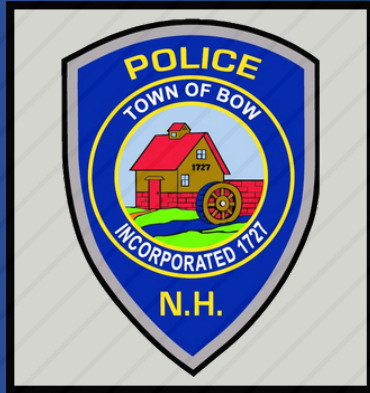


# BOW POLICE DEPARTMENT

2025 Awards and Swearing-In  
Ceremony  
August 19, 2025





# PROGRAM

## **Pledge of Allegiance**

## **Chief's Welcome**

Chief Ken Miller

## **Swearing-In**

Officer Maria Bibaud

## **Promotion**

Officer Harry Handy III promoted to Sergeant

## **Award Presentations**

Chief Ken Miller

## **Town Manager's Remarks**

Town Manager David Stack

## **Closing Remarks**

Chief Ken Miller



# SWEARING-IN

## **Officer Maria Bibaud**

**Hire Date: July 28, 2025**



Officer Maria Bibaud joins the Bow Police Department after having served with the NH Department of Corrections as a corrections officer at the NH State Prison.

Officer Bibaud, a resident of Concord, is thrilled to be serving the community of Bow. Currently pursuing a degree in criminal justice, she cherishes time with her husband and daughter.

She also performs as a singer at various events and volunteers at her church whenever possible. Fun fact: Their family pets are two rabbits!

Officer Bibaud will be attending the 201<sup>st</sup> NH Police Academy with a graduation date in December 2025. After the completion of the academy Officer Bibaud will begin her field training.

We wish her well as she starts her new career as a police officer!



# PROMOTION

## **Sergeant Harry Handy III**

**Promotion Date: October 14, 2024**



In September of 2024, Officer Handy applied for and went through the promotional process to become a patrol sergeant. The promotional process consists of a written test, an oral board interview, and an interview with the Chief of Police. Officer Handy did an exceptional job and was officially promoted to the rank of Sergeant on October 14, 2024.

Sergeant Handy has been employed at the Bow Police Department since March 2022 and was named 2023 Officer of the Year for his dedication, loyalty, and his exceptional work product.

Prior to Bow, Sergeant Handy served the Town of Raymond as a patrol officer for several years.

In his new role, Sergeant Handy has been a valuable member of the supervisor staff and has taken on several initiatives to increase the efficiency and effectiveness of the police department.

**Congratulations, Sergeant Handy!**



# AWARDS

## **Medal of Valor**

Awarded to any sworn officer who, in the performance of duty and in grave and imminent personal danger, performs an act, which is so laudable as to merit such praise.

## **Medal of Bravery**

Presented to a sworn officer who, in the performance of duty and in grave and imminent personal danger, engages in combat with an armed and dangerous felon, or is wounded as a result of such combat.

## **Distinguished Service Medal**

Presented to a sworn officer who, in the performance of duty and at personal danger, apprehends or causes to be apprehended through his or her actions a dangerous felon and/or has been confronted by a situation in which a weapon was pulled on him and he was personally threatened. The officer determined and used the best possible course of action to take under the circumstances that confronted him or her.

## **Department Citation**

Presented to a sworn officer who, through his or her own outstanding initiative and diligence, apprehends or causes to be apprehended a felon who might otherwise have gone undetected.

## **Life Saving Award**

Presented to a sworn or civilian member of the department for a successful effort in saving a human life, which involved exceptional performance.

## **Department Service Award**

Presented to an employee who designs or recommends procedures which cause the department to function more effectively or efficiently or who performs an action that significantly furthers attainment of the department's mission.

## **Citizens Award**

Presented to a citizen or organization which provides extraordinary service to the Bow Police Department or substantially assists in the apprehension of a criminal.

## **Chief's Letter of Commendation**

Presented to any employee who, in the opinion of the Chief of Police, has performed an act or service that merits such recognition.



# DEPARTMENT CITATION

## Detective Sergeant Tyler Coady



The Department Citation is being presented to Detective Sergeant Tyler Coady in recognition of his exemplary investigative work and dedication to protecting the members of our community.

