

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

AUGUST 16, 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; Chief John Daly; First Selectman Lawrence K. Groh; Chief Ronnell A. Higgins; Chief State's Attorney Kevin T. Kane; Chief Duane J. Lovello and Chief Lisa Maruzo-Bolduc

Other Attendees: Police Academy Administrator Thomas E. Flaherty; Pamela Hayes, CPCA; Certification/Compliance Officer William Klein; Accreditation Manager Ted LeMay and Assistant Attorney General DeAnn Varunes

Council Members Absent: Justice David Borden; Kurt P. Cavanaugh; Dr. Amy K. Donahue; Chief Dean M. Esserman; Town Administrator Michael Freda; Chief Michael U. Maniago; Chief Keith L. Mello; Special Agent In-Charge Kimberly K. Mertz and James N. Tallberg, Esq.

CALL TO ORDER

Chief Anthony Salvatore, Sr., Chairman, called the meeting to order at 9:40 AM. He stated that because this is a Special Meeting of Council, there will be no changes to the agenda. However, he asked that the New Business item on the agenda be moved to right after the Call to Order.

A motion was made by Chief State's Attorney Kane, seconded by Commissioner Bradford and unanimously approved to move the New Business item on the agenda to come right after the Call to Order.

NEW BUSINESS

CONSIDERATION OF THE ADOPTION OF AN ARMED SCHOOL SECURITY PERSONNEL TRAINING CURRICULUM PURSUANT TO PUBLIC ACT NO. 13-188

Tim Coon, POST Curriculum Manager, discussed the information that was included in the day packets regarding a draft outline of the Armed School Security Personnel Training Curriculum pursuant to Public Act No. 13-188. He began by stating that POSTC was tasked with creating a curriculum for the Armed School Security Officers. There have been several meetings between the Curriculum Committee, and the Chair of the Committee, Chief Lovello, with Tim Coon. They are asking Council for their approval of the curriculum for the training that is required under Public Act 13-188. The Act was signed at the end of June by the Governor. The Act says that any security personnel who will be armed in the school either has to be an SRO, member of a sworn department or a retired officer/retired state police officer. Once that condition has been met, annual training will be required. The Committee is asking the Council for its approval of the annual training. The training will be held this year on August 28 and 29. Chief Lovello added that the Committee was on a very compressed time frame as this law went into effect July 1. A curriculum needed to be in place and dates identified prior to the start of the school year. Mr. Coon and Chief Lovello met to identify appropriate topics for officers to receive training on. He noted that item #6 on gangs and drug recognition is mandated by a separate Statute. Chief Lovello thanked the members of the Curriculum Committee as well as Mr. Coon for their work and input into the proposed curriculum. Chairman Salvatore also thanked Mr. Coon, Chief Lovello and the Curriculum Committee for their hard work.

Chief Daly moved to approve the adoption of the Armed School Security Personnel Training Curriculum pursuant to Public Act 13-188, as drafted by the Curriculum Committee and Tim Coon, POSTC Curriculum Manager, it was seconded by Chief Maruso-Bolduc. The motion carried.

ACTION ITEMS

MINUTES OF THE JUNE 13, 2013 MEETING

Chief State's Attorney Kane moved to approve the minutes of the June 13, 2013 meeting as submitted, it was seconded by Chief Lovello. The motion carried.

CHIEFS/PUBLIC COMMENT

There were no comments to report.

CONSIDERATION OF REVOCATION OF POLICE OFFICER CERTIFICATION

JASON R. ANDERSON

Chief Flaherty reported that Attorney Keefe has asked that this item be tabled until the September meeting because the Attorney had to be in Federal Court this morning and unable to attend this meeting. The Chairman explained that the Chief State's Attorney had asked that while the situation is still under appeal, can council de-certify. The Chairman has checked with the Attorney General's Office and the answer is yes. Should the appeal be successful, Council can review the facts at that time.

Chief Maruzo-Bolduc moved to table this item until the September POST Council meeting, it was seconded by Mr. Ambrose. The motion carried.

CERTIFICATION COMMITTEE

REQUEST FOR COMPARATIVE CERTIFICATION

Joseph Curreri - UCONN Health Center Police Department (Police Chief position)

Chairman Salvatore explained that the Certification Committee was unable to meet before this meeting to review the information on the individuals requesting comparative certification. Therefore, the Chairman asked Mr. Klein to provide a brief overview for each candidate. Council can move to approve or disapprove so that this can move forward.

Mr. Klein reported that Chief Barbara O'Connor of the UConn Health Center Police Department, on behalf of Joseph Curreri, requests Council's consideration for a certificate of comparative certification and a full or partial waiver of the basic training academy. He has been given a conditional offer of hire as the Chief of Police for the University of Connecticut Health Center Police Department. Mr. Klein noted that this position was previously classified as a Deputy Chief or Assistant Chief position, but it has been upgraded. Probationary Chief Curreri is currently the Chief of Police and Director of Public Safety for California State University, Los Angeles, CA, having been employed since July 29, 2011. Prior to this employment, he was a member of the Los Angeles Police Department for approximately 35 years, retiring in September 2009 at the rank of Captain. Based on his training and recommendations, Mr. Klein, on behalf of the Certification Committee recommends that the Council vote to approve the request of Chief Barbara O'Connor, on behalf of Joseph Curreri, for Police Officer Certification by way of a Certificate of Comparative Certification subject to the satisfactory completion of the fourteen items listed on page 2 in the request documents. It was clarified that Chief O'Connor is Director of Public Safety/Chief of Police at UConn.

Mr. Ambrose moved to clarify that Chief O'Connor is in fact the Director of Public Safety prior to full approval, it was seconded by Chief Daly. The motion carried.

Mr. Burling moved to accept the recommendation of Mr. Klein on behalf of the Certification Committee to approve the request of Chief Barbara O'Connor, UConn Police Department, specifying that Probationary Chief Joseph Curreri be granted a Certificate of Comparative Certification subject to his successful completion of the 14 specific courses listed in the request documents, it was seconded by Chief Lovello. The motion carried with the condition that Chief O'Connor's title be clarified.

