



STATE OF CONNECTICUT  
DEPARTMENT OF EMERGENCY SERVICES AND PUBLIC PROTECTION

Police Officer Standards and Training Council  
Connecticut Police Academy

MINUTES OF MEETING  
NOVEMBER 17, 2016  
CONNECTICUT POLICE ACADEMY  
MERIDEN, CONNECTICUT

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**Council Members Present:** Chairman/Chief Duane Lovello; Kurt P. Cavanaugh; Chief John F. Daly; Special Agent in Charge Patricia Ferrick; Town Administrator Michael Freda; Douglas Glanville; Chief Ronnell Higgins; Chief State's Attorney Kevin Kane; Chief Thomas Kulhawik; Chief Michael Maniago; Chief Keith Mello; State Victim's Advocate Natasha Pierre and Dr. Guy Vallaro.

**Other Attendees:** Police Academy Administrator Thomas E. Flaherty; Director of Field Services Susan Rainville; 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; Linda Nido, IT Administrator; Nathan Saucier, Glastonbury Accreditation Manager; Glastonbury PD Chief David Caron; East Hartford PD, Deputy Chief Rob Davis; Pastor Carl McCluster, Shiloh Baptist Church.

**Council Members Absent:** Sergeant William Brevard; Dr. Amy Donahue; Commissioner Dora Schriro.

**CALL TO ORDER**

Chief Duane Lovello, Chairman, called the meeting to order at 9:30 A.M.

Introduction of new Council Member, Douglas Glanville.

**ACTION ITEMS:**

**MINUTES OF THE SEPTEMBER 15, 2016 MEETING**

*Chief Lovello requested a motion to accept the Minutes of September 15, 2016 Meeting as submitted. Motion made by Chief Daly, seconded by Chief Maniago, motion carried.*

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**PROPOSED COUNCIL MEETING DATES – 2017**

*Chief Lovello requested a motion to accept the Proposed Council Meeting Dates for 2017. Motion made by Chief Kulhawik, 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. **Matthew Franco, Jr.** – Yale University Police Department (Officer)  
*Mr. Cavanaugh reported that Matthew Franco was a holdover from the last meeting for further review. The certification committee has reviewed this application and asks the council to approve the certificate of comparative certification consistent with the training requirements in associated conditions as specified within the contents of the council packet.*

*Motion from the certification committee, seconded by Chief Mello. The motion carried. Chief Higgins abstained.*

Note: The items #2 - #5 below are motioned in separately.

2. **Joseph E. Agnellino** – Amtrak Railroad Police Department (Officer)  
Officer Agnellino was hired as an Officer by Amtrak PD on April 13, 2000.
3. **James D. Forsyth** – Amtrak Railroad Police Department (Sergeant)  
Sergeant Forsyth was hired as an Officer by Amtrak PD on January 1, 2007.
4. **Jude L. Garden** – Amtrak Railroad Police Department (Sergeant)  
Sergeant Garden was hired as an Officer by Amtrak PD on April 23, 2003.
5. **Thomas B. Miskell, Jr.** – Amtrak Railroad Police Department (Officer)  
Officer Miskell was hired as an Officer by Amtrak PD on April 14, 2008.

*Deputy Chief Wayne Moore of the Amtrak Police Department has requested council consideration of certificates of comparative certification for the following officers currently employed by Amtrak Police Department (Agnellino, Joseph; Forsyth, James; Garden, Jude; and Miskell, Thomas). The certification committee has reviewed these applications and moves that the council approve the certificates of comparative certification consistent with training requirements and associated conditions as specified within the contents of the council packets forwarded to each council member in advance of today's meeting; seconded by Ms. Ferrick. The motion carried.*

Note: The items #6 - #10 below are motioned in separately.

6. **Marc D. Bartek** – Amtrak Railroad Police Department (Officer)

Officer Bartek has been hired as an Officer by Amtrak PD on September 20, 2007.

7. **Kyle G. Befus** – Amtrak Railroad Police Department (Officer)

Officer Befus was hired as an Officer by Amtrak PD on December 29, 2010.

8. **Matthew B. Carignan** – Amtrak Railroad Police Department (Sergeant)

Officer Carignan was hired as an Officer by Amtrak PD on December 29, 2011.

9. **Stephanie Nelson** – Amtrak Railroad Police Department (Officer)

Officer Nelson was hired as an Officer by Amtrak PD on March 22, 2013.

10. **Frank A. Rizzo** – Amtrak Railroad Police Department (Officer)

Officer Rizzo was hired as an Officer by Amtrak PD on December 29, 2010.

