

POLICE OFFICER STANDARDS AND TRAINING COUNCIL

SPECIAL MEETING

MINUTES OF MEETING

AUGUST 7, 2020

CONNECTICUT POLICE ACADEMY

MERIDEN, CONNECTICUT

IT SHOULD BE NOTED THAT THIS DOCUMENT IS AN ABRIDGED VERSION OF THE MINUTES OF THE AUGUST 7, 2020 POST COUNCIL SPECIAL MEETING. THE ORIGINAL MINUTES ARE IN THE FORM OF A DIGITAL RECORDING AND AVAILABLE UPON REQUEST FROM THE ACADEMY ADMINISTRATOR.

Council Members Present: Town Administrator Michael Freda; First Selectman Laura Francis; Dr. Amy Donahue; Chief John Daly; Chief Ronnell Higgins; Chief Thomas Kulhawik; Chief Paul Melanson; Chief Keith Mello; Chief Mark Palmer; Chief Vernon Riddick, Jr.; Chief James Viadero; Commissioner James Rovella; Kurt Cavanaugh; Douglas Glanville, State Victim Advocate Natasha Pierre; Chief State's Attorney Richard Colangelo.

Other Attendees: Police Academy Administrator Karen Boisvert; Field Services Director William Steck; Barbara Fullenwiley (POSTC) Administrative Staff; Certification Officer Patrice Palombo (POSTC); Attorney Colin Milne, DESPP Legal; Chief John Klett; Linda Nido (IT POSTC); Chief Butch Hyatt; Dwayne Lovello; Chief Alaric Fox; Chief John Rich; Chief William Wright; Chief Louis Fusaro; Chief Nick Boulter.

Council Members Absent: Director Guy Vallaro, Special Agent- In-Charge David Sundberg and Patrick Rittmon.

CALL TO ORDER

Chief Keith Mello, POST Council Chairman, called the meeting to order at 9:32 a.m.

ACTION ITEMS

1. Minutes of the June 11, 2020 Meeting

Chief Mello requested a motion to accept the Minutes of June 11, 2020 special meeting as submitted. Motion to accept the minutes made by Laura Francis; seconded by Chief Viadero. Motion passes.

CHIEF/PUBLIC COMMENTS: There were no public comments.

CERTIFICATION COMMITTEE:

Request for Comparative Certification

1. Mark Devine – Waterford Police Department
2. Christopher Fiore – Eastern Connecticut State University Police Department
3. Nicholas Rienzi – New Canaan Police Department

The certification committee recommends the approval of items 1, 2 & 3 in the council packet. **Motion made by Kurt Cavanaugh; seconded by Chief Viadero. Motion passes.**

Request for Extension – Recertification

1. David McGann – Enfield Police Department
2. Jonathan Martin – Seymour Police Department

The certification committee recommends the Request for Extension of Recertification approval of items 1 & 2 the council packet. **Motion made by Kurt Cavanaugh; seconded by Chief Kulhawik. Motion passes.**

Request for Extension – Probationary Certification – FTO

1. Daniel Sloan – Manchester Police Department
2. Kara Klimaszewski – Bloomfield Police Department
3. Zachary Looney – Plainfield Police Department

The certification committee recommends the Request for Extension for Probationary and FTO Certification approval of items 1, 2 & 3 in the council packet. **Motion made by Kurt Cavanaugh; seconded by Chief Palmer. Motion passes.**

Basic Training Academy Applications

1. Bridgeport Police Academy – re-application
2. Waterbury Police Academy – extension

The certification committee recommends the approval of both satellite academies. **Motion made by Kurt Cavanaugh; seconded by Chief Viadero. Motion passes.**

ACCREDITATION COMMITTEE - No reports submitted at this time.

INFORMATION ITEMS:

1. Academy Administrator's Report

Academy Administrator Karen Boisvert welcomed Thomas Cossette to POST staff as a Training Officer. Tom retired as a Lieutenant from Meriden Police Department and worked with UCONN Engineering to develop the MMUCC form (Accident Investigation form).

The Field Program Consultant position is posted and is closing soon.

Academy Administrator Boisvert gave a COVID update acknowledging all Basic Training recruit classes are on target. POST Recruit Session 370 was moved up with the anticipation of COVID spiking back up in the fall.

Officers' In- Service recertification training due to expire June 30, 2020 was extended until December 31, 2020. POST currently has approximately 2400 police officers assigned to this review period with slightly over 1,000 needing the extension for training. POST will offer In-service training in October.

POSTC CALEA audit is scheduled.

Academy Administrator Boisvert gave an overview of the recruit curriculum and respectfully requested to include 104 – History of Police and the Civil Rights Movement and 105 – Community Research Project (Capstone Project) added to the curriculum.

Chief Mello entertained a motion to include 104 – History of Police and the Civil Rights Movement and 105 Community Research Project into the Basic Training Curriculum. Motion made by Chief Riddick; seconded by Chief Palmer. Motion passes.

OLD BUSINESS – No old business.

NEW BUSINESS

1. Police Accountability Bill No. 6004

Discussions were made on POSTC related items in Bill No. 6004.