Thomas F. Blake - Berlin Police Department (Police Officer position)

Mr. Klein reported that Chief Paul Fitzgerald of the Berlin Police Department, on behalf of Thomas F. Blake, requests Council's consideration for a certificate of comparative certification and a full or partial waiver of the basic training academy. Probationary Officer Blake recently retired from the Connecticut State Police at the rank of Trooper with a little more than 20 years of service. His resume and training records are on file with the Certification Division and were reviewed to assess his training requirements. Mr. Klein, on behalf of the Certification Committee recommends that the Council vote to approve the request of Chief Paul Fitzgerald, on behalf of Thomas Blake, for Police Officer certification by way of a Certificate of Comparative Certification subject to the satisfactory completion of the State of Connecticut certification/recertification in NCIC/COLLECT, Intoxilyzer and the satisfactory completion of police officer training in the 10 areas listed in the request documents.

Officer Brevard moved to accept the recommendation of Mr. Klein on behalf of the Certification Committee to approve the request of Chief Paul Fitzgerald, Berlin Police Department, specifying that Probationary Officer Thomas Blake 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 Maruzo-Bolduc. The motion carried.

John R. Arigno - Mohegan Tribal Police Department (Police Officer position)

Mr. Klein reported that Chief Francis P. Gavigan of the Mohegan Tribal Police Department, on behalf of John R. Arigno requests Council's consideration for a certificate of comparative certification and a full or partial waiver of the basic training academy. Probationary Officer Arigno retired from the Connecticut State Police at the rank of Trooper on May 1, 2013, after 20 yrs, 10 mos. of service. His resume and training records are on file with the Certification Division and were reviewed by Mr. Klein to assess his training requirements. Mr. Klein, on behalf of the Certification Committee, recommends that the Council vote to approve the request of Chief Francis P. Gavigan, on behalf of John R. Arigno, for Police Officer certification by way of a Certificate of Comparative Certification subject to the satisfactory completion of the State of Connecticut certification/recertification in NCIC/COLLECT, Intoxilyzer and the satisfactory completion of police officer training in the 10 areas listed in the request documents.

Chief State's Attorney Kane moved to accept the recommendation of Mr. Klein on behalf of the Certification Committee, to approve the request of Chief Francis P. Gavigan, Mohegan Tribal Police Department, specifying that Probationary Officer John R. Arigno 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 Maruzo-Bolduc. The motion carried.

Michael Dufresne - East Windsor Police Department (Police Officer position)

Mr. Klein reported that Chief Edward DeMarco, Jr., of the East Windsor Police Department, on behalf of Michael Dufresne requests Council's consideration for a certificate of comparative certification and a full or partial waiver of the basic training academy. Probationary Officer DuFresne was employed as a Police Officer with the Tucson, Arizona Police Department and was hired by the Department in February 2008. Prior to his employment in Arizona he had been a certified Hartford Police Officer, graduating from that academy in March 2007. His resume and training records are on file with the Certification Division and were reviewed by Mr. Klein to assess his training requirements. Mr. Klein, on behalf of the Certification Committee, recommends that the Council vote to approve the request of Chief Edward DeMarco, Jr., on behalf of Michael Dufresne, for Police Officer certification by way of a Certificate of Comparative Certification subject to the satisfactory completion of the State of Connecticut certification/recertification in NCIC/COLLECT, Intoxilyzer and the satisfactory completion of police officer training in the 10 areas listed in the request documents.

Chief Lisa Maruzo-Bolduc moved to accept the recommendation of Mr. Klein on behalf of the Certification Committee, to approve the request of Chief Edward DeMarco, Jr., East Windsor Police Department, specifying that Probationary Officer Michael Dufresne be granted a Certificate of Comparative certification subject to his successful completion of the 17 specific courses listed in the request documents, it was seconded by Chief State's Attorney Kane. The motion carried.

Michael Mousseau - Mashantucket Pequot Tribal Police Department (Police Officer position)

Mr. Klein reported that Chief William D. Dittman, of the Mashantucket Pequot Tribal Police Department, on behalf of Michael Mousseau, requests Council's consideration for a certificate of comparative certification and a full or partial waiver of the basic training academy. Probationary Officer Mousseau retired at the rank of Sergeant on July 20, 2013, from the Smithfield, RI Police Department after 21 years of service. His resume and training records are on file with the Certification Division and were reviewed by Mr. Klein to assess his training requirements. Mr. Klein, on behalf of the Certification Committee, recommends that the council vote to approve the request of Chief William D. Dittman, on behalf of Michael Mousseau, for Police Officer certification by way of a Certificate of Comparative Certification subject to the satisfactory completion of the State of Connecticut certification/recertification in NCIC/COLLECT, Intoxilyzer and the satisfactory completion of police officer training in the 17 areas listed in the request documents.

Chief State's Attorney Kevin Kane moved to accept the recommendation of Mr. Klein on behalf of the Certification Committee, to approve the request of Chief William D. Dittman, Mashantucket Pequot Tribal Police Department, specifying that Probationary Officer Michael Mousseau be granted a Certificate of Comparative certification subject to his successful completion of the 17 specific courses listed in the request documents, it was seconded by Chief Lisa Maruzo-Bolduc. The motion carried.

OLD BUSINESS

TABLED - CONSIDERATION OF THE ADOPTION OF AN ELECTRONIC CONTROL WEAPON MODEL POLICY

Chief Lovello moved to take the issue of the consideration of the adoption of an electronic control weapon model policy off the table, it was seconded by Commissioner Bradford. The motion carried.

