



**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**

**MARCH 1, 2012**

**CONNECTICUT POLICE ACADEMY**

**MERIDEN, CONNECTICUT**

**Council Members Present:** Chief Anthony J. Salvatore, Sr., Chairman; Mr. Richard P. Boccaccio; Commissioner Reuben Bradford; Mr. Howard Burling, II; Mr. Kurt Cavanaugh; Dr. Amy K. Donahue; Chief Douglas L. Dortenzio; Chief Christopher J. Edson; First Selectwoman Laura L. Francis; Chief Louis J. Fusaro; Chief Robert S. Hudd; Chief State's Attorney Kevin T. Kane; Special Agent In-Charge Kimberly K. Mertz; James N. Tallberg, Esq.

**Other Attendees:** Thomas E. Flaherty, Police Academy Administrator; Certification Manager William E. Klein; Accreditation Manager Harold T. LeMay; Assistant Attorney General Stephen R. Sarnoski; Lt. Clayton Brown, State Police Academy Administrator

**Council Members Absent:** Chief Lisa Maruzo-Bolduc; Chief Harry W. Rilling; Town Administrator John D. Ward; Mr. Jack Mosier

**CALL TO ORDER**

Chief Anthony Salvatore, Council Chairman, called the meeting to order at 9:30 AM.

**MINUTES**

***Chief Fusaro moved to approved the minutes of the January 5, 2012, meeting, it was seconded by Attorney Kane. The motion carried.***

**CHIEFS/PUBLIC COMMENTS**

Mr. Jim Johnson addressed the Council to discuss a Bill that has come up before the Public Safety Committee, H.B. 5295. He was willing to discuss this Bill as it related to his own personal circumstances. He is a retired NYPD Lieutenant. Thirty years ago as a 19 year old manager at Radio Shack, he had not properly registered some merchandise and subsequently had an arrest on his record, and was convicted of a petit larceny in the State of New York. The State of New York unlike the State of Connecticut does not offer any type of pardons or expungements. What they do have is a Certificate of Relief of Disabilities. It is a complicated process to receive one of these certificates. He received his conviction in 1981, and in 1985 he was able to receive the Certificate. The certificate documents that an individual has been rehabilitated and is eligible for any employment opportunity they are seeking, including law

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enforcement. After the 9-11 tragedy, he had been retired from the NYPD and applied to a few Police Departments in CT, but was rejected because of his prior conviction. He had thought that under Connecticut's Equal Opportunity Statute he would have been given employment opportunities in law enforcement. This was not the case, and his conviction will not allow him to pursue law enforcement opportunities in CT. Rep. Mulgano has proposed this legislation to afford individuals that have rehabilitated such as Mr. Johnson, the opportunity to seek law enforcement employment in other states. Mr. Johnson is asking the Council for its support on this legislation. Mr. Johnson will provide the Council with copies of his certificate letter and his criminal history. The Chairman noted that the Council will take this matter under advisement. The Council's legal representative will review and discuss with the Certification Officer. Mr. Klein will be following up with Mr. Johnson after review and consultation with legal representatives.

## **CERTIFICATION COMMITTEE**

### **Request for Comparative Certification**

#### **Barbara R. O'Connor – UCONN Police Department (Police Chief Position)**

Chief Dortenzio, Chair of the Certification Committee, presented the request of Chief Hudd, University of Connecticut Police Department, on behalf of Barbara R. O'Connor for a certificate of comparative compliance and a full or partial waiver of the basic training academy. Barbara R. O'Connor was given a conditional offer of hire as the Chief of Police with UConn PD to replace Chief Hudd who has announced his retirement. Probationary Chief O'Connor is currently employed as the Chief of Police with the University of Illinois Police Department since January 2009. She oversees a full time staff of 80 employees, including 63 sworn officers and a \$5 million dollar annual budget. Prior to her current position, Probationary Chief O'Connor served with the University of Massachusetts Police Department for twenty-five (25) years from 1983 to December 2008. She rose through the ranks and retired as the UMass PD Police Chief, a position she held from 2002. For five months in 1992, she went on leave to serve as the Acting Chief of Security at Mount Holyoke College in MA. Probationary Chief O'Connor graduated from the Massachusetts Criminal Justice Training Council Basic Police Training Course on April 8, 1983, held at the Barnstable County Police Academy. This request has been reviewed by the Certification Committee, and they recommend the full Council adopt the staff recommendation subject to the restrictions that are laid out in the document.

