

**STATE OF CONNECTICUT  
DEPARTMENT OF EMERGENCY SERVICES AND PUBLIC PROTECTION**

**Police Officer Standards and Training Council  
Connecticut Police Academy**

**POLICE OFFICER STANDARDS AND TRAINING COUNCIL**

**MINUTES OF MEETING**

**SEPTEMBER 12, 2013**

**CONNECTICUT POLICE ACADEMY**

**MERIDEN, CONNECTICUT**

**Council Members Present:** Chairman/Chief Anthony J. Salvatore, Sr.; Garvin Ambrose; Justice David Borden; Commissioner Reuben F. Bradford, DESPP; Howard L. Burling, II; Kurt P. Cavanaugh; Chief John Daly; Dr. Amy K. Donahue; First Selectman Lawrence K. Groh; Chief Ronnell A. Higgins; Chief State's Attorney Kevin T. Kane; Chief Michael U. Maniago; Chief Lisa Maruzo-Bolduc and Chief Keith Mello

**Other Attendees:** Police Academy Administrator Thomas E. Flaherty; Pamela Hayes, CPCA; Certification/Compliance Officer William Klein; Accreditation Manager Ted LeMay; Director of Field Services Susan E. Rainville; Director of Basic Training William J. Schultz and Assistant Attorney General DeAnn Varunes

**Council Members Absent:** Officer William Brevard, Jr.; Chief Dean M. Esserman; Town Administrator Michael Freda; Chief Duane Lovello; James N. Tallberg, Esq., and Special Agent In-Charge, FBI

**CALL TO ORDER**

Chief Anthony Salvatore, Sr., Chairman, called the meeting to order at 9:30 AM. The Chairman noted that there was an amended agenda in the members' day packets.

***Chief Maniago moved to approve the amended agenda as presented, it was seconded by Justice Borden. The motion carried.***

**ACTION ITEMS**

**MINUTES OF THE AUGUST 16, 2013 SPECIAL MEETING**

***Chief Daly moved to approve the minutes of the August 16, 2013 Special Meeting as submitted, it was seconded by Chief State's Attorney Kane. The motion carried.***

**CALEA Internationally Accredited Public Safety Training Academy**  
285 Preston Avenue • Meriden, Connecticut 06450-4891  
*An Affirmative Action/Equal Employment Opportunity Employer*

## **CHIEFS/PUBLIC COMMENT**

Chief Matthew Reed addressed the Council. He first complimented the Council on their work with the CEW policy. He felt that it was more reasonable than the original. He also noted his department moved into the October 1 date with CT Racial Profiling Statistical collection that had been started and will be resumed. He suggested having something on the POST website such as a link to the racial profiling prohibition project website which is a clearing house of information for Chiefs moving forward identifying what data elements need to be captured, what elements should be transferred electronically and different methods of collecting it. In this legislative session there was a push for the legislature to empower POST to set the standard moving forward with training and policy for racial profiling prohibition. More information will be given later on in this meeting under Chief Flaherty's report. Chairman Salvatore reported that Chief Flaherty and Chairman Salvatore met with Ken Barone and Capt. O'Hara and discussed the policy.

## **CONSIDERATION OF REVOCATION OF POLICE OFFICER CERTIFICATION**

### **TABLED - JASON R. ANDERSON**

This matter was tabled from the last meeting.

***Justice Borden moved to take this item off the table, it was seconded by Chief State's Attorney Kane. The motion carried.***

Chief Flaherty explained that Mr. Anderson's attorney called yesterday to advise that he would not be able to make today's meeting because he had to be in court. Attorney Keefe felt confident that the Council could proceed without his presence as long as his client's rights were not affected. Chief Flaherty checked with the Attorney General's Office this morning and was advised that Mr. Anderson's rights will not be waived. Therefore, Council can proceed. Chief Flaherty sent his report out two meetings ago. He stands by his report. Assistant Attorney General Varunes added that she agrees with Chief Flaherty and added that Mr. Anderson will still have the right to appeal. He has waived his right to be present and argue his position.

***Chief State's Attorney Kane moved to revoke the Police Officer certification for Jason R. Anderson, it was seconded by Justice Borden. The motion carried.***

## **CERTIFICATION COMMITTEE**

### **REQUEST FOR EXTENSION OF ONE-YEAR PROBATIONARY CANDIDATE STATUS**

#### **Probationary Officer Gary Coates - Mashantucket Tribal Police Department**

Mr. Cavanaugh, Chairman of the Certification Committee, stated that Probationary Officer Coates was appointed to a Police Officer position on September 4, 2012. He was registered into the New Haven Police Academy, Session #181, which commenced on January 2, 2013. Graduation was scheduled for July 24, 2013. There were scheduling conflicts which prohibited him from completing his field training program. He began his field training after graduation, but will not be able to complete it within the one-year date of his appointment. This is a request for an extension to complete his field training requirements.

***Mr. Cavanaugh moved to grant Probationary Officer Gary Coates a one-year extension from his appointment in order for Probationary Officer Coates to complete his field training requirement to achieve police officer certification per the request of Chief William D. Dittman, Mashantucket Pequot Tribal Nation Police Department, it was seconded by Chief Maruzo-Bolduc. The motion carried.***

**Probationary Officer Recordo Lawrence - Manchester Police Department**

Mr. Cavanaugh stated that Probationary Officer Lawrence was appointed on September 24, 2012, entered the CT Police Academy on October 5, 2012, and graduated on March 25, 2013. He began his field training requirement subsequent to graduation. His one-year from date of appointment will expire on September 23, 2013. According to Manchester Police Department Field Training Officers, Probationary Officer Lawrence has a deficiency in the area of report writing and believes with more time Probationary Officer Lawrence will overcome this deficiency.

***Mr. Cavanaugh moved to grant Probationary Officer Record Lawrence a one-year extension from his appointment in order for Probationary Officer Lawrence to overcome his deficiency in report writing, it was seconded by Chief Maruzo-Bolduc. The motion carried.***

**POLICE OFFICER CERTIFICATION REFUSAL TO RECERTIFY AND RECERTIFICATION**

**William P. Finucane - MTA Police Department**

Mr. Cavanaugh stated that Mr. Finucane was certified as a Police Officer in this State on November 15, 1985. His triennial police officer recertification expired on June 30, 2013, because there was no notification from his police department that he had completed the required sixty mandated and elective review credit training for recertification pursuant to Council Regulations, Section 7-294e-14. On August 12, 2013, the POSTC-52 Recertification form attesting that on August 12, 2013, Sgt. Finucane completed all training requirements for his 2013 triennial period, and will meet the certification requirements.

***Mr. Cavanaugh moved to decertify William P. Finucane as a Police Officer in the State of CT, noting that his certification expired at 0001 hours July 1, 2013, and he failed to meet his training obligation, as required by Council Regulations Section 7-294e-14(b)(2) and (c)(1), it was seconded by Chief Maniago. The motion carried.***

***Mr. Cavanaugh moved to recertify CT Police Officer Michael P. Finucane effective this date, as his certification had lapsed on July 1, 2013, at 0001 hours, and that he was not certified as a Connecticut Police Officer between July 1, 2013, through September 12, 2013, at 9:30 AM, it was seconded by Chief Maruzo-Bolduc. The motion carried.***

**Peter S. Nikola - Bridgeport Police Department**

Mr. Cavanaugh stated that Mr. Nikola was certified as a Police Officer in this State on December 19, 1988. His certification expired on June 30, 2013. Because there was no notification from his police department that he had completed the required sixty mandated and elective review credit training for recertification pursuant to Council Regulations, Section 7-294e-14. On September 4, 2013, the POSTC-52 Recertification form was submitted attesting that on August 20, 2013, Peter Nikola completed all training requirements and meets all recertification requirements.

**Mr. Cavanaugh moved to decertify Peter S. Nikola as a Police Officer in the State of CT, noting that his certification expired at 0001 hours July 1, 2013, and he failed to meet his training obligation, as required by Council Regulations Section 7-294e-14(b)(2) and (c)(1), it was seconded by Chief Maruzo-Bolduc. The motion carried.**

**Mr. Cavanaugh moved to recertify CT Police Officer Peter S. Nikola effective this date, as his certification had lapsed on July 1, 2013, at 0001 hours, and that he was not certified as a Connecticut Police Officer between July 1, 2013, through September 12, 2013, at 9:30 AM, it was seconded by Chief Maruzo-Bolduc. The motion carried.**

Chairman Salvatore directed Mr. Klein to follow up with the appropriate letters of notification to the appropriate Chiefs of Police of those Departments as well as their State's Attorneys.

#### **REQUEST FOR A CERTIFICATE OF COMPARATIVE CERTIFICATION**

##### **Marc R. Federlein - Stamford Police Department (Police Officer position)**

Chief Jonathan Fontneau, Stamford Police Department, hired Marc R. Federlein as a Probationary Police Officer on June 6, 2013, and requests Council's consideration for a certificate of comparative certification and a full or partial waiver of the basic training academy. He graduated from the New York City Police Academy in session from August 23, 1998 to April 1999. He moved to Florida and joined the Palm Beach Police Department in May 2005. Probationary Officer Federlein entered the POSTC Basic Training Academy Session #342 on July 3, 2013. The Department had difficulty in obtaining his previous training records, so in the meantime the Department had reserved a seat in Session #342. The records were received on September 3, 2013, resulting in this request. Probationary Officer Federlein has met all entry-level standards as required by POST Council regulations for appointment. The Certification Committee recommends the Council approve the request of Chief Jonathan Fontneau, Stamford Police Department, on behalf of Marc R. Federlein, for Police Officer Certification by way of a Certificate of Comparative Certification subject to State of Connecticut certification in NCIC/COLLECT, Intoxilyzer and the 20 specific courses listed in the request documents.

**Mr. Cavanaugh moved to accept the recommendation of the Certification Committee to approve the request of Chief Jonathan Fontneau, Stamford Police Department, on behalf of Marc R. Federlein, specifying that Probationary Officer Federlein be granted a Certificate of Comparative Certification subject to his successful completion of the 20 specific courses listed in the request documents, it was seconded by Chief Maruzo-Bolduc. The motion carried.**

#### **POSTC ANNUAL BASIC RECRUIT TRAINING APPLICATION**

Chief Mello stated that the Certification Committee recommends that the Council approve the POST Application of the Basic Training Division to continue to provide continual annual Police Officer Recruit Basic Training for a maximum of 50 recruits per training session.

**Chief Mello moved to approve the POST Application of the Basic Training Division to continue to provide continual annual Police Officer Recruit Basic Training for a maximum of 50 recruits per training session, it was seconded by Mr. Cavanaugh. The motion carried.**

## **INFORMATION ITEMS**

### **EXECUTIVE DIRECTOR'S REPORT**

Chief Flaherty reported that on the Racial Profiling issue, Chief Salvatore, Capt. O'Hara and Chief Flaherty have met with the Training Committee. The Committee is developing the written guidelines from Central Connecticut State University and met with them on several occasions. Initially it was from a training police officer perspective. They were developing their curriculum and wanted input from POST. Then the Training Committee received a request from the staff at Central Connecticut State University for the POST Council as well as Commissioner Bradford's Department of Emergency Services and Public Protection to endorse the guidelines they are writing. There have been additional meetings on the recommended guidelines. The initial draft of the guidelines from a law enforcement perspective, in Chief Flaherty's opinion, greatly exceeded what the racial profiling and Public Act required. After those discussions, they had agreed to pare it down to include in the guidelines what the Public Act requires. Chief Salvatore and Chief Daly attended the last meeting, and were going to take the draft copy of the Racial Profiling Advisory Committee. A meeting was scheduled a couple of weeks ago to finalize the draft. The meeting did not occur, but has been rescheduled for September 17, 2013. Chief Flaherty stated that the guidelines will probably be brought back to the next Council meeting for POST endorsement. Not for POST to issue the guidelines, but at least support what Central Connecticut is proposing in concert with the Public Act. The guidelines are not finalized at this time. If the Council elects to endorse them, they will be adequately posted on the POST website with a direct link to the Central Connecticut Racial Profiling Advisory Committee. Chief Salvatore added that the Committee is looking for the endorsement of both POST and the CT State Police. Chief Salvatore and Chief Daly would pass this up the chain of POST and the State Police to the Attorney General's Office. Once this has been reviewed by all parties, Chief Salvatore will bring it before Council to discuss and take action.

Chief Flaherty also reported that over the summer he attended the CTEC CT Intelligence Center Executive Board Meeting. Capt. O'Hara and Chief Flaherty have been meeting at the Commissioner's request with a group called the Hartford Consensus. Dr. Linwood Jacobs from Hartford and his colleagues in the trauma surgery area around the State have developed a plan to include trauma critical care training in situations of mass disaster. It is an ongoing project. The primary concern is to neutralize any threat and then focus on the trauma care.

Chief Flaherty attended the new DUI Task Force being run by DOT. The State has to put together a DUI master plan. The Chief reported that last evening the 341 Session graduated with 50 recruits at CCSU. The 343 Session reports on October 4. The curriculum for the Arms Security School Officers that the Council adopted at its special meeting in August has been rolled out. Tim Coon and the Curriculum Committee have developed a two-day course. The Council had adopted it. The first two-day session was held on August 28 and 29 with 46 attendees. They will be civilian armed security officers in a number of communities. They are retired State Troopers or Municipal Police Officers in good standing, and are allowed to carry a weapon under HR 213 or a State pistol permit. There have been some requests to run a second class. Staff is waiting to see what the numbers are. The Electronic Control Weapon Policy was sent out to all Chiefs that Council adopted. It has also been posted on the POST website. It was also sent to CPCA to be added to their website. An editorial from the Hartford Courant that was published in yesterday's paper was put in the Council members' day packs. The editorial reflects that the POST Council adopted policy was reasonable and workable. Training has been completed by the POST staff for E-Procurement. DESPP is moving on processing purchase orders electronically. The Firearms Range has been shut down for two

weeks. There was an incident where a round ricocheted off the berm. Commissioner Bradford tasked Capt. Panaccione, Commanding Officer of Facilities, to get a contractor in to do repair work. The work should be completed by early next week.

