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**New Hampshire**  
**Police Standards & Training Council**



February 27, 2020

His Excellency, Governor Christopher T. Sununu  
and the Honorable Executive Council  
State House  
Concord, NH 03301

Dear Governor Sununu and Executive Council Members:

**REQUESTED ACTION**

In accordance with RSA 94:6, New Appointments, the Police Standards and Training Council (Council), respectfully requests to place John Scippa at the maximum step for the position of Director of Police Standards & Training. It was through a unanimous vote of the Council on February 25<sup>th</sup> 2020 to nominate and appoint to the position of Director that we bring forth this request (NH RSA 106-L:5(XVIII)). Commensurate with his experience and pursuant to RSA 94:1-a:(III) –“any official whose salary upon placement in the new salary range is less than that of a subordinate classified employee shall be placed at the next higher step in range above said classified employee”, we request his placement into the unclassified salary grade of GG, step 7, earning \$108,149.08 effective upon his start date of March 16<sup>th</sup> 2020.

**EXPLANATION**

The Director of Police Standard and Training oversees every aspect of the New Hampshire Police Academy and Corrections Academy, from the professional management of employees to the efficient delivery of law enforcement training to all police, state corrections and probation parole officers. The Director works in coordination with the NH Department of Corrections to ensure the academy curriculums are delivered as authorized by the Police Standards and Training Council. The Director's responsibilities include planning, developing, coordinating, scheduling and supervising course curricula, classroom techniques, and instruction, general administration and budget, and oversight of all personnel matters. The authority of the Director comes from NH RSA 106-L:5 Powers. The Director is appointed by the Council for a term of 4 years and reports to the Council.

Mr. Scippa has the commensurate experience as a results oriented police professional who has been consistently recognized over the course of his 30-year career as a reliable and successful police leader. He has developed a skill set directly relevant to this position. Specifically, he has extensive experience as both a NH police officer and police chief, a police trainer and is presently working as a Director of a Police Academy in an adjacent state. In addition to his career experience, Mr. Scippa holds a Master of Science in Criminal Justice Administration from Western New England University, Bachelor of Arts in Sociology from the University of New Hampshire and an Associate of Science in Emergency Medical Care from the NH Technical Institute. (Resume Attached)

Based upon Mr. Scippa's extensive qualifications and experience, the Council requests Mr. Scippa be placed into the unclassified salary grade of GG, at the maximum step.

Respectfully submitted,



Helen E. Hanks  
Member of the Police Standards & Training Council  
Commissioner of NH Department of Corrections

## JOHN V. SCIPPA

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### EXPERIENCED PUBLIC-SECTOR EXECUTIVE

Experienced public-sector executive with a focus on public safety and emergency management operations, financial management, operational policy development and police training and development. Proven ability to direct and manage public sector agencies that are recognized by their stakeholders to be professional and competent. Ability to cultivate and maintain collaborative partnerships with local, state, and national groups and agencies. Experienced and successful adult educator.

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### AREA OF EXPERTISE

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- |                            |  |                                       |
|----------------------------|--|---------------------------------------|
| ■ Public Safety Leadership | ■ Project Management                             | ■ Team Building & Management          |
| ■ Strategic Planning       | ■ Strategic Partnerships & Relationship Building | ■ Community Outreach                  |
| ■ Budget Management        | ■ Curriculum Development                         | ■ Risk Assessment & Crisis Management |
| ■ Training Development     |  |                                       |

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### PROFESSIONAL EXPERIENCE

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**Northern Essex Community College, Haverhill MA**  
**Director of Police Academies, 2019 to Present**

Provide executive leadership and oversight to the Municipal Police Training Council authorized NECC/Methuen Municipal Recruit Officer Academy and the Regional In-Service Academy. Directly manage all staff instructors, adjunct instructors and administrative staff that support the daily operations of both academies. Insure that the academies operate in accordance with all State Laws, MPTC rules and college policies that apply. Plan and manage the operating budget of both academies. Work collaboratively with an advisory council of area police chiefs that provide guidance and insight to area concerns regarding police training. Work collaboratively with the MPTC and the State Executive Office of Public Safety and Security, (EOPSS) section of the Governor's Office to advance police training.

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**United States Senate, Manchester NH**  
**Special Assistant for Policy and Program for US Senator Maggie Hassen, 2019**

Special Assistant to US Senator Maggie Hassen and acted as a policy analyst in areas that were directly related to Law Enforcement, Criminal Justice and the opioid crisis. Was the primary driver for the senator ensuring her safety and welfare for all travel into, out of and around the state of New Hampshire. Represented the Senator during meetings with any local, county, state or federal law enforcement leader or organization within the State of New Hampshire.

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**Stratham Police Department, Stratham, NH**  
**Chief of Police, 2009 to 2018**

Provided executive leadership and oversight to a full-time law enforcement agency with 12 fulltime employees and an operating budget of 1.4 million dollars. Directly responsible for the overall strategic and operational planning, budgeting and delivery of police services to a municipality of 7,400 residents. Developed and promulgated all written general operational orders for the agency. Evaluated employees and oversaw the hiring, termination, training and discipline of employees.

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**North Hampton Police Department, North Hampton, NH**  
**Lieutenant, Executive Officer, 2004 to 2009**

Second in command for a full-time law enforcement agency with 13 full time employees. Assumed command of the department in the absence of the Chief. Directly managed all patrol and investigative operations. Acted as the department prosecutor. Assisted with annual budget preparation. Investigated all internal affairs issues. Oversaw all department training issues. Developed, reviewed and implemented department policies.

**New Hampshire Police Standards and Training, Concord NH**

**Law Enforcement Training Specialist, 1998 to 2004**

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Responsible for the development and delivery of law enforcement curriculum in multiple subject areas for initial and in-service training classes for all New Hampshire police officers. Primarily assigned to the recruit training bureau and was charged with daily oversight of the New Hampshire Full Time Police Academy. Acting in the position of Commandant or Assistant Commandant, I was responsible for the welfare, training and success of between 60 and 80 police recruits per session. I also acted as the primary instructor for several recruit and in-service training classes. Additionally, I was a per diem instructor for the Criminal Justice Program at New Hampshire Technical Institute delivering college level classes to students pursuing their associate degree.

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**EDUCATION**

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**MASTER OF SCIENCE**, Criminal Justice Administration, Western New England University, Springfield MA

**BACHELOR OF ARTS**, Sociology, University of New Hampshire, Durham, NH

**ASSOCIATE OF SCIENCE**, Emergency Medical Care, New Hampshire Technical Institute, Concord, NH

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**PROFESSIONAL TRAINING and CERTIFICATIONS**

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Graduate of the New Hampshire Full Time Police Academy, 88<sup>th</sup> Session

Graduate of the NE Institute of Law Enforcement Management, Command Training, 205<sup>th</sup> Session

Graduate of the FBI-LEEDA Command College, Command Institute and Supervisor Institute

Graduate of the NH Local Government Center Municipal Leadership Institute, Level I and II

Full list of all trainings and certifications available upon request

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**PROFESSIONAL AFFILIATIONS**

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Rockingham County Law Enforcement Officers Association-Active Member

Rockingham County Chiefs Association-Past President and Retired Member

New Hampshire Association of Chiefs of Police-Life Time Member

New England Chiefs of Police Association-Active Member

International Association of Chiefs of Police – Active Member

Seacoast Emergency Response Team-Past Board member and past Vice-President

Massachusetts Chiefs of Police Association-Present Associate Member