

ADDENDUM A

EMPLOYMENT AGREEMENT

THIS EMPLOYMENT AGREEMENT (hereinafter "AGREEMENT") is made as of the 1st day of March, 2019, by and between the BOROUGH OF NAUGATUCK (hereinafter the "BOROUGH"), a municipal corporation organized under the laws of the State of Connecticut and Steven K. Hunt (hereinafter "Mr. Hunt").

WHEREAS, the BOROUGH desires to employ Mr. Hunt as its Chief of Police and Mr. Hunt desires to accept such employment, under the terms and conditions set forth herein;

NOW, THEREFORE, in consideration of the mutual covenants and agreements contained herein, the parties agree as follows:

1. **EMPLOYMENT:**

The BOROUGH hereby employs Mr. Hunt as its Chief of Police and Mr. Hunt accepts such employment pursuant to the terms and conditions set forth in this Agreement. Mr. Hunt shall be required to maintain residency within an eight (8) mile radius of the department's headquarters as a condition of employment.

2. **TERM OF AGREEMENT:**

This AGREEMENT shall commence on March 3, 2019 and terminate on June 30, 2022. The parties agree that in the event that either the Borough or Mr. Hunt do not agree to either extend this Agreement beyond June 30, 2022 or do not negotiate a successor agreement, Mr. Hunt's employment with the Borough shall terminate effective on June 30, 2022.

3. **DUTIES:**

Mr. Hunt shall perform the customary duties associated with the position of the Chief of Police as described in the Chief of Police job description, attached hereto as Exhibit A. The Borough and Mr. Hunt agree that the attached job description is not an exhaustive enumeration of the duties and responsibilities of the Chief of Police. Accordingly, Mr. Hunt shall also perform other related duties consistent with the position, at such times and places and in such manner as the Mayor of the BOROUGH and the BOROUGH Police Commission shall reasonably require and direct.

In the performance of his duties, Mr. Hunt shall report directly to the Mayor of the BOROUGH and the BOROUGH Police Commission. At all times, Mr. Hunt shall use his best efforts in the performance of his duties and responsibilities as the Chief of Police.

As Chief of Police, Mr. Hunt is exempt from overtime under FLSA guidelines. Generally, Mr. Hunt shall work an eight (8) hour day Monday through Friday, subject to vacation time and other forms of leave set forth under Section 4. below. Notwithstanding, it is specifically acknowledged that depending upon the demands of the job, Mr. Hunt may be required to work more than eight (8) hours in a day and may be required to perform his duties after the normal business day and/or on weekends and holidays without additional compensation.

4. **COMPENSATION AND BENEFITS:**

For services rendered under this Agreement, unless otherwise specified, the BOROUGH shall provide the following for Mr. Hunt:

- The base salary for Mr. Hunt during the life of this Agreement shall be as follows:

Effective March 3, 2019 – June 30, 2020: \$123,000.00

Mr. Hunt's base salary for subsequent contract years (July 1st – June 30th) under this Agreement, may be adjusted, subject to the approval of the Borough through its non-union salary review process, and in accordance with Mr. Hunt's level of performance. Under no circumstances, however, shall Mr. Hunt's salary be less than his salary for the prior year, unless Mr. Hunt expressly agrees to such reduction.

- In each fiscal year (July 1st – June 30th), Mr. Hunt shall receive twenty-five (25) days of paid vacation during the term of this Agreement. Such vacation days shall not be cumulative. With the written approval of the Mayor, Mr. Hunt may carry over up to five (5) days of vacation to the next fiscal year.
- In each fiscal year (July 1st – June 30th), Mr. Hunt shall receive fifteen (15) sick days (three (3) of which may be used as personal days) during the term of this Agreement, cumulative to ninety (90) days.
- Term Life Insurance equal to two times (2x) Mr. Hunt's annual base salary, adjusted annually in accordance with Mr. Hunt's salary.

- Mr. Hunt shall have the option to participate in the Borough's Medical/Dental/Vision benefit plans for himself, his spouse and eligible dependents in accordance with the following:

HDHP Plan with Vision Rider:

- \$2,000/\$4,000 annual deductible
- 100% in network (except with respect to prescription drugs)
- 70%/30% out of network out of network after deductible (except with respect to prescription co-pays)
- \$3,000/\$6,000 in network out of pocket maximum (inclusive of deductible coinsurance and Rx co-payments)
- \$5,000/\$10,000 out of network out of pocket maximum (inclusive of deductible coinsurance and Rx co-payment)
- Bariatric procedures are not covered
- Infertility benefits are subject to the state mandate limits
- High-cost diagnostics and x-rays are subject to a \$75.00 co-pay (to a maximum of \$375.per plan year)

Upon satisfaction of the (HDHP) deductible, prescriptions subject to \$5 Generic/ \$25 Brand Name/ \$40 Non Formulary Brand Name co-pay (unlimited maximum) (2x retail co-payment for 90-day supply)

The co-pays for drugs shall not apply to prescriptions under the

Women's Health and Wellness Act

Mr. Hunt will be responsible for funding one hundred percent (100%) of the deductible.

The Borough shall have no obligation to fund any portion of the deductible for Mr. Hunt during retirement or any other type of separation from employment.

Mr. Hunt will be responsible for opening an HSA account and for any bank fees associated with maintaining the HSA account. The Borough will make provisions for a before tax direct deposit payroll deduction into an HSA account for Mr. Hunt if he elects the HDHP plan.

Effective January 1, 2019 premium cost-share contributions toward the annual premium of the HDHP plan in the following amounts:

<u>Jan. 1, 2019</u>	<u>Jan. 1, 2020</u>	<u>Jan. 1, 2021</u>	<u>Jan. 1, 2022</u>
0%	2%	4%	6%

Flexible Dental Plan:

- \$50.00 calendar year deductible per person, \$150 aggregate deductible per family.
- Preventative & Diagnostic (No Deductible) Plan pays 100%
- Remaining Basic (No Deductible) Plan pays 80%
- Crowns & Prosthodontics (After Deductible) Plan pays 50%
- Calendar Year Maximum (Per Person) \$1,500.00
- Orthodontia (Adults & Dependent Children) Coinsurance 50% and lifetime maximum \$1,500.00.

Retiree Medical Insurance:

Upon retirement at an age prior to 65 and not being eligible for Medicare, Mr. Hunt shall receive Medical/Dental/Vision insurance coverage for himself, his spouse and eligible dependents in accordance with the coverage and premium cost share he was subject to as an active employee immediately prior to the effective date of Mr. Hunt's retirement. During retirement Mr. Hunt shall be subject to any changes in the plan design implemented for active non-union employees. Upon becoming eligible for Medicare, Mr. Hunt will be transferred to a Medicare Supplemental Insurance policy with a prescription drug rider and dental plan with a premium cost share he was subject to for retiree insurance prior to Medicare eligibility. During retirement Mr. Hunt shall be subject to any changes in the plan design and implemented for active non-union employees.

- A suitable vehicle for Mr. Hunt's exclusive and unrestricted business and personal use at all times during the term of this AGREEMENT. The

BOROUGH agrees to insure the vehicle for appropriate levels of automotive liability, property damage and comprehensive insurance coverage on said vehicle, as well as, provide maintenance and repair of said vehicle. All out of state vehicle use must be related to the official duties of the Chief of Police and Mr. Hunt must receive the prior written approval of the Mayor at the Mayor's sole discretion.

- Equipment and uniforms allowance of \$1,300 per contract year (July 1st –June 30th).
- Reimbursement for the reasonable expenses associated with Mr. Hunt's continued training, and professional development. Such costs to include the reasonable fees for annual conferences and other such courses of study as well as, travel and subsistence expenses incurred in connection therewith. Attendance at such conferences and/or courses as well as the amount to be provided to Mr. Hunt for travel and/or subsistence shall be determined by the BOROUGH and approved by the Mayor in advance of such training and professional development.
- Appropriate payment for professional dues and subscriptions for Mr. Hunt necessary for the full and continued participation in National, Regional, State and Local associations and organizations necessary and desirable for his continued professional growth and advancement and for the good of the BOROUGH. The amount of the aggregate total to be paid for such associations and/or organizations shall be determined by the BOROUGH and approved by the Mayor in advance.

- During the term of this Agreement paid holidays as recognized by the Borough for all other BOROUGH non-union personnel.
- Participation in the BOROUGH's Police pension plan.
- At retirement or death, Mr. Hunt shall be paid for all unused sick days not to exceed ninety (90) days and all accrued and unused vacation days.
- Such other benefits as may be provided under the BOROUGH's Non-Union Personnel Policy Manual as may be changed from time to time. In the event that any provision of this Agreement conflicts with or contradicts said Non-Union Personnel Policy Manual, this Agreement shall govern.

5. EVALUATION:

The Mayor of the BOROUGH shall annually evaluate Mr. Hunt's performance, based on the following areas:

- (a) Human Resources Management
- (b) Fiscal Management
- (c) Day-to-Day Operations
- (d) Public Relations
- (e) Community Initiatives
- (f) Staff Development

6. INDEMNIFICATION:

The BOROUGH shall defend, hold harmless and indemnify Mr. Hunt against any and all claims, demands, judgments, loss, liability, including under state statute, tort, professional liability claim, civil rights claim or demand and any other administrative proceeding or legal action, at law or in equity, whether groundless or otherwise arising

out of an alleged act or omission occurring in or in connection with the performance of the duties of the Chief of Police of the BOROUGH, such duties to include all obligations and commitments articulated in this Agreement, provided, however that nothing herein shall obligate the BOROUGH to pay the costs of defending any criminal prosecution brought against Mr. Hunt by state or federal authorities. Provided further that nothing herein shall obligate the BOROUGH to indemnify or pay for the costs of defending Mr. Hunt when such action arose due to negligent or reckless behavior on the part of Mr. Hunt. This provision with respect to criminal prosecution shall not be deemed to change Mr. Hunt's right to reimbursement under applicable state statute.

7. TERMINATION:

- (a) Termination for Just Cause. In the event Mr. Hunt is discharged for "Just Cause" (as defined below), Mr. Hunt shall be provided with a hearing consistent with Connecticut General Statutes Section 7-278. "Just Cause" shall mean (i) any act or omission that constitutes a material breach by Mr. Hunt of any of his material obligations under this Agreement; (ii) the continued and repeated failure or refusal of Mr. Hunt to perform the material duties required of him as an employee; (iii) any willful, material violation by Mr. Hunt of any law or regulation or Mr. Hunt's conviction of a felony, or any willful perpetration by Mr. Hunt of a common law fraud; or (iv) any other willful misconduct by Mr. Hunt which is materially injurious to the financial condition or reputation of, or is otherwise materially injurious to the BOROUGH or any of its employees or agents.

- (b) Termination by mutual agreement of the parties. Mr. Hunt and the BOROUGH agree that this Agreement can be terminated at anytime during the term of the Agreement by mutual written agreement between Mr. Hunt and the Mayor.

8. INVALID PROVISION:

The invalidity or unenforceability of any particular provision of this Agreement shall not effect the other provisions hereof, and the Agreement shall be construed in all respects as if such invalid or unenforceable provisions were omitted.

9. SURVIVORSHIP:

Any obligation of this Agreement which, by its nature, must be performed following termination of this Agreement shall be deemed to survive such termination.

10. RESOLUTION OF DISPUTES:

Except for a termination for just cause, which shall be addressed in accordance with Connecticut General Statutes Section 7-278, in the event of a dispute, controversy, claim or an alleged breach of this Agreement, Mr. Hunt or the BOROUGH may submit the dispute, controversy, claim or breach (the "Claim") to final and binding arbitration. Notice of intent to arbitrate by Mr. Hunt shall be sent by Mr. Hunt, in writing, to the Mayor. Notice of intent to arbitrate by the BOROUGH shall be sent by the Mayor, in writing, to Mr. Hunt.

The notice shall generally describe the facts and identify the Agreement provision(s) applicable to the Claim. If the parties are unable to resolve the Claim within thirty (30) days of receipt of the Notice of intent to arbitrate, the matter will be submitted to a single impartial arbitrator by filing a demand with the American Arbitration

Association. The impartial arbitrator shall either be mutually agreed upon by the parties or selected pursuant to then current labor arbitration rules of the American Arbitration Association. The arbitration shall proceed in accordance with the labor arbitration rules of the American Arbitration Association.

The arbitrator shall render his decision based on the evidence submitted by the parties. The arbitrator shall not have the power to modify, amend, or delete any of the terms or express provisions of this Agreement. The award of the arbitrator shall be final and binding upon all parties.

The costs of arbitration, including filing and administrative fees, the fees and expenses of the arbitrator and all other expenses relating to the services and proceedings, shall be borne equally by the parties.

11. ATTORNEY FEES:

In the event that any action is filed in relation to this Agreement, the parties agree that neither party shall be responsible for the payment of the other parties' attorney's fees.

12. CONSTRUCTION:

This Agreement shall be construed according to the laws of the State of Connecticut.

13. ENTIRE AGREEMENT:

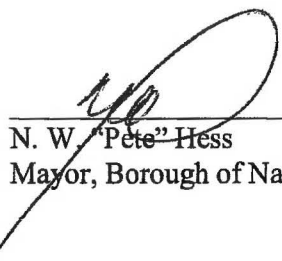
This Agreement constitutes the entire Agreement between the BOROUGH and Mr. Hunt with respect to the subject matter specifically referenced herein. No modification or amendment of this Agreement shall be binding unless said modification

or amendment specifically references this Agreement and is in writing and signed by the parties hereto

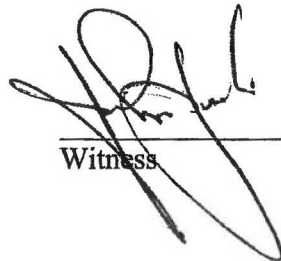
14. PARAGRAPH HEADINGS:

The titles to the paragraphs in this Agreement are solely for the convenience of the parties and shall not be used to explain, modify, simplify, or aid in the interpretation of the provisions of this Agreement.


IN WITNESS WHEREOF, the parties hereto have executed this Agreement on this 1st day of March 2019.



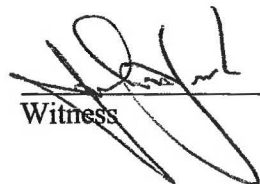
N. W. "Pete" Hess
Mayor, Borough of Naugatuck



Witness



Steven K. Hunt



Witness

Exhibit A

Job Description Chief of Police

<u>Borough of Naugatuck</u> <u>Naugatuck, Connecticut</u>	Job Description
Job Title: Chief of Police	
Department: Police	
Job Code	
Wage/Hour Status: Exempt	
Union Designation	Not Applicable
Grade	Not Applicable
Summary: Chief operating officer of the Naugatuck Police Department Reports To: Mayor and Naugatuck Police Commission Titles Supervised: Deputy Chief, Captain, Lieutenants, Sergeants, Detectives, Patrol Officers, Youth Officer, Police Maintenance, Administrative Assistant, Payroll Coordinator, Clerks	
Essential Duties & Responsibilities: <ol style="list-style-type: none"> 1. Develops, directs, informs, and enforces NPD policies and procedures for all members. 2. Develops, administer, and effectively manages the operating and capital budget presentation. 3. Provides accurate and timely accounting of NPD operations to the police commission. 4. Develops, in conjunction with the police commission a five-year strategic plan, which is updated annually, and develops the appropriate tactics to achieve the goals and objectives of the five-year plan. 5. Procures, maintains, and manages all NPD assets. 6. Prepares the NPD to meet all training needs and requirements. 7. Evaluates and reviews the performance of assigned personnel of the organization. 8. Maintains personal and community involvement. 9. Supports, coordinates, and interfaces with other senior officers. 10. Prepares and presents a monthly report to the fire commission as well as written annual report. 11. Conducts, attends, and interacts in meetings with NPD personnel, public agencies and the public. 12. Manages outside consultants. 13. Oversees major projects on behalf of the police commission. 14. Reviews various materials for compliance with NPD policies, state and federal laws and regulations. 15. Maintains authorized staffing levels. 16. Ensures necessary safety procedures are in place and followed by NPD personnel. 17. Maintains professional education and interaction at meetings/conferences. 18. Performs the duties of command personnel, as needed. 19. Serves, appoints, and participates on various NPD committees. 	
Minimum Qualifications: Education: Minimum of Four-year degree in public administration, criminal justice, or related field. Experience: Valid State of Connecticut POST certification as a Police Officer Licensure: Valid Ct Drivers License.	

Knowledge/Skills/Abilities: Knowledge of practices, regulations, methods and equipment used in police work. Knowledge of management principles regarding police department administration. Knowledge of federal, state, and local laws, rules, and regulations as they pertain to district activities. Knowledge of training techniques related to the field. Ability to lead, motivate, train, coordinate, and delegate. Ability to analyze data, create plans, and develop budgets. Ability to rapidly make critical decision under emergency circumstance. Ability to communicate in descriptive detail. Ability to prepare technical and administrative reports. Ability to meet special requirements, as listed. No felony convictions or disqualifying criminal histories. Must be able to read, write, and speak the English language. Must meet NPD physical standards.

Physical and Mental Demands: (See back of page.)

This description of responsibilities is intended to reflect the major responsibilities and duties of the job, but is not intended to describe minor duties or other responsibilities as may be assigned from time to time.

<u>Borough of Naugatuck, Connecticut</u>		Essential Physical and Mental Requirements			
<u>Physical Demands</u>	Continuous Over 70%	Frequent 40%-69%	Occasional 15% - 39%	Rarely Up to 15%	
Standing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Walking	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Climbing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Reaching	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Pushing / Pulling	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Carry	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Lifting / Lowering 1 – 15 lbs.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
15 – 30 lbs.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
30 – 50 lbs.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Over 50 lbs.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Fine Hand / Eye Coordination	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Color Discrimination	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Hearing Ability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<u>Language & Concentration Requirements</u>	Continuous Over 70%	Frequent 40% - 69%	Occasional 15% - 39%	Rarely Up to 15%	
Concentration to Detail	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Attention Span of 1 + Hours on a Task	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Ability to Remember Multiple Tasks	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Oral Communication	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Written Communication	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<u>Environmental Hazards</u>	Continuous Over 70%	Frequent 40% - 69%	Occasional 15% - 39%	Rarely Up to 15%	
Exposure to Blood and Body Fluids	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

Exposure to Toxins, Cytotoxins, Poisons	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Exposure to Extreme Heat, Cold, Temp Fluctuations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Exposure to Hazardous Chemicals	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Exposure to Radiation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The Borough of Naugatuck strictly complies with all OSHA regulations that limit exposure to these environmental hazards. Every employee exposed to such hazards will be trained on the use of protective equipment and will be required to use any protective equipment recommended.				
Date Signed:	Employee Signature:			
Date Signed:	Department Head Signature:			
Date Signed:	Human Resources Signature:			

ADDENDUM B




January 23, 2021

An open letter to the community:

We were alerted on Friday of racist statements made by our daughter approximately two years ago when she was 13 years old. The statements, which were sent privately to a juvenile acquaintance, were despicable in nature and inexcusable. There are many details as to how these messages became public two years later, but our purpose for releasing this statement is focused only on the conduct of our daughter and our response as a family moving forward.

We have raised all three of our children in a loving household always appreciative of the rich diversity in our community and the complex and often inequitable history of race in our society. We condemn the comments made in these messages. In no way, shape or form do they reflect our hearts, minds or the love we have for all our neighbors in this inclusive community. These words do not represent the words spoken in our home or the values and lessons we have taught our children.

We cannot soothe or erase the pain caused by the words and images seen by many. On behalf of our family, we sincerely apologize to all those who were hurt by this. We are left, however, as parents of a scared, regretful child who has and will continue to suffer the consequences of her poor and inexcusable actions. While we fully intend to hold our daughter accountable for her mistakes, we will continue to offer her the same unconditional love any parent would show a child who has erred but showed remorse.



No parent wishes their child to be the primary actor in a “teachable moment”, but there are lessons to be learned. In the age of social media, our words and actions can be scrutinized for all to see. Hurtful and racist comments will live long after they are made. All of us are probably not ever as good as our best day. For our daughter’s sake, we hope that no one will be defined by their worst.

Naugatuck has always been a special place for our family. We were both born and raised here, and take great pride in the wonderful, accepting community that it is. As we walk through the halls of our schools, the streets of our neighborhoods and places we have been throughout the years to support our children’s activities, we are amazed and appreciative of the rich diversity of our people. We are ashamed that this incident occurred and has portrayed our beloved Borough in a negative manner.

We plan to take time to reflect as a family on all that has transpired. We welcome the opportunity to listen, grow and engage in respectful dialogue to begin the healing process and make sure we are doing everything possible to contribute to a welcoming and accepting community that promotes social justice for all of its citizens.

Steven and Johnna Hunt



ADDENDUM C



NAUGATUCK POLICE DEPARTMENT POLICY & PROCEDURE

TITLE: Social Media

NUMBER: 2.20

EFFECTIVE: 9/1/2019

ISSUED: Chief Steven Hunt

REVIEW: ANNUAL

I. PURPOSE

- The Naugatuck Police Department endorses the secure use of social media to enhance communication, collaboration, and information exchange; as well as streamline processes and foster productivity.
- The purpose of this policy is to establish the Department's position on the utility and management of social media and to provide guidance on its management, administration, and oversight. This policy is not meant to address one particular form of social media, rather social media in general.

II. POLICY

It is the policy of the Naugatuck Police Department that social media provides a new and potentially valuable means of assisting the Department and its personnel in meeting community outreach, problem solving, investigative, crime prevention, and related objectives. This policy identifies potential uses that may be explored or expanded upon as deemed reasonable by administrative and supervisory personnel. The Department also recognizes the role that these tools play in the personal lives of some Department personnel. The personal use of social media can have bearing on Departmental personnel in their official capacity. As such, this policy provides information of a precautionary nature as well as prohibitions on the use of social media by Department personnel.

III. DEFINITIONS

2.20.1. Blog: A self-published diary or commentary on a particular topic that may allow visitors to post responses, reactions, or comments.

2.20.2. Employee: Any sworn or non-sworn employee, or volunteer of the Naugatuck Police Department.

2.20.3. Inappropriate Content: Any post that:

1. Defames, abuses, harasses, stalks, threatens, or violates the legal rights of others;
2. Included racism, hatred, slander, threats, obscenity, violence, or vulgarity;
3. Includes spam or advertisements;
4. Could harm the safety or well-being of one of our employees, including personal attacks;
5. Is off-topic;
6. Has personal information about another person or that violates a person's privacy;
7. Includes copyrighted material that belongs to another;

8. Contains links to inappropriate websites.

2.20.4. Page: The specific portion of a social media website where content is displayed and managed by an individual(s) with administrator rights.

2.20.5. Post: Content an individual shares on a social media site or the act of publishing content on a site Profile. Content can be in the form of spoken words, stories, photographs, videos, images, or related forms of communication.

2.20.6. Profile: A social identity that an Internet user establishes as a personal representation of themselves to be used on social media, and in online communities and websites. A user's Profile includes their username, avatars, and other information designed to distinguish themselves from other online users.

2.20.7. Social Media: A category of Internet-based resources that integrate user-generated content and user participation. This includes, but is not limited to, social networking sites such as Facebook, microblogging sites such as Twitter, photo and video-sharing sites such as YouTube and Instagram, wikis, blogs, and news sites.

2.20.8. Social Networks: Online platforms where users can create profiles, share information, and socialize with others using a range of technologies.

2.20.9. Speech: Expression or communication of thoughts or opinions in spoken words, in writing, by expressive conduct, symbolism, photographs, videotape, or related forms of communication.

2.20.10. Website: Published page(s) on the World Wide Web, usually containing hyperlinks and published by an individual, company, educational institution, government, or organization.

20.2.11. Uniform Resource Locator (URL): A specific character string that constitutes a reference to an Internet resource. A URL is also commonly called the "web address."

IV. PROCEDURE

A. DEPARTMENT AUTHORIZED USE OF SOCIAL NETWORKS

2.20.12. The Chief of Police, or his designee, may authorize the use of social networks or social media sites to any element or employee for the purpose of promoting the Naugatuck Police Department's mission and goals.

2.20.13. Any unit or employee receiving authorization to use social media sites to represent the Naugatuck Police Department shall be granted a site profile by the administration.

2.20.14. Naugatuck Police Department social media sites shall, whenever practicable:

- a. Indicate that they are maintained by the Department.
- b. List Department contact information prominently.

c. Include a disclaimer that the opinions expressed by the visitors to the page(s) do not reflect the opinions of the Department.

d. Include the Department's policy and right to remove postings which violate federal, state, town, or Department rules, regulations, ordinances, laws, policies, or standards.

e. Violation include but are not limited to:

i. Posts or comments not related to the original topic, including random or unintelligible comments;

ii. posts that are not factual or accurate;

iii. posts that do not promote civil discussion;

iv. profane, obscene, or pornographic content and/or language;

v. content that could compromise an ongoing investigation;

vi. any identifying information of any person;

vii. defamatory or personal attacks;

viii. threats to, harassment of, or violation of the legal rights of any person or organization;

ix. comments in support or in opposition to any political campaigns or ballot measures;

x. solicitation of commerce, including but not limited to, advertising of any business or product for sale;

xi. encouragement of illegal activity;

xii. information that may compromise the safety or security of the public or public systems;

xiii. content that violates a legal ownership interest, such as a copyright or trademark of any party; and

xiv. links to unapproved websites or other unapproved content.

f. Include the URL that links back to the Naugatuck Police Department's official website. Additionally, the Naugatuck Police Department's official website shall include links to the official Naugatuck Police Department social media sites.

g. Include an introductory statement that clearly specifies the purpose and scope of the Department's presence on the site.

2.20.15. The Chief of Police, or his designee, shall review postings or remarks made by citizens, as well as the people associating themselves with the Naugatuck Police Department to ensure that the feedback posted by the community reflects no offensive material or other inappropriate content which would reflect negatively on the Department.

2.20.16. The Chief of Police, or his designee, shall review the associations made, commonly referred to as "followers" or "fans," to ensure these associations do not bring discredit to the Department.

2.20.17. Any offensive material or postings discovered shall be immediately removed from the account's postings.

2.20.18. The Chief of Police, or his designee, will provide the public with disclaimers making them aware that the Naugatuck Police Department does not condone any offensive postings made by

the public, and that the Department reserves the right to remove any postings or associations. Repeat violators of this policy may also be banned from the site(s).

2.20.19. Employees shall adhere to the following guidelines when using social media:

- a. Employees authorized to use social media on behalf of the Department shall conduct themselves at all times as representatives of the Naugatuck Police Department.
- b. Employees should be aware that their speech becomes a published record on the World Wide Web and is archived according to the laws of the state of Connecticut. Department personnel shall adhere to all applicable policies, procedures, and rules governing conduct when using social media.
- c. Information posted on Department authorized social media sites must be respectful, professional and truthful. Corrections must be issued when needed.
- d. Non-compliance with the Borough's and/or Department's policies, guidelines, or procedures regarding social networking sites may result in the revocation of Internet privileges and/or other appropriate disciplinary action.
- e. This policy covers all usage of social networking sites regardless of the type of device used to access, including but not limited to mobile data computers, tablets, smart phones, etc.
- f. Any official Naugatuck Police Department social media account that profiles a Department employee or group shall remain under the control of the Naugatuck Police Department in the event an employee leaves the Department.
- g. All official Naugatuck Police Department social media sites shall adhere to style and content guidelines as determined by the Chief of Police.
- h. Employees who are authorized to represent the Naugatuck Police Department in social networking assignments will be responsible for providing timely updates to the Department's social media sites which may include items such as:
 - i. Status updates of dispatched newsworthy calls and public events involving the Department;
 - ii. candid photographs taken at scenes of police response; and
 - iii. brief videos of officers' hard work.
- i. Employees should not take photographs of an evidentiary nature and will refrain from photographing:
 - ✓ Specific items of evidence;
 - ✓ witnesses to crimes;
 - ✓ suspects;
 - ✓ undercover officers; and
 - ✓ any photographs that, if posted immediately to social media, would provide
 - ✓ information that would compromise an ongoing investigation.

2.20.20. Employees are encouraged to limit the use of Department equipment, regardless of device type, to official Naugatuck Police Department business.

V. EMPLOYEE PERSONAL USE OF SOCIAL MEDIA

2.20.21. Employees are free to express themselves as private citizens on social media sites to the degree that their speech and/or language does not impair working relationships of the Naugatuck Police Department, impede the performance of duties, impair discipline and harmony among coworkers, or negatively affect the public perception of the Department.