*Deputy Chief Wayne Moore of the Amtrak Police Department has requested council consideration of certificates of comparative certification for the following officers currently employed by Amtrak Police Department (Marc Bartek; Kyle Befus; Matthew Carignan; Stephanie Nelson; and Frank Rizzo). The certification committee has reviewed these applications and moves that the council approve these certificates of comparative certification consistent with training requirements and associated conditions as specified within the contents of the council packets forwarded to each council member in advance of today's meeting; seconded by Chief Maniago. The motion carried.*

11. **Ryan J. Irons** – Amtrak Railroad Police Department (Officer)

Mr. Cavanaugh reported that Officer Irons was hired as an Officer by Amtrak PD on January 14, 2016. He graduated from the Federal Law Enforcement Training Center and has lived and worked in the State of Connecticut since his appointment.

*Deputy Chief Wayne Moore of the Amtrak Police Department has requested council consideration of certificate of comparative certification for the following officer Ryan Irons. 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 packets forwarded to each council member in advance of today's meeting; seconded by Chief Daly. The motion carried.*

Note: The items #12 - #13 below are motioned in separately.

12. **Shannon MacIsaac** – Amtrak Railroad Police Department (Officer)

Officer MacIsaac was hired as an Officer by Amtrak PD on August 24, 2015.

13. **Sean Thornton** – Amtrak Railroad Police Department (Officer)

Officer Thornton was hired as an Officer by Amtrak PD on June 13, 2013.

*Deputy Chief Wayne Moore of the Amtrak Police Department has requested council consideration of certificate of comparative certification for the following officers employed by Amtrak PD, Shannon MacIsaac and Sean Thornton. The certification committee has reviewed these applications and moves that the council approve these certificates of comparative certification consistent with training requirements and associated conditions as specified within the contents of the council packets forwarded to each council member in advance of today's meeting; seconded by Mr. Freda. The motion carried.*

**14. Richard R. Flood – Darien Police Department (Officer)**

Mr. Cavanaugh reported that Richard R. Flood has received a conditional offer of employment with the Darien Police Department with no specific hire date. He served with the Eastchester, NY Police Department from 1997 until his retirement in October 2016 at the rank of Sergeant.

*Mr. Cavanaugh moved to approve the request of Chairman/Chief Duane Lovello, of the Darien Police Department has requested council consideration of certificate of comparative certification for the following officer Richard Flood. 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 Higgins. The motion carried.*

**15. Christopher Nieves – Darien Police Department (Officer)**

Mr. Cavanaugh reported that Christopher Nieves has received a conditional offer of employment with the Darien Police Department with no specific hire date. He currently serves with New York City Police Department.

*Mr. Cavanaugh moved to approve the request of the Chief of the Darien Police Department has requested council consideration of certificate of comparative certification for the following officer Christopher Nieves. 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.*

**16. Darren Pavlik R. – Oxford Police Department (Officer)**

Mr. Cavanaugh reported that Darren R. Pavlik has received a conditional offer of employment with the Oxford Police Department with a prospective hire date in November

2016. He joined the Connecticut State Police in 1992 and retiring at the rank of TFC with the CSP.

*Mr. Cavanaugh moved to approve the request of Selectman George R. Temple, from the town of Oxford, has requested council consideration of certificate of comparative certification for the following officer Darren Pavlik. 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. The motion carried.*

#### **Request for one-year Probationary Period Extension**

1. **Christa B. Goodman** – Thomaston Police Department (Medical)  
Probationary Officer Christa Goodman entered the 351<sup>st</sup> Basic Recruit Training Session at the POSTC Academy on October 2, 2015. On December 14, 2015 Thomaston PD removed her from the Academy for medical reasons with the understanding she would return to the first class for which she was medically cleared. ON October 3, 2016 she entered the Milford Basic Recruit Training Session. November 3, 2016, the Thomaston Police Department requested an extension of Goodman's one year probationary status not to exceed August 5, 2017 to allow her time to complete the Basic Academy and Field Training requirements.

*This is for Thomaston Police Department for probationary officer Christa B. Goodman, Certification Committee recommends Council approve the extension of the one-year probationary candidate status to Probationary Officer Goodman for a period not to exceed August 5, 2017, in order to complete the academic and field training requirements for certification, seconded by Chief Higgins. Motion carried.*

2. **Matthew V. Joy** – Milford Police Department (Medical)  
Probationary Officer Matthew Joy was appointed to Milford Police Department on October 23, 2016 and entered the 195-MLF Session of the Milford Basic Recruit Police Academy that same day. Probationary Officer Joy sustained an injury during the required exit obstacle course in May of 2016 which resulted in his inability to being his Field Training Program. ON November 8, 2016 Milford Captain John Alexopoulos requested an extension of Probationary Officer Joy's probationary status. He is requesting 18 weeks from the date Probationary Officer Joy is medically cleared to return to full duty.