The subcommittee met and discussed the issues of concern within the draft policy. Those on the subcommittee are Chief Lovello, Mr. Ambrose, Chief Mello, Chief Higgins, Mr. Freda and Officer Brevard. They also communicated electronically to finalize the document. The length of the document was reduced from 11 pages to 5. Some changes were made after the draft document was published in the packets that were mailed. The recent changes were included in today's day packs. The subcommittee concentrated on language regarding when the device can be used and when it cannot be used. The philosophical and legal discussions will be included in the model lesson plan which is also in the day pack. Commissioner Bradford commented that the policy should be used as a guide, and that the national standards should also be referred to. Chief Lovello added that this policy is a model policy, not a mandatory policy. The Chairman stated that this policy also needs to be reviewed by the Attorney General's Office. Approval should be contingent upon being reviewed by that office.

Chief Lovello moved to accept the proposed model policy for Electronic Control Weapons as amended, it was seconded by Officer Brevard. The motion carried.

Chief Lovello pointed out the changes from the original draft and the amended draft. Page 1, 2A changed the wording, "must frequently," to "sometimes" use force. At the end of that sentence instead of a period, a comma was used with the word "and" after it. Taken out was

the end of that original sentence after "objectively reasonable." At the top of Page 2, item B., after "the level of force" the words "that is objectively reasonable and" were added before necessary. Also on the top of page 2, item E., a new definition was drafted which is "any physical act undertaken by a subject against an officer that could reasonably defeat a lawful attempt by the officer to gain control of the subject." On page 3, item 5, A., the first sentence at the end where it states "opposite the service handgun," the wording "if it is to be worn in a waist holster or a thigh holster." In the second sentence of that item after the word may, "be authorized to," was added. At the end of that sentence "and the requirement as set out in this paragraph," was added. Also in that item the word "generally" was taken out of the first sentence. On page 4, item E., the first sentence had the word "should" was added and "shall" was taken out. On item H. of that page, the word "may" was taken out and "shall" was added. There were no changes on Page 5. Chief Lovello noted that the policy works in conjunction with the lesson plan. The lesson plan will be distributed with the policy.

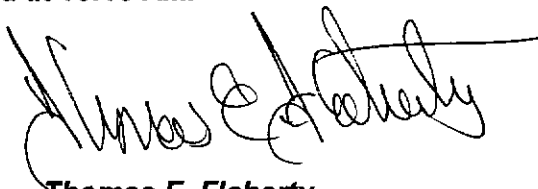
Chairman Salvatore moved to amend the original motion for approval of the policy indicating that the final draft be reviewed by the Attorney General's Office and we authorize minor changes that do not affect the content of what is being proposed nor should the intent of the policy be compromised, it was seconded by Chief Daly. The motion carried.

Chairman Salvatore moved to adopt the model policy for Electronic Control Weapons, it was seconded by Chief Daly. The motion carried.

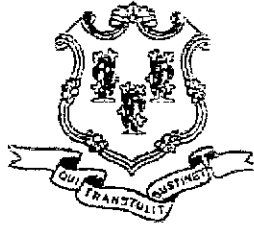
Chief Flaherty recognized Sgt. Michael Georgoulis, Danbury Police Department, and Sgt. Robert Palmer, CSP, for all of their work and many hours in creating this policy. Letters will be sent to their Commanding Officers. The Chairman also complimented Chief Lovello and his subcommittee for all of their hard work as well.

ADJOURNMENT

Chief Daly moved to adjourn the meeting, it was seconded by Chief Maruzo-Bolduc. The motion carried. The meeting adjourned at 10:15 AM.



**Thomas E. Flaherty
Police Academy Administrator**



STATE OF CONNECTICUT
DEPARTMENT OF EMERGENCY SERVICES AND PUBLIC PROTECTION

Police Officer Standards and Training Council
Connecticut Police Academy

TO: Membership
Police Officer Standards and Training Council

FROM: Kurt P. Cavanaugh, Chairman
Certification Committee of the Council

DATE: September 12, 2013

SUBJECT: Request Extension of Probationary Candidate Status
Probationary Officer Gary Coates – POST ID 15548
Mashantucket Pequot Tribal Nation Police Department

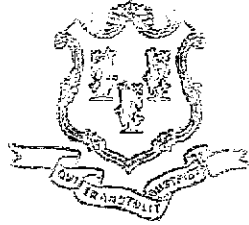
The Mashantucket Pequot Tribal Nation Police Department (MPTNPD) appointed Probationary Officer Gary Coates to a Police Officer position on September 4, 2012. The MPTNPD registered Probationary Officer Coates in the next available police recruit training academy which happened to be the New Haven Police Academy Session # 181-NH, which commenced on January 2, 2013. The original graduation date for Session # 181-NH was scheduled for July 24, 2013; however, due to scheduling conflicts the graduation date was postponed twice and graduation finally occurred on August 13, 2013. Probationary Officer Coates immediately started his field training requirement of a minimum of 400 hours after his graduation, but will not be able to complete his field within the one-year date of his appointment as required by statute. Chief William D. Dittman, MPTNPD requests Council's consideration in extending Probationary Officer Coates' one year from his date of appointment in order for Probationary Officer Coates to complete his field training requirement to achieve police officer certification.

Section 7-294d (5), Connecticut General Statutes (Powers of Council, Certification of Police Officers) requires, "*that all probationary candidates receive the hours of basic training deemed necessary before being eligible for certification, such basic training to be completed within one year following the appointment as a probationary candidate, unless the candidate is granted additional time to complete such basic training by the Council.*"

In addition, the policy of the Council, as delineated in General Notice 92-01 provides the possibility of approval of the request as follows... “ *The Council may grant an extension of time to any probationary candidate who applies for same in a timely manner, with the endorsement and concurrence of the candidate's law enforcement unit, and who by virtue of being injured or taken ill, or because of circumstances beyond the of the candidate was rendered incapable of performing police duties and the training requirement during the time period required by Council.*”

RECOMMENDATION

The Certification Committee recommends the Council approve the request of Chief William D. Dittman and approve an extension of the one-year probationary candidate status to Probationary Officer Gary Coates, for a period not to exceed November 1, 2013, in order for Probationary Officer Coates to complete his field training requirement and eligibility for police officer certification.



