



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 6, 2012

CONNECTICUT POLICE ACADEMY

MERIDEN, CONNECTICUT

Council Members Present: Chief Anthony J. Salvatore, Sr., Chairman; Officer William Brevard, Jr.; Mr. Howard L. Burling, II; Dr. Amy K. Donahue; Chief Joseph Dooley; Chief Douglas L. Dortenzio; Chief Christopher J. Edson; First Selectwoman Laura L. Francis; Chief Louis J. Fusaro; Chief Duane J. Lovello; John Ward

Other Attendees: Thomas E. Flaherty, Police Academy Administrator; POSTC Certification Manager William Klein; POSTC Accreditation Manager Ted LeMay; Susan Rainville, POSTC Director of Field Services; Assistant Attorney General Stephen Sarnoski; William Schultz, POSTC Director of Basic Training; Steven Spellman for Commissioner Reuben Bradford, DESPP; Chief Paul Melanson, Farmington PD; LTC N. Ryan, Farmington PD; Linda Carlin, Farmington PD; Capt. R. LaChance, UConn PD

Council Members Absent: Mr. Richard P. Boccaccio; Commissioner Reuben Bradford, DESPP; Mr. Kurt P. Cavanaugh; Chief State's Attorney Kevin T. Kane; Chief Lisa Maruzo-Bolduc; Special Agent In Charge Kimberly K. Mertz; Mr. Jack Mosier; James N. Tallberg, Esq.

CALL TO ORDER

Chief Anthony Salvatore, Council Chairman, called the meeting to order at 9:30 AM. The Chairman welcomed two new members of the Council; Chief James Dooley from Southern CT State University and Chief Duane J. Lovello from Darien Police Department. Chairman Salvatore read a resolution which was then presented to Chief Harry Rilling of the Norwalk Police Department who recently retired from his position in Norwalk as well as his 10 year membership to this Council. The Chairman also noted that Commissioner Bradford was not able to attend this meeting, and attending in his place was Attorney Steven Spellman of the Commissioner's staff.

MINUTES

Chief Fusaro moved to approve the minutes of the June 7, 2012 meeting, it was seconded by Mr. Ward. The motion carried. Chiefs Dortenzio, Dooley, and Lovello abstained as well as First Selectwoman Francis, Dr. Donahue and Officer Brevard.

CHIEFS/PUBLIC COMMENTS

There were no comments to report.

CERTIFICATION COMMITTEE

Request for Comparative Certification

Scott E. O'Donnell – Essex Police Department – (Police Officer Position)

Chief Dortenzio, Chair of the Certification Committee, presented the request of First Selectman Norman Needleman, Town of Essex, on behalf of Scott O'Donnell for a Certificate of Comparative Certification and Full or Partial Waiver of the POSTC Basic Training requirements. The request was included in the packets mailed to Council members. He is currently serving with the Connecticut State Police, but was made a conditional offer by the Essex Police Department. Probationary Officer O'Donnell's resume and training records have been reviewed to assess his training needs. It is recommended he successfully complete the ten classes listed in the request documents and that his duties be restricted until such time as the classes are successfully completed. The Certification Committee recommends the full Council approve the staff recommendation subject to the restrictions that have been laid out.

Chief Dortenzio moved to approve the request of First Selectman Needleman, Town of Essex, specifying that Probationary Officer O'Donnell be granted a Certificate of Comparative Certification subject to his successful completion of the 10 specific courses, it was seconded by Mr. Burling. The motion carried.

John G. Patterson – Mohegan Tribal Police Department – (Police Officer Position)

Chief Dortenzio, Chair of the Certification Committee, presented the request of Chief Francis Gavigan, Mohegan Tribal Police Department, on behalf of John Patterson for a Certificate of Comparative Certification and Full or Partial Waiver of the POSTC Basic Training requirements. The request was included in the packets mailed to Council members. He was formerly with the Connecticut State Police and is currently seeking employment with the Mohegan Tribal Police Department. It is recommended that he successfully complete the ten classes listed in the request documents and that his duties be restricted until such time as the classes are successfully completed. The Certification Committee recommends the full Council approve the staff recommendation subject to the restrictions laid out in the document.

Chief Dortenzio moved to approve the request of Chief Gavigan, Mohegan Tribal Police Department, specifying that Probationary Officer Patterson be granted a Certificate of Comparative Certification subject to his successful completion of the 10 specific courses, it was seconded by Chief Fusaro. The motion carried.

