



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

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

**MINUTES OF MEETING
May 11, 2017
CONNECTICUT POLICE ACADEMY
MERIDEN, CONNECTICUT**

IT SHOULD BE NOTED THAT THIS DOCUMENT IS AN ABRIDGED VERSION OF THE MINUTES OF THE MAY 11, 2017 POST COUNCIL MEETING. THE ORIGINAL MINUTES ARE IN THE FORM OF A DIGITAL RECORDING AND AVAILABLE UPON REQUEST FROM THE ACADEMY ADMINISTRATOR.

Council Members Present: Sergeant William Brevard; Kurt P. Cavanaugh; Chief John F. Daly; Dr. Amy Donahue; Town Administrator Michael Freda; Douglas Glanville; Chief State's Attorney Kevin Kane; Chief Thomas Kulhawik; Chief Keith Mello; Chief Mark Palmer; State Victim's Advocate Natasha Pierre and Dr. Guy Vallaro.

Other Attendees: Police Academy Administrator Thomas E. Flaherty; Director of Basic Training William Schultz; Accreditation Manager William Tanner; Holly King, CSP - TA Administrative Staff; Assistant Attorney General Stephen Sarnoski; Pamela Hayes, CPCA Executive Director; Chief Michael Custer, Sgt. Joseph Phelps and Officer Jonathan Lammers – Rocky Hill PD; Chief John Drumm and Captain Joseph Race – Madison PD.

Council Members Absent: Special Agent in Charge Patricia Ferrick; Chief Ronnell Higgins; Chief Michael Maniago and Commissioner Dora Schriro.

CALL TO ORDER

Chief Keith Mello, Vice-Chair, called the meeting to order at 9:32 A.M.

ACTION ITEMS:

MINUTES OF THE March 9, 2017 MEETING

Chief Mello requested a motion to accept the Minutes of March 9, 2017 Meeting as submitted. Motion made by Chief Palmer, seconded by Mr. Kane, motion carried.

CERTIFICATION COMMITTEE:

Request for a Certificate of Comparative Certification and Full or Partial Waiver of the Basic Recruit Training Academy

1. **Norma Baldini** – Newington Police Department (Officer)

Mr. Cavanaugh and the certification committee has reviewed this application and moves that the council approve this certificate of comparative certification consistent with training requirements and associated conditions as specified within the contents of the council packet forwarded to each council member in advance of today's meeting; seconded by Chief Daly. The motion carried.

2. **Shannon Belcher** – Somers Police Department (Officer)

Mr. Cavanaugh and the certification committee has reviewed this application and moves that the council approve this certificate of comparative certification consistent with training requirements and associated conditions as specified within the contents of the council packet forwarded to each council member in advance of today's meeting; seconded by Chief Kulhawik and Mr. Freda. The motion carried.

3. **Elisee Chery** – Enfield Police Department (Officer)

Mr. Cavanaugh and the certification committee has reviewed this application and moves that the council approve this certificate of comparative certification consistent with training requirements and associated conditions as specified within the contents of the council packet forwarded to each council member in advance of today's meeting; seconded by Mr. Kane and Chief Palmer. The motion carried.

4. **William Eastwood** – South Windsor Police Department (Officer)

Mr. Cavanaugh and the certification committee has reviewed this application and moves that the council approve this certificate of comparative certification consistent with training requirements and associated conditions as specified within the contents of the council packet forwarded to each council member in advance of today's meeting; seconded by Chief Daly. The motion carried.

5. **Lawren Owens** – South Windsor Police Department (Officer)

Mr. Cavanaugh and the certification committee has reviewed this application and moves that the council approve this certificate of comparative certification consistent with training requirements and associated conditions as specified within the contents of the council packet forwarded to each council member in advance of today's meeting; seconded by Mr. Freda and Mr. Kane. The motion carried.