***Chief Dortenzio moved to approve the request of Chief Hudd, University of Connecticut Police Department, specifying that Barbara R. O'Connor be granted comparative certification subject to her successful completion of 13 specific courses, it was seconded by Chief Fusaro. The motion carried with Chief Hudd and Dr. Amy Donahue abstaining.***

#### **James C. Rovella – Hartford Police Department (Interim Police Chief Position)**

Chief Dortenzio, Chair of the Certification Committee, presented the request of Mayor Segarra, City of Hartford, on behalf of James C. Rovella for a certificate of comparative compliance and a full or partial waiver of the basic training academy. James C. Rovella was appointed Interim Police Chief by Mayor Segarra. He has been a former member of the Hartford Police Department starting in June 1981 and retired as a Detective in the Homicide Division in September 2000 after 19 years of service. He joined the Chief State's Attorney's Office in September 2000 as an Inspector for the former statewide prosecution bureau. He transferred to the Hartford State's Attorney's Office in 2002. In 2003, he returned to the Chief State's Attorney's Office assigned to the public integrity bureau. In 2004, he was assigned to investigate cold cases and in 2007 he was promoted to serve as Supervisory Inspector for the office's cold case unit. In February 2009, Chief State's Attorney Kevin Kane appointed Probationary Chief Rovella to the position of Chief Inspector. In July 2011, Probationary Chief Rovella became the head of Hartford's shooting task force comprised of law enforcement officials from several state, municipal and federal agencies. There is a long list of classes he has been attending over the years as well as legal updates. The staff has reviewed the training he has previously acquired, and there is a recommendation that Mr. Rovella attend another 21 courses as outlined. Until such time as the courses

are successfully completed his duties would be restricted. The Certification Committee recommends that the full Council adopt the staff recommendation. The Council took a minute to review the information as it was contained in the day packets.

***Chief Dortenzio moved to approve the request of Mayor Segarra, City of Hartford, specifying that James C. Rovella be granted comparative certification subject to his successful completion of 21 specific courses, it was seconded by Attorney Kane. The motion carried.***

#### **Request Approval to Commence a Basic Police Training Satellite Academy**

##### **Hartford Police Department – Hartford Police Academy**

Chief Dortenzio, Chair of the Certification Committee, presented a request from Acting Chief Brian J. Heavren, Hartford Police Department, to commence an academy not to exceed 40 recruits. The staff has done its review with the Hartford Academy and its staff. The Certification Committee proposes that the full Council adopt the staff recommendations that Hartford be allowed to run their Academy subject to the nine conditions listed in the request document.

***Chief Dortenzio moved to approve the request of the Hartford Police Department to conduct a Basic Police Officer Recruit Training Academy for a maximum of 40 recruits, subject to the nine conditions listed in the request document, seconded by Chief Edson. The motion carried.***

##### **Milford Police Department – Milford Police Academy**

Chief Dortenzio, Chair of the Certification Committee, presented a request from Chief Keith L. Mello, Milford Police Department, to commence an academy not to exceed 32 recruits. The staff has worked with the Milford Academy to review the appropriate issues. The Certification Committee recommends that the full Council adopt the staff recommendations and approve Milford's request as subject to the 9 conditions in the document presented.