STATE OF CONNECTICUT
DEPARTMENT OF EMERGENCY SERVICES AND PUBLIC PROTECTION
Police Officer Standards and Training Council
Connecticut Police Academy

TO: Membership
Police Officer Standards and Training Council

FROM: Kurt P. Cavanaugh, Chairman
Certification Committee of the Council

DATE: September 12, 2013

SUBJECT: Refusal to Recertify as a Police Officer and
Recertification as a Police Officer

William P. FINUCANE, POST ID # 2357
Metropolitan Transportation Authority Police Department

William P. Finucane, currently a Sergeant with the New York Metropolitan Transportation Authority Police Department (MTAPD), was certified as a police officer in this state by this agency on November 15, 1985. Sgt. Finucane's triennial police officer recertification expired on June 30, 2013, because there was no notification from his police department that he had completed the required sixty (60) (mandated and elective) review credit training for recertification pursuant to Council Regulations Section 7-294e-14 (c)(1)(2). In addition, the MTAPD did not request an extension of his recertification training requirements due to either a military deployment or medical condition or injury or administrative reasons, in accordance with General Notice 92-01. Compliance Officer William E. Klein contacted MTAPD Training Supervisor Glenn Pleeter concerning Sgt. Finucane. Sgt. Pleeter advised that he was aware that Sgt. Finucane did not meet his training requirements and explained that Sgt. Finucane is the department's K-9 handler, who is constantly on call from his department in both CT and NY as well as the NY/NJ Port Authority Police Department and has had difficulties in attending the recertification classes offered by MTAPD.

Sgt. Pleeter stated that Sgt. Finucane is scheduled to attend recertification training during the last week of July 2013. Sgt. Pleeter is aware that effective 0001 Hours, July 1, 2013, Sgt. Finucane is not considered a certified police officer in the State of Connecticut. This does not effect his New York police officer certification.

Per Council regulations Section 7-294e-14 (c) (2), a certified letter was sent to Sgt. Finucane received by the MTAPD on July 8, 2013, outlining the Council's intent to refuse to recertify his CT police officer certification and his due process rights to a hearing to show compliance. Copies of this letter were also forwarded to Chief Michael Coan and Sgt. Pleeter.

On August 12, 2013, Sgt. Pleeter forwarded a POSTC-52 Recertification form (a sworn document) attesting that on August 12, 2013, Sgt. Finucane completed all training requirements for his 2013 triennial period.

RECOMMENDATION # 1

The Certification Committee recommends the Council refuse to recertify the CT Police Officer Certification of:

Michael P. Finucane POST ID 2357, MTAPD

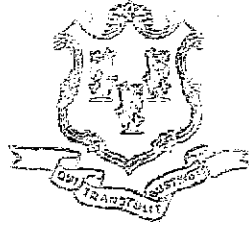
as a Police Officer in the State of Connecticut, noting that his certification expired at 0001 Hours July 1, 2013, and he failed to meet his training obligation, as required by Council Regulations Section 7-294e-14 (b) (2) and (c) (1).

RECOMMENDATION # 2

The Certification Committee recommends the Council approve the CT Police Officer Recertification of:

Michael P. Finucane POST ID 2357, MTAPD

as a Police Officer in the State of Connecticut with the record indicating that his certification lapsed on July 1, 2013 at 0001 hours, and that he was not certified as a Connecticut Police Officer between July 1, 2013 and September 12, 2013 at 9:30A.M., for failure to meet Council regulations Section 7-294e-14 (b) (2) and (c) (1).



STATE OF CONNECTICUT
DEPARTMENT OF EMERGENCY SERVICES AND PUBLIC PROTECTION

Police Officer Standards and Training Council

TO: Membership Connecticut Police Academy
Police Officer Standards and Training Council

FROM: Kurt P. Cavanaugh, Chairman
Certification Committee of the Council

DATE: September 12, 2013

SUBJECT: Refusal to Recertify as a Police Officer

Paul S. NIKOLA, POST ID # 2108
Bridgeport Police Department

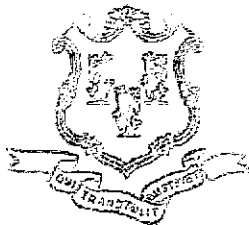
Paul S. Nikola, currently a Patrol Officer with the Bridgeport Police Department was certified as a police officer in this state by this agency on December 19, 1988. Officer Nikola's triennial police officer recertification expired on June 30, 2013, because there was no notification from his police department that he had completed the required sixty (60) (mandated and elective) review credit training for recertification pursuant to Council Regulations Section 7-294e-14 (c)(1)(2). In addition, the Bridgeport Police Department did not request an extension of his recertification training requirements due to either a military deployment or medical condition or injury or administrative reasons, in accordance with General Notice 92-01. Compliance Officer William E. Klein contacted Lieutenant Lonnie Blackwell, Director of the Bridgeport Police Academy concerning Officer Nikola. Lt. Blackwell advised that he was aware that Officer Nikola did not meet his training requirements and was confident that the Bridgeport Police Academy offers more in-service training classes than anyone in the state and is isn't sure why Officer Nikola did not satisfy his training requirements. Lt. Blackwell was aware that e effective 0001 Hours, July 1, 2013, Officer Nikola is not considered a certified police officer in the State of Connecticut. Assistant Chief James F. Nardozzi immediately placed Officer Nikola on restricted desk duty in civilian clothing with no contact with the public. Per Council regulations Section 7-294e-14 (c) (2), a certified letter was sent to Officer Nikola received by the Brisgeport Police Department , outlining the Council's intent to refuse to recertify his CT police officer certification and his due process rights to a hearing to show compliance. Copies of this letter were also forwarded to Assistant Chief Nardozzi and Lt. Blackwell.

RECOMMENDATION

The Certification Committee recommends the Council refuse to recertify the CT Police Officer Certification of:

Paul S. Nikola POST ID 2108, Bridgeport Police Department

as a Police Officer in the State of Connecticut, noting that his certification expired at 0001 Hours July 1, 2013, and he failed to meet his training obligation, as required by Council Regulations Section 7-294e-14 (b) (2) and (c) (1).