Chief Flaherty reported that the Police Academy had its CALEA onsite assessment from August 25 through 28. There were no issues. Reaccreditation will be awarded in November. The Chiefs' Annual Legal Update Training was hosted here at the Academy in the auditorium, co-sponsored with Chief State's Attorney Kane's office. Chief Flaherty noted that Nancy Deegan will be retiring from State Service effective October 1, and this will be her last Council meeting.

## **DIRECTORS' REPORTS**

### **Basic Training**

Chairman Salvatore complimented Director Schultz and the Basic Training staff for a job well done with graduation last evening. He explained that over the years the graduation program has really evolved. He extended an invitation to all Council members who have never been to a graduation. If any Council members are interested, they can contact Chief Flaherty and seating arrangements can be made. Director Schultz reported that two new instructors began teaching recently. Prior to their arrival, the instructors that were here were teaching at least 8 hrs. a day. So some relief for them was welcomed. Two classes graduated since the June Council meeting. One was June 14, 2013, the 340<sup>th</sup> Session with 48 recruits, and last night was the 341<sup>st</sup> Session with 50 students. The 342<sup>nd</sup> Session came in on July 3 with 49 students. There is currently 48 in that class. The 343<sup>rd</sup> Session is scheduled to begin on October 4, and the seats are filled on the standby list. Chairman Salvatore noted that the Commissioner has approved to have a fifth class added which will hopefully affect the standby lists.

### **In-Service Training**

Mrs. Rainville stated that the In-Service Training Report for the summer had been included in the packets. She highlighted some of the courses given. In June there was an FTO class with representatives to do the training with their certified instructors, 26 attended. There were two Active Shooter classes held that were two-day sessions with a total of 62 officers attending. There was also a Train-the-Trainer Active Shooter class with 24 attending which was also held in Milford. There were very good comments made about the class and for additional follow up training. The FBI participated and added additional trainers so that they could assist other departments in follow up training for the future. The, "FBI: Law Enforcement Officers Killed and Assaulted Officer Safety Awareness Training," course was well attended with 109 attendees. The CT Racial Profiling Prohibition Act was given with 124 attendees with four additional courses conducted at various universities throughout the State. There were various levels of officers attending including Command staff and Chiefs. There was an Interview and Interrogation class in June. The Chief State's Attorney's office was providing this training to Midwest County Drug Training staff out of Iowa. The Police Legal Update (Chiefs) in June was moved from the Chief State's Attorney's office to the Academy auditorium. Armed School Security Personnel Training was held at the end of August with 46 attendees. If another class needs to be scheduled, it will be sometime in January. The fall calendar was inserted in the day packs. New programs are FOI/Records Retention which was added in December, Housing Law, the Bomb Squad from DESPP will be doing a class. DOT is doing a traffic enforcement class, two more before December and three more after January. Three sessions of cell phone investigation will be done in one week.

### **ACCREDITATION MANAGER'S REPORT**

Mr. LeMay included his report in the day pack and discussed the assessment. The Academy was in compliance with all applicable standards. The Academy will be presented to the CALEA Commission for reaccreditation at the CALEA Conference in North Carolina November 13-16, 2013. Although it is early since the last re-accreditation was in March 2007. State standards are being reviewed for Tiers II & III. Three or four agencies will be scheduled for onsites.

### **COMPLIANCE OFFICERS REPORT**

Mr. Klein reported that he had included a statistical report in the day packs. He had nothing further to report.

### **AUDIT REPORTS**

The reports had been included in the packets.

### **CORRESPONDENCE**

There was correspondence included in the packets and day packs.

### **OLD BUSINESS**

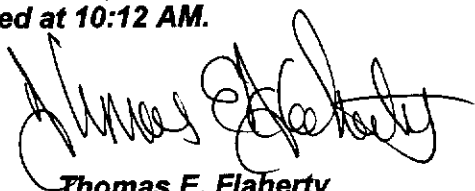
There was no old business to discuss.

### **NEW BUSINESS**

There was no new business to discuss.

### **ADJOURNMENT**

***Mr. Cavanaugh moved to adjourn the meeting, it was seconded by Chief Mello. The motion carried. The meeting adjourned at 10:12 AM.***



**Thomas E. Flaherty**  
**Police Academy Administrator**



**State of Connecticut**  
**Police Officer Standards and Training Council**  
**Connecticut Police Academy**



**MEMORANDUM**

**To:** Council Membership  
Police Officers Standards and Training Council

**From:** Thomas E. Flaherty  
Police Academy Administrator

A handwritten signature in black ink, appearing to read "Thomas E. Flaherty".

**Date:** November 21, 2013

**Subject:** **Proposed 2014 Meeting Dates**

The following dates are proposed for the 2014 Council meetings. The meetings will convene at 9:30 AM at the Connecticut Police Academy.

**Thursday, January 9, 2014**

**Thursday, March 6, 2014**

**Thursday, May 8, 2014**

**Thursday, September 11, 2014**

**Thursday, November 13, 2014**





**STATE OF CONNECTICUT**  
**DEPARTMENT OF EMERGENCY SERVICES AND PUBLIC PROTECTION**  
**Police Officer Standards and Training Council**  
**Connecticut Police Academy**

**TO:** Membership  
Police Officer Standards and Training Council

**FROM:** Kurt P. Cavanaugh, Chairman  
Certification Committee of the Council

**DATE:** November 21, 2013

**SUBJECT:** Request for a Certificate of Comparative Certification and  
Full or Partial Waiver of the POSTC Basic Training Requirements  
COPE, Christopher M. – Town of Deep River Police Department

On August 27, 2013, Christopher M. Cope was appointed as a Police Officer with the Town of Deep River Police Department. Deep River First Selectman Richard H. Smith, on behalf of Christopher M. Cope requests Council's consideration for a certificate of comparative certification and a full or partial waiver of the requirement of police basic training. Probationary Officer Cope has fulfilled all entry-level standards, as set forth in the Council regulations, for appointment.

Probationary Officer Cope retired from the Connecticut State Police (CSP) as the Deep River Resident State Trooper on April 1, 2013, after serving in that capacity for six (6) years. He served a total of twenty (20) years with the CSP. Probationary Officer Pereira entered the CSP on March 5, 1993 and successfully graduated from the 103rd State Police Training Troop and graduated on September 17, 1993. After graduation, Probationary Officer Cope was assigned to Troop K Colchester for 3 years, Troop E Montville for 5 months and Troop F Westbrook for 17 ½ Years. During his career, Probationary Officer Cope was a Community Service Officer, Court Liaison and Evidence Officer, Patrol K-9 handler, and in 2003 was assigned to Operation Safe Streets in Hartford. This request was inadvertently left off the September 12, 2013 Council agenda. Probationary Officer Cope's resume, basic and in-service training records are on file with the Certification Division and were reviewed to assess his training requirements.

The Certification Committee is guided by the eligibility standards set forth under *the Police Officers Standards and Training Council (POSTC) regulations Section 7-294e-2 (d), In determining whether to waive all or a portion of the required police basic training*

*POSTC shall evaluate in comparison to current standards the quality and extent of the candidate's (1) previous basic training and certification as a police officer; (2) formal, professional and in-service training and education in law enforcement or criminal justice and (3) length of service and field experience as a police officer and (4) length of absence from employment with a law enforcement unit. POSTC may waive those portions of the police basic training program for which a candidate demonstrates (a) the satisfactory completion of substantially equivalent training or educational program in another state or jurisdiction, or (b) a length of service with field experience sufficient to establish a practical mastery of the required skills, or a satisfactory combination of both.*

### RECOMMENDATION

The Certification Committee recommends the Council approve the request of Deep River First Selectman Richard H. Smith, on behalf of Christopher M. Cope, for Police Officer Certification by way of a Certificate of Comparative Certification subject to State of Connecticut certification/recertification in:

1. NCIC/COLLECT
2. Intoxilyzer (Current Device)

and the satisfactory completion of police officer training in the following areas:

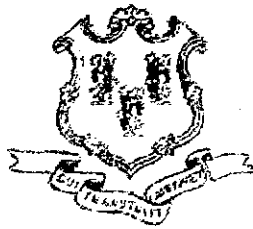
1. CT Domestic Violence Law/ Procedures (minimum 2 hours)
2. Rape Crisis/Sexual Assault (minimum 2 hours)
3. Handling Juveniles (minimum 1 hour)
4. Gangs and Gang Violence (minimum 1 hour)
5. Crimes Motivated by Hate, Bigotry and Bias (minimum 1 hour)
6. Human Relations (minimum 3 hours)
7. Patrol Procedures (minimum 2 hours)
8. Police and the Law (minimum 7 hours)
9. 32 Hours of Elective Training Areas (of which Missing Persons must be included with knowledge and understanding of POST Council's Policy for Handling Missing Person Investigations)
10. Successful completion of 3 hours of firearms training (2 hours qualifications with a passing score of minimum 80% and 1 hour of use of force training, department policies).

Probationary Officer Cope must be brought to the level of competency (knowledgeable) in each subject area as a new recruit emerging from a basic training program. The hours indicated only represent the minimum mandated hours for police officer certification; however, additional training is recommended.

All training may be obtained through any POST Council certified basic training program available to the Town of Deep River Police Department or with any POST Council certified law enforcement instructor with appropriate subject area credentials.

As delineated in Section 7-294d (5), CGS, Probationary Officer Cope has one calendar year from date of his appointment in this State to complete the specified requirements or lose his appointment and position.

**Finally, until such time as Probationary Officer Cope achieves certification, he is restricted in his duties and assignments by the provisions of Council Regulations Section 7-294e-1(c), as are all Probationary Candidates.**



**STATE OF CONNECTICUT**  
**DEPARTMENT OF EMERGENCY SERVICES AND PUBLIC PROTECTION**

**Police Officer Standards and Training Council**  
**Connecticut Police Academy**

**TO:** Membership  
Police Officer Standards and Training Council

**FROM:** Kurt P. Cavanaugh, Chairman  
Certification Committee of the Council

**DATE:** November 21, 2013

**SUBJECT:** Request for a Certificate of Comparative Certification and Full or Partial Waiver of the POSTC Basic Training Requirements  
ROSA, Alejandro – City of Groton Police Department

On September 23, 2013, Alejandro Rosa was appointed as a Police Officer with the City of Groton Police Department. Chief Thomas Davoren, on behalf of Alejandro Rosa, requests Council's consideration for a Certificate of Comparative Certification and a full or partial waiver of the requirement of police basic training. Probationary Officer Rosa has completed all entry-level standards, as set forth in Council regulations, for appointment.

Probationary Officer Rosa served as a Police Officer with the Uniformed Division of the Central Intelligence Agency Police Department in Washington, D.C., for over six (6) years and resigned on September 13, 2013, to accept the position with the City of Groton Police Department. Probationary Officer Rosa successfully graduated from the Uniformed Basic Police Training Program at the Federal Law Enforcement Training Center in Glynco, Georgia, Class number UPTP-702 on February 5, 2007. Certification staff reviewed the basic training curriculum for the training session and determined Probationary Officer Rosa received an adequate amount of core series traditional law enforcement training for reciprocity. Probationary Officer Rosa was unable to provide a resume of his duties and responsibilities with the Uniformed Division because they are classified. Probationary Officer Rosa's basic training records are on file with the Certification Division and were reviewed to assess his training needs.

The Certification Committee is guided by the eligibility standards set forth under *the Police Officers Standards and Training Council (Council) regulations Section 7-294e-2 (d), in determining whether to waive all or a portion of the required police basic training POSTC shall evaluate in comparison to current standards the quality and extent of the*

*candidate's (1) previous basic training and certification as a police officer; (2) formal, professional and in-service training and education in law enforcement or criminal justice (3) length of service and field experience as a police officer and (4) length of absence from employment with a law enforcement unit. POSTC may waive those portions of the police basic training program for which a candidate demonstrates (a) the satisfactory completion of substantially equivalent training or educational program in another state or jurisdiction, or (b) a length of service with field experience sufficient to establish a practical mastery of the required skills, or a satisfactory combination of both.*

## **RECOMMENDATION**

The Certification Committee recommends the Council approve the request of Chief Thomas Davoren, on behalf of Alejandro Rosa, for Police Officer Certification by way of a Certificate of Comparative Certification subject to State of Connecticut certification in:

1. NCIC/COLLECT
2. Intoxilyzer (Current Device)

and the satisfactory completion of police officer training in the following areas:

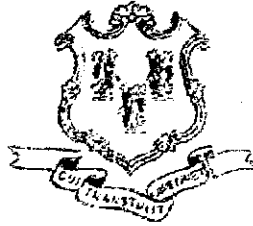
1. Penal Code: State of Connecticut
2. CT Motor Vehicle Laws
3. CT DUI Enforcement
4. Police Civil Liability
5. Search and Seizure Instruction (including the POSTC S & S Review Test, administered by POSTC Staff at the CT Police Academy)
6. Hazardous Materials Recognition (including Bloodborne Pathogens)
7. Laws of Arrest Instruction
8. Emergency Medical Response (or submission of a current certificate)
9. Cultural Diversity and Awareness
10. Personal Protection Equipment
11. National Incident Management (NIMS can be on-line based)
12. Sexual Assault/Rape Crisis Intervention
13. CT Domestic Violence Law and Intervention Procedures
14. CT Juvenile Law and Intervention Procedures to include Child Abuse Recognition, Youth Suicide Prevention, and Handling Juveniles
15. CT Gangs and Gang Violence
16. Crimes Motivated by Hate, Bigotry and Bias
17. Missing Persons - knowledge and understanding of POST Council's Policy for Handling Missing Person Investigations.
18. Successful completion of 3 hours of firearms training (2 hours qualifications with a passing score of minimum 80% and 1 hour of use of force training, department policies).