James P. Kline – Orange Police Department – (Police Officer Position)

Chief Dortenzio, Chair of the Certification Committee, presented the request of Chief Robert J. Gagne, Orange Police Department, on behalf of James Kline for a Certificate of Comparative Certification and Full or Partial Waiver of the POSTC Basic Training Requirements. The request was included in the packets mailed to Council members. He is currently serving with the Connecticut State Police and is currently seeking employment with the Orange Police Department. As of this request, he has not yet completed all of the entry level standards. However, in order to expedite this, staff has done a comparison of training requirements necessary for certification. The Certification Committee recommends the full Council approve the request for certification subject to the restrictions that he achieve all of the entry level standards and successful completion of the courses listed, and his duties be restricted until such time as all of the requirements are accomplished.

Chief Dortenzio moved to approve the request of Chief Gagne, Orange Police Department, specifying that Probationary Officer Kline be granted a Certificate of Comparative Certification

subject to his successful completion of the 10 specific courses, it was seconded by Chief Edson. The motion carried.

Lawrence A. Terra – Canton Police Department – (Police Captain Position)

Chief Dortenzio, Chair of the Certification Committee, presented the request of Chief Christopher Arciero, Canton Police Department, on behalf of Lawrence Terra for a Certificate of Comparative Certification and Full or Partial Waiver of the POSTC Basic Training Requirements. The request was included in the packets mailed to Council members. He is currently serving with the Connecticut State Police and is expected to retire, and seeking employment with the Canton Police Department. It is recommended that he successfully complete the ten classes listed in the request documents and that his duties be restricted until such time as the classes are successfully completed. The Certification Committee recommends the full Council approve the staff recommendation subject to the restrictions laid out in the document.

Chief Dortenzio moved to approve the request of Chief Arciero, Canton Police Department, specifying that Probationary Captain Terra be granted a Certificate of Comparative Certification subject to his successful completion of the 10 specific courses, it was seconded by Mr. Burling. The motion carried.

Jason M. Noblet – Norwich Police Department – (Police Officer Position)

Chief Dortenzio, Chair of the Certification Committee, presented the request of Chief Louis Fusaro, Sr., Norwich Police Department, on behalf of Jason Noblet for a Certificate of Comparative Certification and Full or Partial Waiver of the POSTC Basic Training Requirements. However, at this time the matter was withdrawn from the agenda, and no further action was necessary.

John J. Rich – Madison Police Department – (Police Commander Position)

Chief Dortenzio, Chair of the Certification Committee, presented the request of Chief John Drumm, Madison Police Department, on behalf of John Rich for a Certificate of Comparative Certification and Full or Partial Waiver of the POSTC Basic Training Requirements. The request was included in the packets mailed to Council members. He has recently retired from the Connecticut State Police and is seeking employment with the Madison Police Department. It is recommended that he successfully complete the ten classes listed in the request documents and that his duties be restricted until such time as the classes are successfully completed. The Certification Committee recommends the full Council approve the staff recommendation subject to the restrictions laid out in the document.

Chief Dortenzio moved to approve the request of Chief Drumm, Madison Police Department, specifying that Probationary Officer Rich be granted a Certificate of Comparative Certification subject to his successful completion of the 10 specific courses, it was seconded by Chief Dooley. The motion carried.

Revocation of Police Officer Certification

Steven M. Craig – Eastern Connecticut State University Police Department

Chief Dortenzio, Chair of the Certification Committee, explained briefly the case of Steven M. Craig, Eastern Connecticut State University Police Officer, who was terminated. The revocation documents were included in the packets mailed to Council members. The State Labor Department's independent arbitrator found that the facts clearly established that Officer Craig was untruthful about his conduct on September 1, 2008. He was entitled to a hearing here at POSTC, however, his legal counsel has waived any claim for a hearing. The Certification Committee recommends the full Council revoke his Connecticut Police Officer certification for violation of 53a-157b.

Chief Dortenzio moved to approve the recommendation of the Certification Committee to revoke the Connecticut Police Officer certification of Steven M. Craig, Eastern Connecticut State

University Police Department, for violation of 53a-157b, it was seconded by Mr. Burling. The motion carried.