STATE OF CONNECTICUT
DEPARTMENT OF EMERGENCY SERVICES AND PUBLIC PROTECTION

Police Officer Standards and Training Council
Connecticut Police Academy

TO: Membership
Police Officer Standards and Training Council

FROM: Kurt P. Cavanaugh, Chairman
Certification Committee of the Council

DATE: September 12, 2013

SUBJECT: Basic Training Academy Application
Police Officer Standards and Training Council Training Division
ANNUAL EVALUATION OF TRAINING SCHOOL APPLICATION

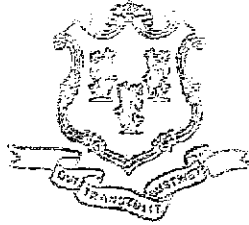
Between July and August 2013, Certification staff, after consultation with Basic Training Director William J. Schultz, conducted an On-Site Basic Recruit Academy Certification Compliance Review, as required of all training academies approved by the Council, per Section 7-294d (2) and (5), Connecticut General Statutes. Since the Council's principal academy operates continuously and with overlapping classes, an evaluation of this type is performed annually and presented to the Council.

COMPLIANCE REVIEW: STAFF FINDINGS

See the attached reports from Compliance Officer William E. Klein and Accreditation Manager Harold T. LeMay concerning the review and inspection of training Sessions 338, 339, 340, 341 and 342 (currently in session). Compliance Officer Klein has made one recommendation and Accreditation Manager LeMay has made three repeated recommendations. In the compliance review under consideration, the Basic Training Division's academy application was found to be in compliance with the eighty (80) criteria areas rated.

RECOMMENDATION:

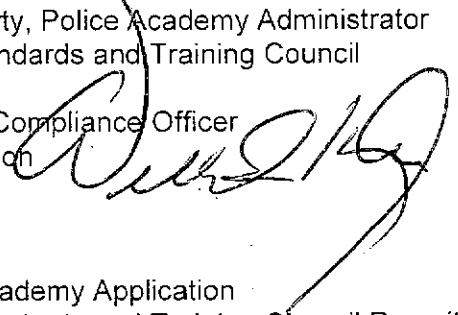
The Certification Committee recommends the Council approve application of the Basic Training Division to continue to provide continual annual Police Officer Recruit Basic Training for a maximum of fifty (50) recruits per training session. (Attachments)



STATE OF CONNECTICUT
DEPARTMENT OF EMERGENCY SERVICES AND PUBLIC PROTECTION

Police Officer Standards and Training Council
Connecticut Police Academy

TO: Thomas E. Flaherty, Police Academy Administrator
Police Officer Standards and Training Council

FROM: William E. Klein, Compliance Officer
Certification Division 

DATE: August 28, 2013

SUBJECT: Basic Training Academy Application
Police Officer Standards and Training Council Recruit Academy
ANNUAL EVALUATION OF TRAINING SCHOOL APPLICATION

Between July and August 2013, Accreditation Manager Ted LeMay and I, after consultation with Basic Training Director William J. Schultz, conducted an On-Site Academy Certification Compliance Review, as required of all training academies approved by the Council. Since the Council's principal academy operates continuously and with overlapping classes, an evaluation of this type is performed annually and presented to the Council. This inspection covers Training Sessions 338, 339, 340, 341 and 342 (currently in session). Accreditation Manager LeMay's separate report concerning the review of the basic training lesson plans is attached. Accreditation Manager LeMay has made three recommendations that would enhance the quality of lesson plans and make them more user friendly. He has made these same three recommendations in past inspection reports and feels they are still applicable. I have made one recommendation in the recruit seat availability section of this report below.

COMPLIANCE REVIEW: STAFF FINDINGS:

The Police Officer Standards and Training Council, and all divisions within, experienced significant budget cuts in Fiscal Year 2012, which impacted the operation and administration of the recruit academy. Since those budget cuts, full-time Training Officers James Noonan (12/31/2012), Richard Arsenaunt (01/31/2013), and Stanley W. Konesky (01/31/2013) retired from POSTC, leaving the Basic Training Division with only five full-time Training Officers. POSTC was only authorized to hire two of the three vacant Training Officer positions. In addition, POSTC was authorized five (5) part-time per diem positions to supplement the Basic Training Division. POSTC did hire three per diem instructors; two of which assist Training Officer Gary Fredericks with administering the morning physical fitness program and the third per diem employee (retired New Haven Police Officer William Barone) teaches the Note Taking and Report Writing class.

In my 2012 inspection report of the Basic Training Academy, I reported that of the one hundred and five (105) required core subject areas of instruction for all police recruits, 51 or (48.5 percent) of the 105 teaching areas were taught by adjunct staff, noting that the 51 areas taught by adjunct staff only represented (24.1 percent) of the total teaching hours.

During the period in 2013 with only five full-time instructors, I reviewed Session 340 and determined that of the 105 required core subject areas, 60 or (57.1 percent) were taught by adjunct or part-time staff representing (35.1 percent) of the total teaching hours; certainly predictable statistics. In addition, to the credit of the permanent teaching staff during this period (including part-time employees), it was noted that their individual teaching hours had increased compared with 2012 as well as their requests for added teaching endorsements, further reducing the need for adjunct instructors..

On August 9, 2013, the two full-time Training Officers hired by POSTC; James Nemphos and JoAnn Peterson, reported for duty. Both are in the process of making application to those instructional areas in which they are subject matter experts based on their backgrounds and training.

Since the 2012 inspection report, Director Schultz has implemented my recommendations such as incorporating Training Officer Fredericks' early morning physical fitness training hours into the schedule and by adding the names of the adjunct instructor(s) on the basic training class schedule instead of just naming the outside agency the respective instructor represented.

RECRUIT SEAT AVAILABILITY: The Basic Training Academy commences four basic training sessions per year in January, April, July, and October. The Academy is authorized a maximum of fifty seats per session. Police Departments and Law Enforcement Agencies are required to register their new hires and request a seat in the academy with ten days. Currently, this Academy cannot meet the demands of the police departments and law enforcement agencies. For each session, not only are the 50 seats filled, but there are anywhere from 50 to 70 standby candidates, who have to wait for the next available session. If the departments had requested multiple seats, there is no guarantee that those departments will receive all requested multiple seats in the next available session, meaning they may have to wait an additional three months for the "next" available session.