Basic Recruit Training Academy Application

1. **Hartford Police Academy**

Mr. Cavanaugh, on behalf of the Certification Committee, recommends the Council approve the Hartford Police Department's application to commence a Basic Police Recruit Training Academy for a maximum of forty-eight (48) recruits noting that items 1-12 will

be part of the recommendation, seconded by Chief Palmer and Chief Daly. Motion carried.

2. Waterbury Police Academy

Mr. Cavanaugh, on behalf of the Certification Committee, recommends the Council approve the Waterbury Police Department's application to commence a Basic Police Officer Recruit Training Academy for a maximum of forty (40) recruits noting items 1-12, seconded by Mr. Kane and Chief Daly. Motion carried.

Comparative Certification Training

Recommendation to update Comparative Certification Training Requirements

1. Recommendation #1

Mr. Cavanaugh, on behalf of the Certification Committee, recommends the Council approve the following changes to training required of Connecticut State Troopers being reviewed as Comparative Certification Candidates; Effective June 1, 2017 the area of Search and Seizure, which currently includes instruction and a review test administered by POSTC Staff, be eliminated as a requirement. Also, that the following training areas be added to the required training for this class of Comparative Certification Candidates; Area 401, 402, 405, 407, 409 & 411. This was accepted by Chief Daly and seconded by Mr. Kane. Motion carried.

2. Recommendation #2

Mr. Cavanaugh, on behalf of the Certification Committee, recommends the Council approve the following changes to training required of other than Connecticut Troopers, being reviewed as Comparative Certification Candidates; Effective June 1, 2017 the following areas be considered for this class of Candidate's previous training and, if no evidence of these training areas are apparent, require they be completed for Comparative Certification; Area 202, 205, 210, 211, 213, 401, 402, 405, 407, 409, 411, 514, 518, 602A, 604B, 610B & 626. This was accepted by Chief Daly and seconded by Mr. Freda. Motion carried.

ACCREDITATION COMMITTEE:

1. Tier II Accreditation – Rocky Hill Police Department

Rocky Hill Police Department is under the command of Chief Michael Custer. They were initially accredited May 2016 at Tier 1. On April 3, 2017 the state assessors completed review of their Tier II standards; found they were in compliance with 195 applicable standards, 12 standards were non-applicable and opted out of 1 standard. Two files that the assessors required some discretion and required some minor policy adjustments. In conclusion, Rocky Hill Police Department has established policies and practices which are consistent with the POSTC Tier II State Law Enforcement Accreditation Standards.

Chief Kulhawik and the Accreditation Committee make the motion that the POST Council award Tier II Connecticut State Accreditation to the Rocky Hill Police Department, seconded by Chief Palmer and Mr. Cavanaugh. The motion carried.

2. Tier III Re-Accreditation – Madison Police Department

Madison Police Department is under the command of Chief Jack Drumm has been accredited since 2014. On December 11-14, 2016 they underwent a CALEA on-site assessment and found to be in compliance with 405 CALEA Standards. They were awarded CALEA reaccreditation at a Conference in Mobile, AL in March 2017. On March 28, 2017 POST Staff completed an assessment of their Tier III State Accreditation files via the Power DMS website and were found to be in compliance with those standards. In conclusion Madison Police Department has established policies and practices which are consistent with the POSTC Tier III State Law Enforcement Accreditation Standards.

Chief Kulhawik and the Accreditation Committee make the motion that the POST Council award Tier III Connecticut State Re-Accreditation to the Madison Police Department, seconded by Mr. Kane and Mr. Freda. The motion carried.