2.20.22. Employees shall not divulge information gained by reason of their authority; make any statements, speeches, appearances, or endorsements; or publish materials that appear to represent the views or positions of the Naugatuck Police Department without prior authorization from the Chief of Police or his designee.

2.20.23. Employees who are working in undercover operations, or who plan to in the future, shall not post any form of visual or personal identification to any social media network which would identify them as an employee of the Naugatuck Police Department, compromise Departmental objectives, or place themselves or another in danger.

2.20.24. Employees shall not post speech involving on-duty conduct of themselves or other employees that reflects behavior that would reasonably be considered reckless or irresponsible or tending to bring discredit to themselves, the Naugatuck Police Department, or the Borough of Naugatuck.

2.20.25. Employees shall not post speech to social media networks that contain obscene or sexually explicit language, images, acts, statements, or other forms of speech that ridicule, malign, disparage, or otherwise express bias toward any individual or group.

2.20.26. Employees shall not post speech involving themselves or other employees reflecting behavior that maligns, embarrasses, or causes disrepute to the Department.

2.20.27. Employees shall not post Department logos, banners, or similar identifying items on personal websites that would lead anyone to believe that the website represents or has been approved by the Department without prior authorization from the Chief of Police or his designee. In these matters, the Chief of Police or his designee will make the determination as to whether or not the content tends to represent the Department.

2.20.28. Employees are encouraged to be mindful of their safety and the integrity of their careers, as well as the safety of their family and other officers before posting any information on social media sites that identifies them as an employee of the Naugatuck Police Department.

2.20.29. Employees are reminded that engaging in prohibited speech, as noted herein, may provide grounds for undermining or impeaching an employee's testimony in criminal and civil proceedings.

2.20.30. Employees should expect that any information created, transmitted, downloaded, exchanged, or discussed in a public online forum may be accessed by the Department at any time without prior notice.

VI. THIRD PARTY INVOLVEMENT

2.20.31. Employees shall not authorize, facilitate, distribute, or request any third party to display or post any images or comments involving him or herself that would violate any provision in this policy.

2.20.32. Employees should make reasonable efforts to remove any posts made by a third party on a social networking site under the employee's control, which is not in accordance with departmental policy.

AUTHORIZED BY:

Steven K. Hunt
Chief of Police

Date

ADDENDUM D



NAUGATUCK POLICE DEPARTMENT POLICY & PROCEDURE

TITLE: Code of Conduct

NUMBER: 6.4

EFFECTIVE: 3/1/2020

ISSUED: Chief Steven Hunt

REVIEW: ANNUAL

I. PURPOSE:

- To provide a Code of Conduct for employees of the Naugatuck Police Department.

II. POLICY:

All employees of the Naugatuck Police Department are responsible for complying with the United States Constitution, the laws of the United States, the statutes of the state of Connecticut, and the ordinances of the Borough of Naugatuck. Further, all employees, sworn and non-sworn must obey and conform to the policies and procedures and the Code of Conduct of the Naugatuck Police Department.

The Code of Conduct prohibits specific conduct of employees. Any violation of the code may constitute grounds for disciplinary action. The code cannot, and does not itemize every possible act or omission which could be grounds for disciplinary action.

No person employed by the Naugatuck Police Department shall be punished or reprimanded except upon a finding of "just cause". In all cases, the department will apply discipline in a fair and uniform manner and in accordance with applicable collective bargaining agreements and Borough of Naugatuck personnel rules, where applicable.

III. PROCEDURE:

CODE OF CONDUCT

6.4.1. Conduct Unbecoming an Employee - This offense shall consist of a violation of policies and procedures, the Code of Conduct, Special Orders, memorandums, or any lawful order. Any act detrimental to the good order or integrity of the police department.

6.4.2. Arrest and/or conviction of any local, state or federal crime which would affect fitness for duty or usefulness to the agency as a police officer.

6.4.3. Neglect or Inattention to Duty - No member shall absent themselves from assigned duty without proper leave. They shall take suitable and appropriate police action when any crime, public disorder or other incident requires police attention.

6.4.4. Insubordination to a Superior Officer - No member shall willfully disobey any order that is lawfully issued by a superior officer, or commit any act that is disrespectful, mutinous, or insolent. Members shall not use abusive language or a disrespectful tone of voice when addressing a superior officer.

6.4.5. Disobeying or Refusal to obey the lawful command of a superior officer.

6.4.6. Concealing information or evidence deemed essential to department operations and service.

6.4.7. Divulging confidential or sensitive department information to outside sources without prior authorization from the Chief of Police or his designee.

6.4.8. Failing to take action or report information to a superior officer which may result in the apprehension of a fugitive or the arrest of a law violator.

6.4.9. Failure to submit required reports or failing to make necessary corrections to reports when deficiencies have been brought to attention by superior officer.

6.4.10. Knowingly falsifying any official document or record, or knowingly submitting false information to any member of this department or any other municipal, state or federal law enforcement agency for the purposes of defrauding said agency.

6.4.11. Purposely destroying or converting to his/her own use any evidence except in accordance with established practices, or upon court order, or tampering with any evidence, reports or files.

6.4.12. Leaving any duty post without permission, except under exigent circumstances, or sleeping while on duty.

6.4.13. Misapplying or improperly withholding any money or goods seized under a warrant, taken from any prisoner, or coming into his possession in any other manner.

6.4.14. Failure to protect any prisoner in his custody from harm, allowing the escape of a prisoner through neglect or conspiracy with said prisoner.

6.4.15. Use of unnecessary force against any person, regardless of their status

6.4.16. Using or mistreating any department owned/leased equipment in a reckless or careless manner.

6.4.17. Knowingly associating with criminals or persons engaged in unlawful activities.

6.4.18. Failure to assist or cooperate with any law enforcement officer engaged in official police duties or the enforcement of the law, whether on or off duty.

6.4.19. Publicly criticizing the policies or this department or the official actions of a member of this department, which is not of public concern, except in the capacity of a union official where certain speech is protected.

6.4.20. Impolite, rude, or discourteous behavior to members of the public with whom they come in contact while in the performance of official department duties.

6.4.21. No employee shall endorse or sell any product as a representative of this department, or one in which the department's name may appear without the approval of the Chief of Police. No employee of this department shall knowingly allow or in any way encourage the use of their department photograph or any mention of their affiliation with the department for any commercial purpose, without the prior, written consent of the Chief of Police.

6.4.22. No member of this department shall use illegal drugs, narcotics, or prescription medication unless properly prescribed by a licensed physician or medical practitioner.

6.4.23. No employee shall supply, deliver, give, or in any way illegally provide narcotics or controlled substances to any person, for any reason.

6.4.24. No employee shall accept for personal gain, either directly or indirectly, any fee, gratuity, loan, money, gift, reward, or any other such compensation for any services they provide in the line of duty, except any such reward approved by the Chief of Police.

6.4.25. No employee shall, either directly or indirectly, solicit any reward, gift, or gratuity, for the purpose of influencing their behavior in their official capacity.

6.4.26. No employee of this department shall make any recommendations to prisoners, accused persons, or their families, as to the employment of a particular bail bondsman or attorney. No employee shall recommend a particular garage or towing/repair facility to any disabled motorist or accident victim. An exception to this shall be where the employee has a bona fide relationship with the person needing the service or they are a family member.

6.4.27. All employees shall provide a telephone number where the department can make contact with the employee in the case of an emergency.

6.4.28. Each member of the department is required to appear neat and clean in their appearance and uniform while on duty, except those assigned to undercover work. All employees are to comply with the department's grooming code, except where required for undercover work. All uniformed members are required to have access to a complete uniform at all times while on duty.

6.4.29. No member of the department shall convert department or town owned property to their own use, except in connection with official duties, or as otherwise provided for by department policy and other written directives.

6.4.30. No member of the department shall consume alcoholic beverages while on duty except while under specific orders from a superior officer during undercover or special operations.

6.4.31. No member of the department shall purchase or consume alcoholic beverages while wearing a part of the uniform bearing the badge or any symbol which would readily identify them as being a Naugatuck Police Officer. Exceptions for sanctioned law enforcement events can be made by the Chief of Police or his designee.

6.4.32. No member of the department shall report for duty impaired by alcohol and/or drugs.

6.4.33. Willful or intentional abuse of sick time or falsely reporting injuries compensable under workmen's compensation.

6.4.34. A supervisory officer giving an order, knowing same to be unlawful or beyond the scope of his authority.

6.4.35. A supervisory officer shall not reprimand any employee in a degrading manner, nor shall any reprimands be done in view of other employees or the public, except where the employees conduct is of such a nature as to be a danger to other officers or the public and requires immediate supervisory intervention.

6.4.36. Failure to properly supervise subordinates or other employees or to institute disciplinary charges.

6.4.37. Failure to be prompt when reporting for duty, court appearances, or administrative hearings.

6.4.38. Failure to promptly notify a supervisor when department equipment in his custody, including badges, firearms, credentials, or vehicles are lost, misplaced or damaged.

6.4.39. Violations of Naugatuck Police Department Uniform Standards.

6.4.40. Truthfulness: Upon the order of the Chief of Police or a superior officer, members of the department shall fully and truthfully answer all questions specifically directed and narrowly relating to the performance of official duties or fitness for duty which may be asked of them.

6.4.41. Conflict of Interest: Employees may not transact any departmental business on behalf of the Department with any person, partnership, corporation or other business entity of which will create, or tend to create a real, considerable or otherwise substantial conflict with any Departmental duty, policy, order, rule, or interest. Any employee who encounters a situation that is a conflict of interest is to report the facts and circumstances to their immediate supervisor.

6.4.42. Motor Vehicle Collision: While operating a Department vehicle, an employee is at fault for any type of motor vehicle collision resulting in injury and/or damage to tangible property, to include the Department vehicle.

6.4.43. Reckless or Negligent Operation: Employee operates a Department vehicle in a reckless or negligent manner resulting in injury or damage to the vehicle or other tangible property.

AUTHORIZED BY:

Steven K. Hunt
Chief of Police

Date

ADDENDUM E



NAUGATUCK POLICE DEPARTMENT POLICY & PROCEDURE

TITLE: Canons of Police Ethics

NUMBER: 6.3

EFFECTIVE: 3/1/2020

ISSUED: Chief Steven Hunt

REVIEW: ANNUAL

6.3.1. Article I. Primary Responsibility of Job

The primary responsibility of the police service and of the individual officer is the protection of the people of the United States through the upholding of their laws; chief among these is the Constitution of the United States and its amendments. The law enforcement officer always represents the whole of the community and it's legally expressed will and is never the arm of any political party or clique.

6.3.2. Article II. Limitations of Authority

The first duty of law enforcement officers as upholders of the law is to know its bounds upon them in enforcing it. Because they represent the legal will of the community, be it local, state, or federal, they must be aware of the limitations and prescriptive which the people, through law, have placed upon them. They must recognize the genius of the American system of government which gives to no person, groups of persons, or institution absolute power; and they must insure that they, as prime defenders of that system, do not pervert its character.

6.3.3. Article III. Duty to be Familiar with the Law and with Responsibilities of Self and Other Public Officials

Law enforcement officers shall assiduously apply themselves to the study of the principles of the law which they are sworn to uphold. They shall make certain of their responsibilities in the particulars of their enforcement, seeking aid from their superiors in matters of technicality or principle when these are not clear to them; they will make special effort to fully understand their relationship to other public officials, including other law enforcement agencies, particularly on matters of jurisdiction, both geographically and substantively.

6.3.4. Article IV. Utilization of Proper Means to Gain Proper Ends

Law enforcement officers shall be mindful of their responsibility to pay strict heed to the selection of means in discharging the duties of their office. Violations of law or disregard for the public safety and property on the part of an officer are intrinsically wrong; they are self-defeating in that they instill in the public mind a like disposition. The employment of illegal means, no matter how worthy the end, is certain to encourage disrespect for the law and its officers. If the law is to be honored, it must first be honored by those who enforce it.

6.3.5. Article V. Cooperation with Public Officials in the Discharge of their Authorized Duties

Law enforcement officers shall cooperate fully with other public officials in the discharge of authorized duties, regardless of party affiliation or personal prejudice. They shall be meticulous, however, in assuring themselves of the propriety under the law of such actions and shall guard against the use of their office or

person, whether knowingly or unknowingly in any improper or illegal action. In any situation open to question, they shall seek authority from their superior officers, giving them a full report of the proposed service or action.

6.3.6. Article VI. Private Conduct

Law enforcement officers shall be mindful of their special identification by the public as upholders of the law. Laxity of conduct or manner in private life, expressing either disrespect for the law or seeking to gain special privilege, cannot but reflect upon the police officer and the police service. The community and the service require that the law enforcement officer lead the life of a decent and honorable person. Following the career of a police officer gives no person special prerequisites. It does give the satisfaction and pride of following and furthering the unbroken tradition of safeguarding the American republic. The officer who reflects upon this tradition will not degrade it. Rather, they will so conduct their private life that the public will regard them as an example of stability, fidelity, and morality.

6.3.7. Article VII. Conduct toward the Public

Law enforcement officers, mindful of their responsibility to the whole community, shall deal with individuals of the community in a manner calculated to instill respect for its laws and its police service. Law enforcement officers shall conduct their official life in a manner such as will inspire confidence and trust. Thus, they will be neither overbearing nor subservient, as no individual citizen has an obligation to stand in awe of them nor a right to command them. The officers shall give service where they can and require compliance with the law. They will do neither from personal preference or prejudice but rather as duly appointed officers of the law discharging their sworn obligation.

6.3.8. Article VIII. Conduct in Arresting and Dealing with Law Violators

Law enforcement officers shall use their powers of arrest strictly in accordance with the law and with due regard to the rights of the citizens concerned. Their office gives them no right to prosecute the violator nor to mete out punishment for the offense. They shall, at all times, have a clear appreciation of their responsibilities and limitations regarding detention of the violator; they shall conduct themselves in such a manner as will minimize the possibility of having to use force. To this end they shall cultivate a dedication to the service of the people and the equitable upholding of their laws, whether in the handling of law violators or in dealing with the law-abiding.

6.3.9. Article IX. Gifts and Favors

Law enforcement officers, representing government, bear the heavy responsibility of maintaining, in their own conduct, the honor and integrity of all government institutions. They shall, therefore, guard against placing themselves in a position in which any person can expect special consideration or in which the public can reasonably assume that special consideration is being given. Thus, they should be firm in refusing gifts, favors, or gratuities, large or small, which can, in the public mind be interpreted as capable of influencing their judgment in the discharge of their duties.

6.3.10. Article X. Presentation of Evidence

Law enforcement officers shall be concerned equally in the prosecution of the wrongdoer and the defense of the innocent. They shall ascertain what constitutes evidence and shall present such evidence impartially and without malice. In so doing they will ignore social, political, and all other distinctions among the persons involved, strengthening the tradition of the reliability and integrity of an officer's word. Law enforcement officers shall take special pains to increase their perception and skill of observation, mindful that in many situations theirs is the sole impartial testimony to the facts of a case.

6.3.11. Article XI. Attitude toward Profession

Law enforcement officers shall regard the discharge of their duties as a public trust and recognize their responsibility as public servants. By diligent study and sincere attention to self-improvement, they shall strive to make the best possible application of science to the solution of crime and, in the field of human relationships, strive for effective leadership and public influence in matters affecting public safety. They shall appreciate the importance and responsibility of their office; hold police work to be an honorable profession rendering valuable service to their community and their country.

AUTHORIZED BY:

Steven K. Hunt
Chief of Police

Date

ADDENDUM F

Naugatuck Police Department



Recruitment Plan

September 2020

INTRODUCTION

The Borough of Naugatuck currently has an estimated population of 31,108 (Bureau, 2020). This is estimated data from by the US Census Bureau as of July 1, 2019. The Naugatuck Police Department has undergone new leadership in its Chief, Deputy Chief, and Captain, as well as three (3) promoted Lieutenants. The new leadership has taken a community-based approach. This includes a focus on communication with the community and adding a emphasis on quality of life based issues, whether or not criminal in nature. The hopes are to foster and improve relationships with the community. By proxy this can help recruitment and increase the desire of members of the community to apply and become part of the Naugatuck Police Department team

The Naugatuck Police Department is Police Officer Standards and Training Council (POSTC) Tier III accredited agency. Part of the requirement of the POSTC Tier III requires the Naugatuck Police Department to have a Recruitment Plan that is updated annually. In addition to recruitment efforts the Naugatuck Police Department employs the South Central Criminal Justice Administration, and independent testing company, to administer the entry level police officer test.

The Borough of Naugatuck and Naugatuck Police Department are equal opportunity employers and do not discriminate in the hiring of its employees. This agency is committed to recruiting and hiring highly qualified candidates. Highly-qualified personnel who receive professional training, supervision and written policy guidance can be expected to successfully deliver effective law enforcement and policing service within the Borough of Naugatuck. The Naugatuck Police Department enforces this standard through Policy and Procedure 2.10.1 thru 2.10.13. This policy was last updated on September 1, 2019.

The Naugatuck Police Department provides services to persons within the boundaries of the Borough of Naugatuck on “24/7” basis. The Naugatuck Police Department is also partnered both regionally, and on a state and federal level to provide a high level of service. This ensures a high level of service and resources to both Naugatuck and our greater community. This also means our officers serve a varying group of persons who differ in age, gender, race, and cultures.

It is the policy of the Naugatuck Police Department to recruit law enforcement personnel in a manner that is consistent with state laws, Equal Employment Opportunity regulations, Borough of Naugatuck Ordinances, Borough of Naugatuck’s hiring policy and the procedures of the Naugatuck Police Department. It is important to target employees who are not only highly qualified, but also recognize our internal demographics so they relate to the community we serve.

In order for this plan to succeed, it is vitally important that it be developed with specific objectives. It is also equally important to develop an action plan to attain those objectives set forth. While a Recruitment Plan is essential to a successful organization, it is only one step in the hiring process. The steps of selecting qualified candidates and retention of police officers are just as important and necessary for this police organization to meet the level of expectations set forth.

Recruitment

The Naugatuck Police Department has had success in attracting qualified minority and female applicants by attending career fairs, posting and advertising through various sources including formal and social media. The department needs to continue to adapt to the changing expectations of recruits entering the workforce. The department needs to maintain a presence on a variety of social media platforms. Utilizing various resources to accept applications, including an internet-based application and submission is important. The current generation seeks guidance and knowledge through technological means, and our advertising and recruitment process should be reflective of that.

Action Plan

The Naugatuck Police Department continues to make strides in recruiting diverse and qualified candidates by utilizing the past action plans. This agency needs to continue to utilize traditional means of selection by continuing to attend career fairs and college campuses. The Police Explorer Post is and continues to be an excellent resource for the department. It is also important to continue to utilize our community functions and youth officers to interact and promote our department. With the elimination of may defined contribution / pension retirement plans there is an increase in competition amongst departments to attract and retain candidates. As such our "brand" is an important part of recruitment; recruitment can no longer be a thought only when vacancies arise.

The Naugatuck Police Department also has routinely recruited at several higher education institutions in the local area. Some examples are Naugatuck Valley Community College, Post University, University of New Haven, and Housatonic Community College. These partnerships have helped promote entry level vacancies, speak with potential candidates, and develop rapport staff of the Criminal Justice programs.

In order to remain competitive at these events, the Naugatuck Police Department needs to continuously improve its attraction and image to prospective applicants. Our agency has improved these efforts by purchasing a table cover, as well as vertical banner to increase attention, provoke conversation, and provide a professional image. The Naugatuck Police Department can improve by providing small take-away's, such as pens, pamphlets, key chains, and other items to promote the professional image, and help leave a lasting memory after the fair or interaction ends.

Social Media

Social media continues to prove to be an increasing manner in which people receive information. Social media continues to separate itself from not only traditional print news, but also specific web bases searches and websites. Individuals may not seek out information, but

rely on a blog or scroll a newsfeed with an expectation to come upon relevant information. The Naugatuck Police Department must continually expand its presence on various social media platforms and regularly provide relevant content to maintain and increase its followers. The department has found success in utilizing large social media platforms such as Facebook and Instagram. It also encourages patrol officer to provide “content” in the form of photos to maintain interest. Our agency should continue to maintain and increase these strategies. It is also recommended the department maintain a presence on sites such as LinkedIn, which promote professional and peer to peer networking. This can help attract qualified candidates with diverse professional backgrounds.

Mentoring Programs

Recruitment Strategies should include mentoring. This strategy effectively coincides with community policing efforts. Mentoring should focus on the recruitment of diverse and qualified candidates from all backgrounds. This can be done with youth relationships, such as during the Youth and Police program, at career fairs, during Coffee with a Cop, and other programs designed to increase the interaction with police outside of their formal duties.

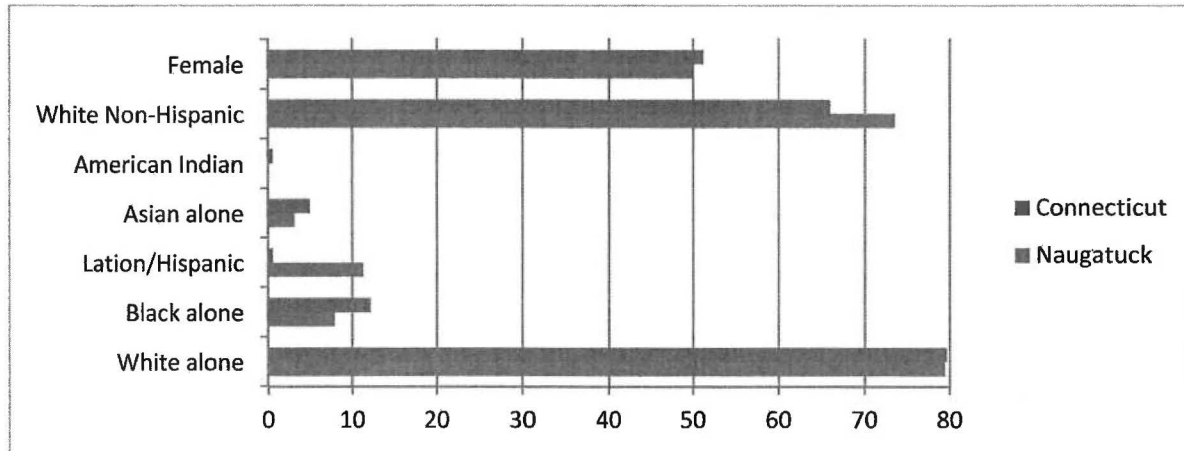
Other formal strategies can include hosting volunteer programs, having a Citizens Police Academy, and hosting informational sessions during the hiring process to provide guidance to applicants during the process. This guidance may encourage follow-through, and help eliminate technical errors or missed deadlines that unintentionally disqualify an otherwise qualified candidate. These sessions can personalize the experience and may help separate our agency from other area agencies.

Departmental Website

It is still relevant and important to utilize our department’s website as a recruitment tool. This is a tool that candidates can access at any time, and helps as a matter of convenience. The website and provide 24 hours access and direction, helping eliminate time constraints and geographical constraints to applicants. The Naugatuck Police Department should have an employee regularly assigned to manage the website to ensure accuracy and accountability of its information.

Demographic

The graph below shows the ethnical diversity in the Borough of Naugatuck:



(Bureau, 2020)

The graph is a visual of both the Borough of Naugatuck displayed in red, and the State of Connecticut, displayed in blue. The data gathered from the United States Census Bureau as of a July 1, 2019 estimation. The data reports the following:

	Naugatuck	Connecticut
White alone	79.4	79.7
Black alone	7.9	12.2
Latino/Hispanic	11.3	0.6
Asian alone	3.1	5
American Indian	0.1	0.6
White Non-Hispanic	73.6	65.9
Female	49.9	51.2

This data is important to understand the diversity of the Borough of Naugatuck and the greater area of the State of Connecticut. The Utilization Analysis below compares data from the Census Bureau to the ethnic diversity of the department. This is helpful in comparing internal demographics to the greater community and help understand and focus recruitment efforts. This chart is based upon full time sworn personnel.

Utilization Analysis for the Naugatuck Police Department September 15, 2020

Black	Latino/Hispanic	Female	Asian
3 out of 57	5 out of 57	7 out of 57	0 out of 57
5.2	8.8%	12.3 %	0%

Based upon this data our agency has increased minority employee percentages. Additionally, in 2019 we had the promotion of two minority officers to the rank of Sergeant, one being a female. We need to continue to adhere to our Recruitment Plan and work with the Human Resources Department to attract more qualified applicants in these target minority and female areas.

Review

This plan should be in effect for three years and should be reviewed at one-year intervals or more frequently, as needed. An officer who is assigned by the Chief of Police shall be responsible for this review. A written report should then be generated and submitted to the Chief of Police for review.

Summary

In conclusion, the Naugatuck Police Department experiences success in attracting qualified applicants that are representative of our community. We must continue to separate ourselves from similar agencies in outreach and professionalism. We must continue to evaluate the expectations of our community and our employees. Our agency needs to be aware of and maintain a presence on the latest technological platforms, and strive to reach individuals that will contribute to the diversity of the department.

Our agency should ensure that the objectives are met by maintaining past practices and growing our formal recruiting efforts. This year of 2020 has proved particularly challenging based upon the pandemic, COVID 19. Once restrictions are lifted it will be vitally important to begin to have personal interactions with the community and potential candidates.



Respectfully Submitted,

Lieutenant Ryan Burns

ADDENDUM G

NPD Training for Officers

Below is a snap shot of the required training that an officer must get within that Officer's three cycle. These requirements are set forth by POST and must be maintained. Below is a portion of the required credit sheet to be used to document training. Notice under the 31 mandatory hours below – *1 hour of Bigotry and Bias, 1 hour of Implicit Bias, 1 hour of Cultural Awareness, 1 hour of Fair & Impartial Policing*

 STATE OF CONNECTICUT POLICE OFFICER STANDARDS AND TRAINING COUNCIL REVIEW TRAINING CREDIT FORM 	
RECERTIFICATION REQUIREMENTS: 60 HOURS REVIEW TRAINING URINALYSIS INCLUDING CONTROLLED SUBSTANCE TO INCLUDE ANABOLIC STEROIDS	
OFFICER: _____	DEPARTMENT: _____ POSTC ID#: _____
ANNUAL REQUIREMENTS: HUMAN TRAFFICKING (514A) – PA 17-32 (DCF REFRESHER) BWC (502B) – (GN 20-08) FIREARMS PRACTICAL (301) – 2 HOURS USE OF FORCE (209)/POLICY REVIEW (209) – 1 HOUR (GN 03-03)	
Firearms Qualification per GN 03-3. (Each 3-hour class will consist of one-hour classroom and two hours on the range for a total of 9 hours in the three-year period)(Min. passing firearms qualification score= 80% of a minimum 60 round POSTC approved course)	
31 MANDATORY HOURS: TRI-ANNUALLY: Effective starting review period July, 1 2021 – June 30, 2024	
RAPE CRISIS (512) – 2 HOURS	DV/DOM AGG (607) – 2 HOURS HUMAN RELATIONS AREA (400A) – 2 HOURS
HANDLING JUVENILES (404) – 1 HOUR	POLICE & THE LAW (200) – 7 HOURS PATROL PROCEDURES (600) – 2 HOURS
BIGOTRY/BIAS (524) – 1 HOUR	CULTURAL AWARENESS (412) – 1 HOUR FAIR & IMPARTIAL POL. (413) – 1 HOUR
IMPLICIT BIAS (419) – 1 HOUR	CITIZENS W/SPEC. NEEDS (410) – 1 HOUR PROCEDURAL JUSTICE (416) – 1 HOUR
29 ELECTIVE HOURS: TRI-ANNUALLY: Maximum number of hours in any single area is 16, except in area 3 which is 24	
1. Criminal Justice System	3. Practical Skills 5. Criminal Investigations 7. Supervision 9. Executive
2. Police and the Law	4. Human Relations 6. Patrol Procedures 8. Management
Area	Topic
Course hours	Credit hours Date ** Instructor Signature

Along with the Officers mandatory training set forth by POST detailed above Naugatuck has exceeded these requirements as detailed below.

