



**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

JUNE 13, 2013

CONNECTICUT POLICE ACADEMY

MERIDEN, CONNECTICUT

Council Members Present: Chairman/Chief Anthony J. Salvatore, Sr.; Garvin Ambrose; Commissioner Reuben Bradford, DESPP; Officer William Brevard, Jr.; Howard L. Burling II (arrived at 9:40 AM); Chief John Daly; Chief Dean M. Esserman; First Selectman Michael Freda; First Selectman Lawrence K. Groh; Chief Ronnell A. Higgins; Chief Duane J. Lovello; Chief Michael U. Maniago; Chief Keith L. Mello; SAC Kimberly K. Mertz and James N. Tallberg, Esq.

Other Attendees: Executive Director Thomas E. Flaherty; Pamela Hayes, CPCA; Certification Manager William Klein; Accreditation Manager Ted LeMay; Director of In-Service Training Susan Rainville; Director of Basic Training William J. Schultz and Assistant Attorney General DeAnn Varunes

Council Members Absent: Justice David Borden; Kurt P. Cavanaugh; Dr. Amy K. Donahue; Chief State's Attorney Kevin T. Kane and Chief Lisa Maruzo-Bolduc

CALL TO ORDER

Chief Anthony Salvatore, Sr., Chairman, called the meeting to order at 9:30 AM. Chief Salvatore noted that the agenda was not amended, however, under the Personnel item, Item 1 will be removed.

ACTION ITEMS

MINUTES

Chief Lovello moved to approve the minutes of the May 9, 2013 meeting as submitted, it was seconded by Chief Mello. The motion carried.

CHIEFS/PUBLIC COMMENT

Chairman Salvatore stated that this would be the opportunity for anyone from the public or law enforcement to speak about the electronic control weapon draft policy that was included in the members packets that were mailed. Chief Matthew Reed, South Windsor Police Department, made some comments regarding the policy. He supports POST's position to create and implement the policy rather than the Legislature proposing legislation on this issue. However, he noted that the draft policy as it is written is lengthy. Other policies for the use of devices are not as lengthy as this one. He suggested condensing the document as much as possible.

COUNCIL RESOLUTIONS

Resolutions were written and signed by Chairman Salvatore and Academy Administrator Flaherty for those Council members who were replaced on April 30, 2013, by new appointments made by the Governor's office. The new appointments went into effect May 1, 2013. Due to the number of resolutions, the Chairman did not read each individual one into the minutes. Without anyone's objections, they will be included in the minutes. The Chairman commented that he has worked on the Council with most of these individuals for many years. As a whole the objectives of Council were always met, and were always in the best interest of Connecticut law enforcement. Of those former members receiving resolutions, Chief Joseph Dooley, Southern CT State University; Mr. John Ward, Town Administrator for the Town of Vernon and SAC Kimberly Mertz were present to receive their resolutions. Kimberly Mertz, Special Agent-in-Charge, from the FBI, has accepted another position within the FBI. Therefore, her seat on Council will be filled by her replacement from the FBI. Chairman Salvatore acknowledged the Council's appreciation for Ms. Mertz's work with CT Law Enforcement. Others recognized with resolutions that were not present were: Chief Douglas Dortenzio, Wallingford Police Department; Chief Louis Fusaro, Norwich Police Department; Chief Christopher Edson, Naugatuck Police Department and First Selectwoman Laura Francis, town of Durham.

NEW BUSINESS

CONSIDERATION OF THE ADOPTION OF AN ELECTRONIC CONTROL WEAPON MODEL POLICY

Sgt. Mike Georgoulis, Danbury Police Department, was present to discuss the policy with Council. Sgt. Georgoulis has been a police officer for 24 years, the last 17 in Danbury and 7 years with the Southbury Police Department. He teaches Use of Force at the Police Academy to recruits and is certified as a master taser instructor. He teaches taser instructors and does demonstrations of taser brand specific weapons from Washington, DC to Canada. His teaching is an authorized off-duty appointment by his Chief that he does several times a month. This policy for POSTC has been a year-long project with Sgt. Georgoulis, Sgt. Robert Palmer of the CT State Police, Chief Flaherty and the Attorney General's Office. Sgt. Georgoulis agreed with Chief Reed's comments made earlier. Sgt. Georgoulis stated that his Department has had a policy in place. There have not been any complaints or issues that have come up with CEW devices. He believes these weapons can be used efficiently and effectively. Assistant Attorney General Varunes added that she looks forward to working with Council and all those involved to develop a final policy.

