyea

### 2. Meeting called to order at 1030

### 3. Old business:

Director Gonyea updated the members on how the internal processes have been working since approved by the Council at their December meeting. Overall the feedback has been very positive. Gonyea cited as an example a recent request for a full-time waiver from NH. It took approximately 2.5 weeks for that process to go through of which two weeks were waiting for the official documents to arrive from the NH Academy. Gonyea reminded the members that the same process previously would have taken approximately three-six months, depending on the timing of the request and whether it could be processed in time for the upcoming meeting or had to be put on hold until the next quarterly meeting. Gonyea also briefed the members that as originally discussed the overall document will constantly evolve and gets updated as needed. Gonyea cited the addition of the Search & Rescue training to the standard prescription based on a legislative mandate.

Director Gonyea provided the members with an overview of the decertification process, the new webpage as well as a summary of those that have been involved. Gonyea explained that only the E.D. could initiate the decertification process however if the E.D. were on extended leave the Acting E.D. could initiate the process (if necessary) after consulting with the other Director. Gonyea explained the process from initial notice which allows the affected officer to remediate the deficiencies, to the formal notice of the hearing before the Council and ultimately the final steps should the Council choose to decertify the officer. Gonyea explained that thus far two officers have been decertified and those are posted on the Academy webpage in a format fashioned after the Department of Education's page. Gonyea informed the members that three officers are currently scheduled for decertification hearings at the June meeting, as well as a select



few that have voluntarily resigned their certifications in lieu of decertification.

Director Gonyea briefed the members on who the new Chair/Vice-Chair of the Council were as well as their goal to make updating the Council rules a priority for the upcoming year. Gonyea asked the members to give thought to any changes to Council rules they thought should be made and to be prepared to make recommendations at the fall meeting.

Director Gonyea also briefed the members on the Council's upcoming discussion on the Strategic Plan at their June meeting. Gonyea informed the members that the current plan was to conduct the Council meeting, break for lunch and then shift to a discussion around updating the Strategic Plan. Gonyea encouraged the members to attend if they wished and/or to provide input for the Council to consider in their discussions.

No other old business.

#### **4. New Business:**

Director Gonyea informed the members that part of the discussion around the tiered certification involved exploring whether there was a viable alternative to obtaining your full-time certification other than through the current residential training program. A lengthy (most of the meeting) and spirited discussion followed. Highlights of that discussion are:

Chef Krakowiecki spoke strongly against offering full-time certification outside of the current residential program. Chief Krakowiecki stated that with few exceptions the quality, professionalism and dedication of the graduates is far better from the current model versus an alternative.

Sheriff Schmidt spoke strongly in favor of offering an alternative process that would lead to full-time certification. Sheriff Schmidt cited his current work in obtaining his masters degree via an online program. Although the Sheriff acknowledged there were a few experiences he would miss out on in the end he feels strongly that his education will be just as good as someone who took the same program in the residential setting.

CPT Patch spoke strongly against offering an alternative program to the current model. CPT Patch cited the importance of the teamwork that is developed within the current model and how important that is in a small state where agencies rely on each other so heavily.

Gonyea shared potential challenges given current staffing and resources that would be faced to oversee three full-time basic training programs per year. These included but were not limited to the impact on other programs, the impact on the existing instructors and the agencies that provide them as well as the challenges for staff to coordinate/oversee two full-time programs simultaneously.

Sheriff Schmidt stated that rather than look for excuses as to why we could not do the training we should be looking at whether or not we should offer an alternative program. Sheriff Schmidt indicated if the answer was yes, then it was up to the legislature to fund it

properly for staff and other resources as needed.

Chief Humphries summarized his experience in taking a similar program when initially certified in NY. Chief Humphries stated the program should meet the same standards with PT, UOF, etc – just be done over an extended period of time to afford those with full-time jobs who want to become full-time certified a chance to accommodate that process into their schedule.

Chief Krakowiecki spoke again that if someone wants to be a full-time officer they need to show the commitment to attend the full-time class, not an alternative program.