***Chief Dortenzio moved to approve the request of the Milford Police Department to conduct a Basic Police Officer Recruit Training Academy for a maximum of 32 recruits, subject to the nine conditions listed in the request document, seconded by Attorney Kane. The motion carried. Attorney Tallberg abstained.***

##### **Bridgeport Police Department – Bridgeport Police Academy**

Chief Dortenzio, Chair of the Certification Committee, presented a request from Lt. Lonnie Blackwell through Chief Joseph Gaudett, Bridgeport Police Department, to commence an academy not to exceed 40 recruits. The staff has done its review with Bridgeport Academy and its staff. The Certification Committee recommends that the full Council adopt the staff recommendations and approve Bridgeport's request subject to the 9 conditions listed in the document presented.

***Chief Dortenzio moved to approve the request of the Bridgeport Police Department to conduct a Basic Police Officer Recruit Training Academy for a maximum of 40 recruits, subject to the nine conditions listed in the request document, seconded by Chief Edson. The motion carried.***

#### **ACCREDITATION COMMITTEE**

##### **West Haven Police Department – Tier III Accreditation – 3<sup>rd</sup> Award**

Chief Edson, Chair of the Accreditation Committee, reported that the Accreditation Committee visited the West Haven Police Department to review the Tier III standards for compliance. They had previously been awarded Tier I accreditation in 2007, and Tier III accreditation in 2009. This review was for their renewal of Tier III Accreditation. The assessment team for the agency has found the West Haven Police Department in compliance with all 314 Tier III accreditation standards. The Committee recommends that

the full Council award Tier III Connecticut State Law Enforcement Accreditation to the West Haven Police Department for a period of 3 years.

***Chief Edson moved to approve to request of the West Haven Police Department to award Tier III Connecticut State Law Enforcement Accreditation to the West Haven Police Department for a period of 3 years, seconded by Chief Dortenzio. The motion carried.***

#### **Coventry Police Department – Tier III Accreditation - 3<sup>rd</sup> Award**

Chief Edson, Chair of the Accreditation Committee, reported that the Accreditation Committee visited the Coventry Police Department to review the Tier III standards for compliance. On April 24 – 27, 2010, a team of CALEA assessors visited the Coventry Police Department. They were awarded CALEA accreditation at that time. The Agency submitted the eight standards which apply to Connecticut only to the Accreditation Assessment team. They were reviewed, and awarded Tier III State Accreditation. The period will end March 2015. The Accreditation Committee recommends that the POST Council award Tier III Connecticut State Law Enforcement Accreditation to the Coventry Police Department for a period of 3 years.

***Chief Edson moved to approve the request of the Coventry Police Department to award Tier III Connecticut State Law Enforcement Accreditation to the Coventry Police Department for a period of 3 years, seconded by Chief Dortenzio. The motion carried. It was noted that Chief Palmer was not present at this meeting. Therefore, the Certificate will be awarded at the next meeting.***

#### **INFORMATION ITEMS**

##### **EXECUTIVE DIRECTOR'S REPORT**

Chief Flaherty reported that since the last meeting, he has attended a meeting at OPM with the Commissioner's Chief-of-Staff Steve Spellman on Law Enforcement Authority of Casino Police Departments. The Chief and Nancy Deegan met with Gail Zaephel-Melanson at Headquarters of DESPP on overtime coding for the agency. Chief Flaherty attended two Eye-Witness ID Task Force meetings. The work has been completed, and a report will be published. A presentation will be scheduled before the Legislature on March 16, 2012, with Kevin Kane, Esq. The Chief met with Karen Jarmoc, Executive Director of the CT Coalition Against Domestic Violence. He attended the Hartford Recruit Academy graduation. He also spent time at the Capitol Region Training Officers Association and the Fairfield County Training Officers Association to discuss the tuition going into effect July 1, 2012. A couple of meetings were held with the Chief Fiscal Officer of DESPP regarding the tuition issue. A General Notice is scheduled to be published within the next two weeks to explain the process, how this will be implemented and the forms involved. Training Officer Geoff Anderson and Chief Flaherty met with the Victims' Advocate on editing the Missing Persons' Policy. There were a couple of minor issues to be discussed. POST hosted two Human Resource presentations from DESPP for the staff. Chief Flaherty attended a meeting of the new Criminal Justice Advisory Committee at Lincoln College in Southington, CT. He attended a meeting at CPCA headquarters with the American Heart Association. They are interested in having a health promotion using the Cooper Standards for veteran officers as a standard to encourage officers to stay in shape once they are out of the Academy. On Friday, February 24, 2012, Chief Flaherty and Director Bill Schultz attended the Senior Class Community Policing Project at the Farnham House in New Haven. This is a neighborhood community center where the class spent the day working with the kids and painting a couple of rooms.