- 8/3/20 to 8/5/20 (4 hour block each), 60 Officers and Civilian dispatchers attended an "Implicit Bias" class. The class was taught by Kathy Taylor and all of her training material is available including sign in rosters and, lesson plans, PowerPoint and feedbacks. This training was attended by 92% of the department to include sworn officers and dispatchers.
- 7/20/20 to 7/24/20 (8 hour block each) 51 sworn officers attended a full day of training. The breakdown consisted of 3 hours of Fair & Impartial Policing (Instructors Norck & Baskins); 3 hours of De-Escalation (Norck) and 1 hour of Electronic Defense Weapon (DaSilva). All lesson plans are state recognized in those fields and lesson plans and PowerPoints are available on file. 90% of the sworn officers attended this training.

All instructors are fully certified by Connecticut POST. Their certification requires the mandated training courses in their respective fields and an additional 40-hour method of instruction class. All of these requirements can be found at the below link.

<https://portal.ct.gov/POST/Certification-Division/Instructors>

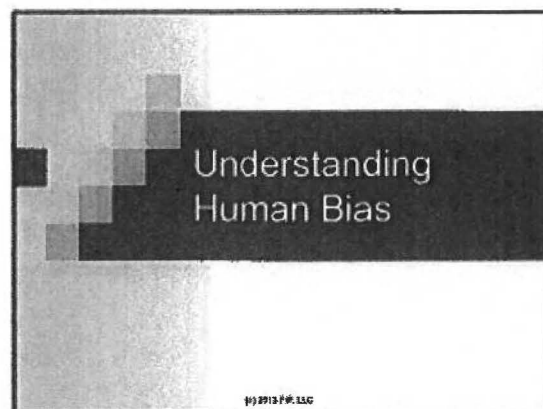
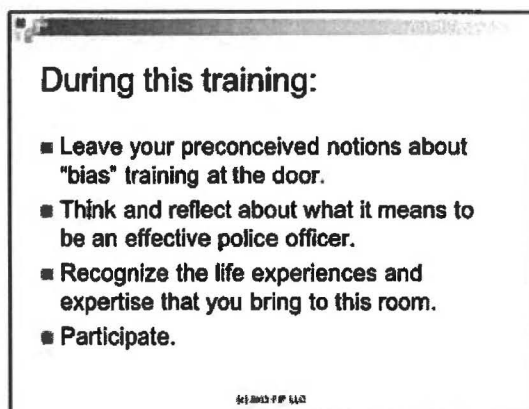
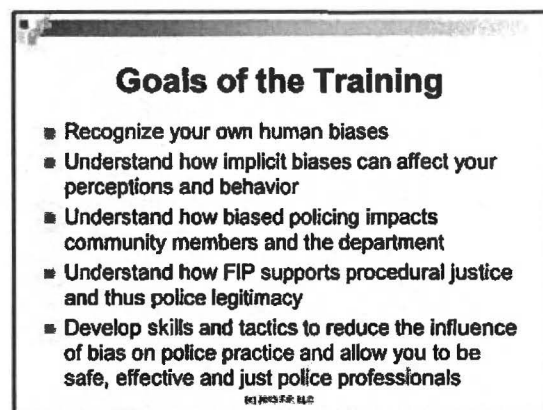
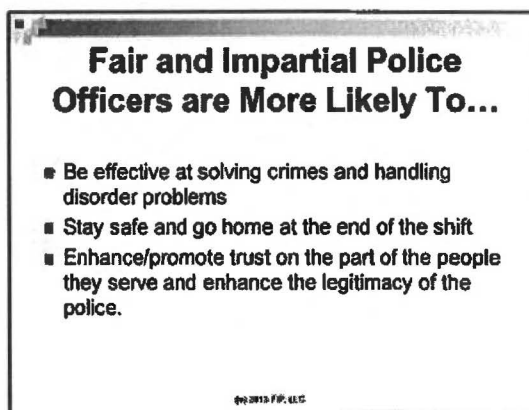
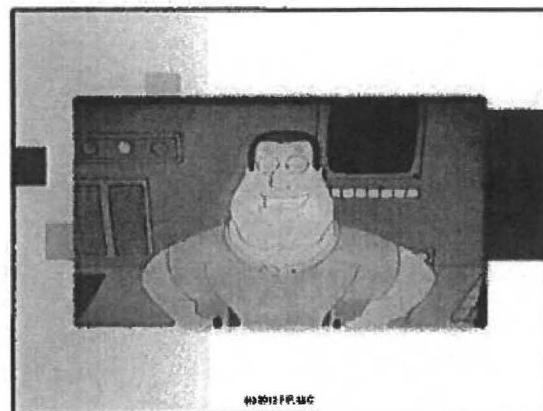
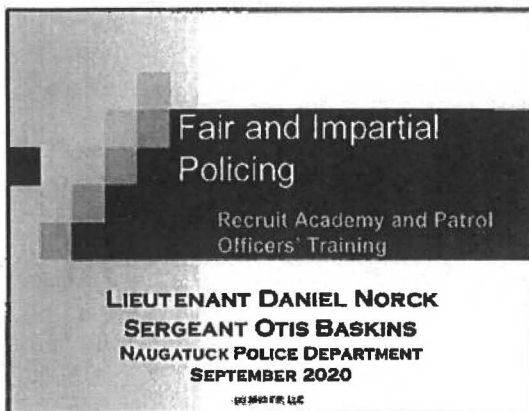
Implicit Bias, Taser & FIP in- house Training

		DATE
1	Chief Hunt	7/23/2020
2	Deputy Chief Mcallister	7/22/2020
3	Captain Cammarata	7/21/2020
4	LT Vostinak	Vacation
5	LT Norck	7/20/2020*
6	LT Burns	7/21/2020
7	LT Bastos	7/22/2020
8	LT Pettinchi	7/20/2020
9	SGT Poundstone	7/23/2020
10	SGT Bailey	7/24/2020
11	SGT Devan	Vacation
12	SGT Wawrzyniak	7/21/2020
13	SGT Kehoss	FMLA
14	SGT Castro	7/21/2020
15	SGT Baskins	7/20/2020*
16	SGT Savoy	7/23/2020
17	TO DaSilva	7/23/2020*
18	DT Zainc	7/22/2020
19	DT Slavin	7/23/2020
20	DT Moutela	7/20/2020
21	DT O'Donnell	7/20/2020
22	DT Bertola	7/23/2020
23	DT Borys	7/23/2020
24	DT McGarvey	7/21/2020
25	DT St George	7/22/2020
26	Ofc Coney	7/23/2020
27	Ofc Schaaf	7/24/2020
28	Ofc Markette	7/21/2020
29	Ofc Kosky	Vacation
30	Ofc Robinson	7/22/2020
31	Ofc Martinez	7/24/2020
32	Ofc Deely	7/21/2020
33	Ofc Fortin	7/22/2020
34	Ofc Tortora	7/21/2020
35	Ofc Pinho	7/23/2020
36	Ofc McMasters	7/22/2020
37	Ofc Lavoie	7/24/2020
38	Ofc Murowsky	7/20/2020
39	Ofc Vitka	7/24/2020
40	Ofc Graham	Other training
41	Ofc Durette	7/24/2020
42	Ofc Hudson	7/20/2020
43	Ofc Faticoni	7/20/2020
44	Ofc Palhete	7/24/2020
45	Ofc Osborn	7/20/2020
46	Ofc Johnson	7/23/2020
47	Ofc Okten	7/24/2020

* - Instructor

Approx 90% Attendance

48	Ofc Fulton	7/24/2020
49	Ofc Rinaldi	7/23/2020
50	Ofc Vasquez	7/22/2020
51	Ofc Triscritti	7/23/2020
52	Ofc Zarzuela	7/24/2020
53	Ofc Leary	7/22/2020
54	Ofc Luis	7/20/2020
55	Ofc Pruchnicki	7/21/2020
56	Ofc Williams	Sick Leave
57	Ofc Cipriano	Academy



Susan Boyle – Britain's Got Talent



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Fundamental Concepts of Human Bias

- Bias is a normal human attribute—even *well-intentioned* people have biases
- Biases are often unconscious or “implicit”
- Implicit biases manifest even in individuals who, at the conscious level, reject prejudices and stereotyping
- Implicit biases can influence our actions
- Understanding how implicit bias can affect our perceptions and behavior is the first step to “override” implicit bias

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Understanding Implicit Bias: Question #1

- Whom do we pre judge?
 - We prejudge “ambiguous stimuli”

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Understanding Implicit Bias: Question #2

- What determines the characteristics we attribute to them?
 - Group stereotypes/biases

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What stereotypes might people attribute to these individuals?

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**Understanding Implicit Bias:
Question #3**

- Do we know when we are doing this?
 - Not always.

**Bases on Which People May Be
Stereotyped and Treated
Differentially**

- Income
- English language abilities
- Gender
- Age
- Religious affiliation
- Profession
- Sexual orientation, identity
- etc.

Role Play

"Woman/Man with a Gun"

Key Point of Role Play

Policing based on stereotypes is unsafe.

Key Points of the "Blink" Response

- Recognize the "blink" response"
- Replace it with objective (bias free) judgments

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Stereotyping and Human Bias

- We prejudge people we don't know
- We assign a group characteristic to them.
- We do not always know when this is happening.

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Key Point

Policing based on stereotypes is ineffective.

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Key Point:

Policing based on stereotypes (biases) is unjust.

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THE RACE-CRIME ASSOCIATION STUDIES

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Research has documented implicit biases ("blink responses") linked to

- Ethnicity and race (e.g., Nosek, Banaji and Greenwald, 2002)
- Gender (e.g., Banaji and Hardin, 1996)
- Sexual orientation (e.g., Dasgupta and Rivera, 2008)
- Body shape (e.g., Bessenoff and Sherman, 2000)
- Age (e.g., Perdue and Gurtman, 1990), etc. etc.

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Relevant to Humans in all professions

- Current studies focusing on
 - Doctors, nurses (e.g., Van Ryn & Saha, 2011)
 - Biases on the basis of race, class, weight
 - Lawyers, prosecutors and judges
 - Gender (e.g., Levinson & Young, 2010)
 - Race/ethnicity (e.g., Smith & Levinson, 2012)
 - School teachers (e.g., Van den Bergh et al, 2010)
 - Law Enforcement (e.g., Correll et al., 2007; Peruche & Plant, 2005)
 - Etc. etc.

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Turn now to research on an implicit bias with particular relevance to policing.

Black-Crime Implicit Bias
(or "Implicit Association")

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The "Shove" Study

- **Study:** How did people interpret the shove by Black versus the shove by White?
- **Result:** The "shove" was perceived as more threatening when performed by the Black person
- **Replicated** and showed this was true for both White and Black subjects.

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The Visual Perception Study

- Subjects were "primed" with Black male faces, White male faces, or no faces
 - Completed object recognition task
- (Eberhardt, Goff, Purdie, & Davies, 2004).

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Levels of Degradation



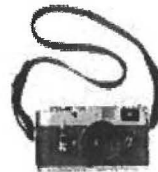
Crime Relevant Object



Crime Relevant Object



Crime Neutral/Irrelevant Objects



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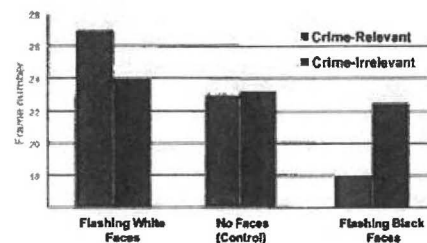
Hypotheses

If the Black-crime association impacts our visual perception, then:

- Participants primed with Black male faces should be faster to identify crime-relevant objects than those primed with White male faces.
- There should be no effect of prime for crime-irrelevant objects.

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Object Identification



Results: Affirmed a Black-Crime Implicit Bias

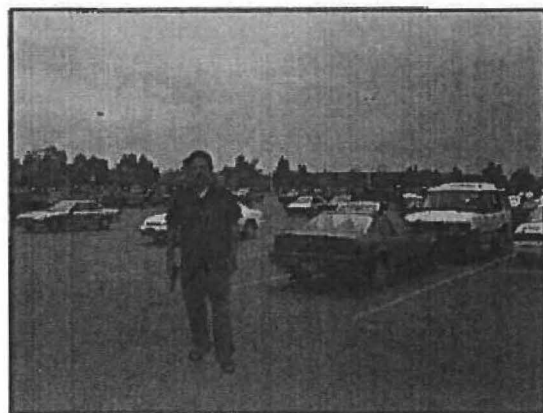
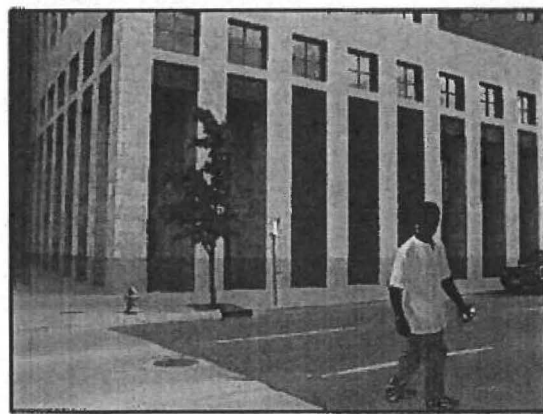
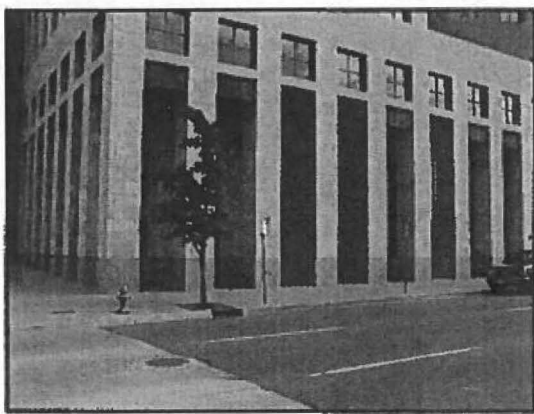
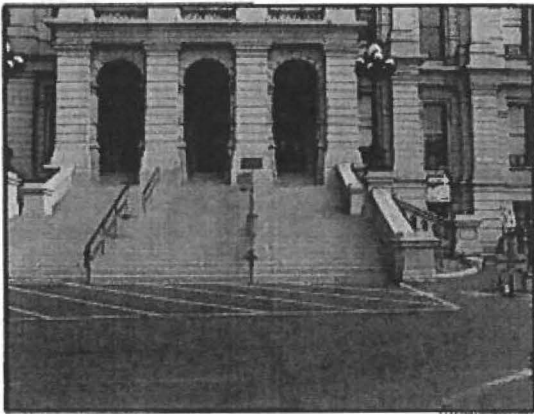
- Exposure to Black male faces facilitated the identification of crime-relevant objects.
- Exposure to White male faces inhibited the identification of crime-relevant objects.

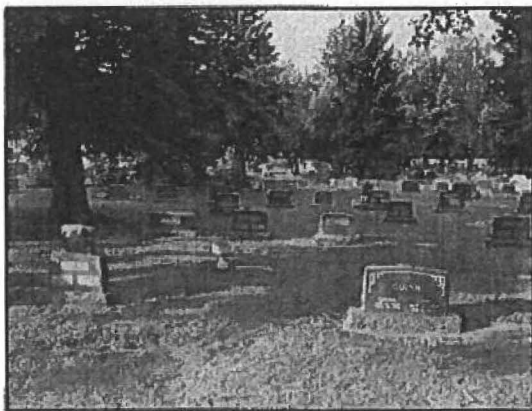
© 2013 F.P. LLC

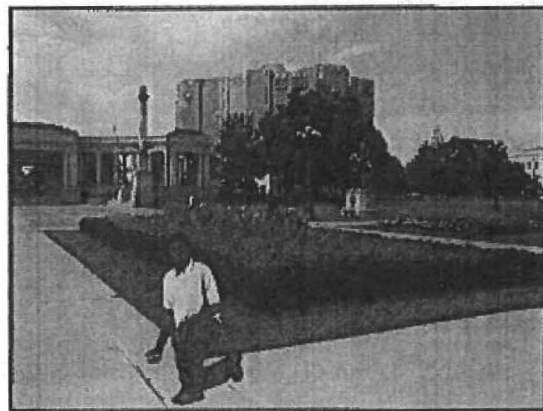
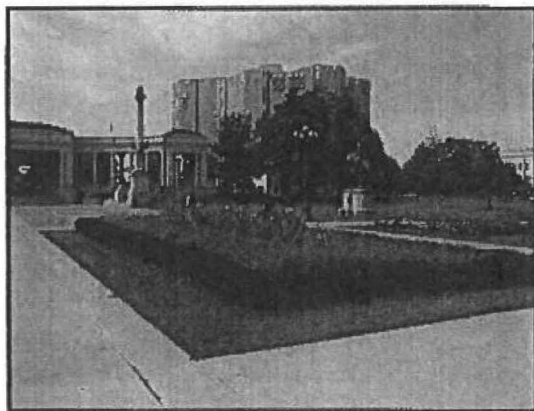
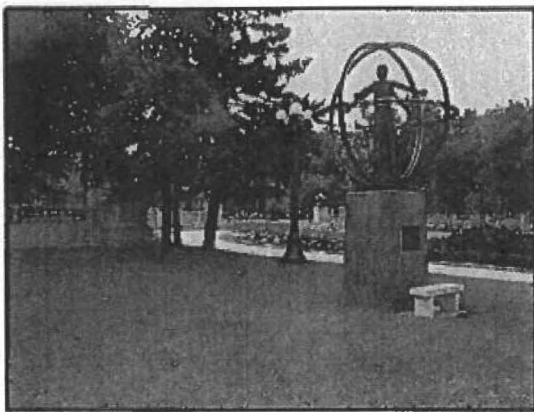
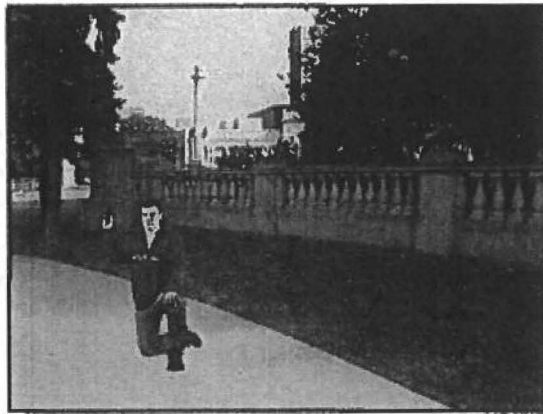
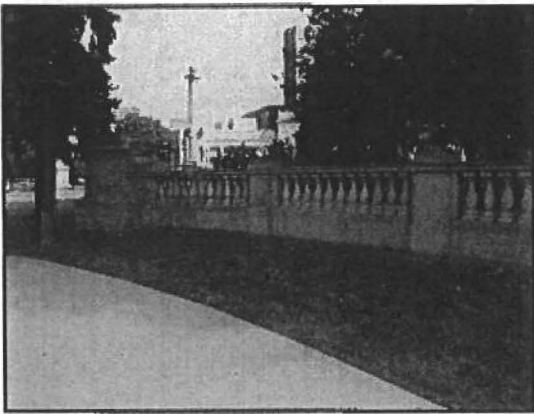
Be a Research Participant!

- We will see slides of backgrounds and then a person will appear—very quickly—with something in his hands.
- Shout "Threat" if you see a threat
- [Silent if no threat]

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Correll Results: Race Made a Difference

Speed: Participants shot a White armed man slower than a Black armed man.

Errors: Participants were more likely to shoot an *unarmed* Black man than an unarmed White man.

(Correll, 2002)

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The Muslim-Headwear Effect Study

- Research volunteers played a computer game that showed apartment balconies on which different figures appeared, some wearing Muslim-style headwear or hijabs and others bare-headed.
- They were told to shoot at the targets carrying guns and spare those who were unarmed.

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The Muslim-Headwear Effect Results

- People were much more likely to shoot Muslim-looking characters even if they were carrying an "innocent item" instead of a weapon.

(Unkelbach, Forgas & Denson, 2008)

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Gender and Crime Implicit Bias

- In this same study, they also varied the "targets" by gender
- They found the expected gender effect: Subjects were more likely to shoot men than women even when the men were harmless.

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The Race-Crime Implicit Bias Linked to Officer Safety and Effectiveness

■ Officers may:

- Increase their scrutiny of people of color
- Interpret ambiguous behavior on the part of people of color as more threatening
- Respond to people of color more aggressively, as criminals
- Under-respond to Whites, Asians, etc.
- etc.

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Stereotypes are Based, at Least in Part, on Fact

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Economic Status, Race and Crime

- A = Lower income people are disproportionately represented among people who commit street crimes
- B = People of color are disproportionately represented in lower income levels
- A+B=C People of color are disproportionately represented among people who commit street crimes

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But, that stereotypes are based in part on fact

- Does not justify your making decisions based on those stereotypes
- Such decisions can be unsafe, ineffective and unjust.

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Crash Scene: The Streets of Los Angeles

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Key Point

Policing based on biases is unsafe, ineffective, and unjust

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Implicit Bias Manifests in Non-Prejudiced People

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Addressing Our Implicit Biases

(c) 2012 FPI, LLC

Contact Theory: Reducing Implicit Bias

Positive contact with other groups reduces both conscious and implicit biases.

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Personal Contacts and Implicit Biases in Officers

- Peruche and Plant (2006) Measured implicit bias on the part of officers
 - Shoot/don't shoot simulator to measure implicit bias.
 - Police, too, manifest implicit racial bias
 - But implicit racial/ethnic bias is weaker in officers who report positive interpersonal contacts with racial/ethnic minorities

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Exposure to Counter-Stereotypes

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Counter Stereotypes: Correll Study #2 (2007)

- **Speed:** Both police and civilians exhibited robust racial bias
- **Errors:** Bias was less likely to manifest itself in the decisions by police
- **Bottom Line:** Police made the correct decisions.
- **Implication:** High quality, role play use-of-force training helps police unlearn stereotypes for split-second use-of-force decisions.

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Implementing "Controlled (unbiased) Behavior"

- *If we recognize our biases*
- We can implement "controlled behaviors" that override our (natural) implicit biases.

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Fundamental Concepts of Human Bias

- Bias is a normal human attribute—even *well-intentioned* people have biases
- Biases are often unconscious or "implicit"
- Implicit biases manifest even in individuals who, at the conscious level, reject prejudices and stereotyping
- Implicit biases can influence our actions
- Understanding how implicit bias can affect our perceptions and behavior is the first step to "override" implicit bias

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The Impact of Biased
Policing on Community
Members and the
Department

MODULE 2

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Biased Actions Can Negatively Impact:

- Community members
- Your law enforcement agency

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The Impact of Biased Policing on Community Members

Testimonial

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The Impact of Biased Policing on the Law Enforcement Agency

Police Legitimacy

The public view that the police are entitled to exercise authority.

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Legitimacy Promotes

- Acceptance of police decisions
- Cooperation with the police
- Compliance with the law

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Community Members Who See Police as Legitimate Authorities....

- Assist with crime prevention efforts
- Call the police when a crime occurs
- Provide information about criminal activity
- Serve as a witness
- Believe an officer who is testifying
- Etc.

01/28/21 PJP, LLC

Threats to Police Legitimacy

- History of police in the US
- Views of police that immigrants bring with them to the US
- Disrespectful, abusive and/or biased interactions with community members

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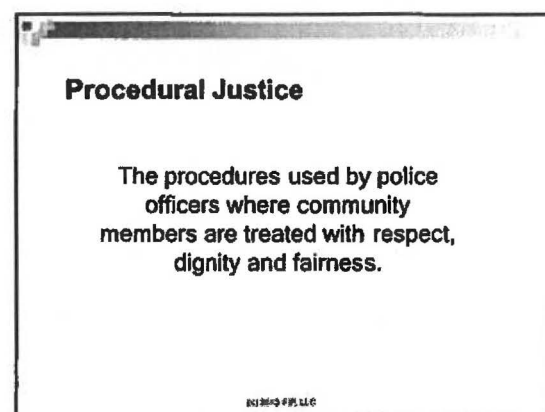
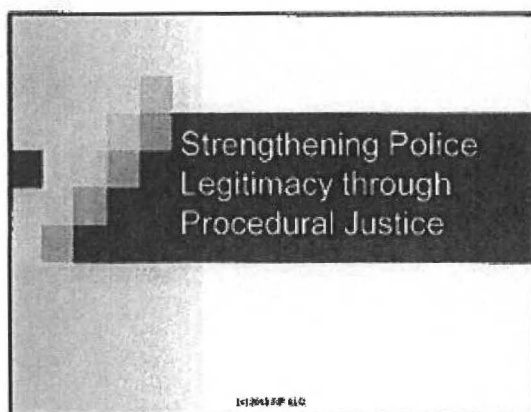
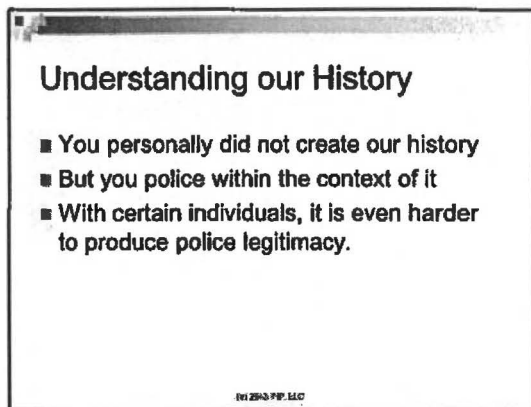
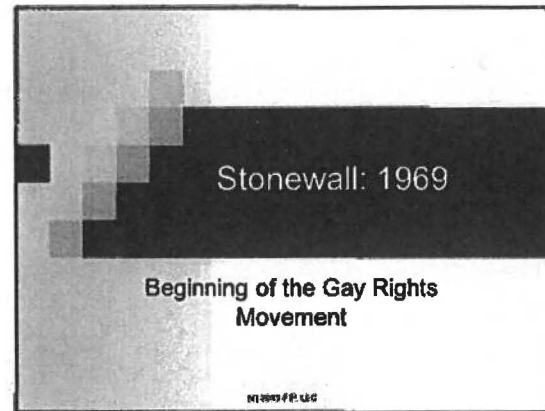
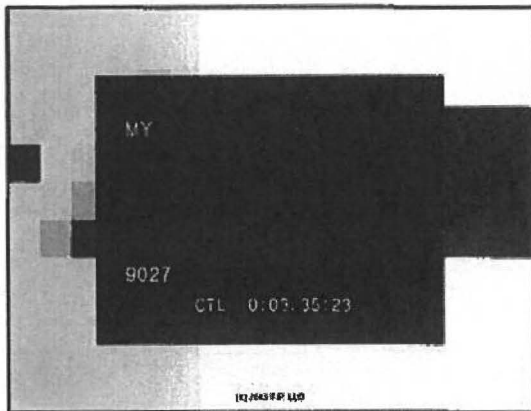
Policing History and Our Communities

- Long term history and recent history
 - Police misconduct
- Includes tumultuous relationships with particular groups

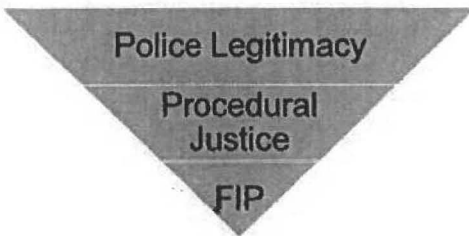
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Civil Rights Protest
Alabama 1963

01/28/21 PJP, LLC



Achieving Police Legitimacy



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Gaining legitimacy through fair and impartial policing

"When people believe that profiling is widespread and/or that they have been profiled, their support for police fades"

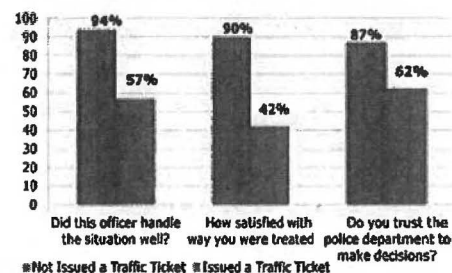
(Tyler and Wakslak, 2004, p. 255; see also Weitzer and Tuch, 2002).

How people evaluate encounters: Procedural justice formula

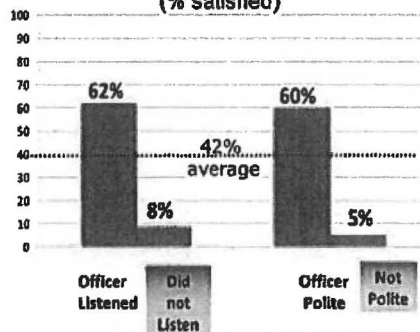
- A = Outcome of interaction with police officer (e.g., warning, ticket, arrest)
- B = The process used by the police during the interaction (e.g., elements of procedural justice such as respect)
- A + B = C
- C = Community member's assessment of the officer and department

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Outcome Matters: Getting a Ticket



Process Matters When Getting a Ticket (% satisfied)



Procedural Justice in Action

How Do You Do This?