Probationary Officer Rosa must be brought to the level of competency (knowledgeable) in each subject area as a new recruit emerging from a basic training program.

All training may be obtained through any POST Council certified basic training program available to the City of Groton Police Department or with any POST Council certified law enforcement instructor with appropriate subject area credentials.

As delineated in Section 7-294d (5), CGS, Probationary Officer Rosa has one calendar year from date of appointment in this State to complete the specified requirements or lose his appointment and position.

**Finally, until such time as Probationary Officer Rosa achieves certification, he is restricted in his duties and assignments by the provisions of Council Regulations Section 7-294e-1(c), as are all Probationary Candidates.**



**STATE OF CONNECTICUT**  
**DEPARTMENT OF EMERGENCY SERVICES AND PUBLIC PROTECTION**  
**Police Officer Standards and Training Council**  
**Connecticut Police Academy**

TO: Membership  
Police Officer Standards and Training Council

FROM: Kurt P. Cavanaugh, Chairman  
Certification Committee of the Council

DATE: November 21, 2013

SUBJECT: Request for a Certificate of Comparative Certification and  
Full or Partial Waiver of the POSTC Basic Training Requirements  
FOLEY, Michael F. – Windsor Locks Police Department

Michael F. Foley received a conditional offer of hire as a Police Officer with the Windsor Locks Police Department with a prospective date of hire on November 11, 2013. Chief Eric Osanitsch, on behalf of Michael F. Foley, requests Council's consideration for a certificate of comparative certification and a full or partial waiver of the requirement of police basic training. Probationary Officer Foley is in the process of fulfilling all entry-level standards, as set forth in the Council regulations, for appointment.

Probationary Officer Foley retired from the Connecticut State Police (CSP) on November 1, 2013, at the rank of Sergeant after serving for 20.5 years. Probationary Officer Foley joined the CSP on March 8, 1993, and successfully graduated from the 103rd CSP Training Troop session on September 17, 1993, and ranked number 1 in that session. After graduation, Probationary Officer Foley was assigned as a road trooper until April 5, 2002, when he was promoted to Sergeant. His first supervisory assignment was a shift commander in Troop C –Tolland until October 2004 when he was transferred to Troop W –Bradley International Airport as a shift commander. In March 2013, Probationary Officer Foley was transferred back to Troop C-Tolland as a shift commander where he remained until his retirement. During his CSP career, Probationary Officer Foley was a certified field training officer. Probationary Officer Foley's resume, basic and in-service training records are on file with the Certification Division and were reviewed by Certification staff to assess his training requirements.

The Certification Committee is guided by the eligibility standards set forth under *the Police Officers Standards and Training Council (POSTC) regulations Section 7-294e-2 (d), In determining whether to waive all or a portion of the required police basic training*

*POSTC shall evaluate in comparison to current standards the quality and extent of the candidate's (1) previous basic training and certification as a police officer; (2) formal, professional and in-service training and education in law enforcement or criminal justice and (3) length of service and field experience as a police officer and (4) length of absence from employment with a law enforcement unit. POSTC may waive those portions of the police basic training program for which a candidate demonstrates (a) the satisfactory completion of substantially equivalent training or educational program in another state or jurisdiction, or (b) a length of service with field experience sufficient to establish a practical mastery of the required skills, or a satisfactory combination of both.*

### RECOMMENDATION

The Certification Committee recommends the Council approve the request of Chief Eric Osanitsch, on behalf of Michael F. Foley, for Police Officer Certification by way of a Certificate of Comparative Certification subject to State of Connecticut certification/recertification in:

1. NCIC/COLLECT
2. Intoxilyzer (Current Device)

and the satisfactory completion of police officer training in the following areas:

1. CT Domestic Violence Law/ Procedures (minimum 2 hours)
2. Rape Crisis/Sexual Assault (minimum 2 hours)
3. Handling Juveniles (minimum 1 hour)
4. Gangs and Gang Violence (minimum 1 hour)
5. Crimes Motivated by Hate, Bigotry and Bias (minimum 1 hour)
6. Human Relations (minimum 3 hours)
7. Patrol Procedures (minimum 2 hours)
8. Police and the Law (minimum 7 hours)
9. 32 Hours of Elective Training Areas (of which Missing Persons must be included with knowledge and understanding of POST Council's Policy for Handling Missing Person Investigations)
10. Successful completion of 3 hours of firearms training (2 hours qualifications with a passing score of minimum 80% and 1 hour of use of force training, department policies).

Probationary Officer Foley shall have met the entry standards for appointment prior to being appointed, as set forth in Council regulations. The entry level standards form POSTC-51 must be completed and received by the Certification Division prior to attendance in any of the classes required for certification.

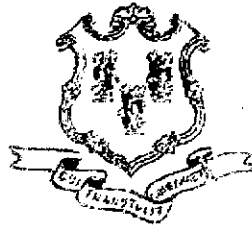
Probationary Officer Foley must be brought to the level of competency (knowledgeable) in each subject area as a new recruit emerging from a basic training program. The hours indicated only represent the minimum mandated hours for police officer certification; however, additional training is recommended.



All training may be obtained through any POST Council certified basic training program available to the Windsor Locks Police Department or with any POST Council certified law enforcement instructor with appropriate subject area credentials.

As delineated in Section 7-294d (5), CGS, Probationary Officer Foley has one calendar year from date of his appointment in this State to complete the specified requirements or lose his appointment and position.

**Finally, until such time as Probationary Officer Foley achieves certification, he is restricted in his duties and assignments by the provisions of Council Regulations Section 7-294e-1(c), as are all Probationary Candidates.**



**STATE OF CONNECTICUT**  
**DEPARTMENT OF EMERGENCY SERVICES AND PUBLIC PROTECTION**  
**Police Officer Standards and Training Council**  
**Connecticut Police Academy**

**TO:** Membership  
Police Officer Standards and Training Council

**FROM:** Kurt P. Cavanaugh, Chairman  
Certification Committee of the Council

**DATE:** November 21, 2013

**SUBJECT:** Request Certificate of Comparative Certification and  
Full or Partial Waiver of the POSTC Basic Training Requirements  
FEDE, Jesse – Enfield Police Department

Jesse Fede has been given a conditional offer of hire as a Police Officer with the Enfield Police Department, with a prospective October 1, 2013 hire date. Chief Carl Sferrazza, on behalf of Jesse Fede, requests Council's consideration for a certificate of comparative certification and a full or partial waiver of the requirement of police basic training. Probationary Officer Fede has completed all entry-level standards, as set forth in Council regulations, for appointment.

Probationary Officer Fede was employed as a Police Officer with the Suffolk, Virginia Police Department from March 2007 to August 2013, for a total of six (6) years and five (5) months. He graduated from the Hampton Roads Criminal Justice Basic Training Academy Newport News, Virginia in June 2007 and achieved police officer certification in October 2007. During his police career, Probationary Officer Fede attended numerous in-service training sessions with an emphasis on Driving While Intoxicated investigations and Lidar operation. Prior to his police career, Probationary Officer Fede was a certified Jail Officer with the Western Tidewater Regional Jail Suffolk, VA from October 2002 to February 2007. Probationary Officer Fede's resume, basic training and in-service records are on file with the Certification Division and were reviewed to assess his training requirements.

The Certification Committee is guided by the eligibility standards set forth under *the Police Officers Standards and Training Council (POSTC) regulations Section 7-294e-2 (d), In determining whether to waive all or a portion of the required police basic training POSTC shall evaluate in comparison to current standards the quality and extent of the candidate's (1) previous basic training and certification as a police officer; (2) formal, professional and in-service training and education in law enforcement or criminal justice*

*and (3) length of service and field experience as a police officer and (4) length of time out of service. POSTC may waive those portions of the police basic training program for which a candidate demonstrates (a) the satisfactory completion of substantially equivalent training or educational program in another state or jurisdiction, or (b) a length of service with field experience sufficient to establish a practical mastery of the required skills, or a satisfactory combination of both.*

## RECOMMENDATION

The Certification Committee recommends the Council approve the request of Chief Carl Sferrazza, on behalf of Jesse Fede, for Police Officer Certification by way of a Certificate of Comparative Certification subject to State of Connecticut certification in:

1. NCIC/COLLECT
2. Intoxilyzer (Current Device)

and the satisfactory completion of police officer training in the following areas:

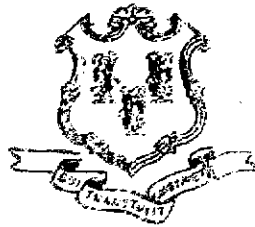
1. Penal Code: State of Connecticut
2. CT Motor Vehicle Laws
3. CT DUI Enforcement
4. Police Civil Liability
5. Search and Seizure Instruction (including the POSTC S & S Review Test, administered by POSTC Staff at the CT Police Academy)
6. Hazardous Materials Recognition (including Bloodborne Pathogens)
7. Laws of Arrest Instruction
8. Emergency Medical Response (or submission of a current certificate)
9. Cultural Diversity and Awareness
10. Personal Protection Equipment
11. National Incident Management (NIMS can be on-line based)
12. Sexual Assault/Rape Crisis Intervention
13. CT Domestic Violence Law and Intervention Procedures
14. CT Juvenile Law and Intervention Procedures to include Child Abuse Recognition, Youth Suicide Prevention, and Handling Juveniles
15. CT Gangs and Gang Violence
16. Crimes Motivated by Hate, Bigotry and Bias
17. Missing Persons - knowledge and understanding of POST Council's Policy for Handling Missing Person Investigations.
18. Successful completion of 3 hours of firearms training (2 hours qualifications with a passing score of minimum 80% and 1 hour of use of force training, department policies).

Probationary Officer Fede must be brought to the level of competency (knowledgeable) in each subject area as a new recruit emerging from a basic training program.

All training may be obtained through any POST Council certified basic training program available to the Enfield Police Department or with any POST Council certified law enforcement instructor with appropriate subject area credentials.

As delineated in Section 7-294d (5), CGS, Probationary Officer Fede has one calendar year from date of appointment in this State to complete the specified requirements or lose his appointment and position.

**Finally, until such time as Probationary Officer Fede achieves certification, he is restricted in his duties and assignments by the provisions of Council Regulations Section 7-294e-1(c), as are all Probationary Candidates.**



**STATE OF CONNECTICUT**  
**DEPARTMENT OF EMERGENCY SERVICES AND PUBLIC PROTECTION**  
**Police Officer Standards and Training Council**  
**Connecticut Police Academy**

TO: Membership  
Police Officer Standards and Training Council

FROM: Kurt P. Cavanaugh, Chairman  
Certification Committee of the Council

DATE: November 21, 2013

SUBJECT: Request Certificate of Comparative Certification and  
Full or Partial Waiver of the POSTC Basic Training Requirements  
WHITCOMB, Brett – Enfield Police Department

Brett Whitcomb has been given a conditional offer of hire as a Police Officer with the Enfield Police Department, with a prospective November 2013 hire date. Chief Carl Sferrazza, on behalf of Brett Whitcomb, requests Council's consideration for a certificate of comparative certification and a full or partial waiver of the requirement of police basic training. Probationary Officer Whitcomb has completed all entry-level standards, as set forth in Council regulations, for appointment.

Probationary Officer Whitcomb was employed as a Police Officer with the Indio, California Police Department from December 2010 to September 2013 for a total of three (3) years and nine (9) months experience. He served as a volunteer reserve officer with the same department from August to December 2010, before he was hired full time. He graduated from the San Bernardino Valley College Basic Law Enforcement Academy (176<sup>th</sup> Session) on September 10, 2009, accredited by the California Commission on Peace Officer Standards and Training. During his career, Probationary Officer Whitcomb attended numerous progressive law enforcement in-service training sessions. Probationary Officer Whitcomb's resume, basic training and in-service records are on file with the Certification Division and were reviewed to assess his training requirements.

The Certification Committee is guided by the eligibility standards set forth under *the Police Officers Standards and Training Council (POSTC) regulations Section 7-294e-2 (d), In determining whether to waive all or a portion of the required police basic training POSTC shall evaluate in comparison to current standards the quality and extent of the candidate's (1) previous basic training and certification as a police officer; (2) formal, professional and in-service training and education in law enforcement or criminal justice and (3) length of service and field experience as a police officer and (4) length of time*

*out of service. POSTC may waive those portions of the police basic training program for which a candidate demonstrates (a) the satisfactory completion of substantially equivalent training or educational program in another state or jurisdiction, or (b) a length of service with field experience sufficient to establish a practical mastery of the required skills, or a satisfactory combination of both.*

## RECOMMENDATION

The Certification Committee recommends the Council approve the request of Chief Carl Sferrazza, on behalf of Brett Whitcomb, for Police Officer Certification by way of a Certificate of Comparative Certification subject to State of Connecticut certification in:

1. NCIC/COLLECT
2. Intoxilyzer (Current Device)

and the satisfactory completion of police officer training in the following areas:

1. Penal Code: State of Connecticut
2. CT Motor Vehicle Laws
3. CT DUI Enforcement
4. Police Civil Liability
5. Search and Seizure Instruction (including the POSTC S & S Review Test, administered by POSTC Staff at the CT Police Academy)
6. Hazardous Materials Recognition (including Bloodborne Pathogens)
7. Laws of Arrest Instruction
8. Emergency Medical Response (or submission of a current certificate)
9. Cultural Diversity and Awareness
10. Personal Protection Equipment
11. National Incident Management (NIMS can be on-line based)
12. Sexual Assault/Rape Crisis Intervention
13. CT Domestic Violence Law and Intervention Procedures
14. CT Juvenile Law and Intervention Procedures to include Child Abuse Recognition, Youth Suicide Prevention, and Handling Juveniles
15. CT Gangs and Gang Violence
16. Crimes Motivated by Hate, Bigotry and Bias
17. Missing Persons - knowledge and understanding of POST Council's Policy for Handling Missing Person Investigations.
18. Successful completion of 3 hours of firearms training (2 hours qualifications with a passing score of minimum 80% and 1 hour of use of force training, department policies).