Detective Sergeant Coady has played a critical role in multiple investigations in collaboration with the New Hampshire Internet Crimes Against Children (ICAC) Task Force. Through his meticulous casework, attention to detail, and commitment to justice, he was instrumental in securing the conviction and sentencing of a repeat offender—an individual who is now required to register as an offender for life.

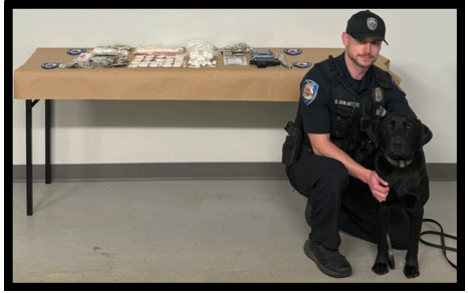
In addition to this significant case, Detective Sergeant Coady led a six month investigation of a local hotel employee possessing child sex abuse images. Detective Sergeant Coady's investigation resulted in a search warrant, arrest, and evidence collection, all further reinforcing the department's commitment to public safety.

His tireless efforts, professionalism, and collaborative work with state and federal partners reflect great credit upon himself and the Bow Police Department. Detective Sergeant Coady's actions have made a lasting impact on the safety of our community, and we commend him for his outstanding service.



# DEPARTMENT CITATION

## Officer Seth Guilmette K-9 Hunter



Department Citation to Officer Seth Guilmette in recognition of his outstanding performance and proactive police work during a significant arrest on June 22, 2025.

While conducting a self-initiated investigation at a local hotel, Officer Guilmette identified suspicious activity that led to an arrest for a felony level Habitual Offender and Armed Career Criminal.

Through his diligent efforts and thorough on scene investigation, Officer Guilmette used K-9 Hunter to do an exterior sniff for drug on the vehicle. With K-9 Hunter's positive alert helping articulate probable cause, Officer Guilmette seized the suspect's vehicle pending a search warrant. Upon execution of the search warrant, Officer Guilmette seized a substantial quantity of illegal drugs, a large amount of U.S. currency, and a stolen firearm.

This arrest not only removed dangerous narcotics and a stolen firearm in possession of a convicted felon, but it also demonstrated Officer Guilmette's vigilance, strong investigative instincts, and commitment to public safety. His actions exemplify the proactive approach to policing that strengthens the safety and security of the Town of Bow.

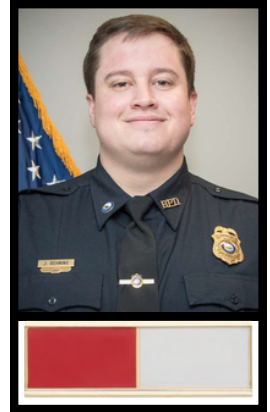
Officer Guilmette's initiative and professionalism reflect great credit upon himself and the Bow Police Department. We commend him for his dedication and exemplary service



# LIFE SAVING AWARD

## **Sergeant Jonathan Behning**

Date of Incident: April 13, 2025



On Sunday, April 13, 2025, at approximately 9:38 a.m., Sergeant Behning was dispatched to a residence in Bow for a report of an unresponsive male. Sgt. Behning was the first emergency responder to arrive on scene and upon his quick assessment, he identified the male was in cardiac arrest and immediately began delivering high-quality CPR.

Sgt. Behning continued performing CPR until personnel from the Bow Fire Department arrived, including Firefighters Paul Kelly, Jackson Crosby, and Jake Paulsen. They took over medical care and continued advanced life support measures. While en route to Concord Hospital, members of the Concord Fire Department provided additional support, including performing Rapid Sequence Intubation (RSI) to secure the patient's airway.

The male survived and is currently recovering—an outcome made possible by the swift, coordinated, and skilled actions of all first responders involved. The efforts of Sgt. Behning, Firefighters Paulsen, Crosby, and Kelly, along with the Concord Fire Department, exemplify true teamwork and dedication to saving lives.

Sincere gratitude goes out to all of the first responders whose professionalism and quick response on April 13, 2025, directly contributed to saving the life of a Bow resident.



# DEPARTMENT SERVICE AWARD

## Lieutenant Phil Lamy Stephanie Vogel



The Department Service Award is presented to Lt. Phil Lamy and Police Administrative Assistant Stephanie Vogel in recognition of their exceptional efforts and dedication in leading the department through the accreditation process.