*On behalf of the Certification Committee recommends the Council approve an extension of the one-year probationary candidate status to Probationary Officer Joy in order for him to complete his field training requirements to achieve police officer certification, seconded by Chief Kulhawik. Motion carried. Chief Mello abstained.*

#### **Request for Reinstatement**

1. **Juma Jones** – East Hartford Police Department (Officer)

***This was on our agenda, September's meeting. It was asked not to be moved on at the last minute. The Certification Committee recommends the Council approve the request of Chief Scott Sansom on behalf of Juma Jones for Police Officer Recertification subject to the satisfactory completion of police officer recertification training consisting of the following 60 hours that will include the following items 1-13 in the motion; seconded by Mr. Freda.***

The next 10 pages highlighted in gray, capture a dialogue after the motion (and second made) regarding the 'Reinstatement of Juma Jones'. It is captured in "transcript form" to the best of my ability, but some portions are inaudible due to the clarity of who is speaking and what is truly being said word for word. It is basically to show the support and meaning behind the motion(s) set in place to give a better understanding as well as some clarity as to why things were captured and voted on with the shared views as presented.

*Steve Sarnoski – By way of discussion for those that have not been around in the last iteration of the same problem. This deals with an individual who misused the COLLECT system for personal purposes and got himself arrested as a result of a domestic confrontation based on information he had taken from the COLLECT system to locate a former girlfriend. The investigation suggested he had done this with a total of 18 different people on 11 different occasions over a period of years. Putting in as the justification for his use of the COLLECT system "training", which was a false statement. The investigation which I just got yesterday, was reviewed quickly does not appear to give a basis for decertification by POST because the usual required warning under the statute was not given to the individual at any particular time during the course of the investigation. Making a long story short, through the labor appeal process, he's been ordered (and appealed by the Superior Court too by the way) reinstated which is why he is on the docket today. My recommendation would be that in addition to what's in the package, this particular individual would be required to go through COLLECT training and certification again, he obviously has need of refresher training in that regard. Quite honestly, I would recommend that be made a recommendation for all comparative and lateral certifications because quite honestly we don't know where their certifications stand when they come to us in that capacity. So it's important I think that we make sure they are in fact certified to use COLLECT and have gone through the appropriate training, confidentiality agreements and that sort of thing. In this particular case I would recommend that the motion be amended to add that as a training component for this particular individual.*

*Chief Lovello – Thanks Steve. In light of council's recommendation um does anybody...*

*Chief Daly – Can I ask for it, the motion be amended to include the NCIC and COLLECT certifications?*

*Chief Lovello – We have a motion to amend the certification committees...*

*Chief Mello – Second Mello*

*Chief Daly motioned to add the training component (amended), seconded by Chief Mello*

*Chief Lovello – Seconded by Mello. Any discussion?*

Unknown #1 - I just have a question on - so it seemed like it went through also some sort of case against East Hartford. The group it doesn't have any bearing on I guess what legally he is required? Is there some legal standard that has changed as a result? Of this that we have to consider?

Chief Lovello - The fundamental issue we've had in the past (questioning Mr. Sarnowski on the side - "Is it ok for me to speak on this?" Mr. Sarnowski replies, "Yeah sure".) Is that the COLLECT certification is what allows the police officer to access criminal information, motor vehicle information, and there is confidentiality requirements that are obviously in place to protect that information from being misused. That information was misused here. The struggle that the POST Council has had, is not part of the requirements to maintain your police officers certification. The net result is that if you don't have your COLLECT certification your value to your organization as a police officer has been marginalized almost to the point where you can't be used.

Unknown - Ok

Chief Lovello - I don't know if that answers your question.

Mr. Sarnowski - But on the same token it's not required by statute to have it so it leaves department, we've run across this in past departments. So East Hartford who are required through the legal process and the labor issues to rehire the individual but then can't use him in the capacity of a police officer because he does not have legal access to the confidential information that comes out of the NCIC and COLLECT systems so how do you make use of this individual? You have to pay him? You have to employ him, but he's prohibited from having access to those systems. He's not really effective as a police officer in many ways. It's a conundrum that we're struggling with.

Mr. Kane - Another conundrum too that, and you're familiar with the investigation and the findings. I don't think we need it as part of the motion, but I think the executive director should send to Gail Hardy at least the opinion of the finding of the labor board so she can determine whether there's anything in it that goes to the veracity and the credibility of the officer, which would have to be then disclosed to the defense attorney's in any case in which he's gonna be called as a witness.

Mr. Sarnowski - That's a good point too. And the investigation does indicate that he lied.