INFORMATION ITEMS:

1. Executive Director's Report
Chief Flaherty, Police Academy Administrator – Since last meeting Dr. Vallero and I have attended the Commissioners Advisory Board Meeting; I attended Dual Arrest Round Table at CCADV; attended Lincoln College Advisory Board Meeting – staff there are concerned about encouraging their students becoming a police officer and concerned about some of the students they see their inability to communicate (in terms of verbally and in writing) so they had a discussion on that; attended Annual Law Enforcement Memorial Committee Meetings, the Annual Service is scheduled here for Wednesday, May 24, 2017 at 11am at the monument; CPCA Wellness Committee Meeting – having Dr. Chris Wilson do a program at Eversource (he's coming in from the west coast); Hosted 5-day Train-the-trainer for Mental Health, "First Aid for Law Enforcement (train-the-trainer)"; Valerie Kazlowski, Office Assistant is retiring June 1st, leaving no clerical staff on the first floor of the building.
2. Directors Reports:
 - a. Basic Training – Mr. William Schultz, Basic Training Division Director, updated the council on the status of the classes:
 - 355th graduated last March at Central Connecticut with forty-five (45) students
 - 356th Training Session – began December 30, 2016, now with forty-five (45) recruits. The class is scheduled to graduate in mid-June at Central Connecticut State University.
 - 357th Training Session – began on April 7, 2017 with thirty-nine (39) recruits.
 - 358th Training Session is scheduled to begin on July 7, 2017
 - b. In-Service Training – Information provided in the packet
3. Accreditation Manager's Report – William Tanner - nothing to add, materials are in the Council packets.
4. Compliance Officer's Report – William Tanner had nothing to add for this either.
5. Audit Reports – in packet
6. Correspondence – in packet

OLD BUSINESS:

1. Consideration of the Revision of the POST Lethality Assessment Model Policy – Deputy Chief Warren Hyatt – Guilford Police Department/CCADV General Notice 14-03 Model Policy for LAP Program

Chief Mello made a motion to approve the LAP Policy as amended to become the POST Model Policy, seconded by Chief Palmer. The motion carried.

Yellow highlighted comes out and red is new language that has been inserted – only change.

ORIGINAL VERSION:

- c. If the victim agrees to speak with an advocate, the officer will advise the advocate that the officer has completed an assessment that indicates danger or that the officer believes that the victim may be in danger and would like the advocate to speak with the victim.
- d. Officers should not provide the name of the victim and their contact information to the advocate without the consent of the victim.
- e. During the conversation between the victim and the advocate, the advocate may ask to speak with the officer regarding the situation.
- f. The officer will then be guided by the discussion with the advocate for further assistance.
- g. Officers should provide reasonable assistance to the victim if the victim wants to leave the residence.

Reporting Recommendations:

It is recommended that all lethality assessment screens be signed by a supervisor and sent to (Domestic Violence Provider) regardless of whether the victim screened in, as soon as possible.

It is further recommended that the (Name of Police Agency) complete and forward to the (Domestic Violence Provider) the Lethality Assessment Reporting Template by the 15th of each month which contains the following information:

1. The number of lethality assessment screens that were attempted.
2. The number of victims screened to be “at risk.”
3. The number of victims screened to be as not “at risk.
4. The number of victims who did not respond to the screening questions.
5. The number of victims who were screened and spoke with a domestic violence advocate.

REVISED VERSION:

- c. If the victim agrees to speak with an advocate, the officer will advise the advocate that the officer has completed an assessment that indicates danger or that the officer believes that the victim may be in danger and would like the advocate to speak with the victim.
- d. Officers should not provide the name of the victim and their contact information to the advocate without the consent of the victim.
- e. During the conversation between the victim and the advocate, the advocate may ask to speak with the officer regarding the situation.
- f. The officer will then be guided by the discussion with the advocate for further assistance.
- g. Officers should provide reasonable assistance to the victim if the victim wants to leave the residence.

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It is further recommended that the (Name of Police Agency) Domestic Violence Liaison coordinator/supervisor compile the corresponding monthly LAP data totals and enter them into the LAP database by the 10th of each following month. If there are no lethality assessment screens for a particular month, the Domestic Violence Liaison coordinator/supervisor shall indicate the number zero for the corresponding data entry points in the database.