Probationary Officer Whitcomb must be brought to the level of competency (knowledgeable) in each subject area as a new recruit emerging from a basic training program.

All training may be obtained through any POST Council certified basic training program available to the Enfield Police Department or with any POST Council certified law enforcement instructor with appropriate subject area credentials.

As delineated in Section 7-294d (5), CGS, Probationary Officer Whitcomb has one calendar year from date of appointment in this State to complete the specified requirements or lose his appointment and position.

**Finally, until such time as Probationary Officer Whitcomb achieves certification, he is restricted in his duties and assignments by the provisions of Council Regulations Section 7-294e-1(c), as are all Probationary Candidates.**



**STATE OF CONNECTICUT**  
**DEPARTMENT OF EMERGENCY SERVICES AND PUBLIC PROTECTION**  
**Police Officer Standards and Training Council**  
**Connecticut Police Academy**

TO: Membership  
Police Officer Standards and Training Council

FROM: Kurt P. Cavanaugh, Chairman  
Certification Committee of the Council

DATE: November 21, 2013

SUBJECT: Request for a Certificate of Comparative Certification and Full or Partial  
Waiver of the POSTC Basic Training Requirements  
DeSIMONE, Evan J. – Stratford Police Department

On October 2, 2013, Evan J. DeSimone received a conditional offer of hire for a Police Officer position from the Stratford Police Department, with a prospective hire date on December 1, 2013. Chief Patrick Ridenhour, on behalf of Evan DeSimone, requests Council's consideration for a Certificate of Comparative Certification and a full or partial waiver of the requirement of police basic training. Probationary Officer DeSimone is in the process of completing all entry-level standards, as set forth in Council regulations, for appointment.

Probationary Officer DeSimone currently serves as a Deputy Sheriff with the Hillsborough City Sheriff's Office in Tampa, Florida for a total of one (1) year and ten (10) months service. He is primarily assigned to patrol duties. On June 15, 2012, Probationary Officer DeSimone graduated from the Law Enforcement Basic Recruit Training Program Class 41-2012-1177-1, consisting of 770 curriculum hours, hosted by Hillsborough Community College. After graduation he was certified as a Police Officer by the State of Florida Commission on Criminal Justice Standards and Training. Probationary Officer DeSimone's resume and basic and in-service training records are on file with the Certification Division and were reviewed to assess his training requirements.

The Certification Committee is guided by the eligibility standards set forth under *the Police Officers Standards and Training Council (Council) regulations Section 7-294e-2 (d), in determining whether to waive all or a portion of the required police basic training POSTC shall evaluate in comparison to current standards the quality and extent of the candidate's (1) previous basic training and certification as a police officer; (2) formal, professional and in-service training and education in law enforcement or criminal justice (3) length of service and field experience as a police office and (4) length of absence from*



*employment with a law enforcement unit. POSTC may waive those portions of the police basic training program for which a candidate demonstrates (a) the satisfactory completion of substantially equivalent training or educational program in another state or jurisdiction, or (b) a length of service with field experience sufficient to establish a practical mastery of the required skills, or a satisfactory combination of both.*

## **RECOMMENDATION**

The Certification Committee recommends the Council approve the request of Chief Patrick Ridenhour, on behalf of Evan J. DeSimone, for Police Officer Certification by way of a Certificate of Comparative Certification subject to State of Connecticut certification in:

1. NCIC/COLLECT
2. Intoxilyzer (Current Device)

and the satisfactory completion of police officer training in the following areas:

1. Penal Code: State of Connecticut
2. CT Motor Vehicle Laws
3. CT DUI Enforcement
4. Police Civil Liability
5. Search and Seizure Instruction (including the POSTC S & S Review Test, administered by POSTC Staff at the CT Police Academy)
6. Hazardous Materials Recognition (including Bloodborne Pathogens)
7. Laws of Arrest Instruction
8. Cultural Diversity and Awareness
9. Personal Protection Equipment
10. National Incident Management (NIMS can be on-line based)
11. Sexual Assault/Rape Crisis Intervention
12. CT Domestic Violence Law and Intervention Procedures
13. CT Juvenile Law and Intervention Procedures to include Child Abuse Recognition, Youth Suicide Prevention, and Handling Juveniles
14. CT Gangs and Gang Violence
15. Crimes Motivated by Hate, Bigotry and Bias
16. Missing Persons - knowledge and understanding of POST Council's Policy for Handling Missing Person Investigations.
17. Successful completion of 3 hours of firearms training (2 hours qualifications with a passing score of minimum 80% and 1 hour of use of force training, department policies).

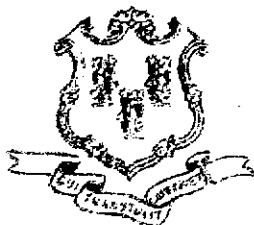
**Probationary Officer DeSimone shall have met the entry level standards prior to appointment, as set forth in Council regulations. The entry level standards form (POSTC-51) must be completed and received by the Certification Division prior to attendance in any of the classes required for certification.**

Probationary Officer DeSimone must be brought to the level of competency (knowledgeable) in each subject area as a new recruit emerging from a basic training program.

All training may be obtained through any POST Council certified basic training program available to the Stratford Police Department or with any POST Council certified law enforcement instructor with appropriate subject area credentials.

As delineated in Section 7-294d (5), CGS, Probationary Officer DeSimone has one calendar year from date of appointment in this State to complete the specified requirements or lose his appointment and position.

**Finally, until such time as Probationary Officer DeSimone achieves certification, he is restricted in his duties and assignments by the provisions of Council Regulations Section 7-294e-1(c), as are all Probationary Candidates.**



**STATE OF CONNECTICUT**  
**DEPARTMENT OF EMERGENCY SERVICES AND PUBLIC PROTECTION**

**Police Officer Standards and Training Council**  
**Connecticut Police Academy**

**TO:** Membership  
Police Officer Standards and Training Council

**FROM:** Kurt P. Cavanaugh, Chairman  
Certification Committee of the Council

**DATE:** November 21, 2013

**SUBJECT:** Request for a Certificate of Comparative Certification and Full or Partial Waiver of the POSTC Basic Training Requirements  
DISPENZA, Michael T. – Stratford Police Department

On October 2, 2013, Michael T. Dispenza received a conditional offer of hire for a Police Officer position from the Stratford Police Department, with a prospective hire date on December 1, 2013. Chief Patrick Ridenhour, on behalf of Michael T. Dispenza, requests Council's consideration for a Certificate of Comparative Certification and a full or partial waiver of the requirement of police basic training. Probationary Officer Dispenza is in the process of completing all entry-level standards, as set forth in Council regulations, for appointment.

Probationary Officer Dispenza formerly served as a Police Officer with the Greenville City, South Carolina Police Department from June 2011 to May 2013 for a total of one (1) year and ten (10) months service. He was primarily assigned to patrol duties. In December 9, 2011, Probationary Officer Dispenza graduated from the South Carolina Criminal Justice Basic Training Academy, a twelve week program. After graduation he was certified as a Police Officer by the South Carolina Peace Officer Standards and Training. Probationary Officer Dispenza's resume and basic and in-service training records are on file with the Certification Division and were reviewed to assess his training requirements.

The Certification Committee is guided by the eligibility standards set forth under *the Police Officers Standards and Training Council (Council) regulations Section 7-294e-2 (d), in determining whether to waive all or a portion of the required police basic training POSTC shall evaluate in comparison to current standards the quality and extent of the candidate's (1) previous basic training and certification as a police officer; (2) formal, professional and in-service training and education in law enforcement or criminal justice (3) length of service and field experience as a police office and (4) length of absence from*

*employment with a law enforcement unit. POSTC may waive those portions of the police basic training program for which a candidate demonstrates (a) the satisfactory completion of substantially equivalent training or educational program in another state or jurisdiction, or (b) a length of service with field experience sufficient to establish a practical mastery of the required skills, or a satisfactory combination of both.*

## **RECOMMENDATION**

The Certification Committee recommends the Council approve the request of Chief Patrick Ridenhour, on behalf of Michael T. Dispenza, for Police Officer Certification by way of a Certificate of Comparative Certification subject to State of Connecticut certification in:

1. NCIC/COLLECT
2. Intoxilyzer (Current Device)

and the satisfactory completion of police officer training in the following areas:

1. Penal Code: State of Connecticut
2. CT Motor Vehicle Laws
3. CT DUI Enforcement
4. Police Civil Liability
5. Search and Seizure Instruction (including the POSTC S & S Review Test, administered by POSTC Staff at the CT Police Academy)
6. Hazardous Materials Recognition (including Bloodborne Pathogens)
7. Laws of Arrest Instruction
8. Cultural Diversity and Awareness
9. Personal Protection Equipment
10. National Incident Management (NIMS can be on-line based)
11. Sexual Assault/Rape Crisis Intervention
12. CT Domestic Violence Law and Intervention Procedures
13. CT Juvenile Law and Intervention Procedures to include Child Abuse Recognition, Youth Suicide Prevention, and Handling Juveniles
14. CT Gangs and Gang Violence
15. Crimes Motivated by Hate, Bigotry and Bias
16. Missing Persons - knowledge and understanding of POST Council's Policy for Handling Missing Person Investigations.
17. Successful completion of 3 hours of firearms training (2 hours qualifications with a passing score of minimum 80% and 1 hour of use of force training, department policies).

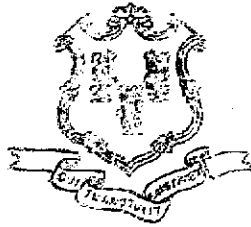
**Probationary Officer Dispenza shall have met the entry level standards prior to appointment, as set forth in Council regulations. The entry level standards form (POSTC-51) must be completed and received by the Certification Division prior to attendance in any of the classes required for certification.**

Probationary Officer Dispenza must be brought to the level of competency (knowledgeable) in each subject area as a new recruit emerging from a basic training program.

All training may be obtained through any POST Council certified basic training program available to the Stratford Police Department or with any POST Council certified law enforcement instructor with appropriate subject area credentials.

As delineated in Section 7-294d (5), CGS, Probationary Officer Dispenza has one calendar year from date of appointment in this State to complete the specified requirements or lose his appointment and position.

**Finally, until such time as Probationary Officer Dispenza achieves certification, he is restricted in his duties and assignments by the provisions of Council Regulations Section 7-294e-1(c), as are all Probationary Candidates.**



**STATE OF CONNECTICUT**  
**DEPARTMENT OF EMERGENCY SERVICES AND PUBLIC PROTECTION**  
**Police Officer Standards and Training Council**  
**Connecticut Police Academy**

**TO:** Membership  
Police Officer Standards and Training Council

**FROM:** Kurt P. Cavanaugh, Chairman  
Certification Committee of the Council

**DATE:** November 21, 2013

**SUBJECT:** Request for a Certificate of Comparative Certification  
Full or Partial Waiver of the POSTC Basic Training Requirements  
HANLEY, Jr., Peter B. – Norwich Police Department

Peter B. Hanley, Jr. has been a conditional offer of hire as a Police Officer with the Norwich Police Department. Chief Louis Fusaro, Sr., on behalf of Peter B. Hanley, Jr., requests Council's consideration for a certificate of comparative certification and a full or partial waiver of the basic training academy. Probationary Officer Hanley is in the process of completing all entry-level standards, as set forth in the Council regulations, for appointment.

Probationary Officer Hanley currently serves as a Police Officer with the Virginia Beach, Virginia Police Department, having been employed since January 2012, for a total of one (1) year and ten (10) months service. His assignment is in the Patrol Division. Since November 2012, Probationary Officer Hanley concurrently serves as a Police Security Officer in the Virginia Beach City Public School System for a security presence in the city's high school and middle school events, as needed. Probationary Officer Hanley graduated from the Virginia Beach Basic Police Training (53<sup>rd</sup> Academy) on June 29, 2012, after which he was certified by the Commonwealth of Virginia Department of Criminal Justice Services. Probationary Officer Hanley holds a Bachelor of Arts degree in Political Science from the University of Connecticut.

Probationary Officer Hanley's resume, department ratings, basic and in-service training records are on file with the Certification Division and were reviewed to assess his training requirements.