Mr. Kane - Well that

Mr. Sarnowski - Affirmative, pretty fairly clear statement in that regard.

Mr. Kane - That's a felon. Well we'll have to obviously, that will have to be disclosed by the state to any defendant or defense attorney whose in any case in which he may be called as a witness. So that it can be used to cross examine.

Chief Lovello - Thank you Mr. Kane



Unknown #1 – In that other case that we sent by email – Bryant – I mean is that relevant, in the did someone violate the law, something that allowed him to be decertified or however. I mean there is some legal standard right if you break the law then does POST have the ability to say that's enough of a burden to

Chief Lovello – In essence, a sustained finding of untruthfulness is gonna impact your ability to be certified as a police officer in this state. So that's the core issue. And as Chief State's Attorney Kane said, it impacts your ability to provide credible testimony in a court case.

Mr. Sarnowski – and I can talk to you a little bit more about this online in terms of the history and give you the background, but there is a statute which outlines the specific basis upon which POST is allowed to decertify an individual. Unfortunately the issues related to COLLECT is not one and we've had discussion in the past as to whether it ought to be and there's actually have not accomplished an answer one way or the other so it's pretty much status quo that it remains not.

Chief Lovello – Question?

Unknown #2 – You mention about the statement in there that was false, giving a false statement, but can you give us an indication of that?

Mr. Sarnowski – The false statement was at when he went into COLLECT in order to look up peoples criminal histories, addresses, phone numbers, that kind of thing. He would put in as the justification for the entry, training, which was clearly false. There was no training issue involved it was really for his own personal edification which as you know violates the protocols for both NCIC and COLLECT. And it was found that those were false statements, which I think is fairly clear and in fact they are.

Unknown #2 – But isn't that grounds then not to certify?

Mr. Sarnowski – No because there's, it's a requirement that the false statement be made pursuant to a warning that making such statements is punishable 53A-1 or 57B in the statute and that's what they failed to do. So I'm working quite honestly with the state police a little bit about and then hopefully we'll dribble it down into the municipalities to maybe beef up the disclaimer that shows up on the screen and require people to hit an accept button so that it's clear that they've been made aware of that requirement that it is punishable and accept that so that if there are false statements in the use of the COLLECT system in the future, it in and of itself meets that statutory standard and justifies revocation of a certification. It's a bit of a technical issue too, but were talking that through.

Unknown #3 – I want to go into that if I could. By going into COLLECT, he didn't say that he was making a false statement. Did he say it under a testimony or oath?

Mr. Sarnowski – No I reviewed, it really was a, it could have been more thoroughly investigated um there's no Garrity statement such as we publish now as like the standard which includes that. It was before that was published and they did not, East Hartford did not in of itself contain the statement that made the warning, so it's not usable for that reason.



Unknown #3 - Thank you.

Chief Lovello - Dr did you want to say something?

Dr. Vallaro - Yeah what's the outcome or the result as not supporting the motion, this motion?

Mr. Sarnoski - That's an interesting question. I guess from a purely legal, ethical perspective. If you were not going to support this motion, there should be a viable, legal ground or basis to do that and as far as I can see there isn't one. I, I can see from a lot of peoples own personal perspectives that you're not comfortable with the scenario but there's not a violation of law that we can point ourselves to that would suggest that he could not be certified. So you would have to make a seat of the pants morale ethical judgement that you just not going to put your name on this. I'm not sure that would stand up under legal review, when and if that happens.

Mr. Freda - Could we restate the amended motion just for deliberation?

Chief Lovello - The amended motion would include a requirement that Mr. Jones undergo COLLECT training and certification as part of the certification requirements in addition to the things the certification committee requires.

Mr. Sarnoski - And just so your aware COLLECT certification in this case is given by the state COLLECT manager uh here at the Department of Public Safety. There is no, uh I don't know whether he would give that certification or not under these circumstances that's his call. If he chooses not to, well then the individual still has to be hired because the court has ordered that, or rehired I should say, he still has to be returned to his position of pay and status as a police officer, but he would not legally have access to any confidential arrest information, criminal history information, motor vehicle. All the stuff that's in COLLECT, he couldn't have access to that because he is not certified.

Chief Daly - Nor would he be certified.

Mr. Sarnoski - Nor would he be certified anyway. As we all know that's problematic for a police officer not to be able to use those informational services.

Unknown #4 - Difficult issue.

Mr. Freda - Sure it is. You know you gave false information and you know as leaders of municipalities and as leaders in police departments we're held to very high standards and standards that we respect and we look up to. It's a tough moral issue on this.