This has caused Police Departments and law enforcement agencies to seek alternate solutions to train their recruits, by seeking the seats in one of the satellite basic training academies. In addition, of late, departments and agencies are hiring lateral police officer candidates at an all time high, in part, to "get the boots on the ground quicker," so to speak, rather than advertise for entry-level candidates when the officer positions are authorized. Between January 1 and August 23, 2013, the Certification Division processed 107 lateral hires, equating to 107 police officers who did not have to attend basic training or complete a 400-hour minimum field training requirement. There is a cost saving factor by hiring lateral officers versus a new recruit. In addition, the Certification Division has seen a marked increase of police departments who have never hired a lateral police officer in the past, hire their first lateral candidate. There is a marked increase of police departments who have never hired a retired Connecticut State Trooper comparative certification candidate in the past, hire their first retired CT

state trooper. The training requirements are significantly less for a retired state trooper in comparison with an out-of-state comparative certification candidate. Admittedly, there are other factors which may have led to the increase in lateral hires such as; departments which offer a retirement pension plan are more attractive than the departments which offer 401K or 457K pension plans, the Public Act which eliminated the Council requirement to serve as a certified police officer on a department for at least two years before eligibility for a lateral hire and effective December 4, 2012, the Council regulation change waiving the Cooper Standards physical fitness test for lateral hires.

Fortunately, the satellite academies have absorbed a lot of these standby recruit candidates. For instance, the New Britain Police Academy commenced on June 14, 2013, and in addition to their own 19 recruits, they agreed to train 11 other recruits, representing 5 departments. The Waterbury Police Department commenced on July 31, 2013, in addition to their own 18 recruits, they agreed to train 2 recruits, representing 2 departments. The Milford Police Academy commenced on August 2, 2013, and in addition to their own 8 recruits, they agreed to train 27 other recruits representing 13 police departments. The concern is that by statute, Section 7-294d (5) which states, in part, that a police recruit has one calendar year from the date of his/her appointment to receive the hours of basic training (which includes the minimum 400-hours of field training) for eligibility of police officer certification or lose their appointment and position, unless granted additional time to complete such basic training by the Council. Section 7-294d (6) states, in part, the departments are also required to register their new hire police recruits with the Academy within ten days of hire. **Recommendation:** There should be some dialogue, perhaps a Planning Committee, concerning the feasibility of commencing a fifth basic training session or possibly hosting a concurrent commuter recruit class or any other viable alternative, to meet the current hiring trends of our law enforcement counterparts in order to maintain our statutory responsibility.

FIREARMS RANGE: On August 7, 2013, an incident occurred on the firearms range during a recruit firearms training session. A recruit from the Shelton Police Department had just finished his course of fire at the range when he was struck with a metal fragment which impaled his right index finger causing a burning sensation and bleeding. Range Master Romano Amleto directed him to leave the range and get the wound examined immediately. Per your order, the POSTC range was closed until further notice pending an investigation. The recruit was treated and released from Mid-State Emergency room where it was determined he had a metal fragment about 2-3 mm wide embedded in the tip of his index finger and attempts to extract it were negative and he was advised to see a hand specialist. The recruit subsequently met with the specialist and was advised the metal fragment did not require surgery and the fragment will remain in his finger. The metal fragment was apparently blow-back from the range; however, it was not determined if it was a bullet fragment, part of the steel target holders, or a ricochet from the berm.

Range Master Amleto stated that on May 2, 2013, he authored a letter to Director Schultz entitled: Infrastructure Repair and Maintenance at POSTC range. Among the items listed as his concerns was that the sand berm behind the firing point. He believed it needed to be re-graded and that it is becoming a significant safety issue. The berm had deteriorated and significant material has fallen to the base of the berm, reducing its effectiveness and increasing the chance for ricochets hitting people on the firing line. Prior to writing this memo, Range Master Amleto met with Paul Rizzo, DOT

Transportation Maintenance Manager, to attain an estimate of the necessary repairs and submitted a Requisition Form EXC-1, with his memo. Director Schultz stated that he had notified your office regarding Range Master Amleto's concerns. **Progress:** Sometime during the week of August 26, 2013, Captain Mark Panaccione, CSP/DESPP Commanding Officer of the Infrastructure and Transportation Unit, working with the contractors, will begin to remediate the issues at the range hopefully prior to the next scheduled recruit firearms training session. If the repairs cannot be concluded in time, arrangements have been made with the Newington, Middletown and Glastonbury Police Departments to utilize their respective firearms ranges for the recruits.

QUALITY OF INSTRUCTION: As you are aware, I sat in and audited the classroom presentation of all permanent POST staff instructors and five adjunct instructors in both Class Sessions 340 and 341. In all instances, the instructors (all certified to teach their respective blocks of instruction) followed the approved lessons plans and instructional objectives as delineated in the Basic Training Curriculum.

cc: Basic Training Director William J. Schultz



POICE OFFICER STANDARDS AND TRAINING COUNCIL
ACCREDITATION DIVISION

MEMORANDUM

DATE: August 20, 2013

TO: William Klein, Certification Officer

FROM: Ted LeMay, Accreditation Manager

A handwritten signature in black ink, appearing to read "Ted LeMay".

SUBJECT: Basic Training Lesson Plan Review

At your request, I reviewed the Academy Basic Training Lesson Plans located in the office of the Director of Basic Training, William Schultz, as part of your academy certification inspection.

The review started in mid June and concluded mid August. Training Academy Administrator Thomas E. Flaherty signed off on the annual review sheets throughout this period as the lesson plans were submitted, and reviewed. The current lesson plans are on compact Disk and paper form maintained in the Director of Basic Training's office.