The data entry points will include the following information;

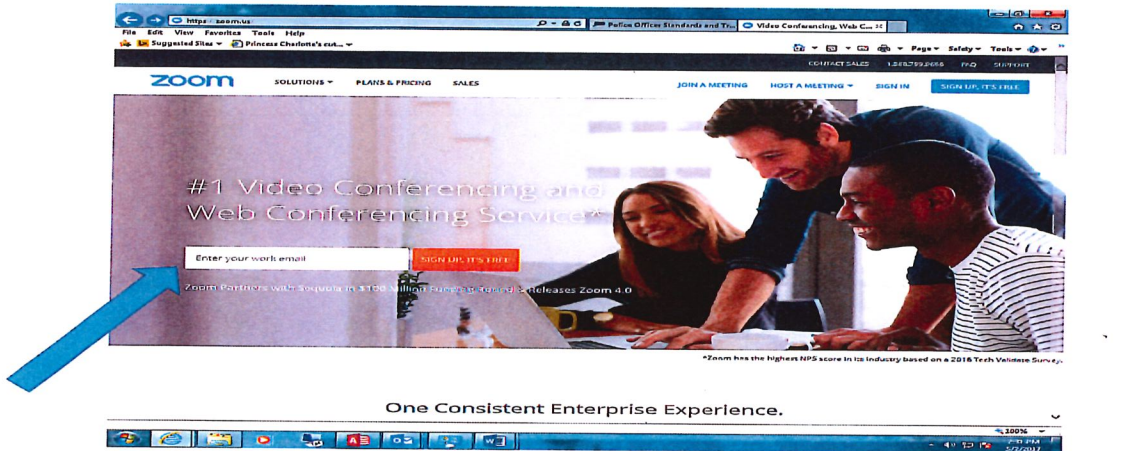
1. The number of lethality assessment screens that were attempted.
2. The number of victims screened to be at "high danger".
3. The number of victims screened as "non-high danger".
4. The number of victims who did not respond to the screening questions.
5. The number of victims who were screened and spoke with a domestic violence advocate.

Chief Mello commented on *Body Worn Camera Committee* – standing committee will meet again to look at some of the elements that are causing consternation within the field; report back after we meet.

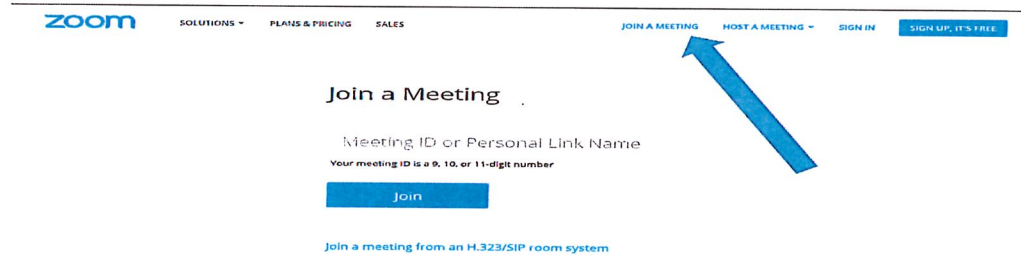
Linda Nido, POSTC IT personnel, gave a presentation on teleconferencing capabilities we have now; using "Zoom" *Video Conferencing software* – Basic review/update on initial teleconferencing presentation from a few meetings back. Finally, Linda sent a sheet around to populate "contacts" in order to gather names and email addresses and telephone number for future access for the teleconferencing if needed. (1-page informational sheet as handout)

USING "ZOOM" VIDEO CONFERENCING

As a new member, go to [ZOOM.us](https://zoom.us) & sign up for **free**



OR you can simply click on **"JOIN A MEETING"** at the top of the ribbon.
An ID number is generated when we host a meeting.
Simply insert that meeting # and click **"JOIN"**.