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Research: Community Member Acceptance of Officer's Decisions

- When there is a bad outcome with poor treatment 3% of the time.
- When there is a bad outcome with good treatment 73% of the time.
- When there is a good outcome with poor treatment 15% of the time.
- When there is a good outcome with good treatment 87% of the time.

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The Three Components of Procedural Justice:

- Respect: Treating people with dignity
- Voice: Allowing people to tell their side of the story
- Neutrality: Decision-making based on facts, not personal biases

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Take a Closer Look...Respect

- Action: Officers treat ALL individuals—regardless of status—with dignity and respect
- Skill: Checking cynicism; Developing respectful communication and relationships
- Result: Validates the individual as a human being

(M) 2013 FP, LLC

Watch Your Non-Verbal Communication

- Verbal communication accounts for 7% of information communicated.
- Tone and volume account for 38% of information communicated.
- Body language accounts for 55% of information communicated

(M) 2013 FP, LLC

Taking a Closer Look: Voice

- Action: Allow community members to voice their point of view
- Skill: Active listening
- Result: Having a voice makes people feel that they are a part of the process and that they are being respected.

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Take a Closer Look...Neutrality

- Action: Exhibit a fair and impartial approach to community members
- Skill: Officer recognizes his/her biases and chooses to override biases in actions
- Result: Fair and impartial policing AND the perceptions of it

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Cop With No Complaints



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Module 2: Key Points

- Biased policing can have negative impacts on both community members and the department
- You and your colleagues cannot be effective without legitimacy
- Procedural justice can produce legitimacy
- Fair and impartial policing is central to police legitimacy.

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Skills for Producing Fair, Impartial and Effective Policing

MODULE 3

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Goals of the Training

- Recognize your own human biases
- Understand how implicit biases can affect your perceptions and behavior
- Understand how biased policing impacts community members and the department
- Develop skills and tactics to reduce the influence of bias on police practice and allow you to be safe, effective, and just police professionals

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Fundamental Concepts of Human Bias

- Bias is a normal human attribute—even *well-intentioned* people have biases
- Biases are often unconscious or "implicit"
- Implicit biases manifest even in individuals who, at the conscious level, reject prejudices and stereotyping
- Implicit biases can influence our actions
- Understanding how implicit bias can affect our perceptions and behavior is the first step to "override" implicit bias

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Fair and Impartial Police Officers are More Likely To...

- Be effective at solving crimes and handling disorder problems
- Stay safe and go home at the end of the shift
- Enhance/promote trust on the part of the people they serve and enhance the legitimacy of the police.

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Skill #1: Recognize your implicit biases and implement "controlled (unbiased) responses."

EQ 2013 P.P. LLC

Meehan and Ponder (2002)

- Found that police were *more likely* to run warrant checks on African Americans than Whites in white neighborhoods....
- but *less likely* to find warrants on the African Americans compared to the Whites.

EQ 2013 P.P. LLC

Beware: "Gut reactions" might be based on your biases.

EQ 2013 P.P. LLC

Skill #1: Recognize your implicit biases and implement "controlled (unbiased) responses."

EQ 2013 P.P. LLC

Skills to Produce Fair, Impartial and Effective Policing

- Avoid "profiling by proxy"
- Analyze options with a fair and impartial policing lens
- Reduce ambiguity: slow it down
- Reduce ambiguity: engage with the community.

EQ 2013 P.P. LLC

Skill #2: Avoid "Profiling by Proxy"

EQ 2013 P.P. LLC

Skill #3: Analyze Your Options with a "Fair and Impartial Policing" (FIP) Lens

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With Your FIP Lens...

- Challenge what you think you see
- Recognize your own biases
- Recognize others' biases
- Consider bias-free options
- Consider the viewpoint of people with whom you are interacting
- Minimize negative impacts (including potential perceptions of biased-policing) with strong communication skills

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Skills #4 and #5: Reduce Ambiguity

- #4: When feasible, "slow it down"
- #5: Engage with community members

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Contact Theory: Revisited

Positive contact with other groups reduces both conscious and implicit biases.

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Write down three very specific things you could do in a week's time to engage with members of a community.

Think of youths, parents, other adults, business owners.

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Summary of Key Points: Module 1

- All people, even well-intentioned people have biases
 - They can be "implicit" (unconscious)
- Policing based on biases can be unsafe, ineffective and unjust

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Summary of Key Points: Module 2

- Biased policing has negative consequences for community members and the department
 - Biased policing erodes community trust
 - Community trust is essential for cooperation and support of officers and the department
 - Fair and impartial policing is essential for police legitimacy

01/28/2021 11:00

Summary of Key Points: Module 3

To be a fair and impartial officer, you need to:

- Recognize your implicit biases and implement "controlled (unbiased) responses"
- Avoid "profiling by proxy"
- Analyze options with a fair and impartial policing lens
- Reduce ambiguity: (a) slow it down, and (b) engage with the community.

01/28/2021 11:00

THANK YOU!

01/28/2021 11:00

ADDENDUM H

Run Date: 01/29/2021

Run Time: 12:58

Naugatuck Police Department

211 Spring Street, Naugatuck CT 06770

(203) 729-5222

Page 1 of 1

Racial Profiling Traffic Stop Report

2019-01-01 00:00 Thru 2019-12-31 23:59

	Gender		Ethnicity			Resident		Custodial Arrest		Enforcement Category			Authority for Search			
	Female	Male	Hispanic	M Eastern	N/A	Municipal	CT	Yes	No	General	Blind	Spot Chk	N/A	Consent	Invent	Other
White:	1748	2441	943	64	3182	2158	4076	168	4021	3325	805	59	3800	43	277	69
Black:	278	550	35	8	785	326	795	54	774	675	138	15	680	13	91	44
Indian:	12	34	1	23	22	25	46	0	46	37	9	0	44	0	2	0
Asian:	23	25	1	7	40	28	45	0	48	33	14	1	47	0	1	0
Unknown:	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals:	2061	3050	980	102	4029	2537	4962	222	4889	4070	966	75	4571	56	371	113

	Stop Nature			Veh Searched		Vehicle Towed		Result of Stop						Duration of Stop			Contraband	
	Invest	Violation	Equip	Yes	No	Yes	No	UAR	Mis	Infract	Verbal	Written	None	0-15	16-30	Over 30	Yes	No
White:	206	3440	543	390	3799	367	3822	121	297	1050	2180	484	57	3617	458	114	119	4070
Black:	45	659	124	149	679	120	708	43	97	187	415	75	11	634	159	35	45	783
Indian:	5	39	2	2	44	2	44	0	2	16	21	6	1	42	2	2	0	46
Asian:	0	44	4	1	47	1	47	0	0	12	29	6	1	46	2	0	0	48
Unknown:	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals:	256	4182	673	542	4569	490	4621	164	396	1265	2645	571	70	4339	621	151	164	4947

Grand Totals

White:	4189	81.96%	Male:	3050	59.68%	Hispanic	980	19.17%
Black:	828	16.20%	Female:	2061	40.32%	Middle Eastern	102	2.00%
Indian:	46	0.90%				N/A	4029	78.83%
Asian:	48	0.94%						
Unknown:	0	0.00%						
Totals:	5111	100.00%						

Run Date: 01/29/2021

Run Time: 12:58

Naugatuck Police Department

211 Spring Street, Naugatuck CT 06770

(203) 729-5222

Page 1 of 1

Racial Profiling Traffic Stop Report

2020-01-01 00:00 Thru 2020-12-31 23:59

	Gender		Ethnicity			Resident		Custodial Arrest		Enforcement Category			Authority for Search			
	Female	Male	Hispanic	M Eastern	N/A	Municipal	CT	Yes	No	General	Blind	Spot Chk	N/A	Consent	Invent	Other
White:	920	1441	537	25	1799	1286	2300	93	2268	2004	345	12	2130	27	151	53
Black:	163	362	33	3	489	194	509	34	491	477	46	2	425	10	56	34
Indian:	12	33	1	23	21	24	38	2	43	34	11	0	43	0	1	1
Asian:	9	16	0	1	24	15	21	0	25	25	0	0	24	1	0	0
Unknown:	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals:	1104	1852	571	52	2333	1519	2868	129	2827	2540	402	14	2622	38	208	88

	Stop Nature			Veh Searched		Vehicle Towed		Result of Stop						Duration of Stop			Contraband	
	Invest	Violation	Equip	Yes	No	Yes	No	UAR	Mis	Infra	Verbal	Written	None	0-15	16-30	Over 30	Yes	No
White:	133	1967	261	233	2128	207	2154	64	185	530	1227	308	47	2003	306	52	66	2295
Black:	27	411	87	100	425	73	452	26	69	93	293	37	7	394	108	23	36	489
Indian:	3	35	7	2	43	1	44	0	3	11	27	4	0	42	2	1	2	43
Asian:	1	20	4	1	24	0	25	0	0	2	18	4	1	25	0	0	0	25
Unknown:	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals:	164	2433	359	336	2620	281	2675	90	257	636	1565	353	55	2464	416	76	104	2852

Grand Totals

White:	2361	79.87%	Male:	1852	62.65%	Hispanic	571	19.32%
Black:	525	17.76%	Female:	1104	37.35%	Middle Eastern	52	1.76%
Indian:	45	1.52%				N/A	2333	78.92%
Asian:	25	0.85%						
Unknown:	0	0.00%						
Totals:	2956	100.00%						

ADDENDUM I

PROFESSIONAL DEVELOPMENT PROPOSAL

NAUGATUCK POLICE DEPARTMENT

IMPLICIT BIAS

SUBMITTED BY KATHY K. TAYLOR, ESQ.

This proposal focuses on the following goals:

- *Improving officers' understanding of how past practices shape present realities;*
- *Develop a shared understanding of racism and implicit bias;*
- *Increase awareness of participants' own implicit bias, impact on attitudes, perceptions, behavior, and interaction and ways that participants are "thinking under the influence";*
- *Improving willingness and confidence of participants to engage in courageous conversations around issues of implicit bias, race, and racism; and*
- *To ensure understanding of and compliance with the department's bias-based policing policy.*

Additionally, throughout the workshop, individual assumptions that impact one's personal and professional life will be examined and evaluated. This professional development is aimed at improving participants' ability to interact with various stakeholders, including the community and fellow officers thereby affirmatively furthering and promoting professionalism, respect, integrity, dedication, and excellence – core values for the Naugatuck Police Department.

In sum, at its core, the professional development will focus on providing a historical framework, examination of one's background and experiences, reflective questions, opportunities for introspection and dialogue, and intrusive and purposeful activities. As the four-hour workshop unfolds, participants will dive into territory that may challenge belief systems, societal norms, and life experiences.

This organic, participatory process allows all to be fully engaged with this transformative process. It is also important to keep in mind that at no time will participants be lectured or told what to believe nor indoctrinated. The detailed schedule below is aimed at guiding participants to a better understanding of implicit bias and a greater commitment to sustaining a culture of bias free policing within the Naugatuck Police Department.

Each session, within the four-hour workshop, will run 50 to 60 minutes. To allow processing time, breaks are encouraged and included.

Below is the proposed, detailed schedule:

SESSION I: UNDERSTANDING STRUCTURAL RACIALIZATION – (55 MINUTES)

With recent events, systemic racism has been used to explain how systems create and maintain racial inequities. People often respond negatively to the word, “racism” and we have very different definitions of the word. For example, “racism” is commonly understood to refer to instances in which one individual intentionally or unintentionally targets others for negative treatment because of their skin color or other group-based physical characteristics. This individual-centered view of racism is too narrow, too limiting. For this reason, I begin the workshop with an explanation of structural racialization. It’s a fancy word, coined by researchers at the Ohio State University, which simply identifies how our society as a complex system of organizations, institutions, individuals, processes, and policies interact to create and perpetuate social/economic/political arrangements that are harmful to people of color and to our society as a whole.

- I. **PREACHING TO THE CHOIR: UNDERSTANDING STRUCTURAL RACIALIZATION** – a stroll down memory lane and a look at structural racialization from a historical perspective. This activity is less threatening and relaxes the participants around a topic, which many are familiar and are fierce advocates against such practices. This session creates common ground - a starting point – for the more difficult conversations to follow.
- II. **ROSE COLORED GLASSES: A LOOK AT THE HARD FACTS AND PRESENT REALITIES** – Transitioning directly from the historical perspective, this segment will focus on the lingering, pervasive, and distinct outcomes of past structural racialization. There will be a concentration on how racialization occurs in today’s society specifically as it relates to education, housing, criminal justice, and healthcare.
- III. **SMALL GROUP – IDENTIFYING PATTERNS** – Within small groups, participants will work together to identify how structural racialization has impacted their current and past experiences.

BREAK – 10 minutes

SESSION II: UNDERSTANDING SOCIAL COGNITION AND IMPLICIT BIAS - 60 MINUTES

- I. **TRUSTED CIRCLE** – Participants will explore their own trusted group of advisors/friends and discuss ways that their individual listing reinforces assumptions and strengthens in-group identification as well as increases favoritism towards one’s own self-selected grouping and potential bias against the out group.

- II. **NO CENSORSHIP ALLOWED: WHAT COMES TO MIND** – In a hands-on activity, participants will identify first impressions of various groups, people and words to ascertain our explicit beliefs and first impressions. This activity serves as a springboard to discuss implicit bias and the difference between explicitly stated views and implicit associations about the very same groups, people, and words.
- III. **IMPLICIT BIAS 101** – Key characteristics of unconscious bias, brain functioning and an overview of the Implicit Association Test.

Break– 10 MINUTES

SESSION III: ADDRESSING THE ELEPHANT IN THE ROOM: THINKING UNDER THE INFLUENCE – 50 MINUTES

- I. **POLICING AND BIAS – IS THERE A LINK?** - participants will look at research-based connections and detail implications for officers, colleagues, and communities served.
- II. **BE AN ACTIVE BYSTANDER:** Employing vignettes, participants will spot biased or offensive comments, unpack real-life implications, and role-play effective strategies to employ when challenged with the emergence of Bias.

SESSION IV: SESSION VII: NOW WHAT? COMBATING BIAS – 50 MINUTES

- I. **ON WATCH** - Through a quick mental exercise, participants will gauge when bias is most likely to occur and brainstorm strategies to combat it.
- II. **MOVING FORWARD** – Participants will learn several tools to address and counter how our brains operate, the importance of interrupting the human tendency to proceed on autopilot, and the benefits of consistently examining our attitudes and behavior.

ASSESSMENT: 5 MINUTES

Participants will close with both a post-test and an anonymous assessment of the workshop. Results will be shared in a written report, addressed only to Chief Hunt.

TIME AND COST:

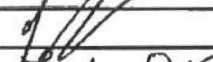
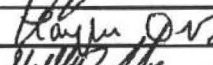
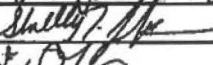


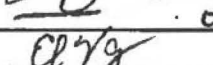
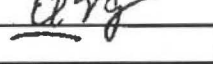
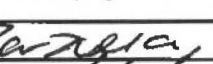
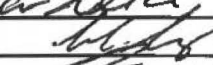


The daily consulting rate, per workshop, is \$3,000. In order to provide training for up to 65 police officers, and dispatchers, I will deliver and facilitate 3 workshops, consisting of 17-22 participants. Additionally, I will use an assessment tool to gather feedback, which will result in a written report to the Chief of Police, Steven Hunt. *The total cost for the delivery of the three workshops plus the written feedback report is \$9,000.*

- Outside Civilian Instructor
no credit sheets or course credit

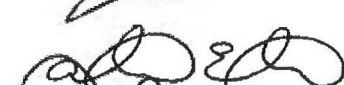
8/3/20 to 8/5/20

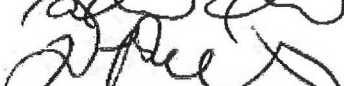
Implicit Bias in-house Training

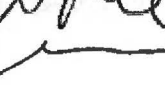
	DATE	SIGNATURE
Chief Hunt	8-5-20	
Deputy Chief Mcallister	8/5/20	
Captain Cammarata	8/5/20	
LT Vostinak	8/4/2020	
LT Norek		on vacation
LT Burns	8/5/2020	
LT Bastos	8/5/20	
LT Pettincchi	8/4/20	
SGT Poundstone	8/5/20	
SGT Bailey	8/4/20	
SGT Pugliese		Retired
SGT Devan	8/5/20	
SGT Wawrzyniak	8/5/20	
SGT Kehoss	8-3-20	
SGT Castro	8-4-20	
SGT Baskins	8-4-20	
TO DaSilva	8-4-20	
DT Zainc	08/03/2020	
DT Slavin	8-3-20	
DT Moutela	8-3-2020	
DT O'Donnell	8-5-2020	
DT Bertola	8/5/2020	
DT Borys	8/5/2020	
DT McGarvey	8/3/2020	
DT St George	8-5-2020	
Ofc Coney	8/3/20	
Ofc Schaaf	8/5/20	
Ofc Markette	8/4/20	
Ofc Kosky	8/4/20	
Ofc Robinson	8-4-2020	
Ofc Martinez		on vacation
SGT. Ofc Savoy	8-3-20	
Ofc Deely	8-4-2020	
Ofc Fortin	8/3/20	
Ofc Tortora	8/3/20	
Ofc Pinho	8/3/20	
Ofc McMasters	8-4-20	
Ofc Lavoie	8-5-20	
Ofc Murowsky	8-3-2020	
Ofc Vitka	8/5/20	
Ofc Graham	8/3/2020	
Ofc Durette	8/4/20	
Ofc Hudson	8/4/20	
Ofc Faticoni	8/9/20	


Ofc Palhete	8/4/2020	
Ofc Osborn	8/4/2020	
Ofc Johnson	8/3/2020	
Ofc Okten	8/3/20	
Ofc Fulton	8-4-20	
Ofc Baurdi		on vacation
Ofc Vasquez	8-4-20	
Ofc Fiserick		on vacation
Ofc Zarzuela	8.4.20	
Ofc Leary	8/3/20	
Ofc Luis	08/4/20	
Ofc Pruchnicki	8/4/20	
Ofc Williams	8/4/20	
Ofc Cipriano		Academy

Dsp Deamatis - 8-3-20 

Dsp Evancho - 8/3/20 

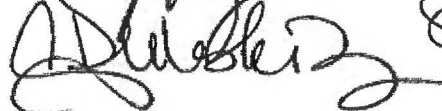
Dsp. Pennell - 8/4/20 

Ofc. STEVEN RYPSIS 8/4/2020 

Dsp Fredericks 8/4/20 

Dsp Dunn 8/5/2020 

DSP RAY 8/5/2020 

Dsp Dierks  8-4-2020

Naugatuck Police Department

Implicit Bias Professional Development Workshops

Feedback Analysis from 8/3/20, 8/4/20 & 8/5/20

The workshops

Held from August 3rd through August 5th, three workshops focused on implicit bias – the concept that it is possible to act in prejudicial ways while genuinely rejecting prejudiced ideas. The overarching goal, through intentional activities and discussions, was to increase awareness, provide greater understanding, and increase individual motivation to identify and address bias.

Ending with an assessment tool to gauge learning, areas of concern, and key takeaways, this report captures both the individual responses as well as average scores per question.

Stated Outcomes

- ❖ Improving officers' understanding of how past practices shape present realities;
- ❖ Develop a shared understanding of racism and implicit bias;
- ❖ Increase awareness of participants' own implicit bias, impact on attitudes, perceptions, behavior, and interaction and ways that participants are "thinking under the influence";
- ❖ Improving willingness and confidence of participants to engage in courageous conversations around issues of implicit bias, race, and racism; and
- ❖ To ensure understanding of and compliance with the department's bias-based policing policy.

The Analysis

Based on participants' feedback forms, the stated outcomes were met:

- ❖ 91% of participants either strongly agreed or agreed that they have a better understanding of implicit bias as a result of the training;
- ❖ 95% and 96% strongly agreed or agreed that the training was applicable to both their individual life and as a member of law enforcement;
- ❖ 88% strongly agreed or agreed that as a result of the workshop that they would closely observe their own behavior with slightly less, 67% planning to take the Implicit Association Test;
- ❖ 70% were interested in continuing their learning in a closely related and relevant topic;
- ❖ 98% strongly agreed or agreed that it is possible for people to hold unconscious biases and 81% were interested in learning more about their own implicit biases;

-
- ❖ Additionally, 88% pondered and reflected on their own conduct throughout the workshop; and
 - ❖ 93% strongly agreed or agreed that they must increase their awareness of how bias impacts their individual behavior as well as 93% strongly agreed or agreed that such awareness could cause them to act in more fair, less discriminatory ways.
-

The feedback reflects the willingness of your officers, dispatchers, sergeants, lieutenants, and detectives, to reflect upon their behavior, accept that we are all impacted by implicit bias, and an acknowledgement that as we learn more and increase our awareness, we behave in more equitable, fair, and just ways. The feedback illustrates that participants developed a shared understanding of the application of implicit bias to their professional work lives. Just as important, participants, although only 49% were initially excited to be in the training, particularly all (95%) saw the connection to their job and most (88%) reflected throughout the training, considering their behavior, recalling circumstances, and examining their beliefs and actions.

In their own words:

“At first, I thought that this was just another class. But now, I think that there’s more that drives people. And now, I will look at things with a more open mind.”

“At first, I thought this is a “CYA” class. But, now I think it’s important to be aware of this stuff.”

“At first, I thought, why do we need this training. But now, I think it was very helpful and I will apply it to the real world.”

“At first, I thought this would be anti-police. But now, I think the information was presented in a fair and neutral manner. And now, I will continue to always seek improvement of myself.”

“At first, I thought this was a class about racism. But now, I think I’m well-informed to address my own biases and others. And now, I will do better to act and recognize them.”

"At first, I thought Ugh. Now, I think Ugh!"

"At first, I thought you would lecture us for four hours. But now, I think you want to help us. And now I will no longer be biased against implicit bias instructors who are trying to help."

"I will think about things in a different way. Thank you!"

"At first, I thought this would be a lecture from a far-left condescending professor. But now, I think that was not the case, I was pleasantly surprised. And now, I will think about my own *behavior*."

"I will take control, take the test and be more aware of my bias."

"A great class and very good discussion."

"Can't wait to take the test!"

"This applies to everyone! You opened my mind more to the truth of bias and prejudice."

The Results

Workshops - August 3rd - August 5th

Question	Response 1 = Strongly Agree 2 = Agree 3 = Disagree 4 = Strongly Disagree	Average Score	Group Percentage
1. I am not biased.	Group 1 - 2, 2, 1, 2, 2, 3, 3, 2, 2, 2, 2, 1, 1, 2, 2, 2, 3, 1, Group 2 - 1, 3, 3, 2, 3, 3, 2, 3, 3, 2, 2, 1, 1, 2, 2, 3, 4, 2, 2, 1, Group 3 - 2, 2, 2, 3, 2, 4, 2, 3, 1, 2, 3, 2, 2, 2, 4, 3, 2, 4, 2	2.22	69% Agree or Strongly Agree with the statement

2. I have a diverse group of friends.	Group 1 - 3, 1, 1, 1, 2, 3, 1, 2, 3, 3, 1, 2, 1, 2, 1, 3, 1, 1, Group 2 - 1, 1, 2, 2, 2, 4, 1, 2, 2, 3, 1, 3, 1, 2, 3, 2, 1, 2, 1, 1, Group 3 - 4, 2, 3, 1, 4, 2, 1, 3, 1, 1, 3, 3, 1, 3, 1, 3, 2, 1, 1	1.91	70% Agree or Strongly Agree with the statement
3. I am fully aware of my thoughts and actions and I make all of my decisions based on facts and evidence.	Group 1 - 1, 2, 2, 2, 1, 1, 2, 1, 1, 1, 2, 1, 1, 2, 1, 1, 1, 3, Group 2 - 4, 2, 2, 1, 2, 4, 2, 3, 1, 1, 2, 1, 1, 1, 2, 3, 2, 3, 2, 1, Group 3 - 2, 3, 3, 2, 3, 1, 2, 2, 2, 1, 2, 2, 2, 2, 3, 2, 2, 1, 3	1.10	81% Agree or Strongly Agree with the statement
4. Having biases makes a person a racist.	Group 1- 4, 4, 4, 4, 3, 3, 3, 4, 3, 3, 4, 4, 4, 4, 3, 3, 4, 4, 4, 4, 4, 4, 3, 3, 4, 4, 4, 4, 4, 3, 4, 3, 4, 3, 2, Group 2- 4, 4, 4, 4, 4, 4, 3, 3, 3, 4, 4, 4, 4, 4, 4, 3, 4, 3, 4, 3, 2, Group 3- 4, 4, 4, 4, 4, 4, 4, 4, 4, 3, 4, 4, 4, 3, 4, 4, 3, 4, 4, 3, 4, 4, 4	3.68	98% Disagree or Strongly Disagree with the statement
5. People know all of their own biases, they just know they cannot or should not say those beliefs aloud, so they hide them.	Group 1 - 3, 3, 4, 4, 3, 4, 4, 4, 3, 2, 2, 4, 3, 2, 4, 3, 3, 2, Group 2 - 4, 2, 2, 4, 3, 3, 3, 2, 3, 1, 2, 2, 2, 3, 2, 3, 3, 3, 3, 3, Group 3 - 2, 1, 2, 3, 3, 4, 2, 3, 3, 3, 4, 4, 3, 4, 3, 2, 3, 3, 4	2.89	70% Disagree or Strongly Disagree with the statement
6. If biases are unconscious, there is nothing I can do about it.	Group 1 - 3, 3, 4, 4, 2, 2, 3, 4, 4, 3, 3, 4, 4, 3, 3, 2, 4, 4, Group 2 - 4, 3, 4, 4, 3, 2, 4, 4, 4, 4, 4, 3, 2, 3, 2, 4, 4, 4, 4, 3, 4, 4, 4, 4, 3, 4, 4	3.44	88% Disagree or Strongly Disagree

	Group 3- 4, 4, 4, 3, 3, 4, 2, 4, 3, 4, 4, 4, 4, 4, 3, 4, 3, 3		with the statement
7. I am comfortable talking about race.	Group 1 - 2, 1, 2, 1, 2, 2, 2, 2, 1, 1, 1, 2, 1, 1, 1, 4, Group 2 - 1, 2, 2, 3, 2, 4, 1, 3, 3, 1, 1, 1, 1, 2, 3, 1, 3, 1, 2, 1, Group 3- 1, 2, 1, 2, 4, 1, 1, 3, 1, 1, 2, 2, 1, 3, 2, 3, 1, 2, 3	1.79	79% Agree or Strongly Agree with the statement
8. I am often defensive talking about race and do not want anyone to view me as a racist.	Group 1 - 2, 2, 3, 4, 3, 3, 3, 3, 4, 4, 4, 4, 1, 4, 3, 3, 2, 4. Group 2 - 4, 3, 3, 1, 3, 1, 4, 2, 1, 1, 4, 4, 4, 4, 1, 4, 3, 4, 3, 4, Group 3 - 3, 3, 1, 2, 4, 4, 3, 2, 3, 3, 3, 3, 4, 2, 3, 2, 4, 1, 4	2.95	71% Disagree or Strongly Disagree with the statement
9. I am excited to be here today.	Group 1 - 3, 2, 2, 3, 3, 3, 2, 3, 2, 3, 3, 2, 3, 3, 4, 4, 2, 4, Group 2 - 1, 4, 4, 3, 2, 1, 2, 2, 3, 3, 3, 3, 4, 2, 3, 2, 2, 2, 3, 1, Group 3- 1, 2, 1, 2, 3, 4, 2, 3, 2, 3, 3, 2, 2, 3, 2, 2, 1, 4, 2	2.54	49% Agree or Strongly Agree with the statement while 51% Disagree or Strongly Disagree with the statement
10. I expect to be lectured to and scolded.	Group 1 - 3, 4, 1, 4, 3, 3, 3, 4, 4, 2, 3, 2, 4, 2, 3, 3, 2, 4, Group 2 - 4, 4, 4, 4, 3, 2, 4, 3, 4, 2, 2, 4, 2, 4, 1, 4, 4, 4, 3, 4,	3.27	71% Disagree or Strongly Disagree