Achieving accreditation is no small feat. It requires countless hours of preparation, detailed documentation, and a thorough review of departmental policies and procedures. Lt. Lamy and Stephanie worked tirelessly as a team to meet the rigorous standards required, demonstrating outstanding attention to detail, perseverance, and a deep commitment to the department's mission.

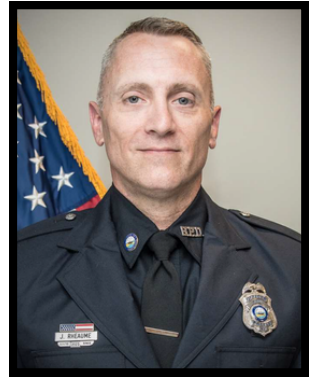
Because of their hard work, the Bow Police Department is now an accredited agency through the NH Law Enforcement Accreditation Commission. Our operations are now more efficient, professional, and to the highest standards. Their efforts have not only elevated the department's daily operations but have also reinforced our commitment to accountability, transparency, and service to the community.

We thank Lt. Lamy and Stephanie Vogel for their contributions to the accreditation process which will have a lasting impact on the Bow Police Department.



# DEPARTMENT SERVICE AWARD

## Officer Joseph Rheume



A Department Service Award is being presented to Officer Joseph Rheume in recognition of his initiative, dedication, and outstanding service in the creation of the department's first Drone Unit.

Officer Rheume took the lead on this innovative project by conducting thorough research, reviewing and drafting policy, attending specialized training, and working diligently toward obtaining his Part 107 Remote Pilot Certification from the FAA.

His efforts have laid the foundation for a new capability within the department that enhances our ability to conduct search and rescue operations, improve situational awareness during critical incidents, and support investigations with aerial perspectives.

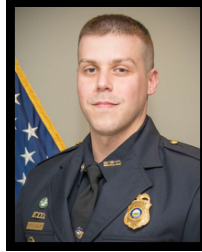
The successful launch of the Drone Unit is a direct result of Officer Rheume's professionalism, forward-thinking mindset, and commitment to expanding the department's operational tools. His contributions have significantly strengthened our agency's resources and ability to serve the community.

We commend Officer Joseph Rheume for his vision, leadership, and exemplary service in establishing this important program.



# CHIEF'S LETTER OF COMMENDATION

## **Sergeant Robert Welch** **Sergeant Harry Handy III**



A Chief's Letter of Commendation is being presented to Sergeant Handy and Sergeant Welch for their outstanding response and professionalism during an incident that occurred on June 12, 2025, involving a suspicious male at a bus stop that escalated into a Driving While Intoxicated arrest.

Their quick response, sound decision-making, and ability to assess and manage a rapidly evolving situation were commendable. When the encounter escalated and the suspect became physically resistant, both officers demonstrated exceptional restraint and control in using only the necessary amount of force to subdue the individual safely. Due to their training, coordination, and composure, the situation was brought under control with only minor injuries sustained by both the suspect and the officers.

Their actions reflect the highest standards of the Bow Police Department and exemplify the professionalism and preparedness we strive to uphold in the face of unpredictable and potentially dangerous situations. Their teamwork, judgment, and ability to resolve this incident without further harm serve as an example to others within the department.

Their commitment to public safety, and continued service to the Town of Bow is commendable.



# CHIEF'S LETTER OF COMMENDATION

## Officer Serena Shuter



A Chief's Letter of Commendation is being presented for Officer Shuter's outstanding initiative and creativity in developing personalized baseball cards for members of the Bow Police Department. Her idea to create and distribute these cards to children in the community reflects a genuine commitment to building positive relationships between law enforcement and the Bow community we serve.

This project goes well beyond your regular duties and demonstrates both initiative and a strong understanding of the importance of community outreach. Your efforts directly support our department's mission to foster stronger ties within the community and highlight the values of leadership, service, and innovation. I commend you for your dedication and for going above and beyond in helping make the Bow Police Department more visible, relatable, and community-focused.



# CHIEF'S LETTER OF COMMENDATION

## Officer J. Ricardo Saint-Marc



The Bow Police Department is proud to recognize Officer Ricardo Saint-Marc for his continued dedication to personal and professional growth, his exceptional attitude, and his positive impact on the community.

Officer Saint-Marc exemplifies the values of service, respect, and integrity. His consistent display of a positive attitude, strong work ethic, and commitment to self-improvement sets an example within the department. In recognition of his efforts and potential, Officer Saint-Marc was recently honored with the NOBLE Massachusetts Rising Star Award—a distinction that reflects his bright future in law enforcement.