Chief Flaherty gave a history of how this issue came about. The first meeting was held in August of 2011. Chief Flaherty and members of the CT State Police were invited to attend. The

purpose of the first meeting was to gather local law enforcement policies and forward them to the US Attorney's Office to be reviewed by their Civil Rights Division. The President of CPCA collected approximately 60 policies. There were follow-up meetings held as well. The final meeting was with Senior Trial Attorney Louis Cessitto, Civil Rights Division, Washington, DC. The consensus was that the Division had examined taser policies throughout the country. Nine weaknesses were identified. The weaknesses were in reference to: when to use a taser, medical concerns and training issues. It was suggested that POSTC develop a model policy addressing those areas as well as some other concerns and bring the final document before Council to revise it if necessary. At that point Chief Flaherty contacted Sgt. Georgoulis and Sgt. Palmer who took the lead in developing the policy draft. The document has been reviewed by the Attorney General's Office several times and is the document that has been forwarded to Council for review and consideration to adopt. There were two bills on this topic introduced in the last Legislative Session. One was before the Public Safety Committee, and the other was before the Judiciary Committee. It was thought that if POSTC acted quickly, legislation would not be mandated. Also, POSTC will be able to make any changes to the policy quicker than if the policy were to become law. Council is trying to produce a final document as soon as possible, but it is not likely that a final document will not be in place by July 1, 2013. If there are ramifications to POSTC if the policy is not in place by July 1, 2013, Chairman Salvatore will address them.

Mr. Ambrose moved to adopt the Electronic Control Weapon Model Policy as submitted, it was seconded by Chief Daly for purposes of discussion. The motion did not carry.

Both Chief Lovello and Chief Mello stated that the policy as submitted was quite lengthy and agreed that some revisions may be necessary. Chief Esserman thanked all those that worked on the policy, as it will protect officers and communities. He stated that they were part of the group that worked on the policy with the Civil Rights Group in Washington, DC. He feels that the policy should not be advisory because it puts officers at risk, and they will be benchmarked. There are now national standards on this issue.

There was discussion to review the draft policy item by item. Attorney Tallberg noted that there were several written submissions from Chief Fuchs, Redding PD; Chief Lovello, Darien PD; and Chief Montminy, Manchester PD; with their comments on the draft policy. Attorney Tallberg also agreed that the policy should be condensed if possible. He suggested forming a working group to make revisions. Chairman Salvatore asked for volunteers willing to be a part of a working group to work on revisions of the policy. Those volunteering were Chief Lovello, Mr. Ambrose, Chief Mello, Chief Higgins, Mr. Freda and Officer Brevard.

Mr. Ambrose had some additional comments for the record on language to be clarified regarding the policy. On page 1, Section I, B. 1. Mr. Ambrose asked for more clarification to better understand the intent of that statement because it states that in no situation should officers be required to use less force as being threatened by a subject or should it be that in no situation shall an officer use more force. On Page 2, Section I, F. Mr. Ambrose asked what other criteria would be used for the selection of the officers that would be given these devices, as comments have been made earlier in writing that not all officers would need them, therefore, training would not be for everyone. Regarding selecting officers, whether or not officers have a history of abuse allegations or findings of abuse, either from tasers, other devices or excessive discharge of firearms, etc., what would be the criteria used to select proper officers to assure there is no history of abuse or further abuse moving forward. On Page 2, Section II, D., third sentence poses a situation where there may be abuse as well if there is exception to a general rule. Page 3, Item K., it states that a CEW may be owned by the Police Department or the

individual. If the individual is terminated or retired, do they own the device or have it in their possession, what mechanism is in place for repossession of that device. Is there a means of payment to the officer for the Police Department to obtain that device, or should the Police Departments own and issue those devices. Otherwise the general public should be able to purchase one of these devices if a police officer can purchase one on their own. Mr. Ambrose felt that Section IV is inconsistent with Section II K. as far as the CEW being owned by the Police Department or the officer. On Page 11, Item D. 1., Mr. Ambrose suggested changing the word "should" to "must." Law enforcement personnel and the public are put in jeopardy if the device is not tested, used and malfunctions.