	Group 3- 3, 3, 4, 4, 4, 1, 4, 2, 4, 4, 4, 4, 4, 3, 4, 4, 1, 4, 4		with the statement
11. I hope to learn something today that will be helpful to my life as an individual and as an officer of the law.	Group 1 - 2, 1, 2, 2, 2, 1, 1, 1, 1, 1, 1, 1, 1, 1, 3, 1, 1, Group 2 - 1, 2, 2, 1, 1, 4, 1, 1, 3, 1, 2, 1, 2, 1, 1, 1, 1, 1, 2, 1, Group 3 - 1, 1, 1, 1, 1, 1, 1, 3, 2, 1, 1, 4, 4, 1, 1, 1, 2, 1	1.46	89% Agree or Strongly Agree with the statement
12. It is possible to act in prejudicial ways while genuinely rejecting prejudiced ideas/stereotypes.	Group 1 - 2, 1, 1, 2, 2, 2, 3, 3, 2, 2, 2, 1, 2, 1, 1, 1, 2, 3, Group 2- 1, 2, 1, 3, 2, 3, 2, 2, 1, 2, 2, 2, 3, 3, 2, 1, 3, 2, 2, 2, Group 3- 3, 2, 1, 2, 2, 1, 1, 2, 2, 2, 1, 3, 2, 1, 1, 3, 4, 2, 1	1.89	79% Agree or Strongly Agree with the statement

Post Training Feedback - August 3rd through August 5th

Question	Response 1 = Strongly Agree 2 = Agree 3 = Disagree 4 = Strongly Disagree	Group Average	Group Percentage
1. I have a better understanding of implicit bias	Group 1 - 1, 2, 1, 1, 2, 3, 1, 2, 2, 1, 3, 1, 1, 1, 1, 2, 1, 1, Group 2 - 1, 1, 2, 3, 1, 1, 2, 2, 1, 2, 2, 3, 1, 2, 1, 1, 2, 1, 1, 1, Group 3- 1, 1, 1, 1, 2, 2, 2, 2, 3, 1, 2, 2, 1, 1, 1, 1, 1, 2, 2	1.53	91% Agree or Strongly Agree with the statement
2. The workshop was applicable to my job.	Group 1 - 1, 2, 1, 1, 2, 3, 1, 2, 1, 1, 2, 2, 1, 2, 1, 2, 1, 1 Group 2- 1, 2, 2, 1,	1.44	96% Agree or Strongly

	1, 1, 2, 2, 1, 2, 2, 2, 1, 1, 1, 1, 1, 1, 3, Group 3- 1, 1, 1, 1, 2, 2, 2, 2, 2, 1, 1, 1, 2, 1, 1, 1, 2, 1		Agree with the statement
3. The workshop was applicable to my life.	Group 1 - 1, 1, 2, 1, 1, 1, 3, 2, 2, 1, 2, 1, 3, 2, 1, 1, 2, 1, Group 2- 2, 2, 2, 1, 1, 1, 2, 2, 1, 2, 2, 2, 1, 2, 1, 2, 1, 1, 1, 3, Group 3- 1, 1, 1, 1, 2, 2, 2, 2, 2, 1, 1, 2, 1, 1, 1, 1, 2, 1	1.51	95% Agree or Strongly Agree with the statement
4. The workshop was well paced within the allotted time.	Group 1 - 1, 2, 1, 1, 2, 3, 1, 2, 2, 2, 2, 1, 1, 1, 2, 1, 1, Group 2 - 1, 1, 2, 4, 1, 1, 1, 2, 1, 2, 2, 2, 1, 1, 1, 2, 2, 1, 1, 1, Group 3- 1, 1, 1, 1, 1, 2, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 2	1.37	96% Agree or Strongly Agree with the statement
5. The facilitator was a strong communicator.	Group 1 - 1, 1, 2, 2, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, Group 2 - 1, 1, 1, 4, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, Group 3- 1, 1, 1, 1, 1, 1, 1, 1, 1, 2, 1, 1, 1, 1, 1, 1, 1, 2	1.12	98% Agree or Strongly Agree with the statement
6. As a result of the workshop, I will closely observe my own behavior.	Group 1 - 1, 1, 2, 2, 2, 2, 1, 1, 3, 1, 2, 1, 2, 2, 1, 1, 3, 2, Group 2- 2, 1, 2, 2, 1, 1, 2, 2, 1, 1, 3, 3, 1, 1, 1, 2, 2, 1, 2, Group 3- 1, 1, 2, 1, 2, 3, 2, NA, 2, 1, NA, 1, 2, 1, 1, 1, 1, 2, 1,	1.58	88% Agree or Strongly Agree with the statement
7. As a result of the workshop, I will take the Implicit Association test.	Group 1 - 2, 3, 2, 3, 3, 3, 3, 1, 3, 1, 2, 1, 2, 3, 3, 1, 2, 3, Group 2- 2, 2, 2, 1, 2, 2, 2, 1, 3, 1, 2, 3, 1, 2, 2, 1, 2, 2, 2, 1, Group 3- 1, 1, 2, 1, 3, 3, 3, 2, 3, 1, 4, 3, 3, 1, 2, 2, 1, 4, 2	2.09	67% Agree or Strongly Agree with the statement

genuinely rejecting prejudiced ideas.	2, 3, 2, 2, 2, 4, 1, 2, 2, 1, 2, 1, 1, 2, 2, 2, 1, 4, Group 3- 1, 2, 2, 2, 2, 2, 3, 2, 2, 2, 1, NA, 2, 1, 1, 4, 2, 2, 1		Agree with the statement
14. Having a bias makes me human and yet, I must still increase my awareness of how bias may impact my behavior.	Group 1 - 2, 1, 2, 1, 2, 2, 1, 1, 2, 1, 2, 2, 2, 1, 1, 3, 2, Group 2 - 1, 2, 2, 4, 2, 1, 2, 2, 1, 1, 2, 3, 1, 1, 1, 1, 1, 2, 1, 3, Group 3- 1, 2, 2, 1, 1, 2, 2, 2, 2, 1, 1, 2, 1, 1, 1, 1, 1, 2	1.74	93% Agree or Strongly Agree with the statement
15. As I become more aware of my biases, I will act in more fair, less discriminatory ways.	Group 1 - 1, 1, 2, 2, 2, 2, 1, 2, 1, 2, 1, 2, 2, 2, 1, 1, 1, 4, 2, Group 2- 1, 2, 2, 3, 1, 2, 2, 2, 1, 2, 1, 2, 1, 1, 1, 2, 1, 1, 1, 3, Group 3- 1, 2, 2, 1, 1, 2, 2, NA, 2, 1, 1, 2, 2, 1, 1, 1, 1, 3, 2	1.61	93% Agree or Strongly Agree with the statement
16. At first, I thought... But now, I think... And now, I will...	Please see above.		

Thank you for the opportunity to speak with your department. If ever you want to explore implicit bias in greater detail, increase awareness around stereotypes, microaggressions, prejudice, community forums, or a multitude of other issues that impact all of us, please let me know. I am thankful for opening the dialogue and look forward to continuing it!

Respectfully Submitted,

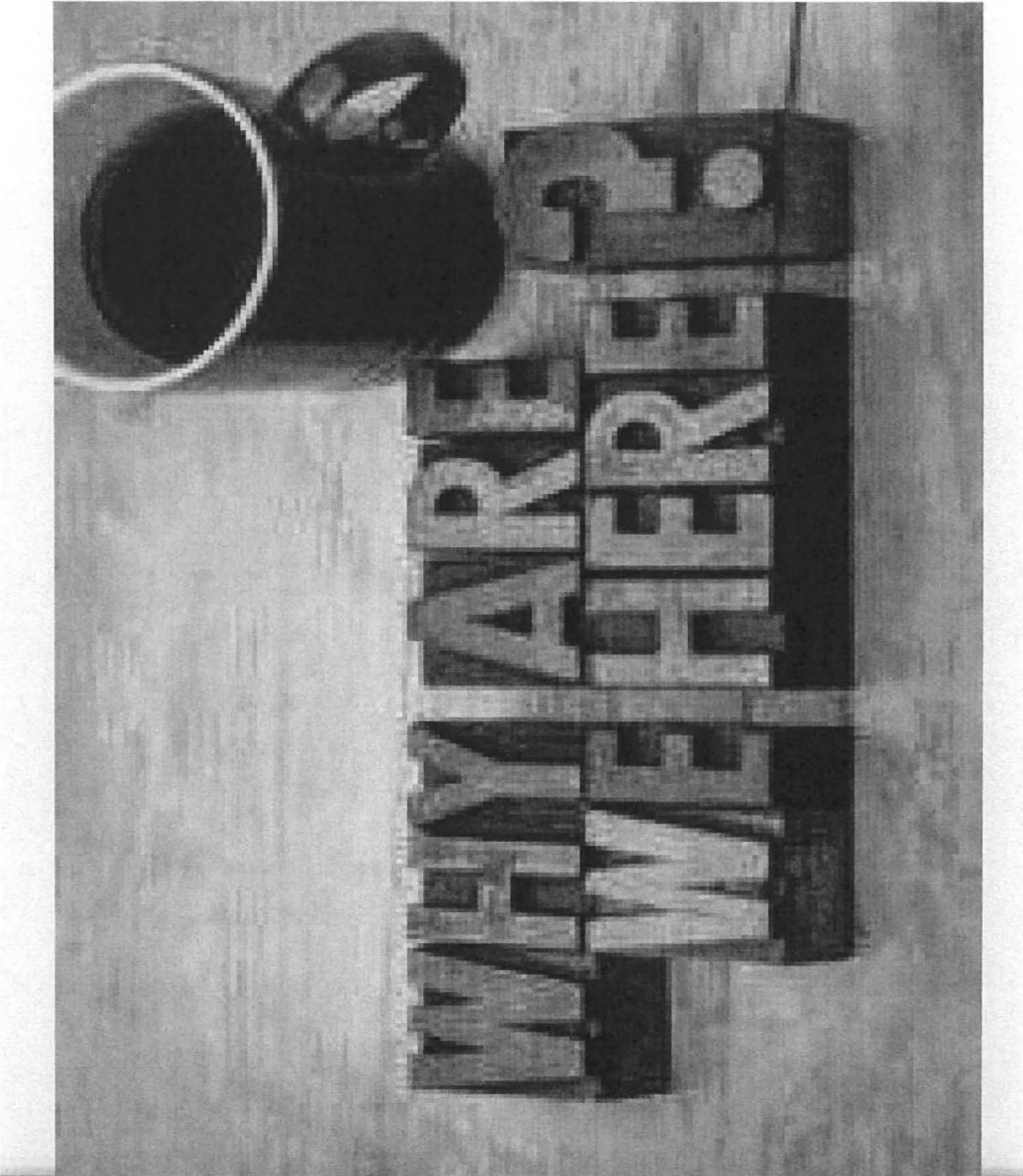
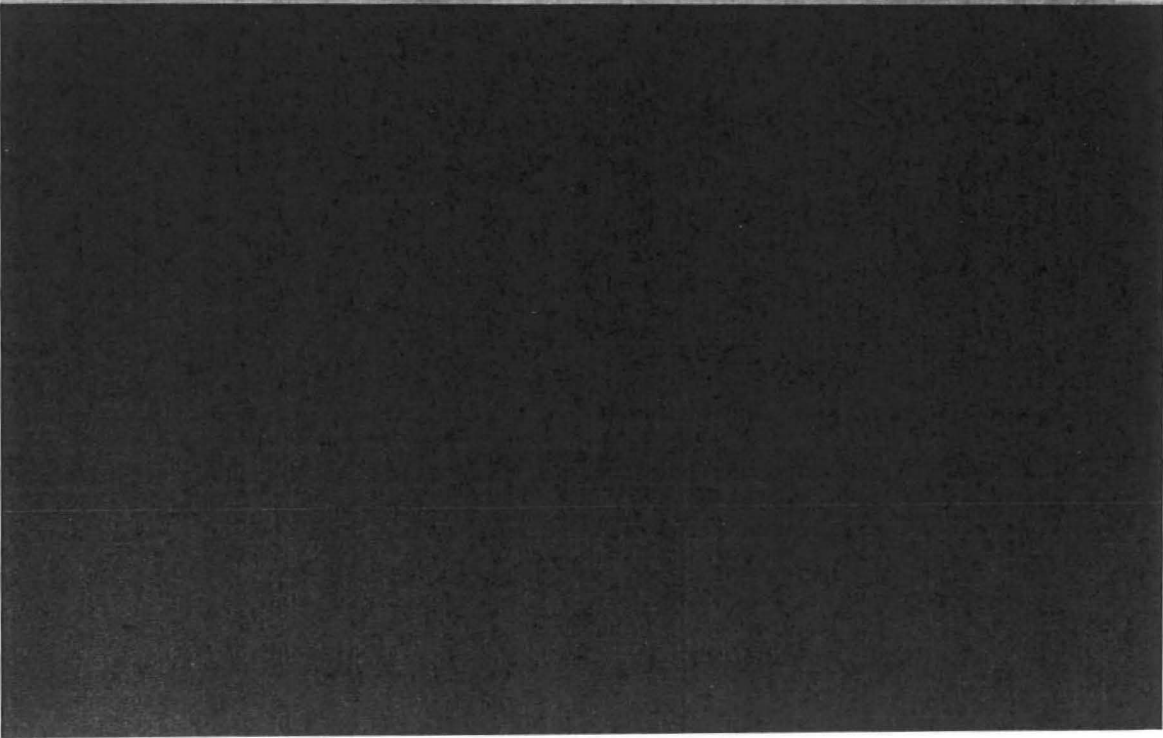
Kathy K. Taylor, Esq.
203-725-7548
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Unconscious Bias: Thinking Under the Influence

Naugatuck Police Department

August 2020

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Let's See Where We Are...

Using your handout #1, please read each statement and note your agreement or disagreement with each statement.

Each survey will be anonymous so please do not censor yourself. Answer honestly; do not think, "I probably shouldn't say this." If you think it or if you agree with the statement, just say so.

Our 10+ Agreements

Confidentiality

Phones on Vibrate

Be present - keep our minds in this space; Lean into discomfort

Reserve Judgment

Listen Respectfully, without interrupting

Discuss ideas and not people

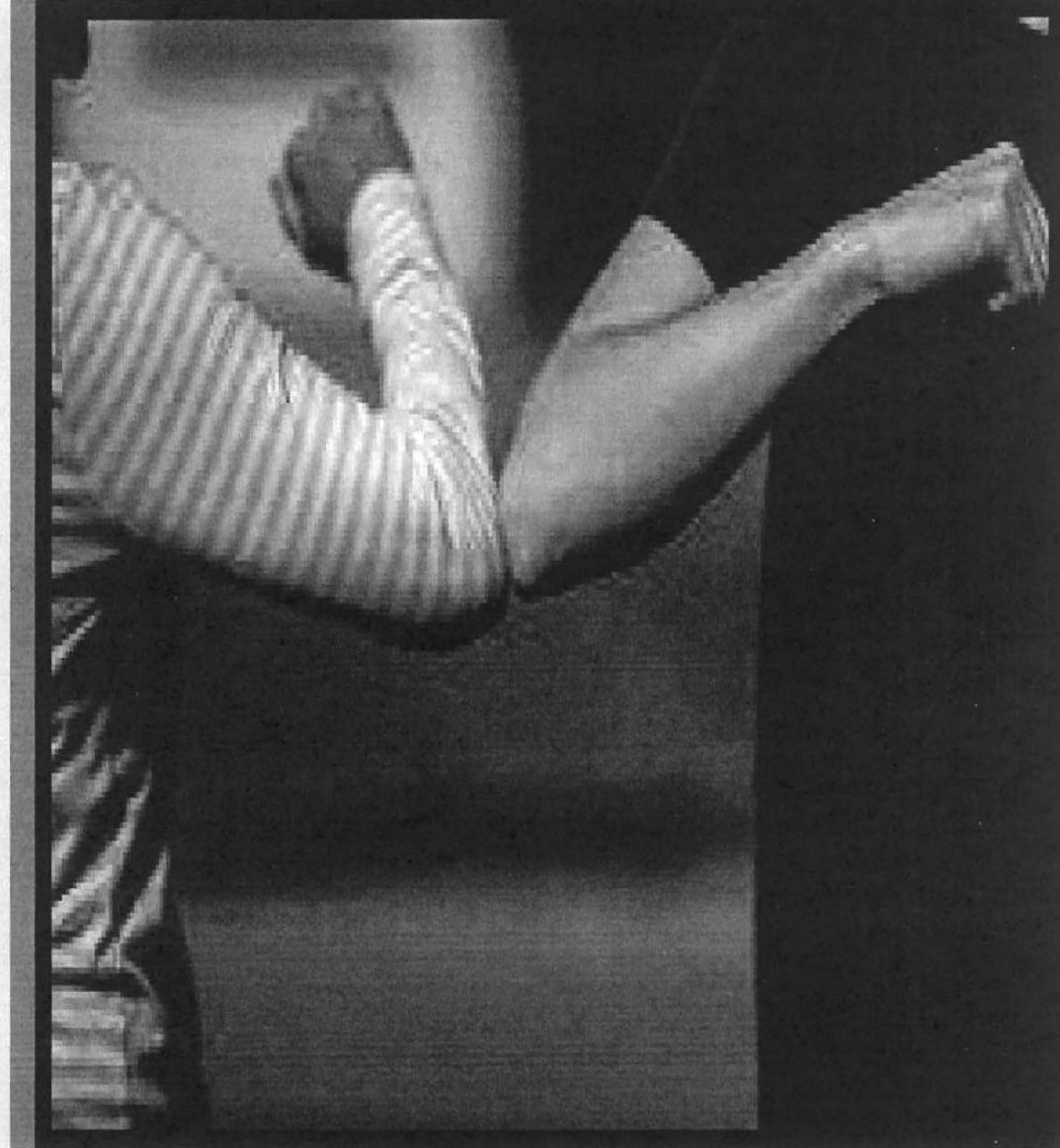
Commit to learning, not debating

Avoid blame

Avoid Speculation

Recognize that people are at different places in their own journey

Do we all agree?





Best way to clear the air is
to have it all out in the open.

Harper Lee

© 2013

This is not cop bashing time
This is not crucify character time

This is not calling everyone a
racist time

This is not where you need to be
defensive and angry

This is a space where we learn
together, talk together, share
together, and move forward
together.

Our Destination

- Improving understanding of how past practices shape present realities;
- Develop a shared understanding of racism and implicit bias;
- Increase awareness of participants' own implicit bias, impact on attitudes, perceptions, behavior, and interaction and ways that participants are "thinking under the influence";
- Improving willingness and confidence of participants to engage in courageous conversations around issues of implicit bias, race, and racism; and
- To ensure understanding of and compliance with the department's bias-based policing policy.

**Today's society is
dramatically influenced by the
past.**

1

Strongly Disagree

2

Disagree

3

Agree

4

Strongly Agree

**Racism can persist without
racist intent.**

1

Strongly Disagree

2

Disagree

3

Agree

4

Strongly Agree

Inequity Has At Least Two Bookends . . .




Implicit Bias

Structural Racialization

Structural Racialization

The ways in which interactions between and among institutions (housing, education, policing, health, transportation, etc.) create disparities and shape life outcomes along the lines of race and class, in the absence of intent.

- In 1934, Congress created the Federal Housing Administration. The FHA insured private mortgages, causing a drop in interest rates and a decline in the size of the down payment required to buy a house.
 - The FHA adopted a system of maps that rated neighborhoods according to their perceived stability. On the maps, green areas, rated "A," indicated "in demand" neighborhoods that, as one appraiser put it, lacked "a single foreigner or Negro." These neighborhoods were considered excellent prospects for insurance. This government agency considered not only housing conditions but also the "social status of the population," and downgraded neighborhoods with non-white, immigrant, and poor residents.
 - Neighborhoods where black people lived were rated "D" and were usually considered ineligible for FHA backing. They were colored in red. *Neither the percentage of black people living there nor their social class mattered.* Black people were viewed as a contagion.
- 




Transportation

- President Eisenhower declared “more than any single action by the government since the end of the war, this one would change the face of America...its impact on the American economy – the jobs it would produce in manufacturing and construction, the rural areas it would open up – was beyond calculation.”
- The Interstate Highway System enhanced connectivity across the country while simultaneously displacing 475,000 families.
- Rapid rates of urbanization resulted in crowding of central city neighborhoods, which in turn sparked interest in suburban living for many who found employment in city centers but wished to live elsewhere



Home and School Connection


- Federally funded public housing was explicitly racially segregated, designated for whites or for blacks.
- The federal government subsidized relocation of whites to suburbs and prohibited similar relocation of blacks. The federal Housing and Veterans Administrators recruited mass production builders, provided federal loan guarantees on explicit condition that no sales be made to blacks.
- Education policy was constrained by housing policies.



What's the Significance of Structural Racialization to YOU?

It's our context!

It informs our interactions, our experiences, our beliefs, our perceptions, and how we interpret our world.

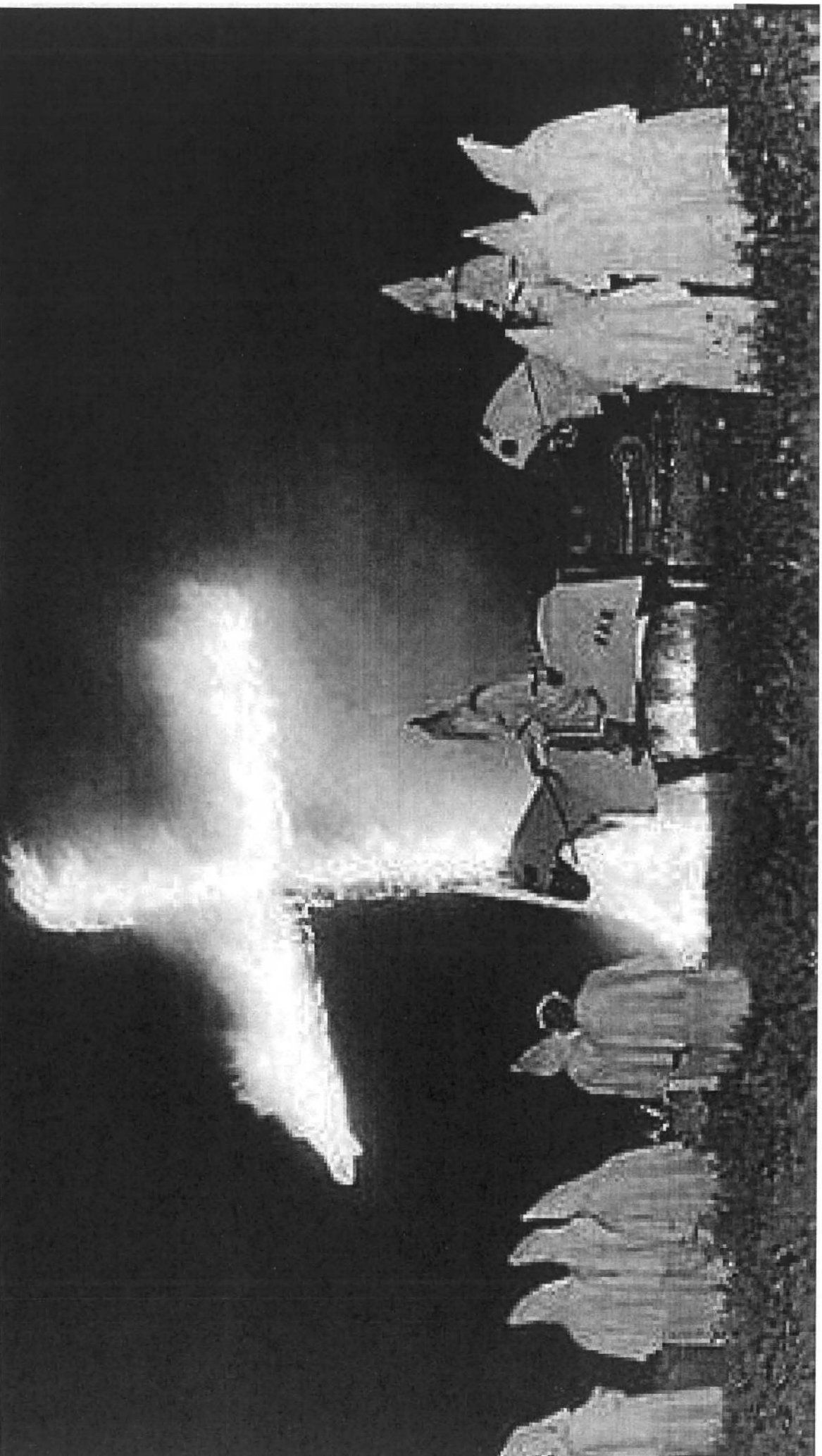


Prejudice vs. Racism

A belief that race is the primary determinant of human traits and capacities and that racial differences produce an inherent superiority of a particular race.

Structures of society that disadvantage people of subordinated races because of the collective effect of bigoted attitudes; a system of advantage based on skin color


In your mind's eye,
when you think of a
racist, what do you
see?



Explicit Bias

- ❑ The *traditional conceptualization* of bias.
- ❑ Refers to the attitudes and beliefs we have about a person or group on a *conscious level*.
- ❑ Expressions of explicit bias (discrimination, hate speech, overt racism, etc.) occur as the result of *deliberate thought*.
- ❑ Thus, they can be *consciously regulated*.
- ❑ People are more motivated to control their biases if there are social norms in place which dictate that prejudice is not socially acceptable.


**Why did we move where we
did? What makes a
neighborhood desirable – a
good place to live?**



Certain “opportunity structures” lead to stability and personal advancement in our society.

- High-performing schools
 - Affordable housing,
- Sustainable employment
 - Safety from crime
- Environmentally safe neighborhoods,
 - Home equity and wealth,
- Access to affordable health care.

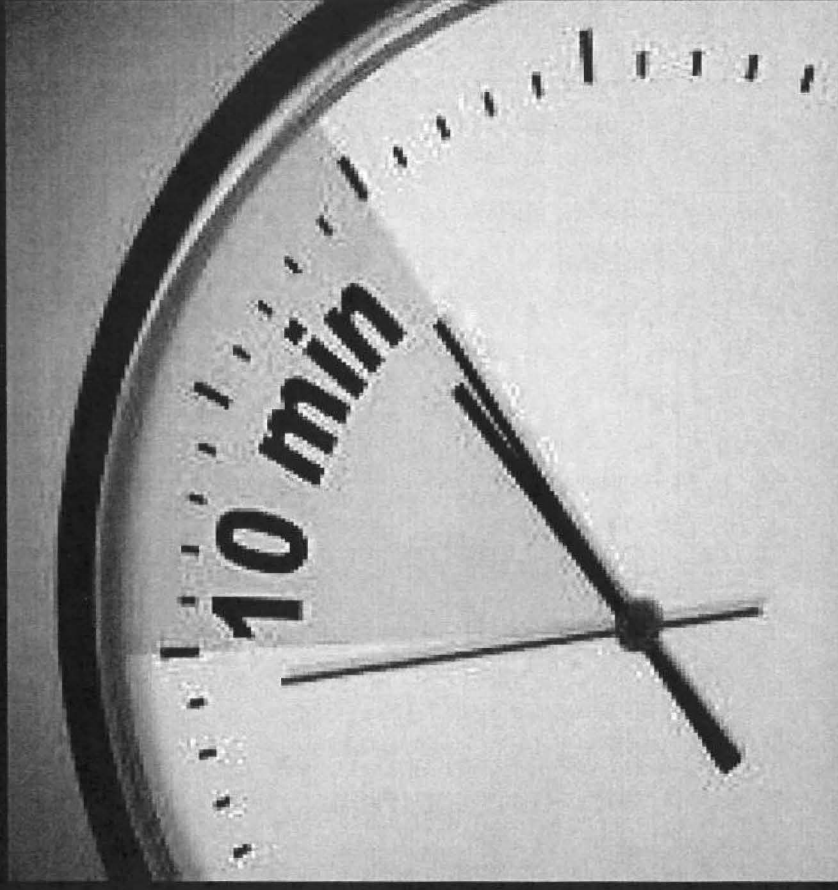
Together, these structures form a system – a “web of opportunity” – and a person’s location within this web significantly influences that individual’s chances for success in life.