Request for an Extension of Probationary Candidate Status

Omar A. Jimenez – Stratford Police Department

Chief Dortenzio, Chair of the Certification Committee, explained that Omar Jimenez was hired by the Stratford Police Department in March 2012, and he entered the Milford Police Academy for basic recruit training on March 30, 2012. While he was seated in the Academy, he was called up by the Military for a 15 month deployment overseas. The Stratford Police Department is seeking an extension of the probationary candidate status as Mr. Jimenez was not able to fulfill the attendance requirements at the Milford Academy. The Certification Committee reviewed the matter and recommends that the full Council grant the extension contingent upon an updated background investigation including any activity in the Military, and the Stratford Police Department register Mr. Jimenez for the next available Police Academy class within 10 days of his return to Stratford, pursuant to Council regulation.

Chief Dortenzio moved to approve the recommendation of the Certification Committee to extend the probationary candidate status of Omar Jimenez of the Stratford Police Department to fulfill his military obligation contingent upon an updated background investigation to include his activity in the military and that the Stratford Police Department registers Probationary Officer Jimenez in the next available basic training recruit academy within 10 days of his return to duty pursuant to Council regulations Section 7-294d (6), CGS, it was seconded by Chief Fusaro. The motion carried.

Application to Commence a Basic Police Training Academy

Police Officer Standards and Training Council

Chief Dortenzio, Chair of the Certification Committee, stated that it is a requirement that the Certification staff consult with the Basic Training Director here at the Police Officer Standards and Training Council to conduct an On-Site Certification Compliance Review. The results of the audit were included in the packets mailed to Council members. The Certification Committee recommends that the full Council approve the application of the Basic Training Division to continue to provide the annual police officer basic training for a maximum of 50 recruits per training session.

Chief Dortenzio moved to approve the recommendation of the Certification Committee to approve the application of the Basic Training Division to continue to provide the annual Police Officer Basic Training for a maximum of 50 recruits per training session, it was seconded by Chief Dooley. The motion carried.

Request for a Waiver of the Council Field Training Officer Policy

Canton Police Department

Chief Dortenzio, Chair of the Certification Committee, reported that a request was received by the Canton Police Department for a waiver of the standards established by the Police Officer Standards and Training Council for an officer interested in becoming a Field Training Officer to meet certain tenure requirements and proficiency requirements before they can become an FTO. The Canton Police Department is requesting that the tenure requirement be waived by the Police Officer Standards and Training Council if an individual does not meet the eligibility requirements. The Canton Police Department is a fairly small Police Department, and they have a number of other FTO's. Therefore, the Certification Committee recommends the Council deny the request to maintain the spirit of the policy that an officer must meet the three years experience as a certified police officer first, and then receive FTO training.

Chief Dortenzio moved to deny the request of the Canton Police Department for a waiver of the POSTC eligibility requirements to become a Field Training Officer, it was seconded by Chief Edson. The motion carried.

Non Action Item

Status of Allegations: Mashantucket Pequot Tribal Nation Police Department

Compliance/Certification Officer William Klein stated that after the last meeting, it was noted that the Chief of the Mashantucket Pequot Tribal Police Department had made a request for their Department to join POSTC and for their officers to become POST certified. At that time there was a negative article published in one of the newspapers quoting ex-employees of the Mashantucket Pequot Tribal Nation Police Department. Based on that information at that meeting, it was approved by the Council to authorize Chief Flaherty to write a letter to see if the allegations were to be investigated. A letter was sent to Chairman Butler of the Pequot Tribal Nation. Since the letter was sent, William Dittman, a certified police officer from New London was hired as the new Police Chief of the Mashantucket Police Department. Acting Chief Dittman was sent a copy of the letter. Chairman Butler forwarded a letter dated July 25, 2012, indicating that the newspaper information targeted an individual who no longer is employed by their Police Department, but an investigation would be conducted. A follow up to that letter, dated August 9, 2012, to Chief Flaherty indicates an investigation was done of both former employees of the Department as well as current employees. All past and present employees have been cleared of any misconduct. Mr. Klein reported that Acting Chief Dittman plans on hiring sixteen officers for comparative certification to supplement his Police Department.