It was noted during the inspection that several of the plans submitted by assigned instructors, showed revision dates of 2012 and 2013 in the document footer. This indicated revisions had been made and submitted. However there were no indications of what the subject or section was revised and for what reason.

The hiring of two instructors and after discussions with them, I would anticipate the lesson plans of subjects matters assigned to them will be thoroughly reviewed and revised to tailor the manner of presentation to their particular style and delivery. The lesson plan for Domestic Violence is still under review by Trooper First Class Karen O'Connor in conjunction with POST Staff as directed by Commissioner Bradford.

The Curriculum Committee is undertaking a review of the Basic Training Curriculum, mandated by POST Council. There may be adjustments and modifications to the curriculum, which will require an in-depth review and revision of existing lesson plans to meet the curriculum changes, if any.

Conclusion and recommendation:

The academy basic training lesson plans are in order and have been reviewed through the office of the Training Academy Administrator for 2013.

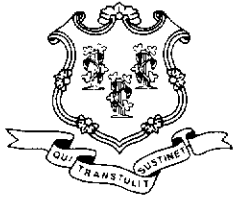
The following are recommendations that would enhance the quality of lesson plans and making them user friendly:



POICE OFFICER STANDARDS AND TRAINING COUNCIL ACCREDITATION DIVISION

1. Each lesson plan should be maintained in an individual binder in case the lesson plan is needed for instructor use and used during the instructor monitoring program.
2. Each binder include a CD or flash drive, containing current electronic material, audio or video recordings and power point presentations, used in the current instruction.
3. Each lesson plan cover sheet should include information regarding the revision(s) made, if any.

Although these same recommendations have been made during previous inspections, I feel they are still applicable. They should be considered and implemented before the next inspection in 2014. The indication of revisions, modification or changes recommended during the curriculum review is essential to establish a timeframe of curriculum changes directed by the Council. POST Curriculum Committee is scheduled to begin the review process shortly, 2013.



State of Connecticut

Police Officer Standards and Training Council Connecticut Police Academy



To: Police Officer Standards and Training Council

From: William J. Schultz,
Director, Basic Training Division

Date: September 12, 2013

Subject: Basic Training Division – Progress Report

The Basic Training Division submits the following report for the period of June 13, 2013 through September 12, 2013.

FULL-TIME PROGRAM

340th TRAINING SESSION

The 340th Training Session, which began on January 4, 2013, graduated with forty eight Recruits on June 14, at Central Connecticut State University

Presently, there are two full time Sessions in training at the Academy, the 341st and the 342nd.

341st TRAINING SESSION

The 341st Session began on April 5, 2013 fifty recruits. One recruit quit after the first day and was replaced from the existing stand-by list. The Session continued with fifty members and scheduled graduation is September 11, 2013 at Central Connecticut State University.

342nd TRAINING SESSION

The 342nd Training Session began on July 3, 2013 with forty nine recruits. One recruit subsequently failed the Cooper Test. The class is continuing with forty eight Recruits and is tentatively scheduled to graduate in mid December 2013

343rd TRAINING SESSION

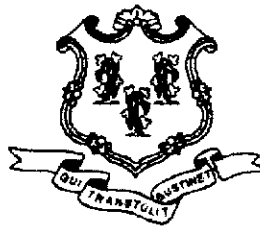
The 343rd Training Session is scheduled to begin on October 4, 2013.



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STATE OF CONNECTICUT
DEPARTMENT OF EMERGENCY SERVICES AND PUBLIC PROTECTION

Police Officer Standards and Training Council
Connecticut Police Academy

TO: DESPP: Police Officer Standards and Training Council Membership

FROM: Susan E. Rainville, Director 
 Field Services Training Division

SUBJECT: In-Service Training Operations Report:
 June 2013 – September 2013

DATE: August 29, 2013

Pedestrian/Bicycle Crash Investigation	32 attendees
First Line Supervision Leadership and Critical Incident Management	15 attendees
Scenario Based: Crime Scene Processing Exercise	17 attendees
FBI: Law Enforcement Officers Killed and Assaulted Officer Safety Awareness Training	109 attendees
Active Shooter Level 1	32 attendees
Active Shooter Level 1	30 attendees
Field Training Officer	26 attendees
Basic Instructor Development	24 attendees
CT Racial Profiling Prohibition Act (Public Act 12-74)	124 attendees
Data Driven Approach to Crime & Traffic Safety (DDACTS)	33 attendees
Interview and Interrogation	29 attendees
Active Shooter Train the Trainer	24 attendees
Advanced Roadside Impaired Driving Enforcement (ARIDE)	27 attendees
Basic Police Firearms Instructors' Pre-Test	58 attendees
Financial Investigation Practical Skills	23 attendees
Police Legal Update (Chiefs)	131 attendees
Armed School Security Personnel Training	46 attendees
High Visibility Enforcement	*25 attendees
Financial Crimes Against Seniors	*25 attendees
Basic Police Firearms Instructor	*20 attendees

*projected attendees

DESPP POLICE OFFICER STANDARDS AND TRAINING COUNCIL FIELD SERVICES TRAINING DIVISION

FY 12-13

Course Date	Course	No# of Attendees	Course Hrs. Per Session	Course Credit Hours	Total Credit Hours Awarded
8/29/2012	Police Legal Update	129	3	2.5	1257.5
9/11/2012		162			
9/25/2012		193			
11/2/2012	makeup	10			
11/28/2012	makeup	8			
12/5/2012	makeup	1			
12/12/2012	FOI/Records Retention	90	4	3	270
7/26/2012	Americans with Disabilities Training (ADA)	41	6.5	5	205
7/9-18/12	First Line Supervisor/CIM	24	60	30	3630
10/22-31/12		27			
1/14-24/13		30			
4/15-24/13		24			
6/3-12/13		16			
7/17-19/12	Patrol Interdiction	50	24	15	750
8/1-2/12	Undercover Operations	47	16	10	470
7/31-8/1/12	Artide	26	16	10	480
8/28-29/12		22			