Chief Lovello - Mr. Cavanaugh

Mr. Cavanaugh - The certification committee did have reservations about making a, an affirmative recommendation to the council but we were bound by what Mr. Sarnoski just said so we brought it forward. But I think the record should reflect that if there are some that are uncomfortable with it

maybe a couple of no votes would be appropriate. So I'll vote for the amendment and then I'm going to vote against the overall motion just so the record reflects that there is some discomfort among some members. I know I have no legal standing to do that, but I want

Chief Lovello – Well your vote is your vote.

Mr. Cavanaugh – Right. But I mean you can't be. I'm not doing it based on a legal standard it's more on a moral standard and the fact that the record should reflect that there's um some discomfort in

Chief Daly – But you made the motion should you really

Mr. Cavanaugh – Right

Chief Daly – vote against it? I can see someone else. I'll vote against it.

Mr. Cavanaugh – I don't think there's any.

Ms. Pierre – Well I can definitely vote against it from a victim's advocate standpoint. He utilized a confidential system to create a victim in the system. So I can definitely say no. I know

Chief Lovello – No I just want to identify you.

Ms. Pierre – I'm sorry I'm the state victim advocate.

Chief Lovello – She's a member of the council. Natasha Pierre she's the state victim advocate.

Ms. Pierre – So that's an easy no for our office.

Chief Lovello – Alright

Ms. Pierre – But I do have a question about the system that you're talking about. And I know it's a different system that I'm in. Kevin might know the name of it but I had to get certified and I had to sign off and there were like remediation steps if you did utilize that system wrong. Is this system set up the same way from this point on? I mean how, if he does become recertified, how do you monitor? What's going to be in place to make sure he doesn't abuse the system?

Mr. Sarnoski – Well his police department has the ability to go into the system and review all of his uses of it and those uses were the base and that review is the basis of the findings that he had accessed illegally 18 different people on 11 different occasions over the year so they continue to do that to be sure that if he gets certified that he doesn't continue to misuse it. And they do that most departments do that periodically.

Ms. Pierre – Is that part of his agreement or

Mr. Sarnoski – Its, no it's not a formal part of the agreement that I'm aware of.

Ms. Pierre - I mean I think well I don't know who has control over that agreement but there should be some remediation or a guide who's training on a system who already knows how to utilize and

Mr. Sarnoski - the rules are largely federal in nature. They're very detailed, very clear and very um I think they are good. They're adequate, just requires some local oversight which is available and possible at any point in time.

Mr. Freda - Steven if the vote doesn't pass, what's the outcome? What happens?

Mr. Sarnoski - Well then East Hartford is still required to hire him or re-hire him and they are required to pay him and he is not certified as a police officer. Not sure what they would do with him.

Mr. Kane - Basically the state labor board decided 18 months suspension was sufficient punishment. Was that the basis of their decision?

Mr. Sarnoski - Essentially they felt that was

Mr. Kane - it didn't overturn the findings or the findings of he violated COLLECT

Mr. Sarnoski - No and I think it did make clear he did violate COLLECT and he did lie about it.

Mr. Kane - But they felt the 18 month suspension was adequate punishment and termination was too severe.

Mr. Sarnoski - Right and they did that on the basis of comparing his case with several other individuals in the East Hartford Police Department who had done essentially the same thing, not on 18 different occasions but on 1 or 2 occasions and they had each gotten in the neighborhood of a week suspension without pay, that included 2 dispatchers. In labor decision the court date somewhat felt that was, this result was not on par with past practice. So there is potentially a lesson there for everybody to say when you are presented with a situation that you think a week is appropriate then that is what you give, but if you think someone should be fired, you can't give other people a week suspension then fire someone else, obviously it doesn't match up.

Mr. Kane - The police department appropriately applied for arrest warrants charging him with computer crimes.

Mr. Sarnoski - Of course he never had criminal history and

Mr. Kane - the court, they granted a diversionary program to him, the charges were dismissed, there's no criminal record, no conviction.

Mr. Sarnoski - and he had no previous internal disciplinary history either, in I think it was 9 years of employment so this is kind of a very obvious and outstanding change in behavior. Superior court felt that termination was perhaps too severe a result.

Mr. Kane – So based on the amended motion, if it passes, and subsequently he's not certified by COLLECT, is what would happen?

Chief Daly – the results would be the same as if we shoot it down. Correct? If he doesn't, if he can't get COLLECT certification then he doesn't become certified. It's the same as if we vote it down today, correct?

Mr. Sarnoski – No, (inaudible due to talk-overs), you vote the motion down and you make COLLECT certification a requirement for comparative cert or his recertification then yes, then he's not going to get certified as a police officer. It doesn't, I don't know that has a practical effect that much for East Hartford because he's not fully usable as a police officer whether he's certified and can't access COLLECT or whether he's not certified.

Chief Daly – Either way the outcome is the same.