ACCREDITATION COMMITTEE

Farmington Police Department – Accreditation – 4th Award

Chief Edson, Chair of the Accreditation Committee, reported that they had received an application from the Farmington Police Department to be awarded Tier III accreditation. They had received their original accreditation from CALEA in July 1992, and have maintained accredited status for 20 years. During the assessment for State accreditation, the eight standards not found in the CALEA program were submitted to the staff as well as the final assessment report on April 2, 2012. The Farmington Police Department has been found in compliance with all State standards, and it is the recommendation of the Accreditation Committee that the Farmington Police Department be awarded Tier III accreditation through 2015. Chief Melanson, Farmington Police Department, was present to accept the award.

Chief Edson moved to approve the Accreditation Committee’s recommendation that the Farmington Police Department be Awarded Tier III accreditation through 2015, it was seconded by Chief Dortenzio. The motion carried.

Chief Edson, Chair of the Accreditation Committee, reported that at the last meeting accreditation was awarded to the University of Connecticut Police Department, and they were not present to acknowledge their award. Representatives were present at this meeting to accept their award. The Council recognized the University of Connecticut Police Department for being awarded their accreditation. Captain LaChance was present to represent Captain O’Connor and accept their award.

INFORMATIONAL ITEMS

Executive Director’s Report

Chief Flaherty reported that since the last meeting, tours have been hosted for the FBI National Academy Youth Leadership Program, Wallingford Schools and South Windsor Summer Youth Academy. The Chief has been attending Commissioner Bradford’s Executive Staff meetings. The Commissioner advised that he has decided to centralize the Department’s public information function. Scott Devito will be the representative for POST and will be working with the staff on any public information items. Over the

summer Chief Flaherty, Chief Lovello and Lt. Sticca from the State Police have been working on the Eye Witness ID mandatory policy required by the Public Act. Seven meetings were held at the Connecticut Police Academy. The Policy will be ready for the Council for the November meeting. It is still being worked on, and an informal meeting is scheduled for Monday, September 10, 2012, in the afternoon. The meeting will also be attended by Justice Borden who chaired the Eye Witness ID task force. Chief Flaherty attended the Commissioner's last Coordinating Advisory Board Council with Chief Salvatore. There have been two meetings developing a non-mandatory electronic control device policy which was at the suggestion of U.S. Attorney David Fein. It will be distributed. Departments will have the option of adopting the policy at their discretion. Chief Flaherty also attended the Police Commissioners Association in Connecticut Meeting and Awards ceremony where guns are awarded to the top graduates of each class from last year. He has been attending meetings with POST staff and State Police training staff on domestic violence policy and training issues. The latest version of the Governor's Digest of Reports involving POST was submitted to Commissioner Bradford's office. A copy was included in the day packets. Chief Flaherty met with the Library volunteers to discuss the possibility of having evening hours in the Library. The librarians have forwarded a report donating approximately 600 hours of free time reorganizing the library. General Notice 12-05 regarding Medical Marijuana was distributed at the request of Chief Salvatore and the Department of Consumer Protection. Copies were mailed to Council members in their meeting packets. Last week Chief Salvatore and Chief Flaherty met with Senator Suzio from Meriden who was addressing a complaint he received from a constituent about the noise from the range. This seems to be an ongoing issue. A study had been completed by DOT. The Senator plans to return to the range when there is shooting being conducted. Chief Lovello asked about positions lost, i.e. PT positions. Chief Flaherty explained that he has submitted a budget request for POST to DESPP which includes restoring some of the positions that were not filled. Currently the part-time PT positions do not exist anymore. It is not known what positions will be restored. Of the six full-time positions that were lost, POST is seeking to restore three of them. One would be a full-time training officer that would be able to incorporate physical training. Chief Salvatore asked Chief Flaherty to send letters on behalf of the Council to the part-time training officers who have donated their time to POST for training.

Basic Training Report

Director William Schultz reported that there are currently two classes in session, 337th and 338th. Class 337 began on April 5 with 42 recruits and is progressing with the same number. Graduation will be September 17, 2012, at the Aetna building in Hartford. Class 338 began on July 13 with 50 recruits and is presently at the same number. That graduation will be in mid December. Class 339 is scheduled to begin on October 5, 2012. A copy of Director Schultz's report had been mailed to Council members in their packets.