Attorney Tallberg moved to table the consideration of the adoption of an Electronic Control Weapon Model Policy, it was seconded by Chief Lovello. The motion carried.

Chairman Salvatore stated that the subcommittee will meet as soon as possible and forward a final draft to Chief Flaherty as soon as possible. Once a final product is available for review, the Chairman will call a Special Council Meeting for Council members to review and vote.

SURVEY TO FILL COMMITTEE ASSIGNMENTS

The Chairman reported that he went ahead and made Committee assignments. If anyone is interested in any other Committees, the Chairman asked that they advise Chief Flaherty. The Chairman explained that he acted on committee assignments quickly because there were some issues that needed to be addressed by the Committees, and with the recent change in Council membership, many Committees had vacancies and required additional members to have a quorum.

CERTIFICATION COMMITTEE

REQUEST FOR EXTENSION OF ONE-YEAR PROBATIONARY CANDIDATE STATUS

Linda S. Rosenberg - Greenwich Police Department (Medical Extension)

Special Agent-In-Charge Mertz represented the Chairman of the Certification Committee, as he was not present. Ms. Mertz reported that the request for Linda Rosenberg was withdrawn because the Greenwich Police Department terminated Ms. Rosenberg on June 10, 2013.

Matthew J. Cosmos - Farmington Police Department (Medical Extension)

Ms. Mertz reported that the Farmington Police Department requests an extension of Probationary Officer Cosmos' probationary candidate status for a period not to exceed September 11, 2013, to allow Probationary Officer Cosmos to fulfill his field training requirements in order to achieve police officer certification. Probationary Officer Cosmos has been medically cleared and is back in the field training program. He still needs to complete twelve weeks of field training upon his return to full duty. The Certification Committee recommends the Council grant an extension of probationary candidate status to Probationary Officer Matthew J. Cosmos, Farmington Police Department, to complete his field training requirements for a period of time not to exceed September 11, 2013.

SAC Mertz moved to accept the recommendation of the Certification Committee to grant an extension of probationary candidate status to Probationary Officer Matthew J. Cosmos, Farmington Police department, to complete his field training requirements for a

period of time not to exceed September 11, 2013, it was seconded by Chief Lovello. The motion carried.

Robert B. Zeidenberg - Madison Police Department (Medical Extension)

Ms. Mertz reported that the Madison Police Department requests an extension of Probationary Officer Zeidenberg's probationary candidate status until he is cleared by Worker's Compensation to allow Probationary Officer Zeidenberg to start a physical fitness plan including running to prepare himself to complete the Cooper Standards physical fitness test at the 50th percentile as required. All other aspects of basic training have been successfully completed.

SAC Mertz moved to accept the recommendation of the Certification Committee to grant an extension of probationary candidate status to Probationary Officer Robert Zeidenberg, Madison Police Department, to complete his Cooper Standards physical fitness test at the 50th percentile, administered by POSTC staff, to expire on September 30, 2013. The Madison Police Department would have to provide more information such as Probationary Officer Zeidenberg's next medical appointment and prognosis and re-apply for a probationary candidate status extension with this information before the next Council meeting scheduled for September 12, 2013, to make a determination of an appropriate probationary candidate extension, it was seconded by Chief Daly. The motion carried.

REQUEST FOR COMPARATIVE CERTIFICATION

Christina M. Wickson - Thomaston Police Department (Police Officer Position)

Ms. Mertz presented the request of Chief James Campbell, Thomaston Police Department on behalf of Christina M. Wickson for a Certificate of Comparative Certification and Full or Partial Waiver of the POSTC Basic Training Requirements. Probationary Officer Wickson was given a conditional offer of hire with a prospective hire date of July 1, 2013. Probationary Officer Wickson is in the process of completing all entry-level standards as set forth in Council regulations for appointment. Probationary Officer Wickson was a Police Officer First Class with the North Carolina State University Police Department in Raleigh, NC from 2007 to May 2011. She resigned that position to relocate to Connecticut. Probationary Officer Wickson graduated from the Wake Technical Community College, Basic Law Enforcement Training on December 14, 2007, and received her police officer certification from the North Carolina Criminal Justice and Training Council. The Certification Committee recommends the Council vote to approve the request of Chief James Campbell, on behalf of Christina M. Wickson, for Police Officer Certification by way of a Certificate of Comparative Certification subject to State of Connecticut certification/recertification in NCIC/COLLECT, Intoxilyzer and the satisfactory completion of police officer training in the 21 areas listed in the request documents.

