



Request for Inclusion or Revision to an Administrative Directive

Connecticut Department of Correction

CN 1301
REV 06/29/18

Administrative Directive Number: 2.6	Title: Employee Discipline
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I recommend the following inclusion or revision to the above referenced Administrative Directive **(provide detailed explanation regarding reason for change):**

1. Attached is revised language to AD 2.6 Employee Discipline. The purpose was to meet the requirements set forth in P.A. 20-1 – An Act Concerning Police Accountability.
2. The added language is specific to Offenses Resulting in Dismissal.

See attached documents

ORIGINATOR

Name: James DelPeschio	Title: Lieutenant	Date: 9/21/2020
Signature: <i>James DelPeschio</i>	Facility/Unit: OSP	

OFFICE OF STANDARDS AND POLICY REVIEW:

Reviewed by:	Office of Standards and Policy Staff signature:	Date:
<input type="checkbox"/>		

UNIT/DISTRICT/DIVISION RECOMMENDATIONS:

Approved	Denied	Signature	Date
<input type="checkbox"/>	<input type="checkbox"/>	Unit Administrator's signature:	Date:
<input type="checkbox"/>	<input type="checkbox"/>	District Administrator's signature: <small>(only needed if originating from facility)</small>	Date:
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Division Administrator's signature: <i>William Mulligan</i>	Date: 9-24-20

COMMISSIONER'S DECISION:

This request is:	<input checked="" type="checkbox"/> APPROVED	<input type="checkbox"/> DENIED	Effective date of request:
<input type="checkbox"/>	The language/provisions of this inclusion/revision shall be effective as of and subsequently added to the Administrative Directive at the next update:		Date:
<input type="checkbox"/>	This inclusion/revision shall be added to the Administrative Directive prior to:		Date:
<input type="checkbox"/>	This inclusion/revision shall be added immediately to the Administrative Directive.		
Commissioner's signature: <i>Conrad Fluss</i>			Date: 9/24/2020

2.6 Employee Discipline

10. Offenses Resulting in Dismissal. The following offenses or repeated lesser offenses shall normally result in dismissal:
- A. Sexual abuse of another person, regardless of gender.
 - B. Failure to follow a direct order.
 - C. Sleeping on duty.
 - D. Excessive use of force with no mitigating circumstances.
 - [REDACTED]
 - E. Conviction of a felony.
 - F. Conviction of a misdemeanor committed while on duty.
 - G. Conviction of a misdemeanor committed off-duty which could impact upon the performance of job responsibilities.
 - H. Offensive or abusive conduct toward the public, co-workers, or inmates.
 - I. Negligence resulting in an escape.
 - J. Fraud or collusion in connection with any examination or appointment in the classified service.
 - K. Theft, willful neglect or misuse of any state funds, property, equipment, material or supplies.
 - L. Deliberate violation of any federal or state statute or regulation or Department rule depending upon severity of offense or place of occurrence.
 - M. Absence without leave for five (5) or more working days or failure to return to duty within five (5) working days following authorized leave.
 - N. Possession of, use of and/or intoxication from alcohol or illegal drugs while on duty.
 - O. Insubordination, including but not limited to failure to work overtime if directed to do so.
 - P. Engaging in any activity which is detrimental to the best interests of the Department or of the state.
 - Q. Inappropriate relationship/undue familiarity with an inmate who is under the jurisdiction of the Department including Parole and Community Services as defined in Administrative Directive 2.17, Employee Conduct.
 - R. Lying or providing false information regarding an incident.
 - S. Falsification or alteration of documents (to include medical documents), records or evidence.
 - T. Failure to complete required security tours or population counts with resulting consequences.
 - U. Two (2) consecutive unsatisfactory service ratings.
 - V. Criminal charges involving drugs corroborated by an independent investigation.
 - W. Gross neglect of duty/misconduct.
 - X. Incarceration for more than five days.
 - Y. Workers' compensation fraud.