The Certification Committee is guided by the eligibility standards set forth under the Police Officers Standards and Training Council (POSTC) regulations Section 7-294e-2(d), *In determining whether to waive all or a portion of the required police basic training POSTC shall evaluate in comparison to current standards the quality and extent of the candidate's (1) previous basic training and certification as a police officer; (2) formal, professional and in-service training and education in law enforcement or criminal justice (3) length of service and field experience as a police officer and (4) length of absence from a law enforcement unit. POSTC may waive those portions of the police basic training program for which a candidate demonstrates (a) the satisfactory completion of substantially equivalent training or educational program in another state or jurisdiction, or (b) a length of service with field experience sufficient to establish a practical mastery of the required skills, or a satisfactory combination of both.*

### **RECOMMENDATION**

The Certification Committee recommends the Council approve the request of Chief Louis Fusaro, Sr., on behalf of Peter B. Hanley, Jr., for Police Officer Certification by way of a Certificate of Comparative Certification subject to State of Connecticut certification in:

1. NCIC/COLLECT
2. Intoxilyzer (Current Instrument)

And the satisfactory completion of police officer training in the following areas:

1. Penal Code: State of Connecticut
2. CT Motor Vehicle Laws
3. CT DUI Enforcement
4. Police Civil Liability
5. Search and Seizure Instruction (including the POSTC S & S Review Test, administered by POSTC Staff at the CT Police Academy)
6. Hazardous Materials Recognition (including Bloodborne Pathogens)
7. Critical Incident Response
8. Laws of Arrest Instruction
9. Accident Investigation
10. Cultural Diversity and Awareness
11. Personal Protection Equipment
12. National Incident Management (NIMS can be on-line based)
13. Sexual Assault/Rape Crisis Intervention
14. CT Domestic Violence Law and Intervention Procedures
16. CT Juvenile Law and Intervention Procedures to include Child Abuse Recognition, Youth Suicide Prevention, and Handling Juveniles
17. CT Gangs and Gang Violence
18. Crimes Motivated by Hate, Bigotry and Bias
19. Missing Person Investigations

20. Successful completion of 3 hours of firearms training (2 hours qualifications with a passing score of minimum 80% and 1 hour of use of force training, department policies).

**Probationary Officer Hanley shall have met the entry level standards prior to appointment, as set forth in Council regulations. The entry level standards form (POSTC-51) must be completed and received by the POSTC Certification Division prior to attendance in any of the classes required for certification.**

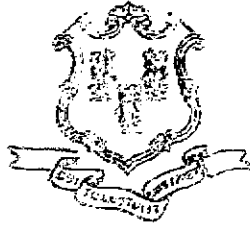
Probationary Officer Hanley must be brought to the level of competency (knowledgeable) in each subject area as a new recruit emerging from a basic training program.

All training may be obtained through any POST Council certified basic training program available to the Norwich Police Department or with any POST Council certified law enforcement instructor with appropriate subject area credentials.

As delineated in Section 7-294d (5), CGS, Probationary Officer Hanley has one calendar year from his date of appointment in this State to complete the specified requirements or loses his appointment and position.

**Finally, until such time as Probationary Officer Hanley achieves certification, he is restricted in his duties and assignments by the provisions of Council regulations Section 7-294e-1(c), as are all Probationary Candidates.**





STATE OF CONNECTICUT  
DEPARTMENT OF EMERGENCY SERVICES AND PUBLIC PROTECTION  
Police Officer Standards and Training Council  
Connecticut Police Academy

TO: Membership  
Police Officer Standards and Training Council

FROM: Kurt P. Cavanaugh, Chairman  
Certification Committee of the Council

DATE: November 21, 2013

SUBJECT: Refusal to Recertify as a Police Officer and  
Recertification as a Police Officer

Mark J. LEMIEUX, POST ID # 14521  
Middletown Police Department

Mark J. Lemieux, currently a Patrolman with the Middletown Police Department, was certified as a police officer in this state by POSTC on January 16, 2010. On September 3, 2013, former Middletown PD Training Officer William Hertler e-mailed Compliance Officer William E. Klein stating he was updating his training files and he needed the POST identification numbers for three officers, one of which was Officer Lemieux. A check of the certification database revealed that Officer Lemieux was in a resigned status from the Guilford Police Department effective August 26, 2012, and his certification expired on June 30, 2013. In bold letters, Compliance Officer Klein responded to this e-mail stating that if he (Officer Lemieux) is on the road, **HE IS NOT CERTIFIED**. This response e-mail also recommended that Middletown PD management be notified. It should be noted that the other two officers were also in resigned statuses from their respective police departments; however their certification training was still valid.

Officer Thomas Ganley assumed the training officer position and determined that all three Officers were appointed to the Middletown Police Department on August 27, 2012, as lateral hires and the Certification Division was never notified of these hires. Officer Ganley informed Compliance Officer Klein that all three officers did fulfill all entry level standards prior to their appointments to the force. Officer Ganley stated that Officer Lemieux has been assigned to an administrative position until such time he completes his certified training to make him whole for the 2013 triennial recertification cycle, pursuant to Council Regulations Section 7-294e-14 (c)(1)(2).

Per Council regulations Section 7-294e-14 (c) (2), a certified letter was sent to Officer Lemieux received by the Middletown Police Department on October 8, 2013, outlining the Council's intent to refuse to recertify Officer Lemieux's CT police officer certification and his due process rights to a hearing and/or to show compliance. Copies of this letter were also forwarded to Chief William McKenna and Training Officer Ganley.

In a letter dated October 25, 2013, from Chief McKenna to Police Academy Administrator Thomas E. Flaherty, Chief McKenna stated that Officer Lemieux will complete his certified training on October 25, 2013, and requested the Council to convene earlier than the November 21, 2013 date in order to grant recertification so Officer Lemieux can "go back on the road."

### **RECOMMENDATION # 1**

The Certification Committee recommends the Council refuse to recertify the CT Police Officer Certification of:

Mark J. Lemieux POST ID 14521, Middletown Police Department

as a Police Officer in the State of Connecticut, noting that his certification expired at 0001 Hours July 1, 2013, and he failed to meet his training obligation, as required by Council Regulations Section 7-294e-14 (b) (2) and (c) (1).

### **RECOMMENDATION # 2**

The Certification Committee recommends the Council approve the CT Police Officer Recertification of:

Mark J. Lemieux POST ID 14521, Middletown Police Department

as a Police Officer in the State of Connecticut with the record indicating that his certification lapsed on July 1, 2013 at 00:01 A.M., and that he was not certified as a Connecticut Police Officer between 00:01 A.M July 1, 2013 and November 21, 2013 at 9:30A.M., for failure to meet Council regulations Section 7-294e-14 (b) (2) and (c) (1).



**STATE OF CONNECTICUT**  
**DEPARTMENT OF EMERGENCY SERVICES AND PUBLIC PROTECTION**  
**Police Officer Standards and Training Council**  
**Connecticut Police Academy**

**TO:** Membership  
Police Officer Standards and Training Council

**FROM:** Kurt P. Cavanaugh, Chairman  
Certification Committee of the Council

**DATE:** November 21, 2013

**SUBJECT:** Revocation of Police Officer Certification  
For a Felony Conviction

George TIRADO, Jr. – POST ID # 9889  
Waterbury Police Department

On July 26, 2012, based on a true bill indictment in the District of Connecticut, Detective George TIRADO, Jr, Waterbury Police Department was arrested for Conspiracy to Cause False Statements to the Federal Election Commission and to Defraud the United States, in violation of 18 U.S.C. 371 (Federal Felony). At the time of his arrest, TIRADO co-owned Smoke House Tobacco, a “roll your own smoke shop”, located in Waterbury. TIRADO conspired with several others to influence Senate Bill 357 in the Connecticut General Assembly, which if enacted would have subjected “roll your own smoke shop” businesses to substantial licensing fees and tax increases

On April 5, 2013, TIRADO resigned from the Waterbury Police Department.

TIRADO pled guilty to the charge in the indictment and on September 4, 2013, he was sentenced to a term of twenty-six (26) months and a \$5,000 fine by the Honorable U.S. District Court Judge Janet Bond Arterton.

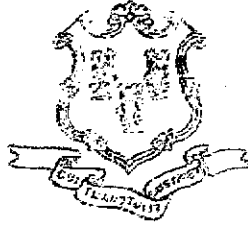
On September 10, 2013, Certification staff sent by certified mail, a Notice of Intent of the Police Officer Standards and Training Council to Revoke TIRADO’s CT Police Officer Certification ID # 9889, for violation of Section 7-294d (c)(2)(D), Connecticut General Statutes, specifically the holder (of any certification) has been convicted of a felony.

This letter, sent to TIRADO’s home address provided by the Waterbury Police Department, informed TIRADO of his due process rights to an administrative de novo hearing and a compliance conference or both and that he would have 15 calendar days to

respond to the letter or it would be deemed he has waived his right to a hearing and to show compliance. This letter was received by TIRADO on September 12, 2013. As of October 30, 2013, (48 days) TIRADO had not responded to the letter, so it is deemed he has waived his right to a hearing and compliance conference.

### **RECOMMENDATION**

The Certification Committee recommends the Council revoke George TIRADO Jr.'s Connecticut Police Officer Certification (POST ID # 9889), effective immediately, after having been convicted for a Felony crime, in violation of Section 7-294d (c)(2)(D), Connecticut General Statutes.



**STATE OF CONNECTICUT**  
**DEPARTMENT OF EMERGENCY SERVICES AND PUBLIC PROTECTION**  
**Police Officer Standards and Training Council**  
**Connecticut Police Academy**

**TO:** Membership  
Police Officer Standards and Training Council

**FROM:** Kurt P. Cavanaugh, Chairman  
Certification Committee of the Council

**DATE:** November 21, 2013

**SUBJECT:** Revocation of Police Officer Certification  
Revocation of Law Enforcement Instructor Certification  
For Felony Convictions

Evan J. COSSETTE – POST ID # 14273, Instructor ID # 2980  
Meriden Police Department

On November 14, 2012, pursuant to a true bill indictment returned in the District of Connecticut, Officer Evan J. COSSETTE, Meriden Police Department was arrested for Deprivation of Civil Rights/Unreasonable Force and Obstruction of Justice/ False Report, in violation of 18 U.S.C 242 and 18 U.S.C. 1519, respectively, each a Federal felony crime. The indictment was the result of an incident which occurred in the holding cell area at the Meriden Police Department on May 2, 2010, wherein COSSETTE firmly shoved a compliant and handcuffed arrestee causing the arrestee to fall backwards and strike his head on a cement cell bench resulting in the arrestee to lose consciousness and suffering a deep cut and trauma to his head which required medical attention. This incident was captured on video. On May 2, 2010, COSSETTE prepared and submitted an official police report detailing the investigation, apprehension, and arrest of the defendant as well as the injuries, which was later proved to be false.

On June 3, 2013, a Federal petit jury convicted COSSETTE on both counts of the indictment after a lengthy trial. On the same date, COSSETTE resigned from the Meriden Police Department.

On September 23, 2013, the Honorable U.S. District Court Judge Janet Bond Arterton sentenced COSSETTE to a prison term of fourteen (14) months.

On September 30, 2013,, Certification staff sent by certified mail, a Notice of Intent of the Police Officer Standards and Training Council to Revoke COSSETTE's CT Police

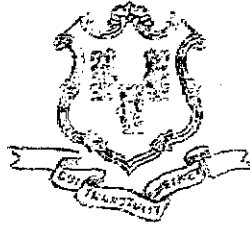
Officer Certification ID # 14273 and COSSETTE's Law Enforcement Instructor Certification ID # 2980 for violation of Section 7-294d (c)(2)(D), Connecticut General Statutes, specifically the holder (of any certification) has been convicted of a felony.

This letter, sent to COSSETTE's home address, informed COSSETTE of his due process rights to an administrative de novo hearing and a compliance conference and that he would have 15 calendar days to respond to the letter or it would be deemed he has waived his rights to a hearing to show compliance. This letter was received by COSSETTE on October 1, 2013. On October 4, 2013, Certification staff received a letter from Attorney Elliot B. Spector, who is representing COSSETTE on an appeal of the conviction, who requested that the Council hold in abeyance any action regarding the revocation of COSSETTE's certifications until there is a final resolution in this matter.

On October 7, 2013, Certification staff responded with a letter to Attorney Spector and COSSETTE denying such request and requested available dates in November 2013, should COSSETTE still request a hearing and/or compliance conference and/or both. As of October 30, 2013 (22 days), neither Attorney Spector nor COSSETTE requested a hearing or compliance conference, so it is deemed COSSETTE has waived his due process rights.

### **RECOMMENDATION**

The Certification Committee recommends the Council revoke Evan J. COSSETTE's Connecticut Police Officer Certification (POST ID # 14273) and Connecticut Law Enforcement Instructor Certification (Instructor ID # 2980), effective immediately, after having been convicted of two (2) Federal felony crimes, in violation of Section 7-294d (c)(2)(D), Connecticut General Statutes.



STATE OF CONNECTICUT  
DEPARTMENT OF EMERGENCY SERVICES AND PUBLIC PROTECTION  
Police Officer Standards and Training Council  
Connecticut Police Academy

TO: Membership  
Police Officer Standards and Training Council

FROM: Kurt P. Cavanaugh, Chairman  
Certification Committee of the Council

DATE: November 21, 2013

SUBJECT: Request Extension of Probationary Candidate Status  
Probationary Officer David A. Bartley  
Bloomfield Police Department – POST Probationary ID 15668

The Bloomfield Police Department appointed Probationary Officer David A. Bartley to a Police Officer position on January 2, 2013. Probationary Officer Bartley's one-year probationary candidate status period expires on January 1, 2014. The Bloomfield Police Department registered Probationary Officer Bartley for the next available police recruit training academy at POSTC, but while awaiting the seat was able to find a seat in the New Britain Police Academy Session 182-NB which commenced on June 14, 2013. This session is scheduled to graduate on December 20, 2013. Upon graduation, Probationary Officer Bartley will not have enough time to complete the 400-hour minimum field training requirement for police officer certification. On September 17, 2013, the Bloomfield Police Department filed a POSTC-56 Extension of Training Request form requesting Council's consideration in extending Probationary Officer Bartley's one year probationary candidate status to complete his minimum 400-hour field training requirement in order for Probationary Officer Bartley to attain police officer certification.