Gonyea asked for clarification of Sheriff Schmidt and Chief Humphries that in their view the Academy should offer two of the traditional programs per year as well as one alternative that would take 12-18 months to complete. They indicated this was accurate.

Gonyea noted that the members were pretty evenly split and clearly had strong opinions on issues. Sheriff Schmidt suggested the meeting continue to other items.

*Note:* The following was conducted via email post the meeting time.

Director Gonyea emailed the members on 27 May at approximately 1600 hours with an introductory statement regarding the Council's decision to mandate that all officers be required to complete UOF, Impact Weapon and OC certification programs through the Academy. Based upon discussion with the E.D. it was unclear if this applied to waiver officers as well. Gonyea indicated to the members that discussions between himself and Director of Training Taylor-Patch resulted in their recommending this be included as part of the standard prescription. The question before the committee is whether this training should indeed be applied to waiver officers as well.

LT Scribner made a motion that UOF, Impact weapon and OC certification programs should be part of the mandatory prescription for waiver officers. Motion seconded by Chief Whipple. Sheriff Schmidt spoke against requiring this standard. Chief Krakowiecki spoke to only requiring this training if documentation did not exist they had already completed it. CPT Patch, LT Scribner, Chief Humphries, Chief Whipple all spoke in favor of requiring this training. **MOTION Passed, 5-0.**

Director Gonyea provided a brief update on legislation of concern to the Council. Most of the discussion was related to the new tiered certification process. Chief Humphries expressed concern over the impact this will have on his agency. Chief Krakowiecki spoke in favor of this standard. Gonyea reminded the members that the legislation will not take affect until July 2015 and equally important, the Council has not weighed in with their position.

Director Gonyea shared a draft of the table of contents being developed to create an agency resource manual that would be available online. Gonyea asked the members to review this document and let him know if there were other items they thought should be included. Gonyea informed the members the intent was to provide a 24/7/365 "step by step" guide for agency heads and training officers to quickly reference on key Council

processes. Chief Krakowiecki asked if it would be possible to include some form of a master list of instructors by block such that agency's would know who to contact to connect with a qualified instructor.

Director Gonyea informed the members it was time to elect the Chair and Vice Chair for the committee. CPT Patch indicated he was willing to continue as chair but encouraged others to do so if interested. Chief Krakowiecki expressed the same sentiment regarding his position as Vice Chair. No further discussion.

Chief Krakowiecki nominated CPT Patch to be the Chair. Seconded by Humphries. No further discussion. **MOTION Passed, 5-0.**

Chief Humphries nominated Chief Krakowiecki to be the Vice Chair. Seconded by LT Scribner. No further discussion. **MOTION Passed, 5-0.**

Chief Humphries asked if there were guidelines around reviewing polygraph exams, especially if the results showed inconclusive. Gonyea asked if he were asking for the Council to provide a best practice guideline in reviewing polygraph results as an agency head. Sheriff Schmidt spoke to his opposition to the Council dictating who he hired and also added that he was concerned the Council would expose themselves to unnecessary liability by creating such a document.

No other new business.

## **5. Meeting adjourned at 1200**

John A. Gonyea  
Director of Administration & Certification

**Standard prescription:** [i.e. Phase I Basic Training for Part-Time Officers Course, Criminal Law, Motor Vehicle Law, Juvenile Law Course, Domestic Violence Response Training Program (baseline), Fair & Impartial Policing, Search & Rescue training, Basic Fingerprint Techniques Certification Course, VIN Verification Certification, DUI Enforcement Certification Course, and Doppler Radar Certification.

The Criminal and Motor Vehicle Law Courses can either be taken in full or the final examinations can be challenged (documentation received at the Academy) before the Basic Class begins, and, if successfully passed, the course work would be waived] with the next Full-Time Basic Training Course for Police Professionals.

Any additional requirements outlined by the Council can either be taken in full or the final examinations, and/or final projects, and/or final practical assessments can be challenged (documentation received at the Academy) before the Basic Class begins, and, if successfully passed, the course work would be waived] with the next Full-Time Basic Training Course for Police Professionals.

The proposed deadline for completion of recommended prescription is by xx/xx/20xx.  
(conclusion of the xx Basic Class)