We need to look at the individual in terms of many different relationships to him(herself), many things in relation to his/her community, and to the larger community, not just in isolation. If we take this approach seriously, it affects how we see the world, how we experience ourselves, and how we do our work.

-john a. powell

BREAK



Inequity Has At Least Two Bookends . . .



Implicit Bias

Structural Racialization

Trusted Circle

Excluding family, please list all of your
trusted friends.

(This list is for your eyes only.)

Sense of Belonging

Think of all of the groups to which you belong and identify – take two minutes to jot down.

My Groups

Women

Professor

Baby of the Family

Educator

Board Member

Eagles Fan

Mother

Christian

Hamptonian

Community Leader

Wife

Attorney

Nigerian

Professional

Black Women

Philadelphian

Consultant

Mother of Twins

Sister

Reader


Black person

In Group Preference

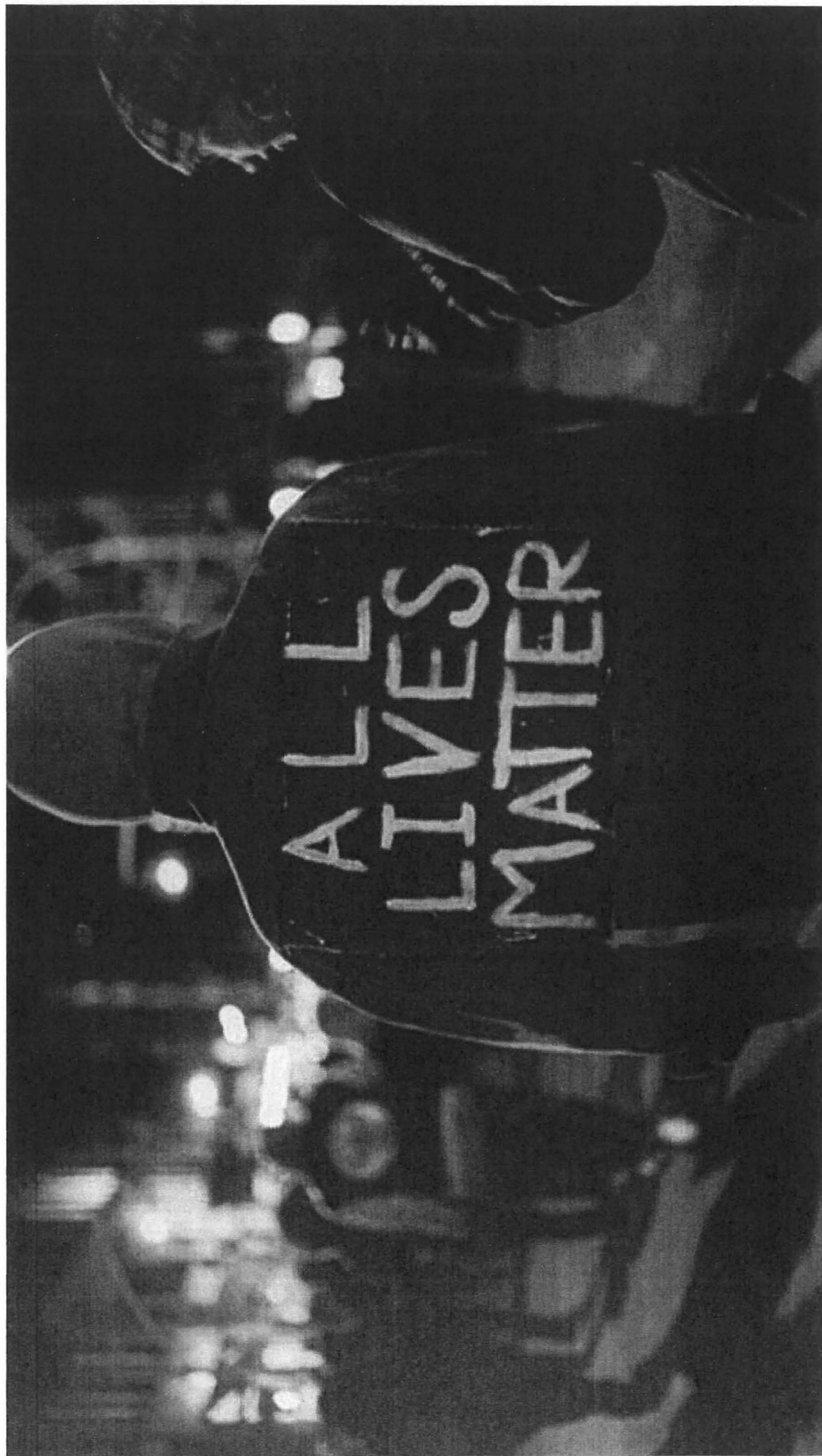
- **Preference for one's group over another**
- **Tendency to favor one's group**
- **Gender, ethnicity, occupation, economic and social position are all meaningful dimensions by which a person can define him- or herself**
- **A process of social (and self) categorization**

What Does It Mean?

Looking at your trusted circle and your groups, what are the implications for you as an individual and as a law enforcement officer.

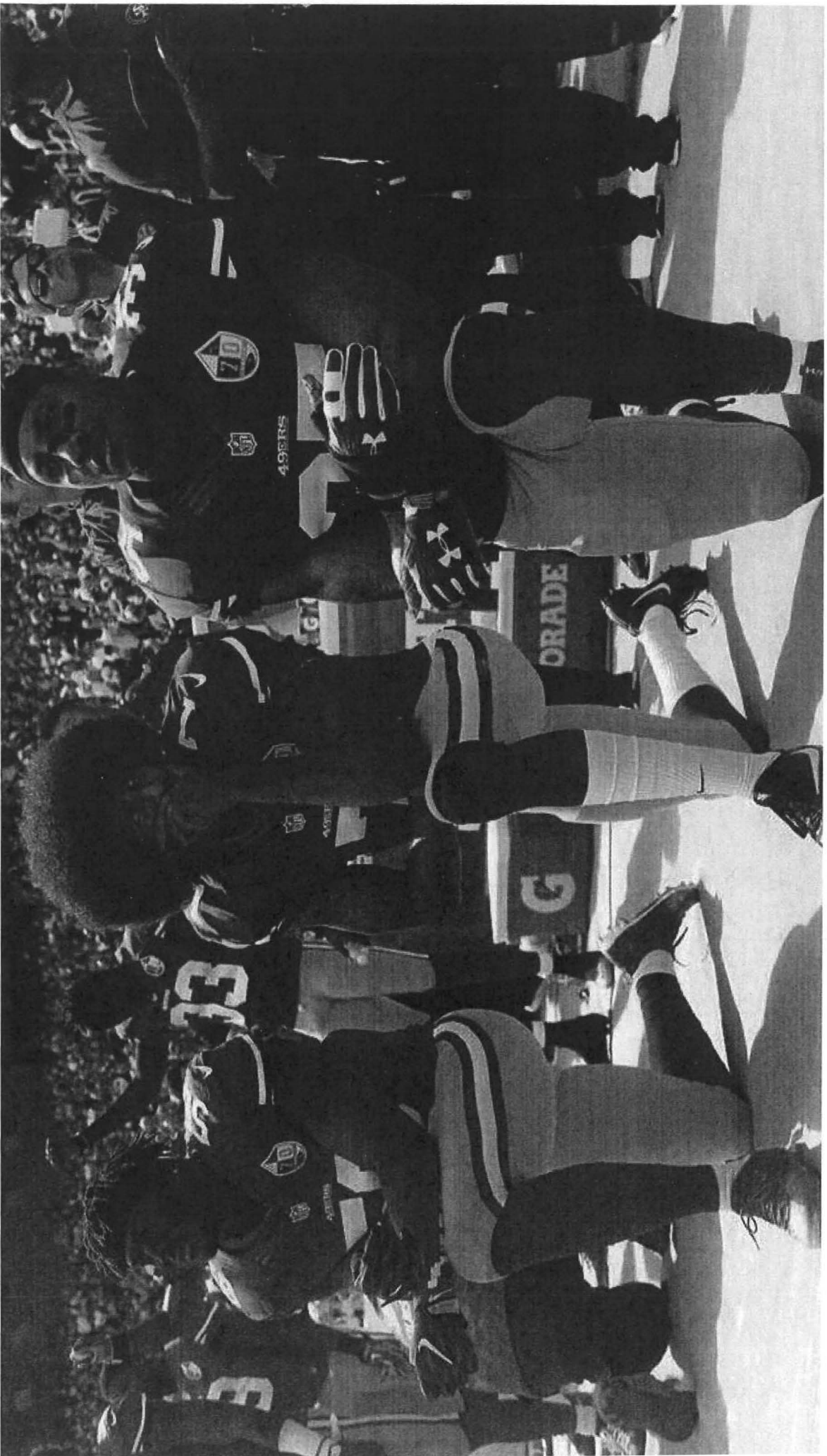


**And based on our experiences, interactions,
and the air that we breathe by living in society,
we come to have attitudes and impressions of
people, some expressed and known to us and
some that are under the surface and
unconscious.**











Explicit vs. Implicit Associations

Explicit

Implicit

**Expressed
Directly**

**Aware;
Deliberate**

**Overt Racism
and
Discrimination**

**Expressed
Indirectly**

**Unconscious;
Automatic;
Does not
require
animus**

**Influences
behavior
without
awareness
or intent**

Let's Play A Game!

On the next two slides, there will be five different words.

Each word will be in a different color font.

Say the color of the font

Dirt

Sunshine

Sky

Grass

Stop Sign

Dirt

Sunshine

Sky

Grass

Stop Sign

Did you notice anything?

Stroop Test

“Did you notice it takes a tad longer to complete the first test than the second test?”

“The second test is easier because the color and meaning of the word are congruent. There is no conflict.

“The first test takes longer the brain has a conflict to resolve. The reason why it takes longer is because the brain has to suppress the wrong answer that interferes with the right answer, before the right answer comes through.

**What's the relevance
of the Stroop test to
us and our
interactions?**

*Some concepts automatically
go together in our mind
because we've learned these
associations simply by being
immersed in society.*



Peanut Butter and Jelly

Life or Death

Crime and Punishment

Dog and Cat

Bacon and Eggs

Rock and Roll

Adam and Eve

Black and White

Law and Order

Birds and Bees

Salt and Pepper

Pots and Pans

Lost and Found

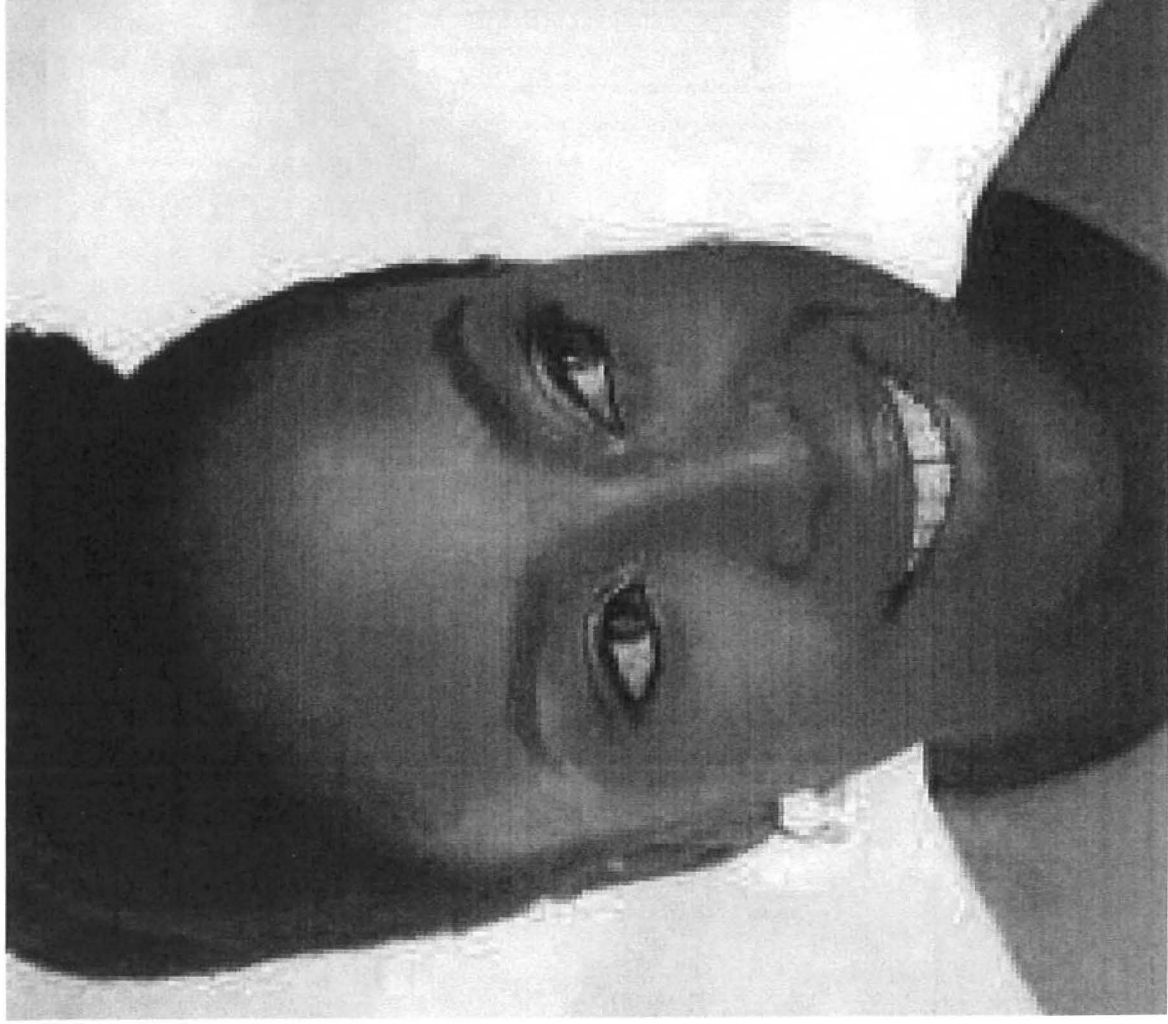
Dead or Alive

Pork and Beans

Husband and Wife

Forgive and Forget

Fish and Chips



“The problem with
stereotypes is not
that they are untrue,
but that they are
incomplete.” –
Chimamanda Ngozi
Adichie

Implicit Bias

- Attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner
- Thought process that happens without you even knowing it; little mental shortcuts that hold judgments that you might not agree with.

Implicit Bias

- **Pervasive.** Everyone possesses them, even people with avowed commitments to impartiality
- **Cognitive** process in which individuals use a social category to acquire, process, and recall information about people.
- Related to explicit bias but is **distinct**, mental construct
- **Does not necessarily align with our declared beliefs** or even accurately reflect stances we would explicitly endorse
- **Malleable** – can be unlearned

Checkpoint

“Implicit biases persist and are powerful determinants of behavior precisely because people lack personal awareness of them.”

Implicit Association Test

The IAT measures the strength of associations between concepts (e.g., black people, white people) and evaluations (e.g., bad, good) or stereotypes (e.g., artistic, athletic). The main idea is that making a response is easier when closely related items share the same response key.

Strong automatic preference for European American compared to African American

24%

Moderate automatic preference for European American compared to African American

27%

Slight automatic preference for European American compared to African American

17%

Little to no automatic preference for African American and European American

18%

0% 5% 10% 15% 20% 25% 30%

■ Column2 ■ Column1 ■ Series 1

Strong automatic preference for African American compared to European American

Moderate automatic preference for African American compared to European American

Slight automatic preference for African American compared to European American

2%

5%


7%

0% 1% 2% 3% 4% 5% 6% 7% 8%

■ Column2 ■ Column1 ■ Column3

IAT Results

- **RACE** - It indicates that most have an automatic preference for white over black.
- **WEIGHT** - It often reveals an automatic preference for thin people relative to fat people.
- **AGE** - This test often indicates that Americans have automatic preference for young over old.
- **SEXUALITY** - It often reveals an automatic preference for straight relative to gay people.
- **SKIN TONE** - It often reveals an automatic preference for light-skin relative to dark-skin.



Did anything surprise you? Why or why not? What are the implications for you as both individuals and officers of the law?

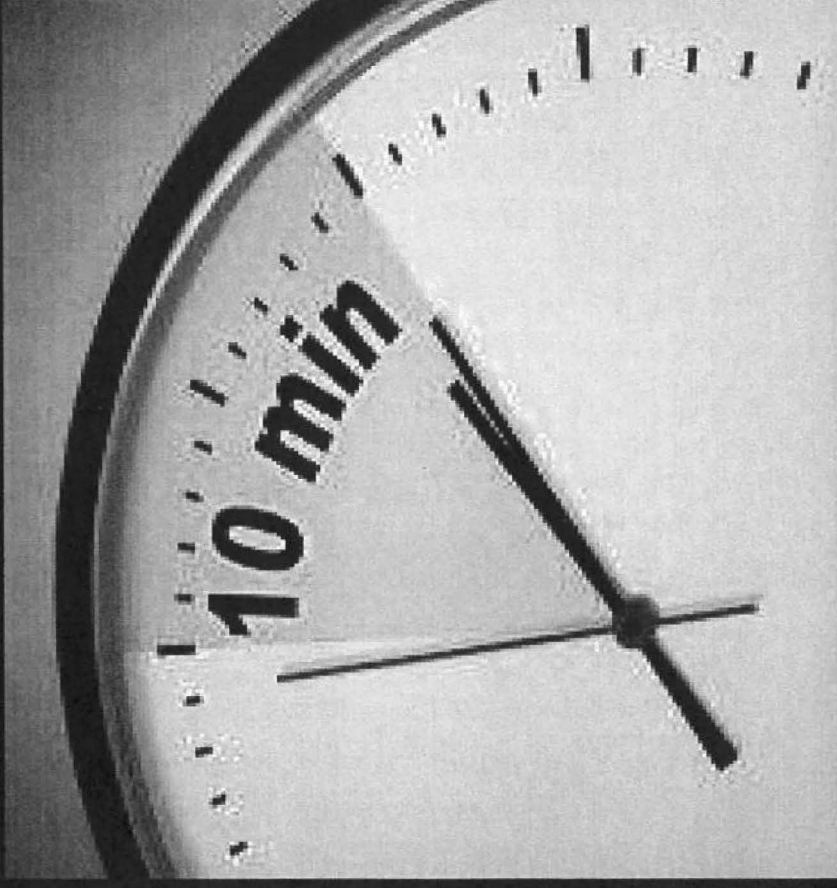
“Each of us in doing our jobs are viewing the functions of that job through the lens of our experience, and all of us are impacted by biases, stereotypes and other cognitive functions that enable us to take shortcuts in what we do.”

- 6th U.S. Circuit Court of Appeals Judge Bernice B. Donald

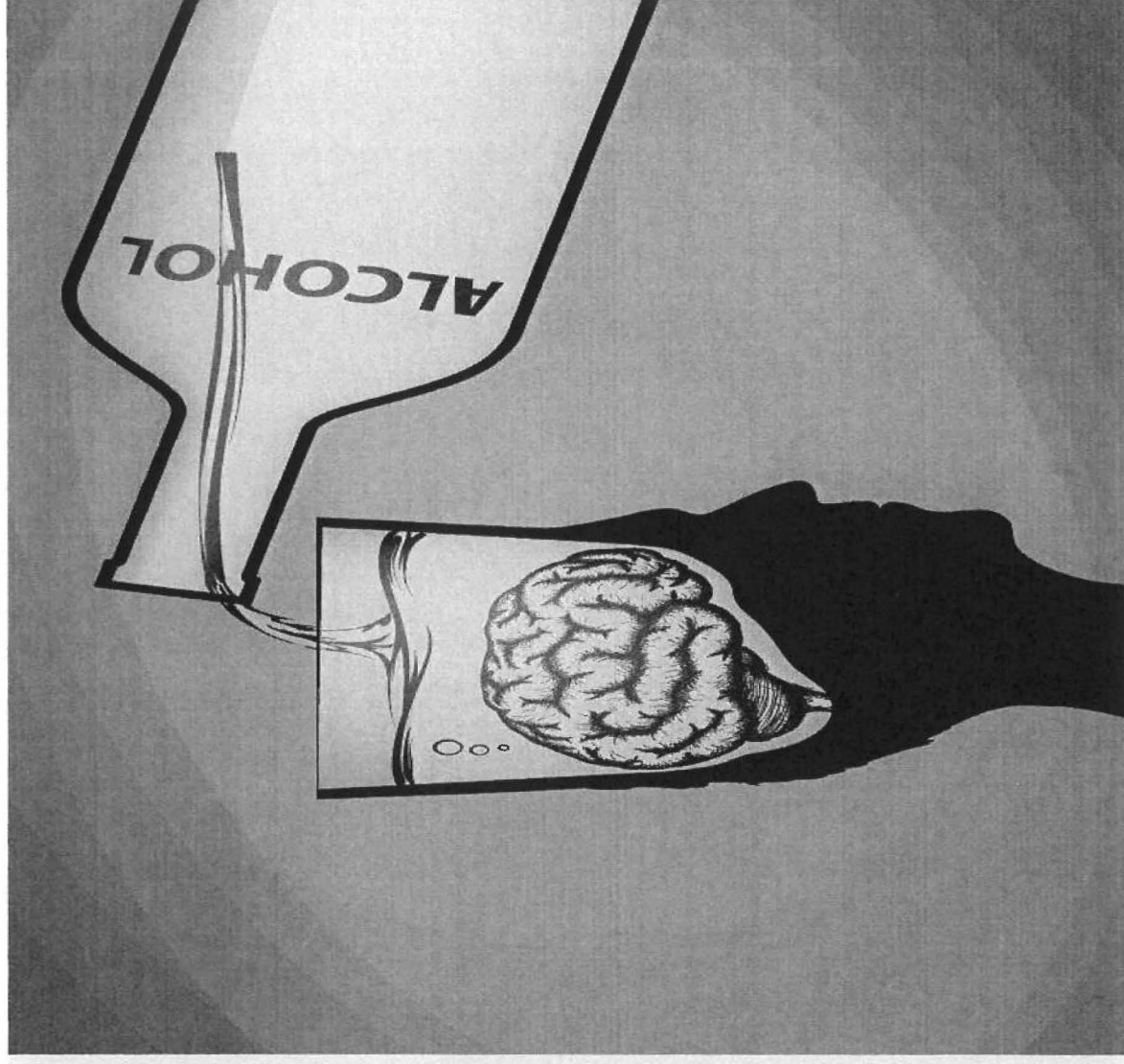
Checkpoint

Neuroscience does not provide an excuse to continue to have and act on our biases, Instead, it reveals those biases and removes our ability to deny the tendencies of our unconscious mind.

BREAK



“Thinking Under the Influence”





The Black/Crime Association

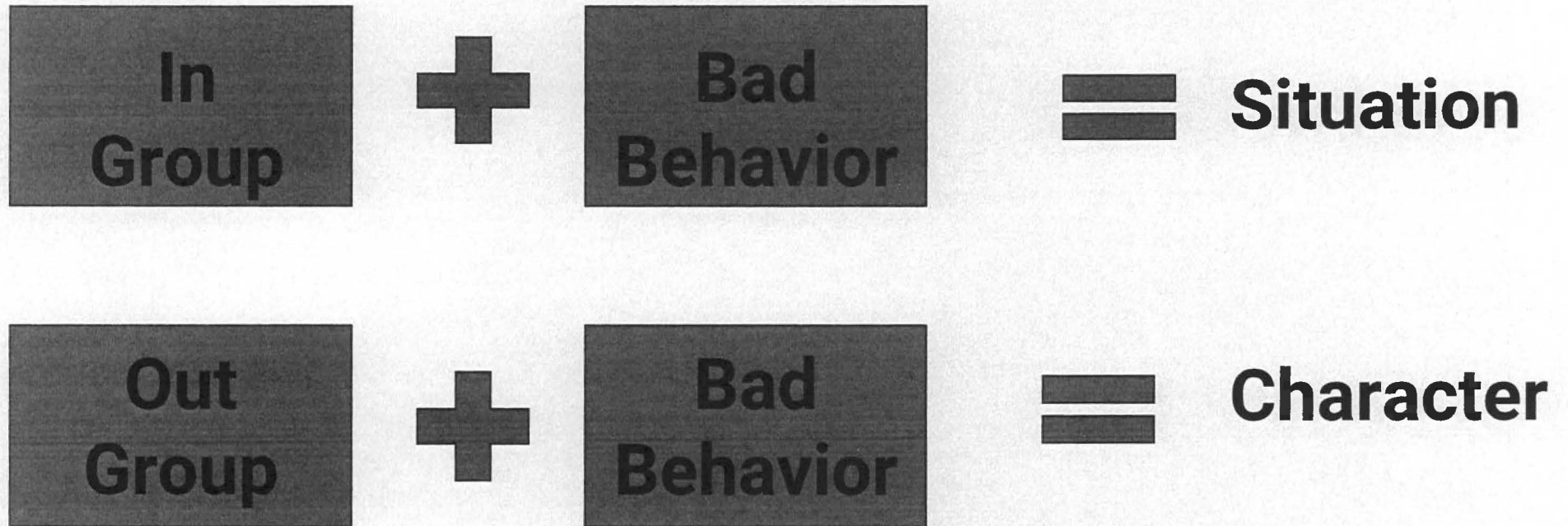
Over the course of 70 years, studies have revealed a prevalent, reoccurring theme - the stereotypic association between crime and blacks, rendering these black faces more relevant and worthy of being seen. ***How old are blacks when the association between blacks and bad behavior begin to emerge?***

Age 3 (Preschool)

Black children are preconceived as older and more culpable than their actual age and more culpable than their white and LatinX counterparts. ***In the context of law enforcement, why would this matter?***

- 
- 
- ❑ Black children are 18 times more likely than white children to be sentenced as adults.
 - ❑ One study found that probation officers were more likely to attribute black youths' delinquency to negative attitudes and personality traits and white youths' delinquency to social environments.

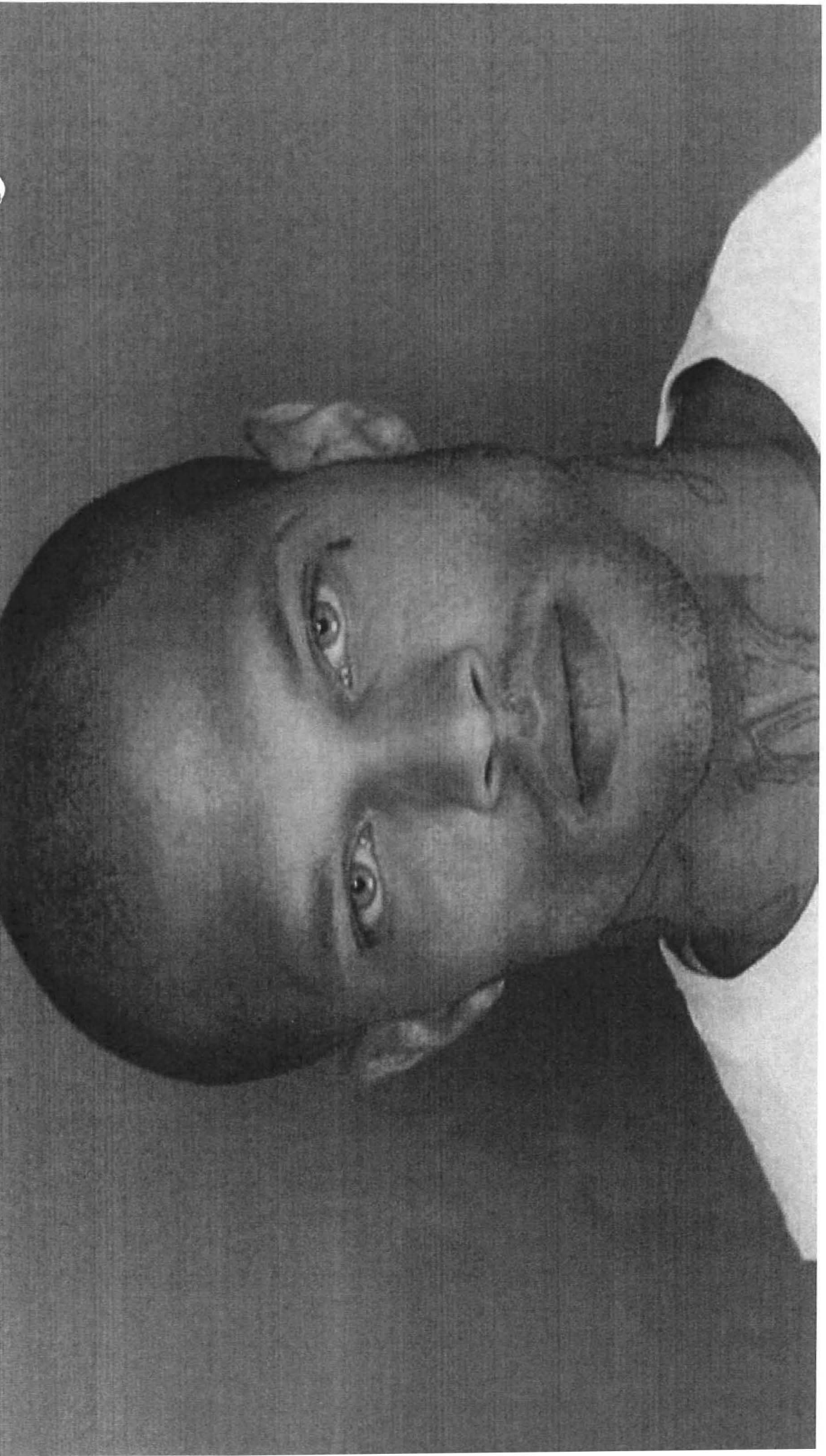
In Group and Out Group Processing



How might this relate to police and community relations?