- A. State Police Training Academy Certification for POSTC (Lines 19-28) effective immediately.

CSP Troopers are now required to become post certified and future graduates are required within one year of graduation.

CSP will be required to meet all Entry level, training standards set forth in CGS and POST regulations.

- B. Cancel – Revoke – Suspension of Police Certification

POSTC has the authority to cancel, revoke, and now suspend certification of an officer. Under current standards the Chief/Colonel in charge of the police officer will conduct an internal investigation and make a finding. At the discretion of the Chief/Colonel that finding may be submitted to POSTC with a request to have the Council review the finding to determine the revocation, cancellation or suspension of certification. Chief Mello suggest a screening process should be put in place with a Personnel Committee and Certification Committee to vet these before they go up for a hearing.

Undermines public confidence including discriminatory conduct & falsification of reports (line 192-204)

Discussion was made to develop guidance and examples as to refine the language. Legislative language was used from the Wyoming statutes to use as a basic guide. Chief Mello will report back in September.

Physical force found to be excessive or in a manner not justified (lines 204-208)

Director Duane Lovello, Chair of the Use of Force subcommittee gave an overview report. The subcommittee is working on a use of force draft policy and to include the following three factors: Whether the person possessed or appeared to possess a deadly weapon; whether there was reasonable efforts at de-escalation prior to the use of deadly physical force; and did the officer's actions increase the risk of the deployment of deadly physical force and also what an officer can and cannot do.

Failure to intervene (lines 1331 – 1358)

Exposes officers to criminal liability who doesn't report. The use of force subcommittee will create a policy to align with other policies.

- C. Suspension up to 45 days and may censure such holder of certificate (lines 226-230)

POST now has the authority.

D. Crowd Control Policy – Effective December 1, 2020 (lines 333-369)

Academy Administrator Boisvert and POST staff will prepare and report back to the Council.

E. Implicit Bias Training – Effective immediately (lines 380-385)

This training is already in place.

F. Establish a “Social Justice Seminar” – added to the basic recruit curriculum

During discussion Chief Mello discussed establishing a Social Justice Seminar - setting up a logical grouping of subject matter to include police and the public; cultural awareness and diversity; fair & Impartial Policing; procedural justice; anti-racism; implicit bias; and 6 hrs in Community Forum.

Discussion: Mr. Glanville mentioned having the experts in the field as to understand where the challenges are; Professor Donahue suggest the design of the seminar should bring in the right expertise so it would not undermine the objectives; Chief Riddick suggested with the right team together and the appropriate presentation it can have a benefit.

Chief Mello entertained a motion to adopt the Social Justice seminar as a requirement for police recruit training in the State of Connecticut. Motion made by Chief Higgins; seconded by Chief Kulhawik. Motion passes.

G. Law enforcement units report to POST Council – recruiting efforts – effective January 1, 2021 (lines 445 – 451)

Discussion was made on the reporting language “Police departments with a relative high concentration of minority residence shall report their efforts to recruit, retain, and promote minority police officers”. Natasha suggested the reporting should be equal or greater. Professor Donahue added to report high concentration of a minority residence exceeding state average. A General Notice will be issued with guidance as to who has to report.

Chief Mello will report back in September.

- H. Annual report to Governor, joint standing committee, police training and recruitment retention and promotion of minority police officers (line 454-462)
Effective January 1, 2021

Discussion was made as to develop a policy for hiring minority police officers. Chief Mello mentioned statutory requirements to report, have a plan to attract minority officers.

Suggestions were made by Natasha that it shouldn't be more than what the state population is; Professor Donahue discussed to include more not less and need more insight as to what is relative and minority; Mr. Glanville mentioned depending on how we define minority; Professor Donahue suggested setting the bar based on what would be unusual and to include more communities; Laura added to train all departments to do best hiring practices; Chief Mello stated It's a statutory requirement to report; Chief Riddick mentioned needing more clarification as to what would be the retention and what to do differently when many towns/cities have civil service in place.

Chief Mello will report back in September to see what the intent of the legislature was.

- I. Establish sub-committee to recommend rules and exceptions to officers affixing name tags and badges to outermost garments (lines 661-670)

Chief Mello will report back with exceptions in September.

Set guidelines for urinalysis testing consistent with HB 6004

The guidelines requires police officers to be tested within their 3 year certification period.

Submit to Drug Test – Effective January 1, 2021 (Lines 156-165)

Chief Mello will draft guidelines for the September meeting once he receives additional information from Quest lab.

Establish Behavioral Health Assessment – Policy – Effective January 1, 2021
(lines 126-147) (Section 16 lines 726-785)

Requires every police officer in the state of Connecticut have a behavioral health assessment every 5 years and requires the Chief may, with good cause require additional health assessments. Providers must have experience diagnosing PTSD.

Chief Mello established a subcommittee naming Chief Viadero as Chair. Chief Viadero and Victim Advocate Natasha Pierre will represent the Council, draft a report, and bring in additional resources and stakeholders.

Chief Mello moved to adjourn the meeting at 11:04 a.m.; seconded by Doug Glanville.

Respectfully submitted:



Barbara Fullenwiley

Administrative Assistant

POST