

ATTORNEY GENERAL  
DEPARTMENT OF JUSTICE

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CONCORD, NEW HAMPSHIRE 03301-6397

GORDON J. MACDONALD  
ATTORNEY GENERAL



JANE E. YOUNG  
DEPUTY ATTORNEY GENERAL

January 8, 2019

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

Your Excellency and Members of the Council:

**REQUESTED ACTION**

That approval be and hereby is given to the Attorney General to grant an annual salary increment to Calice Couchman-Ducey, Investigator (Position #9U580, Appropriation #02-20-20-200510-3310-014-500134) from a salary level of \$76,427.52 (LG BB, Step 6) to a salary level of \$80,186.08 (LG BB, Step 7), effective on January 18, 2019, upon Governor and Executive Council approval.

**EXPLANATION**

In accordance with NH RSA 94:1-a, I(a), Ms. Couchman-Ducey is eligible for a salary increment, subject to the approval of the Governor and Executive Council. Ms. Couchman-Ducey's salary will increase by \$3,758.56.

I respectfully urge your favorable consideration of this request. Thank you.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Gordon J. MacDonald".

Gordon J. MacDonald  
Attorney General

#2259169

# CALICE DUCEY

- Windham, New Hampshire 03087

## PROFILE:

Highly-skilled Law Enforcement management professional with over 33 years' experience directing multi-disciplined teams and complex investigations. Proven track record for consistently achieving individual and team performance goals, effectively managing high profile programs and operations, and recovering millions of dollars in seized assets. Excellent communication, writing, interpersonal, problem solving, organizational, strategic planning, time management, and leadership skills. Maintained a Top Secret Security Clearance for 26 years while employed at the DEA.

## AREAS OF EXPERTISE:

- Large Scale Investigations
- Research & Analysis
- Money Laundering
- Safety & Security
- Banking Operations
- Asset Seizure Programs
- Multi-Agency Task Forces
- Evidence Collection
- Interview & Interrogation
- Group Presentations
- Operational Plans
- Team Building
- Training & Development
- Report Generation
- Program and Budget Management

## EXPERIENCE:

NEW HAMPSHIRE ATTORNEY GENERAL'S OFFICE, Concord, NH (2012–present)

Investigator, Concord, NH (2012–present)

- Address criminal, civil and administrative violations of law in the State of NH, specifically Consumer Protection Act, the Theft Statutes, and Elder Financial Exploitation
- Investigate misconduct of entities doing business in the State of NH
- Work collaboratively and maintain positive working relationships with local, state and federal agencies
- Extensive written communication with consumers and business representatives
- Draft letters, subpoenas, search warrants, reports of investigation, memorandums, and other documents necessary to determine scope and possible outcome of investigation
- Initiate pro-active investigations of criminal conduct focusing on issues affecting NH citizens
- Conduct complex financial, fraud, and public corruption investigations, focusing on elder financial exploitation
- Develop positive working relationships with law enforcement professionals throughout the state and the country
- Organize and participate in consumer education and public outreach activities for consumers, businesses and banking professionals, with a focus on financial fraud

DRUG ENFORCEMENT ADMINISTRATION, Boston, MA, Quantico, VA & San Diego, CA (1985 - 2012)

Supervisory Special Agent, Boston, MA (2001–2012)

- Oversaw diverse Special Agent and Task Force teams at various times in Asset Forfeiture, Enforcement, and Tactical Diversion groups in the 125-agent Boston office.
- Created, staffed and managed a pharmaceutical investigations unit while responsible for a several hundred thousand dollar budget.
- Supervised teams of up to 15 agents. Coordinated a total of 500+ cases involving drugs, Wire Tap investigations, prescription medications, money laundering, and fraud.
- Managed a caseload of 30+ open investigations at a time. Regulated a total annual budget for all ongoing investigations in excess of \$2 million.
- Interfaced with local, state, and federal law enforcement agencies including DOJ, DHS, ICE, FBI, ATF, Customs, USPS, IRS, U.S. Marshalls, Coast Guard, Border Patrol, National Guard, U.S. Attorney's Office, and others.
- Managed cases, budgets, strategies, and proceedings for complex cases involving up to 30,000 man hours. Consistently achieved man hour and budgetary goals.
- Conceived and developed operational plans for law enforcement operations involving investigative techniques, evidence collection and analysis, searches, seizures, Title III investigations, and arrests.

- Contributed to achieving a 99% conviction rate. Maintained an excellent health and safety record, with no agent casualties while leading investigations in Boston.
- Coordinated extensive surveillance, wiretaps, and sting operations, obtaining information and evidence and generated detailed investigative reports and documentation.
- Orchestrated complex investigations of financial records for money laundering organizations. Instructed DOJ Asset Forfeiture program for 5 years.
- Interfaced with Asset Seizure division on budget management and financial audits. Ensured timely and accurate completion of asset seizure paperwork.
- Reviewed bank records, routing, transactions, purchases, co-mingled funds, and dummy corporations to seize funds. Netted up to \$3 million in seized assets per case.
- Responsible for several hundred thousand dollar budget while conducting and managing Title III investigations as well as coordinating schedules of the linguists and supervising agents.

**Senior Special Agent / Acting Unit Chief**, DEA Training Academy, Quantico, VA (1998–2001)

- Delivered career development training to 2,000+ new agents and managers. Aided in annual budget preparation and analysis for training initiatives.
- Assessed training needs and updated training programs. Created Performance Elements and Standards work plan for senior-level instructors.
- Helped define position requirements and job descriptions. Aided in modernizing and rolling out training programs including new course development and curriculum development.
- Collaborated on development of an automated evaluation system to allow immediate feedback to instructors and management.
- Provided money laundering instruction to foreign government personnel in preparation for updates to money laundering statutes and legislation.

**Special Agent**, San Diego, CA (1985–1997)

- Initiated and conducted 500+ domestic and international drug and financial investigations with a concentration in money laundering.
- Initiated as well as assisted in numerous Title III investigations which involved managing the Title III monitoring facility and the assigned linguists.
- Interfaced with 30-40 domestic and international banks and financial institutions to track financial transactions and records.
- Researched and analyzed civil and criminal documents for the purpose of writing seizure warrants which lead to successful monetary, asset, and drug seizures.
- Prepared and administered operational briefings to up to 100 people including senior DEA management, task forces, and state and local law enforcement.

**EDUCATION:** M.A., Criminal Justice. Graduate Certificate in Security Studies.  
UNIVERSITY OF MASSACHUSETTS, Lowell, MA

B.A., Criminal Justice  
UNIVERSITY OF CALIFORNIA, Sacramento, CA

**AWARDS:** Received numerous awards including the distinguished DEA Sustained Superior Performance Award and the Excellence of Performance Award.