Course Date	Course	No# of Attendees	Course Hrs. Per Session	Course Credit Hours	Total Credit Hours Awarded
8/6-10/12	High Visibility Enforcement	20	40	18	1242
11/26-30/12		25			
12/17-21/12		24			
10/29-11/9/12	Drug Recognition Expert	17	80	20	340
7/31-8/2/12	FBI: Fingerprinting	24	24	15	360
12/17-21/12	Adv. I&I Statement Analysis	27	40	16	432
7/30-8/3/12	Instructor Development	23	40	24	2328
11/26-30/12		27			
2/4-8/13		24			
5/13-17/13		23			
9/7/2012	Police Firearms Pre-Test	37	4	0	0
9/24-10/5/12	Police Firearms Instructor	28	80	32	896
9/17-21/12	Physical Assessment Critical Infrastructure	21	40	28	588
9/17/2012	Responding to Situations Involving People with Mental Illness	19	8	6	660
11/19/2012		20			
4/8/2013		35			
5/20/2013		36			
9/13/2012	Protective Orders & GPS Technology & Training	17	2	1	75
9/14/2012		12			
9/27/2012		28			
11/19/2012		18			

Course Date	Course	No# of Attendees	Course Hrs. Per Session	Course Credit Hours	Total Credit Hours Awarded
10/10/2012	Housing Law	29	8	6	174
6/4/2013 (canc)					
10/16/2012	Line of Duty Deaths	4	4	3	12
12/5/2012	Human Trafficking	28	5	4	112
11/14/2012	Powerpoint	13	6	6	240
2/20/2013		22			
11/20/2012	Advanced Powerpoint	5	6	6	30
12/18/2012	Excel	7	6	6	162
2/14/2013		20			
12/10-14/12	Middle Management	24	40	27	648
12/3/2012	Opiates & Bath Salts/Criminal Interdiction	76	8	5	380
2/25-3/8/13	Critical Incident Response Train the Trainer	14	80	30	420
12/6-7/12	Advanced Criminal Patrol	42	16	10	420
3/19/2013	Suicide Prevention Train the Trainer	21	8	5	105

Course Date	Course	No# of Attendees	Course Hrs. Per Session	Course Credit Hours	Total Credit Hours Awarded
12/6/2012 3/7/2013	Physical Fitness	18 24	4	2.5	150
10/10-12/12 2/13-15/13	Basic Crime Scene Processing	46 45	24	16	1456
3/4-8/13 5/6-10/13	Intermediate Crime Scene Processing	26 26	40	16	832
5/20-24/13	Adv. Crime Scene Processing	22	40	16	352
6/12-14/13	Crime Scene Practicals	17	24	16	272
1/1/5-9/12 4/29-5/3/13	Digital Photography	24 23	40	22	1034
1/1/5-9/12 2/25-2/1/13 4/15-19/13	Interview and Interrogation	31 33 33	40	26	2522
1/28-2/1/13 2/25-3/1/13 4/8-12/13	DWI Enforcement	31 34 32	40	18	1746
1/1/26-12/7/12 3/11-22/13	At Scene Crash Investigation	30 24	80	32	1728
4/15-26/13	Advanced Crash Investigation	32	80	32	1024
6/3-7/13	Pedestrian/Bicycle Crash Investigation	32	40	16	512

Course Date	Course	No# of Attendees	Course Hrs. Per Session	Total Credit Hours	Total Credit Hours Awarded
12/3-7/12	Background Investigation	29	40	20	580
5/13-17/13	Internal Affairs	28	40	21	588
2/19-21/13	Building Skills for Effective Recruiting	28	24	16	448
3/25-27/13	Administrative Investigation for Supervisors	23	24	16	368
10/15-16/12	Identity Theft	25	16	12	780
12/10-11/12		19			
4/2-3/13		21			
4/16-19/13	Financial Records Examination & Analysis	16	32	16	256
2/20/2013	Family Violence Domestic Violence Liaison	105	8	6	630
3/19/13 AM	Eyewitness Identification	17	4	3	147
3/19/13 PM		10			
3/20/2013		22			

Course Date	Course	No# of Attendees	Course Hrs. Per Session	Total Credit Hours	Total Credit Hours Awarded
4/29-30/13	FBI Active Shooter	127	16	10	1270
3/25-26/13	Active Shooter	25	16	10	1130
3/27-28/13		26			
6/24-25/13		32			
6/27-28/13		30			
10/15/2012	State's Attorney Legal Program	31	30	24	2208
3/4/2013		32			
3/5/2013		29			
12/17-21/12	Survival Spanish for Law Enforcement	18	40	32	576
6/18/2013	Law Enforcement Officers Killed and Assaulted	109	8	6	654
5/1/2013	Gang Identification and Drug Detection Training for School Security Personnel and School Resource Officers	35	6	5	245
5/8/2013		41			
6/17-20/13	Field Training Officer	26	32	26	676
6/25/2013	Racial Profiling Prohibition Act	124		2	248
	Total	3245	1462.5	781	39118.5

Flaherty, ThomasE

From: Rob Riccobon [RRiccobon@westhartford.org]
Sent: Friday, June 28, 2013 12:10 PM
To: Flaherty, ThomasE
Cc: Fredericks, Gary; Anderson, Geoffrey; Tracey Gove; Frank Fallon; Courtney Grant; Leigh Cogle
Subject: Thank You- West Hartford Police Department

Chief Flaherty:

On behalf of the Community Relations Division at the West Hartford Police Department, I would like to thank you for allowing the 12th Session of the "Behind the Badge" College Police Academy to visit the Connecticut Police Academy. Mr. Anderson and Mr. Fredericks tour allowed the students to understand the training a police officer must complete to do their job properly and professionally.

Many of our students commented on having a better understanding of the Connecticut Police Academy and the expectations they need to meet to walk through the academy's front doors.

Your dedication to the education of individuals involved in law enforcement is greatly appreciated and the presentations increased the credibility of our program.

Thank you once again.

Respectfully,
Officer Rob Riccobon
Officer Rob Riccobon
West Hartford Police Department
Direct: (860) 523-2055
Fax: (860) 523-2054