Mr. Sarnoski – What our decision requires is East Hartford to hire him back it does not require POST to recertify him.

Chief Lovello – There's an important distinction to be made here because a lot of members of command staff around the state are not COLLECT certified they generally are involved in administrative duties and don't access COLLECT. So we've got to be.

Chief Daly – But every person we've certified basically today has been required to get NCIC COLLECT.

Chief Lovello – No but not

Chief Daly – for comparative certification

Chief Lovello – and particularly not this one. So

Mr. Sarnoski – In the past we've, I guess this of course, changes in the system are prompted by issues and problems and this is one. We haven't actually asked anyone that I know of to be certified. I know that in most, if not all cases, police officers and sergeants are all certified with COLLECT with their departments. But we've never asked that to be as a condition of comparative certification, certainly can do that.

Chief Daly – How are we doing it

Mr. Kane – We require the training, we require the training but we don't require the actual certification

Chief Lovello – It's very routine to see it go hand in hand.

Unknown #5 – Maybe we should look at that.

Chief Lovello – But there's a larger issue here too because we have seen this issue before and what we have now is this COLLECT certification issue which is so essential and critical to being an effective police officer or investigator, being somewhat outside the realm of POST running on a parallel track and I don't think this is the right way to do business. This is something that is going to have to change so we're going to have to find a path forward to make sure this COLLECT certification fits in well with what we're doing with police certifications here.

Mr. Tanner – Can I interject Chief?

Chief Lovello – Yeah but as long as

Mr. Tanner – Ok (does not continue)

Chief Lovello – Any other discussion on the motion? And Bill I didn't mean any disrespect

Mr. Tanner – No, nope

Chief Lovello – Any other discussion or we'll move on the amendment?

Unknown #5 – Can I speak or no? (Known later he is the Deputy Chief from East Hartford)

Chief Lovello – Uh

DC Rob (last name - inaudible) Town of East Hartford – (could not make out his last name and he did not sign in for me to cross reference his name, later referred to as "East Hartford DC"). I'm from the town of East Hartford.

Chief Lovello – Steve?

Mr. Sarnoski – Sure (public comment)

East Hartford DC – Myself just a little background. Myself and Chief Samsung were not, we were both employed by the Hartford Police Department at the time, we retired and went over to (inaudible) so Juma Jones was already terminated at that point we inherited what you see in front of you. We, after 18 months it came back that the labor board said we have to take him back it was too harsh on the penalty, that was explained. So we appealed that decision to the appellate court saying that his actions violated public trust. So we went down that line of public trust saying he violated public trust, we lost that appeal. His first arrest was on a couple of accounts, he had subsequent (more accounts) 18 accounts total. He was arrested for on a second warrant, there was a second IA done. He was never disciplined on the second IA because he was terminated. So once he was ordered back we said wait a minute he was never terminated on the second IA, we terminated him a second time while we appealed the first termination. The labor board responded back as well saying "no we couldn't fire him a second time that those facts and circumstances were heard by the labor board during the first hearing that we could not terminate him a second time that we had to rescind that termination. So we had to take him back. We subsequently worked up a



memorandum of agreement signed by him. My understanding is there are about a dozen police officers currently in Connecticut that are POST certified that are not COLLECT certified. So our mission here is to get him certified, make him a productive employee, get him back to work, closely monitor his COLLECT and his work as a police officer. So we're trying to get him back to work with the agreement that we have. We have, in the signed agreement, we have a subsection that if he gets POST certified, he has to do 60 credit hours to get his certification back because of his lapse of time. We also have a subsection in there that if he doesn't get COLLECT certified then it falls under the chief can use him because we have to employ him like the Attorney General said, so we have to employ him. He can't work any overtime, can't work any private jobs. He's overtime grievable, non-grievable items, he'll be assigned to the chief, the chief can dictate what hours he does and gives him projects and stuff like that so he will not have access to COLLECT. And like you said unfortunately it's the hand we're dealt and we have to do the best we can with it. If he gets COLLECT certified, there was an officer in Waterbury recently that did the same thing, he was violated COLLECT, he was arrested, fired. The labor board said you have to take him back, he was forced back. COLLECT accepted him back into the system saying the same thing that his suspension away from COLLECT was his time served so we intend to go back to COLLECT and try and get him certified COLLECT and make him a productive police officer. Like they just said he's been a 9 year employee, he's never been disciplined, never even had a complaint against him, anything else prior to that. So we tend to do our best close supervision and make him a productive employee.

Chief Lovello – Alright thank you for your comments. I think it only serves to illustrate the point that we have an issue here that's got to be dealt with. Not only the instant case but going forward, this COLLECT issue has to be put to bed one way or the other.