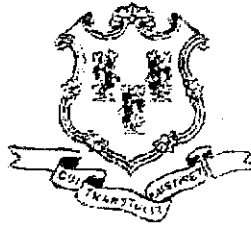
Section 7-294d (5), Connecticut General Statutes (Powers of Council, Certification of Police Officers) requires, *"that all probationary candidates receive the hours of basic training deemed necessary before being eligible for certification, such basic training to be completed within one year following the appointment as a probationary candidate, unless the candidate is granted additional time to complete such basic training by the Council."*

In addition, the policy of the Council, as delineated in General Notice 92-01 provides the possibility of approval of the request as follows... “ *The Council may grant an extension of time to any probationary candidate who applies for same in a timely manner, with the endorsement and concurrence of the candidate's law enforcement unit, and who by virtue of being injured or taken ill, or because of circumstances beyond the control of the candidate was rendered incapable of performing police duties and the training requirement during the time period required by Council.* ”

### **RECOMMENDATION**

The Certification Committee recommends the Council approve the request of the Bloomfield Police Department and approve an extension of the one-year probationary candidate status to Probationary Officer David A. Bartley, for a period not to exceed March 21, 2014, in order for Probationary Officer Bartley to complete his field training requirement and to attain police officer certification.





**STATE OF CONNECTICUT**  
**DEPARTMENT OF EMERGENCY SERVICES AND PUBLIC PROTECTION**  
**Police Officer Standards and Training Council**  
**Connecticut Police Academy**

**TO:** Membership  
Police Officer Standards and Training Council

**FROM:** Kurt P. Cavanaugh, Chairman  
Certification Committee of the Council

**DATE:** November 21, 2013

**SUBJECT:** (Second) Request Extension of Probationary Candidate Status  
Probationary Officer Robert B. Zeidenberg  
Madison Police Department - POST Probationary ID 15406

The Madison Police Department appointed Probationary Officer Robert B. Zeidenberg to a police officer position on July 13, 2012, and he attended the POSTC Basic Training Academy Session # 338, which commenced on July 13, 2012. Probationary Officer Zeidenberg's one year from date of appointment expired on July 12, 2013. Probationary Officer Zeidenberg injured his knee during physical fitness training during Session # 338 and did not successfully complete the Cooper Standards physical fitness test at the 50<sup>th</sup> percentile and the obstacle course as required. Otherwise, he has successfully completed all other aspects of basic training.

On June 13, 2013, membership of the Council granted Probationary Officer Zeidenberg an extension of his probationary candidate status for a period not to exceed September 30, 2013. On September 24, 2013, Certification staff contacted the Madison Police Department Training Division for an update of Probationary Officer Zeidenberg's prognosis. Training Officer Joseph Race forwarded a physician's note instructing Probationary Officer Zeidenberg to continue physical therapy for 2 to 3 times per week and his next scheduled appointment is on October 8, 2013. Training Officer Race filed a second extension request (POSTC-56) on behalf of Probationary Officer Zeidenberg. Training Officer Race was contacted for the results of Probationary Officer Zeidenberg's physician visit and learned that his physician has not cleared him to begin running yet and he is to continue his scheduled physical therapy.

Section 7-294d (a) (5), Connecticut General Statutes requires that all training, and certification be completed within one calendar year “*unless the candidate is granted additional time to complete his/her training by the Council.*”

The policy of the Council, as delineated in General Notice 92-01 provides the possibility of approval of the request as follows... “ *The Council may grant an extension of time to any probationary candidate who applies for same in a timely manner, with the endorsement and concurrence of the candidate’s law enforcement unit, and who by virtue of being injured or taken ill, or because of circumstances beyond the control of the candidate was rendered incapable of performing police duties and the training requirement during the time period required by Council.*”

### RECOMMENDATION

The Certification Committee recommends the Council approve a second extension of probationary candidate status to Probationary Officer Robert Zeidenberg, Madison Police Department to complete his Cooper Standards physical fitness test at the 50<sup>th</sup> percentile and obstacle course, to be administered by POSTC staff, to expire on April 1, 2014. Should Probationary Officer Zeidenberg not be cleared to begin running by his physician and therefore not be able to complete his physical fitness requirement by April 1, 2014, the Madison Police Department will have to reapply for a third extension on a timely basis.



STATE OF CONNECTICUT  
DEPARTMENT OF EMERGENCY SERVICES AND PUBLIC PROTECTION  
Police Officer Standards and Training Council  
Connecticut Police Academy

TO: Membership  
Police Officer Standards and Training Council

FROM: Kurt P. Cavanaugh, Chairman  
Certification Committee of the Council

DATE: November 21, 2013

SUBJECT: Request Extension of One-Year Probationary Candidate Status  
Probationary Officer Chad P. Curry  
New Haven Police Department - POST Probationary ID 15553

The New Haven Police Department appointed Probationary Officer Chad P. Curry to a Police Officer position on January 2, 2013. Probationary Officer Curry successfully graduated from the New Haven Police Academy Session 181-NH on August 12, 2013. This session commenced on January 2, 2013. Upon graduation, Probationary Officer Curry immediately started his 400-hour minimum field training with the New Haven Police Department. Probationary Officer Curry's one year from date of appointment expires on January 1, 2014. In September 2013, while on field training Probationary Officer Curry suffered a serious finger injury (fractured in several locations) while in the process of making an arrest and his injury required surgery. It appears Probationary Officer Curry will not be medically cleared to continue his field training until January 2014. On October 30, 2013, the New Haven Police Department filed a POSTC-56 Extension of Training Request form requesting Council's consideration to extend Probationary Officer Curry's one-year probationary candidate status for a period not to exceed June 2, 2014, in order for Probationary Officer Curry to complete his 400-hour minimum field training to attain police officer certification.

Section 7-294d (a) (5), Connecticut General Statutes requires that all training, and certification be completed within one calendar year *"unless the candidate is granted additional time to complete his/her training by the Council."*

The policy of the Council, as delineated in General Notice 92-01 provides the possibility of approval of the request as follows... *"The Council may grant an extension of time to any probationary candidate who applies for same in a timely manner, with the*

*endorsement and concurrence of the candidate's law enforcement unit, and who by virtue of being injured or taken ill, or because of circumstances beyond the control of the candidate was rendered incapable of performing police duties and the training requirement during the time period required by Council."*

#### RECOMMENDATION

The Certification Committee recommends the Council approve an extension of the one-year probationary candidate status to Probationary Officer Chad P. Curry, New Haven Police Department to complete his 400-hour minimum field training for a period not to exceed June 2, 2014, in order for Probationary Officer Curry to attain police officer certification.



STATE OF CONNECTICUT  
DEPARTMENT OF EMERGENCY SERVICES AND PUBLIC PROTECTION  
Police Officer Standards and Training Council  
Connecticut Police Academy

TO: Membership  
Police Officer Standards and Training Council

FROM: Kurt P. Cavanaugh, Chairman  
Certification Committee of the Council

DATE: November 21, 2013

SUBJECT: Request Extension of One-Year Probationary Candidate Status  
Probationary Officer Andrew T. Tomer  
New Haven Police Department - POST Probationary ID 15581

The New Haven Police Department appointed Probationary Officer Andrew T. Tomer to a Police Officer position on January 2, 2013. Probationary Officer Tomer successfully graduated from the New Haven Police Academy Session 181-NH on August 12, 2013. The session commenced on January 2, 2013. In July 2013, while in training at the New Haven Police Academy, Probationary Officer Tomer fell and broke his wrist and was unable to commence his 400-hour minimum field training immediately after graduation from the Academy. Since then, Probationary Officer Tomer has been medically cleared and began his field training on October 29, 2013. On October 30, 2013, the New Haven Police Department filed a POSTC-56 Extension of Training Request form requesting Council's consideration to extend Probationary Officer Tomer's one-year probationary candidate status for a period not to exceed April 28, 2013, in order for Probationary Officer Tomer to complete his 400-hour minimum field training, to attain police officer certification.

Section 7-294d (a) (5), Connecticut General Statutes requires that all training, and certification be completed within one calendar year *"unless the candidate is granted additional time to complete his/her training by the Council."*

The policy of the Council, as delineated in General Notice 92-01 provides the possibility of approval of the request as follows... *"The Council may grant an extension of time to any probationary candidate who applies for same in a timely manner, with the endorsement and concurrence of the candidate's law enforcement unit, and who by virtue*

*of being injured or taken ill, or because of circumstances beyond the control of the candidate was rendered incapable of performing police duties and the training requirement during the time period required by Council."*

#### RECOMMENDATION

The Certification Committee recommends the Council approve an extension of the one-year probationary candidate status to Probationary Officer Andrew T. Tomer, New Haven Police Department to complete his 400-hour minimum field training for a period not to exceed April 28, 2014, in order for Probationary Officer Tomer to attain police officer certification.



Police Officer Standards and Training Council  
State Accreditation Program



TO: Accreditation Committee, Police Officer Standards and Training Council

Date: November 5, 2013

From: Harold LeMay, Field Program Consultant

Subject: Glastonbury Police Department, Tier III State Accreditation,

The Glastonbury Police Department under the command of Chief David Caron a Commission on Accreditation For Law Enforcement Agencies, Inc (CALEA) accredited police department. Their most recent CALEA onsite assessment was conducted November 18 - 21, 2012 and the agency was accredited for the 7<sup>th</sup> time at the CALEA North Charleston, (SC), March 2013 and given the Accreditation "Meritorious Award", for agencies continuously maintaining accreditation standards for more than 15 consecutive years.

The Glastonbury Police Department has submitted, under Chapter IV of the State Accreditation Process Book, its request to become State accredited. The eight (8) state standards that are not found in the CALEA accreditation program were submitted to staff as well as the final assessment report of the November 1012 CALEA on-site assessment per the procedure outlined.

The review of the state standard files found the Glastonbury Police Department in compliance with all eight state standards. The written directives were comprehensive and clear and supporting documents demonstrated agency compliance.

The CALEA on-site assessment report submitted to staff was very comprehensive and reported the agency in compliance with all applicable CALEA standards (388). The assessment team found all of the performance activities had been completed on time and in some cases exceeded standards requirements. There were four (4) standards placed in the applied discretion section. The issues were minor wording changes in existing directives. The assessors stated, "The Glastonbury Police Department is an excellent example of an agency dedicated to providing the highest level of services possible to the community, while keeping the community a safe place in which to live and raise a family." "It was apparent to assessors that the spirit of accreditation is part of the daily operations of the agency."

It is therefore recommended the Glastonbury Police Department be awarded Tier III State Accreditation. The accreditation period will be until November 2016.



**STATE OF CONNECTICUT**  
**DEPARTMENT OF EMERGENCY SERVICES AND PUBLIC PROTECTION**  
**Police Officer Standards and Training Council**  
**Connecticut Police Academy**

To: Membership  
Police Officers Standards and Training Council

From: Chief Duane Lovello, Chairman  
Accreditation Committee of the Council

Date: November 21, 2013

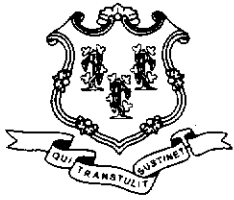
Subject: Accreditation Award, Glastonbury Police Department

The Glastonbury Police Department has submitted, under Chapter IV of the State Accreditation Process Book, to become reaccredited in the State program. The University of CT Police Department submitted the eight (8) standards not found in the CALEA accreditation program, as well as the final report of the CALEA on-site assessment of November 2012 per the procedure outlined. The Glastonbury Police Department was found to be in compliance with all applicable POST Council and CALEA accreditation standards.

**Committee Motion**

The Accreditation Committee moves, the POST Council award Tier III, State Accreditation to the Glastonbury Police Department.






**State of Connecticut**  
**Police Officer Standards and Training Council**  
**Connecticut Police Academy**



**To: Police Officer Standards and Training Council**

**From: William J. Schultz,**   
**Director, Basic Training Division**

**Date: September 12, 2013**

**Subject: Basic Training Division – Progress Report**

The Basic Training Division submits the following report for the period of September 12, 2013 through November 21, 2013.

**FULL-TIME PROGRAMS**

**341st TRAINING SESSION**

The 341st Training Session, which began on April 5, 2013, graduated with fifty Recruits on September 11, 2013 at Central Connecticut State University.

Presently, there are two full time Sessions in training at the Academy, the 342nd and the 343<sup>rd</sup>.

**342nd TRAINING SESSION**

The 342nd Session began on July 3, 2013 with fifty recruits. The Session is continuing with fifty members and is scheduled to graduate on December 18, 2013 at Central Connecticut State University.

**343rd TRAINING SESSION**

The 343rd Training Session began on October 4, 2013 with fifty Recruits. One recruit subsequently quit after the second day. The class is continuing with forty nine Recruits and is tentatively scheduled to graduate in the latter part of March 2014.

**344th TRAINING SESSION**

The 344th Training Session is scheduled to begin on January 3, 2014.



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**STATE OF CONNECTICUT**  
**DEPARTMENT OF EMERGENCY SERVICES AND PUBLIC PROTECTION**

**Police Officer Standards and Training Council**  
**Connecticut Police Academy**

**TO:** DESPP: Police Officer Standards and Training Council Membership

**FROM:** Susan E. Rainville, Director *SER*  
 Field Services Training Division

**SUBJECT:** In-Service Training Operations Report:  
 September 2013 – November 2013

**DATE:** November 4, 2013

High Visibility Traffic Enforcement	27 attendees
Responding to Situations Involving People with Mental Illness	26 attendees
Police Legal Update	199 attendees
Police Legal Update	138 attendees
Financial Crimes Against Seniors (NW3C)	20 attendees
Basic Police Firearms Instructor	30 attendees
Conducting Traffic Stops	86 attendees
Basic Cell Telephone Investigations (BCPI) (NW3C)	28 attendees
Global Positioning System (GPS) Interrogation (NW3C)	25 attendees
Cell Phone Interrogation (NW3C)	15 attendees
State's Attorney's Legal Training Program	32 attendees
FOI/Records Retention	107 attendees
Mortgage Fraud (NW3C)	18 attendees
Housing Law	40 attendees
Spanish for Law Enforcement	*24 attendees
Advanced Roadside Impaired Driving Enforcement (ARIDE)	*25 attendees
Explosive Recognition and I.E.D. Awareness	*Unlimited
Physical Fitness ("Cooper") Testing	*20 attendees
Responding to Situations Involving People with Mental Illness	*25 attendees
High Visibility Traffic Enforcement	*25 attendees
At-Scene Traffic Crash Investigation	*30 attendees
Interview and Interrogation	*30 attendees
High Visibility Traffic Enforcement	*25 attendees
Digital Photography for Law Enforcement	*24 attendees

\*projected attendees



Police Officer Standards and Training Council  
State Accreditation Program

November 6, 2013

To: Post Council Members

From: Ted LeMay, Accreditation Manager / Field Program Consultant

Subject: Accreditation Unit Report

RE: POST Council Meeting, September 12, 2013

The Chief Flaherty and I attended the CALEA Commission in Winston-Salem, NC, November 13-16, 2013. We were awarded reaccreditation for a period of three years.