In a series of studies, people were asked to rate the height, weight, and strength of young black and white men from photographs showing only their faces.

Study participants consistently rated black men as taller, heavier, and stronger than white men. If black bodies are viewed as more threatening than white bodies, black body movements are also seen as more threatening. ***Why would this matter to you as an individual and Officer of the Law?***



Jeremy Meeks AKA Prison Bae AKA Hot Felon

Connection between criminal sentencing and afrocentric features bias -individuals with the most prominent Afrocentric features received longer sentences than their less Afrocentric featured counterparts. Looking “more black” more than doubled chances of being sentenced to death even when researchers controlled for severity of crime, aggravating circumstances, mitigating circumstances, defendant’s socioeconomic class, and the defendant’s perceived attractiveness.



Fig. 1. Examples of variation in stereotypicality of Black faces. These images are the faces of people with no criminal history and are shown here for illustrative purposes only. The face on the right would be considered more stereotypically Black than the face on the left.


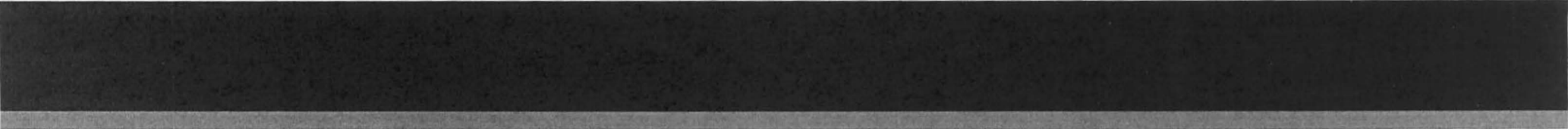
Shooter Bias & Cognitive Control

Community members showed implicit racial bias with respect to both the errors they committed (i.e., “shooting” an unarmed target or refraining from “shooting” an armed target in video game scenarios) and their response times (i.e., how quickly they decide whether to “shoot”), police officers’ biases only emerged with respect to response times. For example, police officers were faster to shoot blacks with guns than whites with guns but police officers were no more likely to mistakenly shoot a black person with no gun than they were to mistakenly shoot a white person without a gun. ***Police officers exhibited a high degree of cognitive control - racial bias did not affect their shooting decisions because of training.***

Cognitive control may be impeded by circumstances such as high cognitive load, fatigue, and feelings of fear and high arousal.

Now What?

**When are we most likely to
be influenced by
implicit/unconscious bias?**

- 
- 
- ☐ **Being mentally taxed; fatigue**
 - ☐ **Being in a bad mood**
 - ☐ **Feeling threatened**
 - ☐ **Making quick decisions**
 - ☐ **Multitasking**
 - ☐ **Ambiguity**
 - ☐ **Low-effort cognitive processing**
 - ☐ **Distracted or pressured decision-making and circumstances**




DeBiasing

Debiasing is a challenging task that relies on the construction of new mental associations, requiring intention, attention, and time.

Designed to interrupt decision making process at the unconscious level where bias resides and to insert into the thought process filters and associations that may lead to more equitable outcomes.

1. First Step – ***Believe that it exists and then act upon it.***
2. Create a safe space for voluntary discussions surrounding racial and social issues.
3. Take the implicit association test and observe conduct.

- 
- **Direct Intergroup Contact**
 - **Will any contact suffice?**

Counter Stereotypes

- **It is, by far, easier for people to learn new implicit associations about groups than to unlearn old stereotypic associations**
- **Develop new, positive social interactions**

Stereotype Replacement

- ☐ **This strategy involves replacing stereotypical responses with non-stereotypical responses. Using this strategy requires one to recognize that a response is based on stereotypes, labeling the response as stereotypical and reflecting on why the biased response occurred. Now, one thinks about how to avoid the same response in the future**
- ☐ **Involves the shifting of focus from group characteristics to individual characteristics.**
- ☐ **Discuss common stereotypes about various people.**

Counter Stereotype Imaging

- **Exposure to positive exemplars that promote favorable imagery activation.**
- **Examine posters, pamphlets, photographs and public materials that may reveal negative implicit associations.**

Expanding Trusted Circle

- **Recognize in-group helpfulness and commit to matching this for out-group members.**

Deliberate Processing

- Slow down!
- Consider different perspectives - Taking the perspective of others has shown promise as a debiasing strategy, because considering contrasting viewpoints and recognizing multiple perspectives can reduce automatic biases
- Articulate your reasoning process - Having a sense of accountability, that is, “the implicit or explicit expectation that one may be called on to justify one’s beliefs, feelings, and actions to others,” can decrease the influence of bias
- Identify Ambiguity

Create Doubt

The greater our belief in our own objectivity, the greater the risk that we will inadvertently allow bias to influence decision-making.

RECAP

- Figure out what chronic situations you can positively change e.g. mood, energy level, time pressure, multitasking
- Slow down and take time to reflect
- See the individual- humanize people on an individual level rather than taking shortcuts to understand people as part of a group (e.g Republicans do this, Democrats do that- provide individual –level exceptions)
- Increase opportunities for interactions with other races that are meaningful- don't just go to an event and observe, instead interact with people
- Fight cynicism- Police often deal with the worst elements of society- how does that taint ideas of humanity? How do you maintain hope and process all of the terrible things we see everyday that may appear to be part of a hopeless cycle?
- Intervene and accountability

We are ALL breathing in misinformation. We're all being exposed to stereotypes, and we all have to think about how we have been impacted by that...That if we have all been breathing in smog, we can't help but have our thinking shaped by it somehow. As a consequence, we all have work to do. Whether you identify as a person of color, whether you identify as a white person, it doesn't matter. We all have been exposed to misinformation that we have to think critically about.

We Survived :)

At First, I thought _____

But now, I think _____

And now, I will _____

Please complete the short feedback form.

ADDENDUM J

State of Connecticut
Commission on Human Rights & Opportunities

WITHDRAWAL OF COMPLAINT

vs.

CHRO NO.: [REDACTED]

EEOC NO.: [REDACTED]

Naugatuck Police Department

I, [REDACTED] the complainant in the above case, hereby request withdrawal of my complaint. I also request withdrawal of any companion charge filed with the Equal Employment Opportunity Commission, charge number above.

Neither the respondent, co-employees, or any other person has threatened, attacked, intimidated, or inflicted bodily harm upon me, or threatened me with loss of my job or other benefits as a result of the filing of this complaint. I am aware that the Commission on Human Rights and Opportunities protects my rights to file a complaint. I have been advised that it is unlawful to discriminate against me because I filed a complaint, acted as a witness or assisted a representative of the Commission on Human Rights and Opportunities.

The reason for my withdrawal is as follows:

- ☐ I am raising the issue in another forum, i.e. federal court.
☐ I am no longer interested in the opportunity in question.
☒ I have accepted a satisfactory offer from the respondent. The offer included the following: Reduction of the 3 day suspension to a one day disciplinary counseling.
☐ Other

I am requesting this WITHDRAWAL OF COMPLAINT of my own free will and without duress or undue influence by the Commission, any Commissioner or member of its staff, nor by the respondent or any of its employees. I understand that I may not be able to file another complaint regarding the issues raised in this complaint.

[REDACTED]
Complainant's Signature as on Complaint

8/26/09

Date

[REDACTED]
By (his/her Attorney/Guardian)

8/05/09

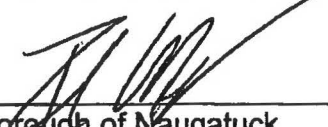
Date

Memorandum of Agreement

The Borough of Naugatuck (hereinafter the "Borough"), AFSCME, Council 15, Local 1126 (hereinafter the "Union") and [REDACTED] agree to the following:

1. The Borough agrees to reduce [REDACTED]'s three (3) day suspension to a one (1) day disciplinary counseling.
2. The Borough agrees not to consider such discipline as part of any future promotional examination process for bargaining unit positions.
3. The Union and [REDACTED] agree to withdraw Connecticut State Board and Mediation and Arbitration Case No. [REDACTED] and any other grievance related to the underlying issues in Case No. [REDACTED].
4. [REDACTED] agrees to withdraw Connecticut Commission on Human Rights and Opportunities Case No. [REDACTED] and Equal Employment Opportunity Commission Case No. [REDACTED].
5. [REDACTED] agrees that neither he nor anyone acting on his behalf will file any charges in federal or state court or with any federal or state administrative agency or sue the Borough, its present or former Mayors, Burgesses, the Chief of Police, officers, agents, employees or any other person acting on behalf of the Borough with respect to the issues set forth and addressed in Connecticut State Board and Mediation and Arbitration Case No. [REDACTED], Connecticut Commission on Human Rights and Opportunities Case No. [REDACTED] and Equal Employment Opportunity Commission Case No. [REDACTED].
6. Accordingly, [REDACTED] agrees and promises to waive and release the Borough, its present or former Mayors, Burgesses, the Chief of Police, officers, agents, employees or any other person acting on behalf of the Borough with respect to the issues set forth and addressed in Connecticut State Board and Mediation and Arbitration Case No. [REDACTED], Connecticut Commission on Human Rights and Opportunities Case No. [REDACTED] and Equal Employment Opportunity Commission Case No. [REDACTED].

7. The parties agree that the settlement of these matters and the terms set forth herein shall neither establish a past practice nor a precedent.


Borough of Naugatuck

Date

8/24/09

 (PRESIDENT)
AFSCME, Council 15, Local 1126

Date

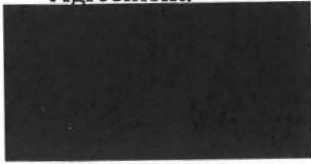
8/18/09



Date

8/11/09

I hereby request that the Naugatuck Police Union execute a copy of the attached Agreement.



8/11/05
Date

ADDENDUM K

EMPLOYMENT AGREEMENT

THIS EMPLOYMENT AGREEMENT is made as of the 2nd day of December 2019, by and between the Borough of Naugatuck (hereinafter the "Borough") and Steven Rupsis (hereinafter "Mr. Rupsis");

WHEREAS, the Borough desires to employ Mr. Rupsis as a non-affiliated part-time Police Officer assigned to Animal Control/Evidence duties and Mr. Rupsis desires to accept such employment, upon the terms and conditions set forth herein;

NOW, THEREFORE, in consideration of the mutual covenants and agreements contained herein, the parties agree as follows:

1. EMPLOYMENT:

The Borough hereby employs Mr. Rupsis in the non-affiliated part-time Police Officer position with Animal Control/Evidence duties, and Mr. Rupsis accepts such employment pursuant to the terms and conditions set forth herein.

2. TERM OF AGREEMENT/EMPLOYMENT

This Agreement shall commence on December 9, 2019 and shall continue on an At-Will basis until either, terminated by the Borough or Mr. Rupsis at any time, with or without cause.

3. DUTIES:

Mr. Rupsis shall perform the customary duties associated with the position of part-time Police Officer with Animal Control/Evidence duties as described in the most current job description (attached hereto as Attachment A). In the performance of his duties, Mr. Rupsis shall report directly to the Chief of Police. Mr. Rupsis shall use his best efforts in the performance of his work under this Agreement.

As the part-time Police Officer with Animal Control/Evidence duties, Mr. Rupsis regular weekly schedule shall consist of up to thirty (30) hours per week with a daily schedule to be determined by the Chief of Police or his designee.

4. COMPENSATION AND BENEFITS:

For services rendered under this Agreement, unless otherwise specified, the Borough shall provide the following to Mr. Rupsis:

(a) Mr. Rupsis shall be paid an hourly rate of \$26.90 payable in appropriate installments to conform with regular payroll dates of the Borough.

(b) For all hours worked up to forty (40) hour per week, Mr. Rupsis shall be paid at his regular straight time hourly rate. For all hours worked in excess of forty (40) hours in any given work week, Mr. Rupsis shall be paid at time and one half (1.5x's) his regular straight time hourly rate.

(c) Mr. Rupsis shall be eligible to perform private duty police work within the Borough, provided all other eligible members of the Naugatuck Police Department (including the Deputy Chief) have first refused such private duty work. While performing private duty work, Mr. Rupsis shall receive the private duty rate set forth in the collective bargaining agreement between the Borough and the Naugatuck Police Union for the applicable contract year.

(d) Such other benefits as may be provided under the Borough's Non-Union Personnel Policy Manual as may be changed from time to time, including but not limited to vacation and sick time. In the event that any provision of this Agreement conflicts with or contradicts said Non-Union Personnel Policy Manual, this Agreement shall govern.

5. TERMINATION:

Mr. Rupsis' employment with the Borough is on an At-Will basis. Mr. Rupsis is free to terminate this Agreement at any time, with or without cause. Similarly, the Borough may terminate this Agreement at any time, with or without cause.

7. INVALID PROVISIONS:

The invalidity or unenforceability of any particular provision of this Agreement shall not effect the other provisions hereof, and the Agreement shall be construed in all respects as if such invalid or unenforceable provisions were omitted.

8. ATTORNEY'S FEES:

In the event that any action is filed in relation to this Agreement, the parties agree that neither party shall be responsible for the payment of the other parties' attorney's fees.

9. CONSTRUCTION:

This Agreement shall be construed according to the laws of the State of Connecticut.

10. ENTIRE AGREEMENT:

This Agreement constitutes the entire Agreement between the Borough and Mr. Rupsis with respect to the subject matter specifically referenced herein. No modification or amendment of this Agreement shall be binding unless said modification or amendment specifically references this Agreement and is in writing and signed by the parties hereto.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement on

Friday, December 6, 2019.

WITNESS:

WITNESS:

CHIEF STUBBART

BOROUGH OF NAUGATUCK

By:

N.W. "Pete" Hess, Its Mayor

By:

Steven Rupsis

ADDENDUM L

**MINUTES
REGULAR MEETING
BOARD OF MAYOR AND BURGESSES
DECEMBER 3, 2019**

1. Mayor "Pete" Hess called the regular meeting to order at **6:01 p.m.** with the following in attendance:

BURGESSES:

L. Taf Jackson	C. Marengi, arr. 6:15 p.m.
M. Bronko, arr. 6:19 p.m.	J. Mizeski
F. Dambowsky	R. Neth
J. DeOliveira	R. Vitale
C. Herb	

PRESS:

A. Yilma

RESIDENTS:

Two

DEPARTMENT HEADS:

C. McAllister, Deputy Police Chief
J. Stewart, Public Works Director
J. Lawlor, Human Resources Director

A. Bruce, Controller
W. Zirolli, Borough Engineer

OTHERS:

D. Sheridan, Board of Finance Chairman
A.J. Bordas, Fire Commission
T. Carr, Down To Earth LLC

Attorney E. Fitzpatrick
K. Hanks, Board of Finance
J. Litke, BOE Chairman

2. Burgess Mizeski led in the Pledge of Allegiance to the flag.
3. **VOTED:** Unanimously on a motion by Deputy Mayor Taf Jackson and seconded by Burgess Neth that the Board of Mayor and Burgesses approve the minutes of the regular meeting of **November 6, 2019** and the special meeting of **November 6, 2019**. Each member received copies for review.
4. **VOTED:** Unanimously on a motion by Deputy Mayor Taf Jackson and seconded by Burgess Neth that the Board of Mayor and Burgesses approve the monthly reports of **November**. Each member received copies for review.
5. **VOTED:** Unanimously on a motion by Deputy Mayor Taf Jackson and seconded by Burgess Neth to recess to Executive Session at **6:04 p.m.** for discussion on the following: **Personnel** (Employment Agreement – Part-time Police Officer/ACO Evidence), **Contract Negotiations** (Street Department Union), **Real Estate** (Sports Complex Potential Sites) and **Pending Litigation** inviting in Human Resources Director J. Lawlor and Deputy Police Chief Colin McAllister.

Mayor Hess reconvened the meeting at **7:11 p.m.**

6. The following motion emanated from Executive Session.

Minutes – Board of Mayor and Burgesses
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VOTED: Unanimously on a motion by Deputy Mayor Taf Jackson and seconded by Burgess Neth that the Board of Mayor and Burgesses authorize Mayor Hess to enter into an employment agreement between the Borough of Naugatuck and **Steven Rupsis for a dual position of Animal Control/Evidence Room Duties** as discussed in executive session.

7. Public Comment – None
8. Mayor Hess appointed **Robert Didato (R)**, 237 Field Street, Naugatuck, CT 06770 as an alternate member of the **Fire Commission**, filling the unexpired term of A. Bordas, term to expire December 1, 2022.
9. Mayor Hess appointed **Jack DeOliveira**, 94 Ward Street, Naugatuck, CT 06770, as a member of the **Greater Waterbury Transit District**, filling the expired term of W. Hozer, term to expire November 1, 2023.
10. Mayor Hess appointed **Jan J. Mizeski**, 106 Woodbine Street, Naugatuck, CT 06770, as a member of the **Greater Waterbury Transit District**, filling the unexpired term of D. Hoff, term to expire November 1, 2022.
11. Mayor Hess appointed **Janice L. Dambowsky**, 35 Moonlight Circle, Naugatuck, CT 06770 as a regular member of the **Arts Commission**, filling the unexpired term of T. Mariano, term to expire April 1, 2020.
12. Mayor Hess reappointed **Joan B. Taf**, 219 Margaret Circle, Naugatuck, CT 06770 as a member of the **Naugatuck Housing Authority**, term to expire October 1, 2024.
13. Mayor Hess reappointed **Helen F. Borbas**, 71 Osborn Road, Apt. 4M, Naugatuck, CT 06770 as a tenant commissioner on the **Naugatuck Housing Authority**, term to expire October 1, 2023.
14. Mayor Hess reappointed **Stephanie Gunnoud Savoy (R)**, 180 Church Street, Suite 11, Naugatuck, CT 06770 as a regular member of the **Police Commission**, term to expire June 1, 2024.
15. **VOTED:** Unanimously on a motion by Deputy Mayor Taf Jackson and seconded by Burgess Neth that the Board of Mayor and Burgesses approve the appointment of **Attila “AJ” Bordas (R)**, 301 Spring Street, Naugatuck, CT 06770 as an alternate member of the **Zoning Commission**, filling the unexpired term of L. Anderson, term to expire July 1, 2022.

Mayor Hess swore in Attila “AJ” Bordas as an alternate member of the Zoning Commission.

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2018-03-0053288	BURNOP, ROBERT	265 SCOTT STREET	NAUGATUCK, CT 06770	-15.79
2018-03-0053450	CAB EAST LLC	PO BOX 67000	DETROIT, MI 48267-2316	-579.64
2018-03-0053473	CAB EAST LLC	PO BOX 67000	DETROIT, MI 48267-2316	-265.72
2018-03-0053475	CAB EAST LLC	PO BOX 67000	DETROIT, MI 48267-2316	-153.9
2018-03-0053477	CAB EAST LLC	2975 BRECKINRIDGE BLVD.	DULUTH, GA 30096-4977	-283.64
2018-03-0053487	CAB EAST LLC	PO BOX 67000	DETROIT, MI 48267-2316	-49.32
2018-03-0053498	CAB EAST LLC	PO BOX 67000	DETROIT, MI 48267-2316	-217.72
2018-03-0053508	CAB EAST LLC	PO BOX 67000	DETROIT, MI 48267-2316	-308.26
2018-03-0054530	CHURCHILL, CHRISTINA	1025 SOLAMERE DRIVE	TITUSVILLE, FL 32780	-135
2018-03-0057643	EVANS, DOLORES	1066 PINE ISLE LANE	NAPLES, FL 34112	-15.3
2018-03-0057658	EVANS, WILLIAM F.	1066 PINE ISLE LANE	NAPLES, FL 34112-6175	-330.21
2018-03-0058057	FINAN. SER VEH TRUST	5550 BRITTON PKWY.	HILLIARD, OH 43026-7456	-327.46
2018-03-0059476	GRAHAM, DAVID A.	80 SCHENCK LANE	NAUGATUCK, CT 06770	-10.1
2018-03-0059817	GUILLETTE, STANLEY	72 GAIL DRIVE	NAUGATUCK, CT 06770	-1,069.43
2018-03-0060756	HONDA LEASE TRUST	600 KELLY WAY	HOLYOKE, MA 01040	-133.52
2018-03-0060762	HONDA LEASE TRUST	600 KELLY WAY	HOLYOKE, MA 01040	-195.84
2018-03-0060764	HONDA LEASE TRUST	600 KELLY WAY	HOLYOKE, MA 01040	-108.66
2018-03-0061944	JP MORGAN CHASE	PO BOX 901098	FORT WORTH, TX 76101	-193.32
2018-03-0064857	MATUSZ, ROBERT	464 HILLSIDE AVENUE	NAUGATUCK, CT 06770	-96.34
2018-03-0064904	MAZEROLLE NADJA	83 COLD SPRING CIR.	NAUGATUCK, CT 06770	-103.09
2018-03-0066827	NISSAN INFINITI LT	PO BOX 650214	DALLAS, TX 75265-0214	-656.1
2018-03-0066937	NISSAN INFINITI LT	PO BOX 650214	DALLAS, TX 75265-0214	-268.2
2018-03-0067281	OLDAKOWSKI, DENNIS	538 PROSPECT STREET	NAUGATUCK, CT 06770	-39.6
2018-03-0073585	TOYOTA LEASE TRUST	20 COMMERCE WAY	WOBURN, MA 01801	-584.87
2018-03-0073788	TRISCRITTI, ALEX J.	145 PLATTS MILL ROAD	NAUGATUCK, CT 06770	-80.77
2018-03-0073971	URVINA, MANUEL	1 SKYLINE TERRRACE	DANBURY, CT 06810	-172.35
2018-03-0073980	USB LEASING LT	1850 OSBORN AVENUE	OSHKOSH, WI 54902	-826.11
2018-03-0074190	VAZ, JOAO A	375 FIELD STREET	NAUGATUCK, CT 06770	-200
SUB TOTAL				12,906.32
INTEREST				-11.92
TOTAL				12,917.14

35. Public Comment

Finance Board Chairman Dan Sheridan questioned when the different options to remedy the brick situation were going to be applied to the Whittemore Bridge. He encouraged burgesses to attend the weekly budget workshops starting January 27, 2020.

36. Burgess Comments/Sub-Committee Reports

Burgess Vitale said Police Canine Judge is in training with Officer Pinho. They will be trained to detect narcotics and to locate missing persons.

Burgess DeOliveira wished everyone Happy Holidays.

Burgess Bronko said he was happy to see the No Thru Trucks sign was removed from Cross Street. He said his son Adam and lifelong friend Ryan Burns have collaborated to sell Christmas trees on the Naugatuck Event Center lot.

Burgess Herb said the bonfire held the evening before the Thanksgiving Day Football Game was tremendous. The crowd was very friendly. Many people in attendance were new to town. He overheard them saying they like the town. The tree lighting ceremony

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was great. The high school swim team sold out of their wreaths at the festival. The Conservation Commission is looking for a new chairperson. Happy Holidays!

Burgess Marengi said it was an excellent Light the Night Event. The atmosphere was nice with people enjoying themselves. He asked if seniors would be able to walk around the Naugatuck Event Center during the winter months. He would like to see it advertised in areas other than online.

Burgess Mizeski commended the street and park department employees for doing a wonderful job with the recent snow removal. He acknowledged the great job the fire department did quickly extinguishing the fire at Cumberland Farms in Union City.

Burgess Dambowsky said there were many positive comments from new residents at the festival saying they made a good decision to move to Naugatuck.

Burgess Neth gave Mayor Hess kudos for a wonderful festival and for sparking pride in this community. He applauds the mayor, the fire department, police department, street department and all the volunteers for a job well done with the festival. They are very good hard working people. The Bulk Trash Committee met regarding different options for bulk trash pick-up. Merry Christmas, Happy Hanukkah and Happy New Year to everyone.

Deputy Mayor Taf Jackson said it was a great festival and Thanksgiving Day Game bonfire. The Mayor's Breakfast honored great recipients, Jennifer and Kenny Stone. The Festival of Trees was wonderful. The Senior Center Christmas party is Thursday. Everyone is welcome to stop by. The deputy mayor told Mayor Hess he is doing a great job. Merry Christmas and Happy New Year! She hopes everyone will attend the celebration on Saturday to honor Former Burgess Robert Burns at the Naugatuck Event Center.

Mayor Hess said there are many events being held at the Naugatuck Event Center. The Joint Boards will need to make some decisions regarding the event center. We do not know what will happen to the building. Most likely, it will be sold to a developer as part of our Downtown Transit Oriented Development District. The borough cannot give a long-term lease to someone who would put money into fixing the rented space in the building because we intend on selling the building to a developer one day. The town is operating now to utilize the building the best way we can. Mayor Hess said it would be nice to know when we will get adequate and frequent train service. If we knew, then the decision regarding the building would be easy. Anders Osborne will once again be performing at the Naugatuck Event Center with three other musicians this time on December 12th. Tickets can be purchased through Osborne's ticketing network.

37. **VOTED:** Unanimously on a motion by Burgess Bronko and seconded by Deputy Mayor Taf Jackson to adjourn the meeting at **8:40 p.m.**

A digital recording of this meeting is available in the office of the Borough Clerk for further review.

Attest:

Nancy K. DiMeo
Borough Clerk

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16. Motion by Deputy Mayor Taf Jackson and seconded by Burgess Neth that the Board of Mayor and Burgesses approve the appointment of **Stephen Samela (D)**, 5 Bailey Road, Naugatuck, CT 06770 as an alternate member of the **Board of Finance**, filling the expired term of G. Andreozzi, term to expire June 1, 2019.

Motion amended.

VOTED: Unanimously on a motion by Deputy Mayor Taf Jackson and seconded by Burgess Neth that the Board of Mayor and Burgesses approve the appointment of **Stephen Samela (D)**, 5 Bailey Road, Naugatuck, CT 06770 as an alternate member of the **Board of Finance**, filling the expired term of G. Andreozzi, term to expire June 1, 2022.

Mayor Hess swore in Stephen Samela as an alternate member of the Board of Finance.

17. **VOTED:** Unanimously on a motion by Deputy Mayor Taf Jackson and seconded by Burgess Neth that the Board of Mayor and Burgesses approve the appointment of **Carl J. Herb**, 161 Park Avenue, Naugatuck, CT 06770 as the burgess representative of the **Board of Education and AFSCME Pension Board**, filling the vacancy of R. Burns, indefinite term.

18. **VOTED:** Unanimously on a motion by Deputy Mayor Taf Jackson and seconded by Burgess Neth that the Board of Mayor and Burgesses approve the appointment of **Carl J. Herb**, 161 Park Avenue, Naugatuck, CT 06770 as the burgess representative of the **UPSEU and Chapter 90 Pension Board**, filling the vacancy of R. Burns, indefinite term.

19. **VOTED:** Unanimously on a motion by Deputy Mayor Taf Jackson and seconded by Burgess Neth that the Board of Mayor and Burgesses approve the appointment of **Carl J. Herb**, 161 Park Avenue, Naugatuck, CT 06770 as the burgess representative of the **Non Union Pension Board**, filling the vacancy of R. Burns, indefinite term.