##### **DIRECTORS REPORTS**

###### **Basic Training Division**

Chief Flaherty reported that Mr. Schultz is teaching a class at this time. He has submitted his report which was included in the package that was mailed.

### **In Service Training Division**

Chief Flaherty reported that Ms. Rainville was out ill. Her report had also been included in the package that was mailed.

### **ACCREDITATION MANAGER'S REPORT**

Accreditation Manager Ted LeMay had distributed his report in the packets that were mailed. He added that he has met with Southington who is very interested in moving forward on their accreditation process. East Hampton is also getting ready for their assessment for accreditation. East Windsor is also interested in moving forward on their accreditation process. Mr. LeMay has had a discussion with Mr. Stanley Konesky who is working with East Haven on some of their accreditation issues. Mr. LeMay has looked into an accreditation manager class which may be scheduled in May.

### **COMPLIANCE OFFICER'S REPORT**

Compliance Officer William Klein reported the reason for Mr. LeMay discussing East Haven, was due to the recent indictment of 4 of their officers. A Department of Justice report has questioned the training that was received there. Two days ago Mr. Klein did visit the Department on behalf of the Council and checked their training records, however, his report was not available for this meeting. He stated that this Department uses Elliot Spector's services for recertification training. Included in that training, the officers received legal liabilities and racial profiling training. They also received use of force training, defensive tactics and diversity training. Mr. Klein also met with the interim Chief, Brent Larrabee. Another session is scheduled with Elliot Spector this week. The same subjects are included in that training. Mr. Klein's full report will be included with the next Council meeting report.

### **AUDIT REPORTS**

Chief Salvatore noted that the reports were included in the Council packets for their review.

Chief Salvatore mentioned that a copy of a letter from Sgt. Rowe of the Connecticut State Police addressed to Chief Flaherty had been included in the Council's day packs for their review. Sgt. Rowe was involved with the Council in developing a statewide policy for H.R. 218 with the Federal Government regarding firearms for active and retired police officers throughout the United States. Chief Salvatore also announced that Chief Hudd is retiring and leaving the Council. Chief Salvatore read a resolution to Chief Hudd from Chief Salvatore and Chief Flaherty on behalf of the Council.

### **OLD BUSINESS**

There was no old business to report.

### **NEW BUSINESS**

#### **Consideration of a Modification of Cooper Standards**

Chief Flaherty reported that Gary Fredericks brought this issue to his attention to replace the bench press portion of the Cooper Standards with a standard Cooper Standards one-minute push-up. It is easier to administer but just as valid as the bench press. The issue with the bench press is that the DVR machines are not available anymore, and they are not manufactured. Departments that still have the machines are encountering significant costs to repair them. Chief Flaherty contacted Val Lubans who was one of the original people to recommend the Cooper Standards. Val endorses the substitution and stated that many other states are doing the same, most recently Rhode Island. Chief Flaherty urged the Council to adopt this substitution. The Chief also stated that Mr. Fredericks has invented a device (wooden hammer) to place under the candidate's chest to assure the push-up is a Standards push-up and there is no physical contact. DAS and the State Police have also adopted this substitution.

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***Chief Fusaro moved to accept the modification of the Cooper Standards from the bench press to a one-minute push-up, seconded by Chief Edson. The motion carried. Chief Flaherty added that Mr. Fredericks will be conducting a training program with all the officers certified to administer the Cooper Standards. The program should only be one hour in length.***

**ADJOURNMENT**

***Chief Fusaro moved to adjourn the meeting, seconded by Chief Edson. The motion carried.***

***The meeting was adjourned at 10:00 AM.***

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