SAC Mertz moved to accept the recommendation of the Certification Committee to approve the request of Chief James Campbell, Thomaston Police Department, specifying that Probationary Officer Wickson be granted a Certificate of Comparative Certification subject to her successful completion of the 21 specific courses listed in the request documents, it was seconded by Mr. Burling. The motion carried.

Stephen R. Roy - East Windsor Police Department (Police Officer Position)

Ms. Mertz presented the request of Chief Edward DeMarco, Jr., East Windsor Police Department, on behalf of Stephen R. Roy for a Certificate of Comparative Certification and Full or Partial Waiver of the POSTC Basic Training Requirements. Probationary Officer Roy was a 20-year veteran of the Connecticut State Police serving that Department from 1990 to 2010. He graduated from the 101st CSP Troop Training Class in 1990. He is in the process of fulfilling all entry level requirements per Council regulations for his appointment. The Certification Committee recommends the Council approve the request of Chief Edward DeMarco, Jr, on behalf of Steven R. Roy, for Police Officer Certification by way of a Certificate of Comparative Certification subject to State of Connecticut certification in NCIC/COLLECT, Intoxilyzer and the satisfactory completion of police officer training in the 10 areas listed in the request documents.

SAC Mertz moved to accept the recommendation of the Certification Committee to approve the request of Chief Edward DeMarco, Jr., East Windsor Police Department, specifying that Probationary Officer Roy be granted a Certificate of Comparative Certification subject to his successful completion of the 10 specific courses listed in the request documents, it was seconded by Chief Mello. The motion carried.

Brett T. Morgan - New Britain Police Department (Police Officer Position)

Ms. Mertz presented the request of Chief James P. Wardwell, New Britain Police Department, on behalf of Brett T. Morgan for a Certificate of Comparative Certification and Full or Partial Waiver of the POSTC Basic Training Requirements. Probationary Officer Morgan was a police officer with the East Hampton, Massachusetts Police Department for two years before his resignation to accept the New Britain Police Department position. He successfully completed basic police recruit training with the 46th Municipal Police Officer Class, Municipal Police Training Committee held in the Western Massachusetts Regional Academy. Probationary Officer Morgan has completed all entry-level standards for appointment as per Council regulations. The Certification Committee recommends the Council approve the request of Chief James P. Wardwell, on behalf of Brett T. Morgan for Police Officer Certification by way of a Certificate of Comparative Certification subject to State of Connecticut certification in NCIC/COLLECT, Intoxilyzer and the satisfactory completion of police officer training in the 19 areas listed in the request documents.

SAC Mertz moved to accept the recommendation of the Certification Committee to approve the request of Chief James P. Wardwell, New Britain Police Department, specifying that Probationary Officer Morgan be granted a Certificate of Comparative Certification subject to his successful completion of the 19 specific courses listed in the request documents, it was seconded by Chief Daly. The motion carried.

APPLICATION TO COMMENCE A BASIC POLICE RECRUIT TRAINING ACADEMY

New Britain Police Department - New Britain Police Academy

Ms. Mertz presented the request of Chief James P. Wardwell, New Britain Police Department, seeking the Council's permission to conduct a Basic Police Officer Recruit Training Academy at the New Britain Police Academy, 10 Chestnut Street, New Britain to commence on or about June 14, 2013. The request was included in the Council's day packs. The Academy anticipates a maximum of thirty-two recruits, projecting 17 New Britain recruits and fifteen seats for surrounding towns. The Certification Committee recommends the Council approve New Britain Police Department's application for a Basic Police Officer Recruit Training Academy for a maximum of forty recruits noting the nine items in the request documents.