Burgess Herb announced there will be a celebration to honor Former Burgess Robert Burns on Saturday, December 7th, 2 p.m. at the Naugatuck Event Center. Mayor Hess will dedicate the Hall of Burgesses as the *Robert J. Burns Hall of Burgesses*.

20. **VOTED:** Unanimously on a motion by Deputy Mayor Taf Jackson and seconded by Burgess Neth that the Board of Mayor and Burgesses approve the reappointment of **Brian Vaughn**, 24 Rayron Cirlce, Naugatuck, CT 06770 as a regular member of the **Conservation Commission**, term to expire November 1, 2022.

21. **VOTED:** Unanimously on a motion by Deputy Mayor Taf Jackson and seconded by Burgess Neth that the Board of Mayor and Burgesses confirm the appointment of the **Assistant Town Clerk and Assistant Registrar of**

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Vital Statistics, Leslie K. Mazur, 176 Colonial Boulevard, West Haven, CT 06516, term to run from January 6, 2020 to January 3, 2022.

22. **VOTED:** Unanimously on a motion by Deputy Mayor Taf Jackson and seconded by Burgess Neth that the Board of Mayor and Burgesses confirm the appointment of the **Assistant Registrar of Vital Statistics, Elisa Levesque**, 96 Village Circle, Naugatuck, CT 06770, term to run from January 6, 2020 to January 3, 2022.
23. **VOTED:** Unanimously on a motion by Deputy Mayor Taf Jackson and seconded by Burgess Neth that the Board of Mayor and Burgesses confirm the appointments of the following **Subregistrars of Vital Statistics**, terms to run concurrently with the Town Clerk and Registrar of Vital Statistics, January 6, 2020 to January 3, 2022, as directed by law; as if read:

Steven P. Zembruski
Naugatuck Valley Memorial Funeral Home
240 North Main Street
Naugatuck, CT 06770

John W. Ford
Alderson Funeral Home
201 Meadow Street
Naugatuck, CT 06770

James A. Mengacci
Buckmiller Thurston Mengacci Funeral Home
82 Fairview Avenue
Naugatuck, CT 06770

Daniel J. Ford
Alderson Funeral Home
201 Meadow Street
Naugatuck, CT 06770

24. Mayor Hess discussed the possibility of holding **Caucuses for Burgesses**. He said this board has always been nonpartisan but he would hold caucuses if the majority of burgesses wanted them. The consensus was to hold caucuses only if necessary.
25. Mayor Hess appointed burgesses as liaisons to the commissions/boards they requested. Burgesses will report to the board each month.
26. **VOTED:** Unanimously on a motion by Deputy Mayor Taf Jackson and seconded by Burgess Neth that the Board of Mayor and Burgesses authorize Mayor Hess to execute all contracts and related documents for Professional Engineering Consulting Services/Technical Evaluation for the Wastewater Treatment Facility WTP with **Kleinfelder Northeast, Inc.**, 200 Corporate Place, Suite 310, Rocky Hill, CT 06067 (cost not to exceed **\$47,000**).
27. **VOTED:** Unanimously on a motion by Deputy Mayor Taf Jackson and seconded by Burgess Neth that the Board of Mayor and Burgesses authorize Mayor Hess to execute all contracts and related documents with **Milone & Macbroom**, 99 Realty Drive, Cheshire, CT 06410 to submit an application to DECD for the Risdon Property (cost not to exceed **\$3,500**) and authorize payment of the application fee to DECD not to exceed **\$3,300** as recommended by Executive Aide to the Mayor James McGrath.

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28. **VOTED:** Unanimously on a motion by Deputy Mayor Taf Jackson and seconded by Burgess Neth that the Board of Mayor and Burgesses authorize Mayor Hess to execute all contracts and related documents to authorize a change order to **Northeast Environmental Services**, 296 Field Street, Naugatuck, CT 06770 for additional hazardous material abatement work to be done on Parcels A and B (not to exceed **\$37,780**) expenses to be reimbursed from the NVCOG Subgrant as recommended by Public Works Director James Stewart.
29. **VOTED:** Unanimously on a motion by Deputy Mayor Taf Jackson and seconded by Burgess Neth that the Board of Mayor and Burgesses authorize Mayor Hess to execute all contracts and related documents with **Red Technologies LLC**, 10 Northwood Drive, Bloomfield, CT 06002 for the disposal of controlled materials from Parcel C in the amount of **\$322,050** reimbursement from the EPA Grant (the Borough of Naugatuck will supply labor and equipment to load all material on contractor's equipment for transport and disposal) as recommended by Public Works Director James Stewart.
30. **VOTED:** Unanimously on a motion by Deputy Mayor Taf Jackson and seconded by Burgess Neth that the Board of Mayor and Burgesses authorize Mayor Hess to execute all contracts and related documents for an amendment to the contract with **Down to Earth LLC**, 122 Church Street, Naugatuck, CT 06770 for hazardous material abatement on Parcels A and B (not to exceed **\$4,000**) expenses to be reimbursed from the NVCOG Subgrant as recommended by Public Works Director James Stewart.
31. **VOTED:** Unanimously on a motion by Deputy Mayor Taf Jackson and seconded by Burgess Neth that the Board of Mayor and Burgesses authorize Mayor Hess to execute all contracts and related documents with **BL Companies**, 355 Research Parkway, Meriden, CT 06450 for design services for the Naugatuck Downtown District Pedestrian/Bicyclist Improvements in the amount of **\$46,250** as recommended by Public Works Director James Stewart.
32. Motion by Deputy Mayor Taf Jackson and seconded by Burgess Neth that the Board of Mayor and Burgesses adopt the following **DEMHS Blanket Resolution** as recommended by W. Francis Dambowsky, Director of Emergency Management and Homeland Security; as if read:

RESOLVED, that the Board of Mayor and Burgesses may enter into with and deliver to the **State of Connecticut Department of Emergency Services and Public Protection, Division of Emergency Management and Homeland Security** any and all documents which it deems to be necessary or appropriate; and

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FURTHER RESOLVED, that N. Warren “Pete” Hess, as Mayor of the Board of Mayor and Burgesses, is authorized and directed to execute and deliver any and all documents on behalf of the Board of Mayor and Burgesses and to do and perform all acts and things which he deems to be necessary or appropriate to carry out the terms of such documents, including, but not limited to, executing and delivering all agreements and documents contemplated by such documents.

ROLL CALL VOTE:

FOR

Mayor N.W. Hess
L. Taf Jackson
M. Bronko
F. Dambowsky
J. DeOliveira

C. Herb
C. Marengi
J. Mizeski
R. Neth
R. Vitale

OPPOSE

None

ABSTAIN

None

Motion carried 10-0-0

33. Discussion/possible action regarding the proposed revision to the **Naugatuck Littering Ordinance.**

Discussion tabled.

34. **VOTED:** Unanimously on a motion by Deputy Mayor Taf Jackson and seconded by Burgess Neth that the Board of Mayor and Burgesses that the Board of Mayor and Burgesses authorize Controller Allyson W. Bruce to refund the following tax refunds approved by Tax Collector James Goggin; as if read:

Bill	Name	Address	City/State/Zip	Over Paid
2016-03-0073252	SWEAT, PATRICIA	1 HILL STREET FIRST FL.	SEYMOUR, CT 06483	-69.6
2017-03-0051498	BALSYS, RIMAS J.	33 PHOENIX AVENUE	NAUGATUCK, CT 06770	-12.15
2017-03-0053775	CAPO, SAJID J.	729 HIGH STREET	NAUGATUCK, CT 06770	-130.45
2017-03-0066851	NISSAN INFINITI LT	PO BOX 254648	SACRAMENTO, CA 95865	-29.57
2017-03-0066856	NISSAN INFINITI LT	8900 FREEPORT PKWY.	IRVING, TX 75063-2409	-384.17
2017-03-0066873	NISSAN INFINITI LT	8900 FREEPORT PKWY.	IRVING, TX 75063-2409	-180.13
2017-03-0066894	NISSAN INFINITI LT	8900 FREEPORT PKWY.	IRVING, TX 75063-2409	-263.92
2017-03-0066975	NISSAN INFINITI LT	P O BOX 650214	DALLAS, TX 75265-0214	-384.17
2017-03-0066980	NISSAN INFINITI LT	PO BOX 254648	SACRAMENTO, CA 95865	-201.34
2017-03-0067001	NISSAN INFINITI LT	PO BOX 254648	SACRAMENTO, CA 95865	-135.22
2017-03-0074257	VAULT TRUST	200 RENAISSANCE CENT.	DETROIT, MI 48275-0001	-693
2017-03-0074262	VAULT TRUST	ALLY FIN./LOUISVILLE	LOUISVILLE, KY 40290	-486.23
2018-01-0006019	RZ ENTERPRISES LLC	223 MEADOW STREET	NAUGATUCK, CT 06770	-311.03
2018-01-0009968	BARRETT, MARK	140 WOODBINE STREET	NAUGATUCK, CT 06770	-158.79
2018-02-0040220	MARSHAL J. BARBIERI	215 CHURCH STREET	NAUGATUCK, CT 06770	1,094.33
2018-03-0050185	ACAR LEASING LTD	PO BOX 1990	FORTH WORTH, TX 76101	-596.11
2018-03-0050212	ACAR LEASING LTD	PO BOX 1990	FORTH WORTH, TX 76101	-278.72
2018-03-0051379	BAKKER, RONALD W. JR.	287 N MAIN STREET 1F	NAUGATUCK, CT 06770	-138.81
2018-03-0051763	BATTLE, ANGELA	PO BOX 1764	WATERBURY, CT 06721	-57.07
2018-03-0051765	BATTLE, ANGELA	PO BOX 1764	WATERBURY, CT 06721	-16.88
2018-03-0052918	BRIDGE, DEBORAH	14 MORRIS STREET	NAUGATUCK, CT 06770	-90

ADDENDUM M

**Memorandum of Understanding between the Naugatuck Police Union (The Union) and the
Borough of Naugatuck (The Borough)**

WHEREAS, the Borough of Naugatuck and its Board of Police Commissioners intends to hire Steven Rupsis as a "non-affiliated part-time Police Officer assigned to Animal Control/ Evidence duties." This position is synonymous with the supernumerary police officer outlined in Subpart C, Article VIII, Section 15 of Code of Ordinances Borough of Naugatuck, Connecticut; and


WHEREAS, the borough intends to utilize Officer Rupsis to perform duties performed by members of the Naugatuck Police Union; and

WHEREAS, absent an agreement with the Naugatuck Police Union, the Borough would be prohibited from subcontracting bargaining unit work to non-bargaining unit, part-time, or supernumerary police officers.


NOW THEREFORE, it is agreed between the Borough of Naugatuck, its Board of Police Commissioners, and the Naugatuck Police Union that:

1. The Borough and the Union agree that Steven Rupsis will become a part-time sworn Naugatuck Police Officer assigned to the administrative division.
2. Officer Rupsis' duties shall be strictly limited to animal control and evidence storage room duties as stated in the employment agreement between Steven Rupsis and the Borough of Naugatuck.
3. At no time, however, shall Officer Rupsis perform any duties that take a benefit away from a Naugatuck Police Union member under any circumstances.
4. As an example, this includes, but is not limited to, court liaison duties or other administrative tasks normally done by Union members on comp time or overtime.
5. Another example, this includes, but is not limited to, times when the Evidence Officer, as a full time police officer and Union member, is called in on overtime or comp time to assist with the service of a search warrant.
6. Officer Rupsis shall not be eligible to work private duty assignments unless, and until each Union member has been offered the opportunity to work such assignment.
7. Officer Rupsis shall not be eligible for shift overtime or other overtime or events normally staffed by Union members.

8. It is agreed that this part-time position will be the only sworn part-time police officer position within the Borough of Naugatuck, except by mutual agreement between the Borough and the Union.
9. It is agreed that the position of "Administrative Officer," currently being filled by Officer Bryan Coney, will be staffed by the Borough in perpetuity, except by mutual agreement between the Borough and the Union.



Naugatuck Police Union

CHIEF 

Borough of Naugatuck

So Agreed On This 19th, Day of May, 2020

ADDENDUM N

**COLLECTIVE BARGAINING
AGREEMENT**

between

The Borough of Naugatuck

and

Naugatuck Police Union

July 1, 2018 - June 30, 2022

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Section 23.06. Each employee shall have the right to see and review his or her personnel file upon request by appointment with the Director of Human Resources. The Borough shall provide copies of all materials in the file upon request of the employee. Employees may request that the Borough correct, amend or delete incorrect or inaccurate material. Failing mutual agreement, the employee shall have the right to respond and it shall be made part of the file. No separate active personnel file shall be maintained other than the one subject to employee inspection.

Section 23.07. Each employee will be given copies of any evaluation reports placed in the employee's personnel file.

Section 23.08.

a. Upon request of an employee, all disciplinary action(s) of eighteen (18) months or more shall be removed from the employee's personnel file and kept in a separate locked file. The Borough agrees not to use such removed disciplinary action(s) in any future employment record or proceeding unless a pattern of similar repeated conduct occurs. Suspensions of two (2) weeks or more shall be exempt from this provision. Employees shall be notified and receive copies each and every time an item is placed into their personnel file.

b. If the State Library specifically prohibits removal of disciplinary actions as outlined in this Article, the disciplinary actions shall be placed in a separate, sealed envelope within the employee's file, to be reopened only by mutual, written consent by the Borough and the employee. All other provisions in this Article shall be followed as if the actions had been removed. This Article shall not supersede statutory requirements.

Section 23.09. Any employee who has been disciplined or discharged and is subsequently exonerated shall be reinstated without prejudice or loss of seniority.

Section 23.10. The Borough reserves the right to suspend or discharge an employee without a hearing, provided a hearing shall commence within twenty (20) working days unless the parties mutually agree to commence hearings at a later date.

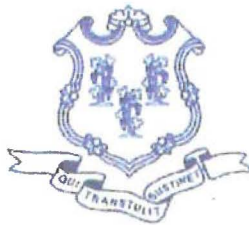
Section 23.11. Any charge of complaint by a member of the public against any police officer may be made, in accordance with applicable state and federal law, policy and procedure, and POST-C standards.

Section 23.12. Bargaining unit members from the same shift are prohibited from investigating employees on their shift.

Section 23.13. The Borough shall enroll all bargaining unit members in the "Peace Officers Research Association of California" (PORAC) legal defense fund. The Borough agrees to fully fund said legal defense fund for each union member.

Section 23.14. Employees placed on administrative leave due to an on-duty incident or internal affairs investigation shall be paid their base salary plus the average of the aggregate total of overtime worked, including private duty, during the preceding twenty-six (26) weeks. An

ADDENDUM O



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

GENERAL NOTICE 20 - 09

To: Chief Law Enforcement Officers
Training Officers
Protective Services
Resident Troopers

From: Karen Boisvert *KB*
Academy Administrator

Date: 11/5/2020

Subject: Overview of C.G.S. Section 7 – 294d(c)(2) pursuant to the Legislative July Special Session, Public Act No. 20 – 1 (House Bill No. 6004) and Guidance Document regarding Conduct that Undermines Public Confidence in Law Enforcement

At the October 15th, 2020 regular meeting, the Police Officer Standards and Training Council adopted written guidance language to assist Law Enforcement Units concerning grounds for Suspension, Cancellation, or Revocation of certification pursuant to the Legislative July Special Session, Public Act No. 20 – 1 (House Bill No. 6004).

This attached document will provide:

Section 1: Purpose

Section 2: Grounds for suspension, cancellation or revocation and an overview, Section 7 – 294d(c)(2), of C.G.S.

Section 3: Conduct that undermines public confidence in law enforcement, written guidance

Section 4: Evaluation of conduct, written guidance

Section 5: Reporting Procedures to include mandatory reporting

Important Note: The Police Officer Standards and Training Council Certification Division will only review request for suspension, cancellation or revocation that are received from the Chief Law Enforcement Officer of the law enforcement unit in accordance with 7 – 294d (c)(2).

Cases referred to the Police Officer Standards and Training Council Certification Division by the public (sworn or civilian), shall be referred to the appropriate state or local Law Enforcement Unit for further review.

All cases referred to the Police Officer Standards and Training Council Certification Division by the Chief Law Enforcement Officer of the law enforcement unit shall be reviewed by the Police Officer Standards and Training Council subcommittee.

KB/kb

Section 1: Purpose

The purpose of this document is to provide guidance in accordance with the provisions of Section 7-294d(g) of the Connecticut General Statutes, which allows the Police Officer Standards and Training Council (hereafter "the Council") to develop and issue written guidance to law enforcement units concerning grounds for suspension, cancellation or revocation of certification. This guidance document addresses the following:

Section 2: Grounds for suspension, cancellation or revocation and an overview, Section 7 – 294d(c)(2), of C.G.S.

Section 3: Conduct that undermines public confidence in law enforcement

Section 4: Evaluation of Conduct

Section 5: Reporting Procedures

Sections 3 and 4 of the document shall serve as guidance for law enforcement units and the POST Council to determine what acts constitute conduct that undermines public confidence in law enforcement. Each section contains a framework in which to examine such conduct.

Section 5 describes from whom the Council shall receive requests for suspension, cancellation or revocation of certification and what acts of misconduct a law enforcement unit shall report to the council.

The prohibited conduct expressed in statute or guidance does not reflect the values or professional standards of the law enforcement community. The decertification process is designed to address those acts that ultimately cause irreparable damage to the trust between police officers and the community they serve and/or render a person unsuitable for police service.

The power to suspend, cancel, or revoke a certificate is a solemn one. The Council decertification process is not a tool to address trifling events, personal grievances, or to bypass traditional labor relations procedures. It is based upon an obligation to hold those who do not live up to the high standards of law enforcement accountable to the public and the law enforcement community.

Section 2: Overview of Conn. Gen. Stat. Section 7-294d(c)(2) and July Special Session, Public Act No. 20-1

A. Suspension

Pursuant to Conn. Gen. Stat. Section 7-294d(c)(2), the Police Officer Standards and Training Council may censure a police officer and suspend a holder's certificate for up to 45 days.

B. Grounds for Suspension, Cancellation, or Revocation

July Special Session, Public Act No. 20-1 provides for additional grounds for suspension, cancellation, or revocation. Newly added grounds are underlined.

The council may, suspend, cancel or revoke any certificate if:

- (A) The certificate was issued by administrative error,
- (B) The certificate was obtained through misrepresentation or fraud,
- (C) The holder falsified any document in order to obtain or renew any certificate,
- (D) The holder has been convicted of a felony,
- (E) The holder has been found not guilty of a felony by reason of mental disease or defect pursuant to section 53a-13,
- (F) The holder has been convicted of a violation of section 21a-279,
- (G) The holder has been refused issuance of a certificate or similar authorization or has had his or her certificate or other authorization cancelled or revoked by another jurisdiction on grounds which would authorize cancellation or revocation under the provisions of this subdivision,
- (H) The holder has been found by a law enforcement unit, pursuant to procedures established by such unit, to have used a firearm in an improper manner which resulted in the death or serious physical injury of another person,

(I) (new) The holder has been found by a law enforcement unit, pursuant to procedures established by such unit and considering guidance developed under subsection (g) of this section, to have engaged in conduct that undermines public confidence in law enforcement, including, discriminatory conduct, falsification of reports or a violation of the Alvin W. Penn Racial Profiling Prohibition Act pursuant to section 54-11 and 54-1m.

(J) The holder has been found by a law enforcement unit, pursuant to procedures established by such unit, to have used physical force on another person in a manner that is excessive or used physical force in a manner found to not be justifiable after an investigation conducted pursuant to section 51-277a.

(K) The holder has been found by a law enforcement unit, pursuant to procedures established by such unit, to have committed any act that would constitute tampering with or fabricating physical evidence in violation of section 53a-155, perjury in violation of section 53a-156 or false statement in violation of section 53a-157b.

Section 3: Guidance Regarding Conduct that Undermines Public Confidence in Law Enforcement

Section 7-294d(c)(2)(I) of the Connecticut General Statutes adds a new condition for suspension, cancellation, or revocation: "*The holder has been found by a law enforcement unit, pursuant to procedures established by such unit and considering guidance developed under subsection (g) of this section, to have engaged in conduct that undermines public confidence...*"

The Council has identified five categories of conduct that may undermine public confidence in law enforcement. These categories are listed below in A through E.

A. Discriminatory Conduct

Discriminatory Conduct includes:

(1) **Intentional Acts of Bigotry or Bias.** An intentional act to intimidate or harasses another person based upon actual or perceived protected class membership, identity, or expression. Such acts shall include electronic, audio, or visual posts containing images, acts and statements or other forms of speech that ridicule, malign, disparage, or otherwise express bias against any race, any religion, or any protected class of individuals.

Note on social media: The state has a compelling interest in its police officers upholding the law fairly and without bias. Public posts that contain slurs or imagery that intentionally ridicule, malign, disparage, or otherwise express bias against any race, any religion, or any protected class of individuals should not and shall not be tolerated by law enforcement. The Council is aware that this conduct may implicate First Amendment concerns. The Council does not wish to police social media debates or heated political discussions. However, the Council does have an interest in ensuring that police officers act in accordance within appropriate professional standards, including adherence to departmental social media policies. The Council shall evaluate whether such conduct will result in revocation, cancellation, or suspension under guidance issued in Section 4 of his document.

(2) An act or acts that constitute Sexual Harassment. “Sexual harassment” shall, for the purposes of this section, be defined as any unwelcome sexual advances or requests for sexual favors or any conduct of a sexual nature when (A) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, (B) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or (C) such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment;

(3) Conduct that constitutes racial profiling (Alvin W. Penn Racial Profiling Prohibition Act. Section 54-11 and 54-1m). For the purposes of this section, “racial profiling” means the detention, interdiction, or other disparate treatment of an individual solely on the basis of the racial or ethnic status of such individual, *(as defined by state statute)*.

B. Abuse of Power

(1) Inappropriate Benefits. An act or pattern of acts that constitute the exploitation or misuse of the position of a police officer by compelling or threatening to compel an individual to provide opportunities or benefits for the officer or others that would not be available but for that position.

(2) Inappropriate Relationships. An act or pattern of acts that constitute an abuse of power through the exploitation or misuse of the position of a police officer to establish or attempt to establish a sexual, romantic, physical, intimate,

or emotional relationship, by compelling or attempting to compel another person to engage in such relationship.

C. Untruthfulness and Lack of Integrity

(1) **Intentional Acts of Dishonesty.** The holder has been found by a law enforcement unit, pursuant to procedures established by such unit, to have intentionally committed any material act that would constitute evidence of untruthfulness during any investigation or official inquiry by a law enforcement unit, including but not limited to, a criminal or administrative investigation. (The statement or document need not be sworn).

(2) **Falsification of Reports.** The holder has been found by a law enforcement unit, pursuant to procedures established by such unit, to have falsified or alter any material information in a law enforcement unit report, whether the document is sworn or not sworn.

(3) **Intentional Disregard for Rules and Regulations of a Law Enforcement Unit.** The holder has committed an act or pattern of acts that indicate an intentional disregard for lawful orders to act in accordance with the rules and regulations of the law enforcement unit, and the holder has not responded to corrective measures of the law enforcement unit, including disciplinary policies.

D. Failure to Intervene

(1) **Failure to Intervene.** The holder has been found by a law enforcement unit, pursuant to procedures established by such unit, while acting in a law enforcement capacity, to have failed to intervene or stop the use of excessive, unreasonable, or illegal force by another police officer, that resulted in serious physical injury or death or the use of, unreasonable, excessive, or illegal force by another police officer that would likely result in serious physical injury or death, or to notify a supervisor and submit a written report of such acts where the holder has personal knowledge of such acts, based upon their own observations and the officer had the ability to prevent such act.

E. Dismissal or Resignation under Section 7-291c of the Connecticut General Statutes.

(1) The holder has been found by a law enforcement unit, to have been terminated, dismissed, resigned, or retired pursuant to the provisions of Section 7-291c of the Connecticut General Statutes.

Section 4: Evaluating Conduct

July Special Session, Public Act No. 20-1 instructs the Council to take into account whether a police officer or law enforcement instructor acted in their official capacity or identified themselves as police officers. "When evaluating any such conduct, the council considers such conduct engaged in while the holder is acting in such holder's law enforcement capacity or representing himself or herself to be a police officer to be more serious than such conduct engaged in by a holder not acting in such holder's law enforcement capacity or representing himself or herself to be a police officer;" Sec. 3 July Sp. Sess., Public Act No. 20-1

Conduct that occurs off-duty or where a holder does not identify themselves as a law enforcement officer may still result in suspension, cancellation, or revocation where the conduct is severe enough to undermine public confidence by adversely and irreparably affecting the officer's ability to exercise the duties of a law enforcement officer.

In determining whether an act or pattern of acts adversely and irreparably affect an officer's ability to exercise the duties of a law enforcement officer, law enforcement units and the Council may consider aggravating/mitigating factors, including but not limited to:

- Does the conduct grossly deviate from the generally accepted standards and behavior of law enforcement?
- Does the misconduct rise to the level of suspension or termination from the officer's law enforcement unit?
- Does the conduct constitute criminal conduct?
- Does the conduct subject an officer to impeachment in a court of law based on prior misconduct?
- Does the officer have a prior disciplinary history?
- Did the conduct result in severe physical injury?
- Did the conduct negatively and irreparably affect working relationships or otherwise interfere with the operation of a law enforcement unit?

On-duty conduct and conduct committed by an individual who holds themselves out to be police officers that meets the categories described in sections A through E shall be considered serious and should be given considerable weight against any possible mitigating factor. The Council may consider such factors in its decision to censure and suspend a police officer certificate as opposed to a revocation or cancellation.

Section 5: Reporting Procedures

A. Reporting Grounds for Suspension, Cancellation, or Revocation; Hearings.

The POSTC Certification Division shall only review requests for revocation or cancellation from local law enforcement units. Cases referred to the POSTC Certification Division by the public shall be referred to the appropriate state or local law enforcement unit for further review. POSTC administrative staff shall recommend to the appropriate Council subcommittee its' recommendation whether there are sufficient grounds to continue with further proceedings.

The Council shall conduct suspension, cancellation, or revocation of police officer certification hearings on matters submitted to the POST Council Certification Division by law enforcement units only. The Council may conduct suspension, cancellation, or revocation of law enforcement instructor or police training school certificate hearings submitted by the POST Council Certification Division.

B. Mandatory Reporting

All law enforcement units shall report any violation where:

1) The holder has been found by a law enforcement unit, pursuant to procedures established by such unit, to have used unreasonable, excessive, or illegal force that causes serious physical injury or the death of another person, or to have used unreasonable, excessive, or illegal force that was likely to cause serious physical injury or death to another person.

2) The holder has been found by a law enforcement unit, pursuant to procedures established by such unit, while acting in a law enforcement capacity, to have failed to intervene or stop the use of unreasonable, excessive, or illegal force by another police officer that caused serious physical injury or death to another person, or unreasonable, excessive, or illegal force that was likely to cause serious physical injury or death to another person, or to notify a supervisor and submit a written report of such acts where the holder has personal knowledge of such acts and the ability to prevent such act.

3) The holder has been found by a law enforcement unit, pursuant to procedures established by such unit, to have intentionally intimidated or harassed another person based upon actual or perceived protected class membership, identity, or expression and in doing so threatens to commit or causes physical injury to another person.

4) The holder has been found by a law enforcement unit, to have been terminated, dismissed, resigned, or retired pursuant to the provisions of Section 7-291c of the Connecticut General Statutes.

C. Documentation required by POST Council.

The POST Council Certification Division shall require the following documentation:

- 1) A cover letter from the Chief Law Enforcement Officer detailing conduct reasonably believed to be grounds for cancellation, revocation, or suspension;
- 2) Investigative Affairs Reports and Findings;
- 3) If available, Labor Board Findings;
- 4) Transcripts of Interviews;
- 5) If alleged conduct is related to a criminal investigation, all case reports, audio, and video, including MVR/Body Cam footage, unless release of such documentation shall be prejudicial to the administration of justice/prosecution.
- 7) If alleged conduct is related to a violation of the Alvin W. Penn Racial Profiling Prohibition Act, all information as required under Section 54-1m(b)(1) of the Connecticut General Statutes
- 8) Any other documentation requested by the POST Council Certification Division.

Failure to supply all required documentation shall result in delays or refusal to bring a request to the POST Council Certification Committee for review.

CM/cm