Mr. Kane – Well one question while you are talking, can you make sure that States Attorney Hardy has

East Hartford DC – I wrote that down, absolutely.

Mr. Kane – So she could be aware of what her obligations is with, in regards to disclosing that?

East Hartford DC – Yes because he may have to be on the list.

Mr. Kane – Maybe but that's the decision she'll have to make.

East Hartford DC – Correct.

Chief Lovello – Any other discussion on the amended motion? Or the amendment I should say.

East Hartford DC – I just think that would put us in a hard place if you guys pass him with saying because he doesn't have to be POST certified to be, he doesn't have to be COLLECT certified.

Chief Lovello – Understood, thank you.

East Hartford DC – That will just put us in a bad spot.

Chief Lovello – No other discussion on the amendment? Alright

Mr. Kane – How is the amendment worded right now?

Chief Lovello – Mr. Jones in addition to the certification committee requirements for training also be required to undergo COLLECT training and certification.

Mr. Kane – Ok so we are voting on the amendment

Chief Lovello – On the amendment, not on the original motion. Everybody confused? Alright

Mr. Tanner – Can I clarify that for you chief? He's been out of service so long he needs to re-go through COLLECT anyway.

Chief Lovello – Ok Thank you Bill. Um alright I'm going to move the question on the amendment. All in favor

Chief Daly – Do we have a second?

Chief Lovello – Yeah we did that's how we got to discussion. All in favor of the amendment – 'I' (echoed by many), Opposed?

Various others – 'No', 'Nay'

Chief Lovello – Ok show of hands. All in favor of the amendment please raise your hands and keep them raised for a hand count. (counting out)

Ms. Ferrick – Ferrick's gonna abstain

Chief Lovello – 7 (Chief Lovello to Ms. Pierre, 'you're in favor of the amendment?')

Ms. Pierre – I'm not really sure because I think I'm voting no to the overall

Chief Lovello – Ok so

Ms. Pierre – I'll just abstain

Chief Lovello – Ok abstain. So we have 7 in favor, 2 abstentions. Who abstained?

Ms. Ferrick – Ferrick

Chief Lovello – Special Agent Ferrick and Ms. Pierre. Opposed? Show of hands. please get em up. 1-2-3 opposed. Ok So the amendment carries. Now we'll vote on the main motion, which would obviously include the amendment if passed. All in favor of the motion put forth by the certification committee – 'I'



Mr. Kane – As amended

Chief Lovello – as amended Thank you Kevin As amended “I” (echoed by many – “I”) show of hands please. 7 in favor opposed? (Counting out loud) Dr. Vallerio opposed? (a little confusion with the count so) Do it again – counting. 4 opposed (that I see). Any abstentions?

Ms. Ferrick – One abstention.

Chief Lovello – One abstention. Mrs. Ferrick.

Chief Higgins – Mr Chair?

Chief Lovello – Yes

Chief Higgins – I just want to say the information provided by the Deputy Chief was extremely helpful. Thank you.

Chief Lovello – Thank you. Thank you Deputy Chief. Ok so the motion has carried. 7 in favor. 4 opposed with abstentions. So we’ve disposed of that.

**DISCUSSION ENDED with the count. Highlighted below for notation purposes:**

Motion: 7 in favor; 3 opposed; 2 abstained – Ferrick and Pierre

Motion as amended: 7 in favor; 4 opposed; 1 abstained – Ferrick

Final MOTION carried

End “transcription portion”... (Formation of a committee pertaining to COLLECT issue)

Chief Lovello noted that “In light of the discussion that took place on the COLLECT issue...” he would like to appoint a working group of this council to look at the issue, come back with recommendations to the council, assuming there could be statutory changes that might have to occur, etc. Looking for volunteers and some obliged to form this committee as follows.

Chief Lovello created a committee. He appointed Chief Maniago to head the committee; Chief Higgins, Mr. Freda, Ms. Pierre and Mr. Kane have all joined in to take on this task.

**Moving onto Basic Training Applications with minute notes continued as normal.**

### **Basic Training Academy Applications**

#### **1. Hartford Police Department (November 17, 2016)**

Hartford Chief of Police James Rovella requests 2 Basic Training Classes at the Hartford Police Academy to commence 2 basic recruit academy classes in January 2017. The classes will consist of no more than seventy (70) recruits, including candidates from regional towns and cities combined. He’s outlined 3 scenarios in which they could occur, the certification committee needs to know which one the Chief of the Hartford PD is going to go with.