Questions: Linda.Nido@ct.gov OR 203-427-2604

Chief Mello mentioned the *Curriculum Committee* met with the Justice Collaboratory at Yale Law School. Met with Megan Quattlebaum, the program director, discussed work they have done on a national level – as it pertains to fair and impartial policing, police legitimacy and some other related topics. They have considerable research to back up some of their recommendations and some of their work; they helped to develop training models as well. It parallels what they presented to the Legislative Task Force back in September, but I thought it was a little more tailored to us. Small presentation by Chief Mello's staff on the "Blue Courage Training Program" – leadership training program that is presented to recruits over two (2) days most recently adopted by NYPD. Still in first phase, looking at best practices around the country, compare and contrast to what we are doing to see what modifications we would need to make to our curriculum as well. The final phase would be the implementation phase, develop lesson plans and provide resources and make recommendations to the council as to whether this is an area where we would want to go and any changes we would like to make to our curriculum. If we decide to move forward on any of these recommendations, my staff can provide a presentation to the council on Blue Courage and Megan Quattlebaum or her colleagues would be happy to come here as well. It really validates what we are doing here.

NEW BUSINESS:

1. Chief Mello - The academy received an email from Mr. Mark Handler from Converus. They developed and manufactured a "truth detection system" similar to a polygraph called "EyeDetect". It measures eye motion, pupil dilation response to certain questions and there is science behind it. They asked POST whether this is an acceptable tool to be used towards screening police applicants. This may be a tool that is viable, it may be something that provides some value to us, the Assistant Attorney General looked at it and believes it fits under definition – the state legal definition – of a polygraph device.

Chief Mello asked for volunteers to serve on an action committee to study this to see if this is something that is viable, suggest we look at the science first. If the science is what he says it is, then it is just as reliable if not more reliable as a traditional polygraph and it offers a cost savings, and according to Mr. Handler eliminates the human error that's involved in polygraphs; so it's something we should take a look at because its new technology.

Looking for volunteers that would serve on an action committee to study this and then make recommendations to the council whether it is something we should consider, whether we should invite Mr. Handler here for a presentation to the full council or whether we think the science is possibly unreliable.

Chief Palmer agreed to be chair to this committee along with Mr. Freda; jokingly with a sense of seriousness - possibly a few others that are not currently present at this meeting – Chief Higgins, Chief Maniago.

Chief Flaherty added that he and Mr. Sarnoski met with the Chief Wardwell and the Captain from New Britain PD. Chief Wardwell is the current president of the American Polygraph Association, deeply involved in polygraphy and part of pre-screening and asked to be included. They aren't saying whether it's good or bad, they just have some reservations about this new product and they would like to be part of this discussion as would Steve (Sarnoski).

2. Consideration of Request to Recommend to Commissioner Schriro the Appointment of Certification/Accreditation Manager William Tanner as a Special Police Officer for POSTC pursuant to Sec. 7-294d(a)(23) of the General Statutes of Connecticut

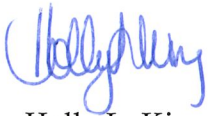
Chief Mello requested a motion to be made to approve Commissioner Schriro's appointment of Certification/Accreditation Manager William Tanner as a Special Police Officer for POSTC; motion made by Mr. Freda and seconded by Chief Daly. The motion carried.

Better understanding as to the reasons why this was brought up: ***Chief Flaherty*** - Bill Tanner goes out to all departments on accreditation issues as well as audit issues, drives a car that looks like a police officer, gives him the credibility in dealing with agencies and applicants and everyone else here at the academy has been appointed a Special Police Officer except for Gary Fredericks our driving instructor. He has arrest powers in connection, limited to his duties here at POST, onsite or wherever he goes in the state in the course of his duties. He is armed when he is here and while out on site visits, but we don't expect him to be issuing speeding tickets.

**Chief Mello moved to adjourn the meeting; motioned by Chief Daly, seconded by Mr. Kane.
Motion carried.**

The meeting was adjourned at 10:04 A.M.

Respectfully Submitted,



Holly L. King
DESPP, Connecticut State Police
Training Academy Secretary