In addition to his professional achievements, Officer Saint-Marc regularly receives unsolicited letters and messages from members of the public, commending him for his respectful, courteous, and approachable demeanor. His ability to build trust and leave a lasting positive impression on those he serves strengthens our department's relationship with the community.

Officer Saint-Marc's continued pursuit of excellence and his unwavering dedication to the core mission of community policing reflect great credit upon himself and the Bow Police Department. We are proud to recognize his contributions and look forward to his continued success.

*Congratulations to the  
2025  
Officer of the Year*

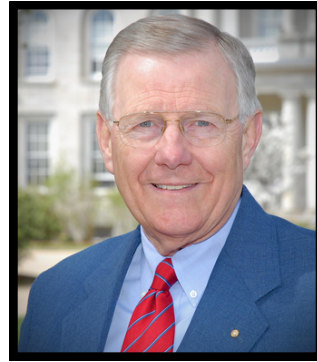


*Officer Seth Guilmette*



# CITIZENS AWARD

## Mr. Eric Anderson



The Bow Police Department is honored to once again recognize Eric Anderson for his unwavering support, dedication, and service to both our department and the greater Bow community.

A longtime Bow resident, former Selectman, and pillar of the community, Eric continues to go above and beyond in his volunteer efforts. Whether capturing professional photographs at our award ceremonies or providing quality officer headshots, Eric never hesitates to step in and help whenever needed. His consistent presence and willingness to contribute his time and talents have become a valued part of our department's events and outreach efforts.

While Eric was formally recognized with the Citizen Award in 2022, we believe it is important to again express our deep appreciation for his continued partnership and service. We are truly grateful for everything he does.

Thank you, Eric, for being a steadfast friend to the Bow Police Department and a shining example of what it means to serve your community.



# CITIZENS AWARD

## Mr. Carl Brown

The Bow Police Department is proud to recognize Mr. Carl Brown, a resident of Bow, with the Citizen Service Award for the assistance he provided on June 12, 2025.

This award is presented to individuals or organizations that render extraordinary service to the Bow Police Department or provide significant assistance in the apprehension of a suspect.

On the afternoon of June 12, 2025, Mr. Brown witnessed Sergeants Handy and Welch attempting to arrest an intoxicated and combative individual. Without hesitation, Mr. Brown assisted the officers in safely taking the suspect into custody.

Mr. Brown's prompt and decisive actions exemplify the spirit of community partnership and public safety.

The Bow Police Department extends its sincere gratitude for your support.



# CITIZENS AWARD

## Evans Printing Company



The Bow Police Department is proud to present the Citizen's Award to Evans Printing in recognition of their exceptional generosity, support, and continued partnership with our department.

As a locally owned business in the Town of Bow, Evans Printing has consistently gone above and beyond in donating printing services and offering professional graphic design expertise to support the department's community outreach and internal operations. Their contributions include but are not limited to printing our annual awards booklets, graphic design and printing of our department baseball cards, citizen complaint pamphlets, and more.

We are grateful for their partnership and proud to honor Evans Printing with this Citizen's Award as a token of our sincere appreciation for their ongoing support and dedication to the Town of Bow.



## Tokyo Joe's Studios & Team Link NH BJJ



On behalf of the Bow Police Department, thank you for being a valuable partner and advocate for law enforcement. We are grateful for your support and look forward to continuing this positive relationship.



# DEPARTMENT ROSTER

## **2025 DEPARTMENT ROSTER**

**Chief Ken Miller**

**Lieutenant Philip Lamy**

**Lieutenant Matthew Pratte**

**Detective Sergeant Tyler Coady**

**Sergeant Jonathan Behning**

**Sergeant Robert Welch**

**Sergeant Harry Handy III**

**Officer Serena Shuter**

**Officer Ricardo Saint-Marc**

**Officer Joseph Rheume**

**Officer Seth Guilmette and K-9 Hunter**

**Officer Maria Bibaud**

**Police Admin. Assistant Stephanie Vogel**

## **OFFICER OF THE YEAR RECIPIENTS**

**2025    Officer Seth Guilmette**

**2023    Officer Harry Handy III**

**2022    Sergeant Philip Goodacre**

**2021    Detective Tyler Coady**

**2019    Officer Matthew LeBlanc**