***Mr. Cavanaugh, on behalf of the Certification Committee, recommends the Council approve the Hartford Police Department's application to commence two Basic Police Officer Recruit Training Academies with a maximum of seventy (70) recruits noting items 1-12, seconded by Chief Daly. Motion carried.***

**ACCREDITATION COMMITTEE:**

1. Tier I Accreditation – Shelton Police Department  
Shelton Police Department is under the command of Interim Chief Shawn Sequeira. On September 9, 2016 a team of State Assessors met and completed an assessment of Tier I State Accreditation Standards. The assessment team found the agency in compliance with 120 applicable Standards.

***Chief Kulhawik and the Accreditation Committee make the motion that the POST Council award Tier I Connecticut State Accreditation to the Shelton Police Department, seconded by Mr. Freda. The motion carried.***

2. Tier I Accreditation – Glastonbury Police Department  
Glastonbury Police Department is under the command of Chief David Caron. On September 27, 2016 a team of State Assessors met and completed an assessment of Tier I State Accreditation Standards. The assessment team found the agency in compliance with 119 applicable Standards.

***Chief Kulhawik and the Accreditation Committee make the motion that the POST Council award Tier I Connecticut State Accreditation to the Glastonbury Police Department, seconded by Mr. Kane. The motion carried.***

3. Tier III Accreditation – Avon Police Department  
Avon Police Department is under the command of Chief Mark Rinaldo and has been accredited since 1993. The agency underwent a CALEA on-site from February 28, 2016 through March 2, 2016 and found to be in compliance with 385 CALEA Standards. They were awarded CALEA reaccreditation at the July CALEA Conference in Baltimore, Maryland. On September 21, 2016 POST Staff completed an assessment of Avon's Tier III State Accreditation Standards and found the agency in compliance with all 8 applicable Standards.

***Chief Kulhawik and the Accreditation Committee make the motion that the POST Council award Tier III Connecticut State reaccreditation to the Avon Police Department, seconded by Chief Higgins. The motion carried.***

**INFORMATION ITEMS:**

1. Executive Director's Report  
**Chief Flaherty**, Police Academy Administrator reported his activity to the Council since the last Council meeting. Attended fact-finding session at CHRO regarding historical establishment of Cooper Standards with Atty Generals Office; Attended Fall meeting of

the CT Police Chief's Association; Attended CCADV Round Table discussion on Domestic Violence; Attended CCADV with Victim's Advocate on State's Model Policy and Police Department Reporting Requirements; Attended CPCA Wellness Committee Meetings; Tour for four interns from the AG's Office; Staff participating in meetings Police Training subgroup at UNH (reviewing juvenile content of our training and state police training pursuant to a new Public Act).

2. Directors Reports:
  - a. Basic Training – William Schultz, the Director of Basic Training provided a report on the status of the classes (354<sup>th</sup> & 355<sup>th</sup>) currently in session and the incoming 356<sup>th</sup> Training Session:
    - 354<sup>th</sup> Training Session – began July 1<sup>st</sup>, with fifty (50) recruits; two (2) recruits withdrew with forty-eight (48) scheduled to graduate on December 21<sup>st</sup>, 2016 at CCSU.
    - 355<sup>th</sup> Training Session – began October 7<sup>th</sup>, with forty-five (45) recruits; all recruits remain in the class and scheduled to graduate in mid-March, 2017 at CCSU.
    - The 356<sup>th</sup> Training Session is scheduled to begin on December 30, 2016 presently with fifty (50) individuals enrolled to attend tentatively.
  - b. In-Service Training – Susan Rainville, the Director of Field Services provided a report on the activities of her division including in-service training classes provided and scheduled; highlighting those that attracted popularity for various reasons.
3. Accreditation Manager's Report – William Tanner had nothing to add to the material that was in the Council packets regarding accreditation.
4. Compliance Officer's Report – also under the direction of William Tanner, had nothing to add for certification either.
5. Audit Reports – if anything you'll find in your packet
6. Correspondence – in packet

**OLD BUSINESS:**

1. Nothing to report

**NEW BUSINESS:**

1. Senior Pastor Carl McCluster of Shiloh Baptist Church in Bridgeport – invited by Commissioner Schriro to speak about the Community Outreach and Collaboration Program
2. IT Presentation – Mrs. Linda Nido demonstrated the possibilities of teleconferencing with ZOOM; single sign-on with video and audio; ability to use desktop, laptop or your cellphone to log on as well; need to establish perimeters for this option
3. Task force curriculum membership should be appointed shortly (Chief Lovello briefly spoke on this); Chief Mello appointed as the POST Council representative

**Chief Lovello moved to adjourn the meeting; Motioned by Chief Daly, seconded by Mr. Kane; motion carried.**

The meeting was adjourned at 10:42 A.M.

Respectfully Submitted,

A handwritten signature in black ink, appearing to read "Holly L. King". The signature is written in a cursive style with a large initial "H".

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