SAC Mertz moved to accept the New Britain Police Department's application for a Basic Police Officer Recruit Training Academy for a maximum of forty recruits noting the nine items in the request documents, it was seconded by Mr. Freda. The motion carried.

Waterbury Police Department - Waterbury Police Academy

Ms. Mertz presented the request of Acting Chief Vernon L. Riddick, Jr., Waterbury Police Department, seeking the Council's permission to conduct a Basic Police Officer Recruit Training Academy at 240 Bank Street, Waterbury to commence on or about August 5, 2013. The request was included in the Council's day packs. They anticipate a maximum of thirty recruits, hoping for 25 Waterbury recruits, and they may offer 5 seats to surrounding towns. The Certification Committee recommends the Council approve Waterbury Police Department's application for a Basic Police Officer Recruit Training Academy for a maximum of thirty recruits noting the eight items in the request documents.

SAC Mertz moved to accept the Waterbury Police Department's application for a Basic Police Officer Recruit Training Academy for a maximum of thirty recruits noting the eight items in the request documents, it was seconded by Chief Daly. The motion carried.

Milford Police Department - Milford Police Academy

Ms. Mertz presented the request of Chief Keith L. Mello, Milford Police Department, seeking the Council's permission to conduct a Basic Police Officer Recruit Training Academy at the Milford Police Academy to commence on or about August 1, 2013, for approximately forty police recruits from the Milford Police Department and surrounding agencies within their region. The request was included in the Council's day packs. The Certification Committee recommends the Council approve Milford Police Department's application for a Basic Police Officer Recruit Training Academy for a maximum of forty recruits noting the nine items in the request documents.

SAC Mertz moved to accept the Milford Police Department's application for a Basic Police Officer Recruit Training Academy for a maximum of forty recruits noting the nine items in the request documents, it was seconded by Chief Maniago. The motion carried. Chief Mello and Attorney Tallberg abstained.

ACCREDITATION COMMITTEE

Reaccreditation Award - Tier III - Berlin Police Department

Chief Lovello, Chairman of the Accreditation Committee, reported that the Berlin Police Department has qualified for Tier III Reaccreditation. They have been a CALEA accredited agency since 1996. They were reaccredited by CALEA in March 2013. They have applied for reaccreditation by POSTC at the Tier III level. The Berlin Police Department submitted the eight standards not found in the CALEA accreditation program, as well as the final report of the CALEA on-site assessment of December 1-4, 2012, per the procedure outlined. The Accreditation Committee recommends that the Council vote to approve the awarding of Tier III State Accreditation to the Berlin Police Department.

Chief Lovello moved to accept the recommendation of the Accreditation Committee to approve the reaccreditation of Tier III State Accreditation to the Berlin Police Department, it was seconded by Chief Daly. The motion carried.

Reaccreditation Award - Tier III - Connecticut State Police

Chief Lovello, Chairman of the Accreditation Committee, reported that the Connecticut State Police has been a CALEA accredited agency since 1988. They were recently reaccredited by CALEA in March 2013. They have applied for reaccreditation by POSTC at the Tier III level. The Connecticut State Police have submitted the eight standards not found in the CALEA accreditation program and the assessment report of the CALEA on-site assessment of December 2012, per the procedure outlined. The Accreditation Committee recommends that the Council vote to approve the awarding of Tier III State Accreditation to the Connecticut State Police.

Chief Lovello moved to accept the recommendation of the Accreditation Committee to approve the reaccreditation of Tier III State Accreditation to the Connecticut State Police, it was seconded by SAC Mertz. The motion carried. Commissioner Bradford abstained.