In-Service Training Report

Director Susan Rainville had submitted her report which had been mailed to Council members in their packets. She also submitted an update in the Council day packs. Some of the highlights were: a Supervisory training program for 7 ½ days for First Line new Sergeants. The course provides critical incident management training. There were 29 in attendance and an administrative investigation class was held for first line supervisors in June. Mrs. Rainville reported that she is working closely with the DOT, Office of Highway Safety. A school crossing guard train-the-trainer class was held in June. Staff conducted that training at no cost. Two drug courses were held this summer. One was Patrol Drug Interdiction with 50 attendees, and the other was Undercover Operations with over 50 attendees at no cost. The FBI provided a Fingerprint Class on July 31 for 3 days. It was held in New Haven, with 25 officers statewide that attended. The US Attorney's Office provided a one-day session on law enforcement response to people with disabilities. At the end of Spring there was a course in Traffic Crash Reconstruction as well as Interview & Interrogation Techniques for the Investigator, Basic Instructor Development and Responding to Situations Involving People with Mental Illness. A copy of the Fall and Winter calendar was included in the packets. The revised calendar has additional sessions included. More classes will be added between now and June that include trafficking in conjunction with the Chief State's Attorney's Office and a series of computer classes on Excel Power Point and Advanced Power Point and a Mid-Management course. A Legal Update was just completed with Police Chiefs. There

were 130 in attendance. An FOI records retention class is scheduled for October 30. The staff is working with Judicial on Protective Orders and GPS. The Street session is in September. Advanced I & I and statement analysis will be conducted by the FBI in December, a no cost training. State's Attorney Legal Training will be at night for 4 sessions; 2 in October and 2 in the Spring. Tuition-based training will be implemented in October with the Basic Crime Scene class on October 10. There is one course with Homeland Security, a Physical Assessment training to be held in September at no cost.

Accreditation Manager's Report

In addition to what had been mailed in Mr. Lemay's report, he added that the Farmington Police Department underwent the Gold Standard Assessment of CALEA Accreditation which included an intensive interview process with interviews of all employees within the Department, not just sworn personnel. The only way this level of accreditation is successfully completed is through years of commitment to accreditation and adhering to standards. He commended the Farmington Police Department for their accomplishment.

Compliance Officer's Report

The Certification Progress report had been mailed for the members' review. Mr. Klein will be attending a Regulations hearing regarding dropping the Cooper Standards for laterals only. Mr. Klein was advised by POSTC's Regulations attorney, this regulation should be approved. It should be signed off a couple days after the hearing. Mr. Klein reported that this is the second consecutive year that all police officers have met their training for recertification. Public Act 11-251 has negated the two year rule, which had stated that an officer needed to be in a Police Department for two years before they could transfer, unless there is a Chief-to-Chief waiver. Mr. Klein has had communication from some First Selectmen who are planning to work with their legislators to reinstitute the two year rule as a Public Act or Statute. It was noted that some towns are keeping some type of requirement in place through collective bargaining.

Audit Reports

The reports had been mailed in the members' packets.

NEW BUSINESS

Request Council Adoption of a Revision of a policy entitled, "Policy Providing Guidelines Concerning the Acceptance of Missing Persons Reports by Law Enforcement Agencies and the Responses Thereto."

Chief Salvatore asked everyone to review the Missing Persons Policy. It is legislation that was adopted and is monitored by other agencies. Trainer Geoff Anderson and Trooper Karen O'Connor worked to fine tune the policy addressing concerns that were expressed. Chief Flaherty urged the Council to adopt the policy, and it will be distributed as a General Notice.

Chief Fusaro moved to approve the adoption of the Revision of a "Policy Providing Guidelines Concerning the Acceptance of Missing Persons Reports by Law Enforcement Agencies and the Responses Thereto." It was seconded by Mr. Burling. The motion carried.

Request Authorization to Accept Donation of Training Aids

Chief Flaherty reported that a memo from Training Officer Geoff Anderson was mailed in the packets requesting the Council to approve the acceptance of 32 mannequin heads as a donation from the Brio Academy of Cosmetology, 1231 East Main Street, Meriden, CT, which would be used for practical skills training. Regulations require approval by the Council to accept any donations.

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Mr. Ward moved to authorize Training Officer Geoff Anderson to accept the donation of 32 mannequin heads from the Brio Academy of Cosmetology, 1231 East Main Street, Meriden, CT, for practical skills training. It was seconded by Chief Fusaro. The motion carried.

ADJOURNMENT

Chief Edson moved to adjourn the meeting, it was seconded by Chief Fusaro. The motion carried. The meeting adjourned at 10:14 PM.

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