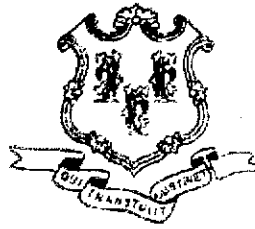
In the meeting packet is a copy of the assessment report from the assessment team to the Commission. Assessors, David Hornyak, Director of Professional Standards, Ohio Bureau of Criminal Investigation and Identification, and Assistant Chief Carter Greene, Athens Clarke County (GA) Police Department. The report is very positive and is a tribute to the Council and members of the academy staff.

Two assessments were conducted in October for Redding Police Department initial accreditation (Tier I) and Monroe Police Department, reaccreditation (Tier III). Both agencies were found to be in compliance with applicable standards. The two agencies and others will be present to the Council at the January meeting.

There is an accreditation managers training session scheduled for December 4<sup>th</sup>. Attendance at this session will satisfy the accreditation manager training requirement in both the state and CALEA programs. As of this date 11/4, there are ten attendees signed up with 4 from new departments and 6 new faces in the accreditation section of their departments.

I will attend a meeting of CCADV, which will recognize males who have participated on key committees that impact victim safety and continued commitment to improving the state's response to domestic violence. (attached letter)

I have been assigned to be the academy representative for the DESPP Safety Committee, which meets four times a year to discuss safety issues within the DESPP agencies.



**STATE OF CONNECTICUT**  
**DEPARTMENT OF EMERGENCY SERVICES AND PUBLIC PROTECTION**

**Police Officer Standards and Training Council**  
**Connecticut Police Academy**

TO: Thomas E. Flaherty, Police Academy Administrator  
Police Officer Standards and Training Council

FM: William E. Klein, Compliance Officer  
Certification Division 

DATE: November 5, 2013

SUBJECT: First Inspection Report  
New Britain Police Academy and Region 2013 Session, 182 NB  
New Britain Police Department

On September 1, 2013, I conducted my first audit of the New Britain Police Academy's Basic Training Academy 2013 Session, 182 NB, on behalf of the Police Officer Standards and Training Council (hereafter Council) for the purpose of performing an on-site inspection of their basic training program.

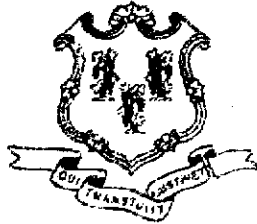
The New Britain Police Academy session commenced on June 14, 2013, after receiving approval from the Council during its June 13, 2013, meeting to operate with a maximum of forty (40) police recruits. I met with Academy Director Sergeant Julia Gallup. The New Britain Academy session started with thirty (30) recruits representing the following police departments; New Britain (17), Bloomfield (2), Glastonbury (2), Greenwich (4), New Milford (3), and West Hartford (2). At the time of the inspection, 29 recruits remained. Recruit Alyza Anderson Greenwich PD was dismissed from the academy after missing more than 40 hours, due to a non-work related foot fracture. She was subsequently terminated from Greenwich PD on August 12, 2013.

Sgt. Gallup stated that thus far, the recruits had taken twelve tests and only one recruit failed one test. Sgt. Gallup provided me with a copy those test grades. In addition, Sgt. Gallup and her administrative staff noticed that the raw scores for the narcotics identification class (Area 510) were unusually low. They reviewed these test scores with the certified instructor and determined that the test questions may have been somewhat difficult and made the proper adjustments.

I met with the entire recruit class and explained the police officer certification, recertification and revocation process and handed out their Probationary Officer POST ID cards.

I found that upon my inspection the New Britain Police Academy was in compliance with all training standards set forth by the Council and the training program was operating in proper order.

cc: William J. Schultz, Director, POST Council Basic Training Academy  
Chief James P. Wardwell, New Britain Police Department  
Sergeant Julia Gallup, New Britain Police Academy



**STATE OF CONNECTICUT**  
**DEPARTMENT OF EMERGENCY SERVICES AND PUBLIC PROTECTION**  
**Police Officer Standards and Training Council**  
**Connecticut Police Academy**

TO: Thomas E. Flaherty, Police Academy Administrator  
Police Officer Standards and Training Council

FM: William E. Klein, Compliance Officer  
Certification Division

DATE: November 5, 2013

SUBJECT: First Inspection Report  
Milford Police Academy and Region 2013 Session, 184 MLF  
Milford Police Department

On October 25, 2013, I conducted my first audit of the Milford Police Academy's Basic Training Academy 2013 Session, 184 MLF, on behalf of the Police Officer Standards and Training Council (hereafter Council) for the purpose of performing an on-site inspection of their basic training program.

The Milford Police Academy session commenced on August 2, 2013, after receiving approval from the Council during its June 13, 2013 meeting to operate an academy with a maximum of forty-five (45) police recruits. It should be noted that since the last Milford Police Academy session 178 MLF in 2012, the academy has relocated from the confines of the police department to its new facility at the former Simon Lake Middle School 59 Devonshire Road, Milford. My pre-inspection and approval of the new facility was conducted on July 19, 2013. Sgt. Melissa Piscitelli-Dempsey was again named the Academy Director and Officer Luke Holder was named the Assistant Director.

Since the pre-inspection, Sgt. Piscitelli-Dempsey retired from the Milford Police Department on September 27, 2013, and was replaced by Sgt. John Burton. I provided Sgt. Burton with a copy of the Council's requirements in administering a satellite academy, as a reminder.

The Milford Police Academy session started with thirty-six (36) recruits representing the following police departments; Milford (8), Ansonia (2), East Haven (3), Greenwich (5), Monroe (3), New Milford (1), Norwalk (2), Old Saybrook (1), Seymour (2), Wallingford (3), West Hartford (2), West Haven (2), Wilton (1) and Woodbridge (1).

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At the time of the inspection, 35 recruits remained. Recruit Casey Hutchings Greenwich PD was dismissed from the academy for dishonesty and subsequently resigned from Greenwich PD on August 9, 2013.

Sgt. Burton stated there were no major issues to report since taking the helm. Sgt. Burton correctly pointed out that the curriculum and hours posted in the Basic Training Division on-line website is dated and inaccurate. I have notified the appropriate POSTC staff members to review this issue.

During the inspection, I audited a crime scene investigation class being taught by Lieutenant Arthur Weisgerber, Jr. (POSTC-certified instructor) and his assistant Detective Alexander Tolney, who represented the Norwalk Police Department's Crime Scene Unit. They were demonstrating the process of lifting latent fingerprints from crime scene surfaces, which is in accordance with the Council objectives for this area of instruction.

I met with the entire recruit class and explained the police officer certification, recertification and revocation process and handed out their Probationary Officer POST ID cards.

I found that upon my inspection the Milford Police Academy was in compliance with all training standards set forth by the Council and the training program was operating in proper order.

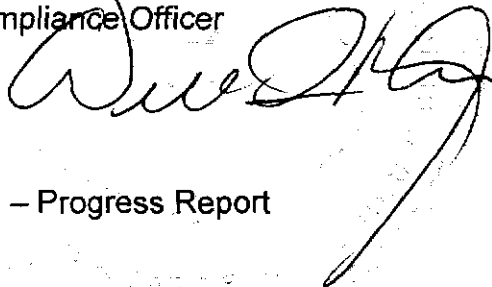
cc: William J. Schultz, Director, POST Council Basic Training Academy  
Chief Keith L. Mello, Milford Police Department  
Sergeant John Burton, Milford Police Academy

TO: The Police Officer Standards and Training Council

FM: William E. Klein, Compliance Officer  
Certification Division

DATE: November 7, 2013

SUBJ: Certification Division – Progress Report



The Certification Division submits the following report for the period between September 7, 2013 and November 7, 2013.

Total Number of Certified Police Officers: 7322

Total Number of Certified Instructors: 1226

Police Officer Recertifications Processed: 2

Police Officer Recertification Extensions Processed: 0

Police Officer Lateral Transfers Processed: 23

Police Officer Departures (Retirement, Resignation, Termination, etc.) Processed: 48

Police Recruits who Failed to Graduate or Failed FTO Program Processed: 3

New POST Law Enforcement Instructor Applications Processed: 38

Instructor Renewal Applications Processed: 138

Instructor Endorsement Add-On Applications Processed: 45

New Field Training Officers Processed: 8

New POSTC-approved Police Applicant Polygraph Examiners Processed: 0

Certification-Related E-mails Requiring Responses: 404

Subpoena/FOIA Compliance: 2

On-Site Training Records Audits: 0

Satellite Academy Inspections: 2



## Flaherty, ThomasE

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**From:** King, Holly  
**Sent:** Thursday, September 26, 2013 10:28 AM  
**To:** Coon, Timothy  
**Cc:** Flaherty, ThomasE; Ohara, Patrick; King, Holly  
**Subject:** Intelligence Commanders Course - Sept. 25-26, 2013

Hi Tim,

I wanted to thank you again for your assistance the past couple of days with the ICC group that came in. Even though neither of us were in charge nor had anything to do with this course, we both offered our support where we were apparently needed. Major L.J. Fusaro shared his appreciation towards both of us for assisting where they were deficient.

I know personally that I wouldn't have been able to do it without your assistance. I truly appreciate you taking the initiative and consideration of helping (me) out! You stepped up and went out of your way to assist in making this a successful event. You are a generous person and I just wanted to let you know how grateful I am to have you on a "working team" here at the Academy.

Respectfully,  
Holly

*Holly L. King*  
*Secretary to Captain Patrick O'Hara*  
*Connecticut State Police Academy*  
*285 Preston Avenue*  
*Meriden, CT 06450*  
*[holly.king@ct.gov](mailto:holly.king@ct.gov)*  
*Phone: (203) 427-2003*  
*Fax: (203) 238-6503*

**From:** Denise Reeder [<mailto:DReeder@iir.com>]  
**Sent:** Friday, September 20, 2013 10:55 AM  
**To:** King, Holly  
**Cc:** Rosa, Luis; [peter.payson@hq.dhs.gov](mailto:peter.payson@hq.dhs.gov); Phil Ramer; Kurt Bonhamer  
**Subject:** Intelligence Commanders Course - Sept. 25-26, 2013

Good morning, Holly. It was a pleasure speaking with you earlier this week! Thank you again for all your assistance providing logistics information for the Intelligence Commanders Course to be held at the Connecticut Police Academy next week. As discussed, we shipped the training materials and they are scheduled to be delivered by FedEx to your attention later today. There were a total of 9 boxes shipped. Based on the current numbers (89 confirmed participants), we have the exact number of participant materials. We will continue to monitor the registrations and will expedite shipping of additional materials if needed for next week.

We are looking forward to bringing the ICC training to Connecticut and thank you for your assistance to make this event a success! If you have any questions or if I can provide anything else, please just let me know.

Thank you,  
Denise

**Denise Reeder**

**Senior Research Associate**  
**Institute for Intergovernmental Research**  
850.385.0600 x261  
850.933.7797 cell



Connecticut Coalition Against Domestic Violence

912 Silas Deane Highway  
Lower Level  
Wethersfield, CT 06109

(800) 282-7899  
(800) 282-7892 Fax  
(800) 281-1481 (CT only)

**Member Agencies**

The Umbrella Center for  
Domestic Violence Services  
Ansonia, CT

The Center for Women & Families  
Bridgeport, CT

Women's Center  
Danbury, CT

Domestic Violence Program  
United Services  
Dayville, CT

Network Against Domestic Abuse  
Enfield, CT

Domestic Abuse Services  
Greenwich YWCA  
Greenwich, CT

Interval House  
Hartford, CT

Meriden-Wallingford Chrysalis  
Meriden, CT

New Horizons  
Middletown, CT

Prudence Crandall Center  
New Britain, CT

The Umbrella Center for  
Domestic Violence Services  
New Haven, CT

Safe Futures  
New London, CT

Domestic Violence Crisis Center  
Norwalk, CT

Women's Support Services  
Sharon, CT

Domestic Violence Crisis Center  
Stamford, CT

Susan B. Anthony Project  
 Torrington, CT

Safe Haven  
Waterbury, CT

Domestic Violence Program  
United Services  
Willimantic, CT

October 3, 2013

Mr. Ted Lemay  
POST  
285 Preston Ave  
Meriden, CT 06451

Dear Mr. Lemay,

On behalf of Connecticut Coalition Against Domestic Violence (CCADV), I am pleased to inform you that you have been selected as one of this year's *First 100 Plus* men who have made a difference in our work to assist victims of domestic violence in Connecticut. You have been selected for your participation on key committees that impact victim safety and your continued commitment to improving the state's response to domestic violence.