INFORMATION ITEMS

EXECUTIVE DIRECTOR'S REPORT

Chief Flaherty reported that since the last meeting he has attended a meeting with the Justice Education Foundation in Hartford and provided an update with POST's training efforts with the Eye Witness ID policy. He was also invited to a meeting with Col. Stebbins, CSP; DOT and Paul Krisavage from Headquarters to discuss critical incident response to highway incidents in a new federal training curriculum that will be released soon. The Eye Witness ID Training Committee met to discuss the ongoing training efforts in that area. Capt. O'Hara from CSP and Chief Flaherty met with Dr. Jacobs from Hartford Hospital and a group of EMS professionals to discuss critical care and trauma issues for law enforcement. There have been several meetings with staff from Central Connecticut State University on training issues as a result of the recently passed racial profiling bill. Chief Flaherty conducted a decertification hearing a couple of weeks ago for former Milford officer Jason Anderson. He is in the process of drafting a report for the Council which may require a special meeting in July with the assistance of Assistant Attorney General Varunes. POST staff along with Chief Flaherty have attended training for the EProcurement program which is the new electronic purchase order system. Two days of interviews have just been completed for candidates for two training officer positions. The next step will be practical training exercises for each candidate to draft a lesson plan and then provide a 20-30 minute lecture to recruit classes. The senior recruit class ran in the Special Olympics Torch Run last week. Chief Flaherty acknowledged Sgt. Mike Georgoulis and Sgt. Robert Palmer, CSP, for all the work they put into the Electronic Control Weapons policy.

DIRECTORS' REPORTS

Basic Training

Mr. Schultz reported that there are currently two recruit classes in session, the 340th and 341st with 98 total recruits. The 340th class began on January 4, 2013, with 49. One person resigned leaving the class total at 48. Graduation is scheduled for June 24, 2013, at Central Connecticut State University. The 341st class began on April 5, 2013, with 50 recruits. One person quit after

the first day and was immediately replaced from the stand by list leaving the class with 50. They are scheduled to graduate on September 11, 2013. The 342nd class is scheduled to begin on July 3, 2013.

In-Service Training

Mrs. Rainville reported that since the last meeting the In-Service Training Division has conducted a series of Crime Scene courses, both intermediate and advanced. Right now there is also a crime scene scenario for the Practical Skills class. There was a financial investigative training course on tracing illegal proceeds. They also completed a Gang ID and Drug Detection Course that is done with school security personnel and SRO's. There were two sessions in May. There was a Pedestrian/Bicycle Crash Investigation course with a full class. Another class just finished on First Line Supervision and Critical Incident Management. It was 7½ days. There are now new Critical Incident Management instructors that taught that class for the first time. The FBI have been brought in for the Law Enforcement Officers Killed and Assaulted Officer Safety Awareness Training next week. There will be approximately 140 in attendance. Mrs. Rainville acknowledged Chief Mello and his support for the Active Shooter Program held in Milford. An Active Shooter 1, Level 1 was held in March. It will be held again on June 24 and 25 and June 26 and 27. There will be 60 more trained. The same instructors will be brought back from the University of Texas, San Marco, for a Train the Trainer class on July 29, 2013. There will be 25 trainers with the intent of these trainers to work with the two FBI agents in New Haven to develop these training courses throughout the State with the resources available from all levels of classes and for ongoing training at no cost within the regions locally or statewide. In addition to the report a Field Training Officer class was added for next week. A racial profiling class will be held on June 25. The next legal update is scheduled for August 27, 2013, the follow up class for those that cannot make the first class will be on September 10, 2013.

ACCREDITATION MANAGER'S REPORT

Mr. LeMay noted that members were given his report in their packets that were mailed. He added that a meeting of the DESPP LEAN Committee was held the other day. Mr. LeMay also reported that the CALEA on-site assessment is scheduled for August 25 to 28. The team leader is going to be David Hornyak, Director of Professional Standards for the Ohio Bureau of Criminal Investigations. The assessor will be Carter Green, Assistant Chief of Police, Athens-Clarke County GA Police Department. Mr. LeMay will be looking for email addresses to distribute CALEA standards. The CT Police Accreditation Coalition is putting together an informational pamphlet about accreditation which will be part of the accreditation program throughout the State recognizing the POST program.

COMPLIANCE OFFICER'S REPORT

Mr. Klein noted that his statistical report was included in the packets that were mailed. The rest of the month Mr. Klein will be focused on Police Officer recertifications.

The Chairman asked that members note the additional correspondence in their packets for informational purposes to the Council.

The Chairman asked that Chief Lovello Chair the Subcommittee for the Electronic Control Weapons policy so there is someone to coordinate the meetings.

POSTC mtg. 6-13-13

ADJOURNMENT

Chief Daly moved to adjourn the meeting, it was seconded by Chief Mello. The motion carried. The meeting adjourned at 10:30 AM.

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