Connecticut Attorney General George Jepsen – a member of the inaugural *First 100 Class of 2011* – will be on hand to congratulate you and other honorees at our annual *First 100 Plus Breakfast & Awards Ceremony* next month. The event is slated to take place on **Tuesday, November 19, 2013 at the Crowne Plaza Hotel in Cromwell from 7:30 a.m. to 9:00 a.m.**

We welcome the opportunity to have you in attendance that morning for the recognition ceremony. Next week you will be receiving an invitation which outlines sponsorship and breakfast ticket information, the cost of which helps support CCADV's public awareness activities.

In addition to our male leaders, Verizon Wireless Foundation is slated to receive the Lawrence and Shirley Bostrom Pillars of Change award for their outstanding corporate leadership and Garry Lapidus, Director, Injury Prevention Center, Trauma Institute, Connecticut Children's Medical Center/Hartford Hospital will be honored with the Coalition Crusader Award for his excellent work to improve conditions for victims.

Funds raised through the *First 100 Plus Breakfast & Awards Ceremony* will be utilized to initiate a public awareness campaign in 2014. Our organization's yearly Connecticut Domestic Violence Fatality Review Report continues to reveal a pressing need to educate the public in regard to awareness of risk factors for potential lethality. Our state has averaged 15 domestic violence homicides annually over the past decade.

We hope that you will be able to join us on November 19th. If you have any questions please feel free to contact me at (860) 282-7899 or [kjarmoc@ctcadv.org](mailto:kjarmoc@ctcadv.org). You may also learn more about the event by going to [www.ctcadv.org](http://www.ctcadv.org).

Again, congratulations!

Sincerely,

Karen M. Jarmoc  
Executive Director

<b>Model Policy re: Fair and Impartial Policing</b>	
<p><i>Note: These guidelines should be carefully analyzed with respect to each law enforcement agency's individual characteristics, needs, and resources and tailored as necessary to fit the specific agency. It is not intended and should not be used to set a higher standard than that which is required under applicable state and federal law.</i></p> <p><i>Departments conducting traffic stops are not required to adopt these guidelines, but may use them to construct a new policy or to support an existing one in accordance with section 54-1m of the General Statutes. These guidelines have been developed by the Office of Policy and Management, in consultation with the Racial Profiling Prohibition Advisory Board.</i></p> <p><i>These guidelines are intended solely for the internal governance of the agency and its officers. These guidelines should not be construed as creating a higher duty of care, in an evidentiary sense, with respect to third party civil claims against employees.</i></p>	
Applicable Connecticut General Statutes § 54-11 and 54-1m (1999), amended: P.A. 03-160, P.A. 12-74, P.A. 13-75	
CALEA Standard: <b>1.2.9</b>	
Date Implemented:	Review Date:

**I. Purpose**

- A. The U.S. Constitution and in particular the Bill of Rights places an emphasis on the protection of citizens' fundamental rights. A fundamental right guaranteed by both U.S. and Connecticut constitutions is the "Equal Protection" clause. Everyone, citizen and alien alike, is equally entitled to walk, drive and move about in public.
- B. This document serves to (1) reaffirm this law enforcement agency's commitment to fair and impartial policing, (2) reinforce procedures that assure the public this agency is providing service and enforcing laws in an equitable and lawful fashion and (3) protect officers from unwarranted accusations of misconduct when they act within the dictates of the law.

**II. Definitions**

- A. "Law Enforcement Agency" means each municipal police department, the Department of Emergency Services and Public Protection (State Police) and any other department with authority to conduct a traffic stop.

"Department with authority to conduct a traffic stop" means any department that includes, or has oversight of, a police officer, and "police officer" means a police officer within a municipal police department or the Department of Emergency Services and Public Protection or a person with authority pursuant to any provision of the general statutes to make arrests or issue citations for violation of any statute or regulation relating to motor vehicles and to enforce said statutes and regulations as policemen or state policemen have

in their respective jurisdictions, including, but not limited to: (A) Special policemen acting under the provisions of section 29-18, 17a-24 or 17a-465; (B) policemen acting under the provisions of section 29-29; (C) the Commissioner of Motor Vehicles, each deputy commissioner in the Department of Motor Vehicles and any salaried inspector of motor vehicles designated by the commissioner pursuant to section 14-8; (D) the State Capitol Police acting under the provisions of section 2-1f; (E) special police forces acting under the provisions of section 10a-142; (F) state policemen acting under the provisions of section 27-107; and (G) fire police officers acting under the provisions of section 7-313a.

- B. A “traffic stop” is defined as any time an officer initiates contact with a vehicle resulting in the detention of an individual and/or vehicle. Stops made as part of a checkpoint or spot check enforcement are considered officer initiated if contact with the operator is extended for any purpose. A traffic stop does not include providing assistance to a motorist, all contacts arising from traffic crashes or in cases where an officer initiates contact with a vehicle that has been linked to a specific incident, whether based on a motor vehicle or criminal complaint.

Exclusions: The following police activities are excluded from the definition of a traffic stop and data collection requirements:

- Stops made based on the use of radiation detection devices
- Truck weighing operations
- Commercial vehicle safety inspections

*General Exception:*

By law data must be recorded for all traffic stops, unless the police officer was required to leave the location of the stop in order to respond to an emergency or due to some other exigent circumstances within the scope of such police officer’s duties.

- C. “Race and Ethnicity” means of a particular descent, they are defined as: American Indian/Alaskan Native, Asian/Pacific Islander, Black, Hispanic, Middle Eastern and White.
- D. “Racial profiling” means the detention, interdiction, or other disparate treatment of an individual solely on the basis of the racial or ethnic status of such individual.
- E. Biased Policing is the consideration of race/ethnicity in carrying out law enforcement activities except as provided under “Guideline” below.

### **III. Policy (recommendation)**

It is the policy of this department to respect the rights of all persons. As such, this department will work diligently to ensure the following:

- A. Officers shall not engage in racial profiling or take any law enforcement action against an individual based solely on the race, color, ethnicity, gender, age or sexual orientation of the individual except when credible, relevant information links a person or people of a specific race/ethnicity to a specific unlawful incident, or to specific unlawful incidents, criminal patterns, or schemes (i.e. a robbery suspect is identified and law enforcement is looking for a specific vehicle and individual.)
- B. This policy shall not preclude officers from stopping a person to offer assistance for a motor vehicle that is disabled or someone who appears to be ill, lost or confused.

#### **IV. Field Officer Responsibilities**

Members of this law enforcement agency, whether sworn, civilian, or volunteer, shall

- A. Treat every person with courtesy and respect and will conduct all law enforcement duties in a professional manner.
- B. Conduct all motor vehicle stops, detentions, investigative activities, or arrests in accordance with constitutionally accepted practices.
- C. Upon initial contact, provide his or her full name, jurisdiction, and the reason for the motor vehicle stop as soon as practical, unless providing this information will compromise officer or public safety.
- D. Ensure that the detention is no longer than reasonable to take appropriate action for the known or suspected offense.
- E. Explain the disposition of the stop.
- F. Provide the driver of the motor vehicle with a notice of his or her rights at the conclusion of all traffic stops, regardless of the disposition of that stop, pursuant to Public Act 12-74.
- G. It is recommended that officers report allegations of racial profiling to their supervisor.

#### **V. Supervisor Responsibilities**

- A. Each supervisor is responsible for ensuring that all personnel under their command fully understand the content of this guideline and are operating in compliance with the procedures herein.<sup>3</sup>
- B. When possible, supervisor shall be responsible for making contact with any known complainant alleging biased law enforcement practices by his or her field officers, and documenting same in writing using departmentally approved forms.
  - i. The supervisor shall further provide guidance to the complainant, as needed, in completing and filing the complaint as well as explaining the department's guideline and in particular the investigative process.<sup>4</sup>
- C. Upon receipt of a complaint, each supervisor shall address the matter in a timely manner by doing the following:
  - i. Evaluate, provide a written report, and process each complaint form alleging biased law enforcement practices to the Agency head or his/her designee or to the Internal Affairs Unit, if applicable.
    - a. Written reports shall be completed within reasonable time outlined by each department.
  - ii. Evaluate, copy, and submit a written report to the agency head or his or her designee detailing the review of the MVR tape, if applicable.
    - a. Each supervisor shall obtain a copy of the MVR tape, if applicable, and any written report prior to submitting to the agency head or his or her designee or the Internal Affairs Unit.

#### **VI. Allegations of Biased Policing**

- A. All allegations of biased law enforcement practices shall be investigated by the department in a consistent manner.

- B. A copy of each complaint received by the law enforcement agency and a written notification of the review and disposition of such complaint shall be provided to the Chief State's Attorney and the Office of Policy and Management Criminal Justice Division. No copy of such complaint shall include any other identifying information about the complainant such as the complainant's operator's license number, name or address.

## VII. Departmental Review

- A. Management of this law enforcement agency shall review information produced by the Office of Policy and Management and any complaints filed.
- B. Officers found to have engaged in biased law enforcement practices shall receive counseling, remediation, corrective training, timely assistance and/or discipline, in a timely manner.

## VIII. Documentation and Record Keeping

- A. Any officer who stops a motor vehicle for an alleged violation of a law or ordinance regulating traffic shall document the stop with the following information, which shall be included in addition to any other information documented by the officer:
  - a. Date
  - b. Time
  - c. Geographic Location
  - d. Officer identifying number
  - e. Race
    - i. W—White
    - ii. B—Black
    - iii. I—Indian American/Alaskan Native
    - iv. A—Asian/Pacific Islander
  - f. Ethnicity
    - i. H- Hispanic
    - ii. M- Middle Eastern
  - g. Age
  - h. Gender (Male, Female)
  - i. Nature of stop
    - i. I—Investigation, Criminal
    - ii. V—Violation, Motor Vehicle
    - iii. E—Equipment, Motor Vehicle
  - j. Statutory citation for stop
  - k. If different, statutory citation resulting from stop
  - l. Result of the Stop
    - i. U—Uniform Arrest Report
    - ii. M—Misdemeanor Summons
    - iii. I—Infraction Ticket
    - iv. W—Written Warning
    - v. V—Verbal Warning
    - vi. N—No Disposition
  - m. Resident of the municipality where the stop occurred
  - n. Connecticut resident
  - o. Enforcement Category
    - i. General Enforcement
    - ii. Blind Enforcement (radar, LPR, etc...)

- iii. Spot Check (Seat Belt, DUI, other checkpoints, etc...)
- p. Search Conducted (Yes/No)
- q. Authority for Search
  - i. Consent
  - ii. Inventory
  - iii. Other
- r. Contraband and or evidence discovered (Yes/No)
- s. Custodial Arrest Made (Yes/No)
- t. Duration of Stop (0-15 minutes, 16-30 minutes, over 30 minutes)
  - i. Towed (Yes/No)

B. Every month this law enforcement agency will compile the above information and submit to OPM.

## IX. Training

A. Training shall be in compliance with state law. This training shall include:

- i. Training of all current and future agency employees as to this guideline and the statutory prohibition against biased policing;
- ii. In-service training stressing the understanding and respect for racial, ethnic, national, religious and cultural differences and development of effective and appropriate methods of carrying out law enforcement duties;

B. Further, training shall be planned and completed in compliance with the standards designed by the State Police and Police Officer Standards and Training Council (POSTC).

## X. Retaliation

A. No member of this law enforcement agency, regardless of rank or stature, shall retaliate against fellow officers, officials, civilians, or volunteers for reporting incidents of biased law enforcement practices or for participating in or cooperating with the investigation of those incidents.

B. Actions or behaviors found to constitute retaliation shall be immediately addressed and may lead to discipline.

## XI. Public Inspection

A. A copy of this policy shall be kept at \_\_\_\_\_ (name specific location where the guideline will be kept or posted) for public inspection.

## XIV. Application

A. This policy constitutes agency guideline and is not intended to enlarge the employee's existing civil or criminal liability in any way. It shall not be construed as the creation of an additional cause of action by either the employee or any third party.<sup>5</sup>

<sup>1</sup> Commission on Accreditation of Law Enforcement Agencies (CALEA) CALEA Standard 61.1.8; 590.650 and 590.653 RSMO. Race Based Traffic Stops Procedural Instructions. Found online at [www.mopca.com/members/documents/vol3/MODRACIAL.doc](http://www.mopca.com/members/documents/vol3/MODRACIAL.doc). See also Act 2136 of 2005, Section 3.

<sup>2</sup> Commission on Accreditation of Law Enforcement Agencies (CALEA) CALEA Standard 61.1.8; 590.650 and 590.653 RSMO. Race Based Traffic Stops Procedural Instructions. Found online at [www.mopca.com/members/documents/vol3/MODRACIAL.doc](http://www.mopca.com/members/documents/vol3/MODRACIAL.doc).

<sup>3</sup> Fridell, L. Lunney, R, Diamond, D., & Kubu, B. (2001). *Racially Biased Policing: A Principled Response*. Conducted through the Police Executive Research Forum and funded by the Office of Community Oriented Policing Services under Grant No. 1999-CK-WX-0076.

<sup>4</sup> Commission on Accreditation of Law Enforcement Agencies (CALEA) CALEA Standard 61.1.8; 590.650 and 590.653 RSMO. Race Based Traffic Stops Procedural Instructions. Found online at [www.mopca.com/members/documents/vol3/MODRACIAL.doc](http://www.mopca.com/members/documents/vol3/MODRACIAL.doc)

<sup>5</sup> Commission on Accreditation of Law Enforcement Agencies (CALEA) CALEA Standard 61.1.8; 590.650 and 590.653 RSMO. Race Based Traffic Stops Procedural Instructions. Found online at [www.mopca.com/members/documents/vol3/MODRACIAL.doc](http://www.mopca.com/members/documents/vol3/MODRACIAL.doc). \* Act 1048 of 2007.



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COMMITTEE ROSTER**

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