



OFFICE OF THE CHIEF OF POLICE



176 FIRST AVENUE
EAST GREENWICH, RHODE ISLAND 02818
Telephone: 884-2244 • Fax: 885-1944

COLONEL STEPHEN J. BROWN

CHIEF OF POLICE

September 24, 2015

Personnel Complaint 15-21502

██████████
Conduct Unbecoming an Officer, Discourtesy

(0935 hr)

received

DM

9/24/15

Sir,

On September 21, 2015 an incident involving ██████████ while conducting a sexual assault investigation was brought to my attention by Det. Sgt. Glen Terilli. The synopsis is as follows:

On 09/16/2015 at 1700 hours, Det. Lt. Fague retrieved a message from a ██████████ who is a witness in a sexual assault case that ██████████ is/ was investigating. On 09/17/2015 at 1730 hours, Lt. Fague asked Sgt. Terilli to call ██████████ back. Immediately upon calling, ██████████ sounded anxious because apparently ██████████ attempted to call and text ██████████ after being asked not to be contacted anymore. ██████████ mentioned the following.

On 09/16/2015 ██████████ contacted her several times for follow up questions about the sexual assault and to attempt to retrieve a "snap chat" video that ██████████ took the night of the alleged assault that occurred on 08/27/2015. ██████████ complained that ██████████ was "unprofessional" as ██████████ tried to speak over her as she attempted to answer ██████████ questions and because she gave her opinion about why ██████████ took the video snap chat in the first place. ██████████ felt that she was not getting anywhere with ██████████ and felt "belittled". At that time she told ██████████ that she was not going to speak with ██████████ any further and hung up the phone. ██████████ then text ██████████ on ██████████ department cell phone at 1739 hours on 09/16/2015 and wrote "Please do not contact me for any further questions." ██████████ responded on 09/17/15 with the following two text messages, "All I'm trying to do is get what really happened and there are too many different exaggerated versions I listened to you but you couldn't listen to me You talk about someone not having respect for themselves when you are videotaping people and making fun of them....That's very mature And if you were interested in helping ██████████ case you would've been cooperative not combative and bratty" "I never got any questions answered you were too defensive." SEE ATTACHED.

Conclusion:

This incident is of serious nature and affects the integrity, professionalism and courtesy defined by the East Greenwich Police Department and the officers that are employed by the Town of East Greenwich. Being discourteous to anybody involved in an investigation cannot be tolerated. In this particular scenario a potential witness that could have helped the case toward prosecution. Belittling a person by way of name calling is unprofessional and discourteous. [REDACTED] actions on 09/17/15 when [REDACTED] chose to write and send that disparaging text message to [REDACTED] showed poor judgement and a lack of common sense.

[REDACTED] has violated the following Rules and Regulations of this department.

East Greenwich Police Department Rules and Regulations

Section H Rule 2,

Conduct Unbecoming a Police Officer- any specific type of conduct which reflects discredit upon the member as a police officer, or upon his/her fellow officers, or upon the police department he/she serves.


Section H Rule 6,

Discourtesy- discourtesy, rudeness or insolence to any member of the public. An officer shall be courteous and tactful in the performance of his/her duties and shall control his/her temper, exercising the utmost patience and discretion, even in the face of extreme provocation.

Due to the above incident, I recommend the following discipline.

1. [REDACTED] will keep [REDACTED] direct supervisor(s) informed of who [REDACTED] will be contacting during the course of an investigation and what role that person plays in the investigation until [REDACTED] direct supervisor(s) feel confident enough with [REDACTED] actions.
2. [REDACTED] receives one day suspension for Conduct Unbecoming a Police Officer and one day suspension for Discourtesy. A total of two suspension days for the above action.

Respectfully Submitted,


Captain S.F. Cirella
Deputy Chief of Police #123



OFFICE OF THE CHIEF OF POLICE



176 FIRST AVENUE
EAST GREENWICH, RHODE ISLAND 02818
Telephone: 884-2244 • Fax: 885-1944

COLONEL STEPHEN J. BROWN

CHIEF OF POLICE

07-16-2015

Dear [REDACTED]

Per our meeting on 7-14-2015 we had discussed an incident that occurred on 07-10-2015 at 0300 hours. To reiterate, Lt. Garrett and Sgt. Woodward had spoken to you in the sergeants' office on that date. They claimed that an odor of alcohol was emanating from your breath. They requested that you submit to a preliminary breath test and you subsequently refused. As a result, you were taken home and were told that Captain Cirella would be in touch with you later on 07-10-2015. On 07-13-2015 phone contact was finally achieved and we set up a meeting date for 07-15-2015 at 1300 hours. During this meeting, it was established that you, [REDACTED], do want to retain your employment with the East Greenwich Police Department in the position of full-time dispatcher in the Non-Police Union Local #472. You also volunteered that you have been to a meeting every day since 07-10-2015 although not specified and undocumented it was assumed for alcohol treatment. You also informed us that you have sought help from the Town of East Greenwich Substance Abuse Coordinator Robert Houghtaling. Although these actions are in the positive direction we did ask that you conform to a few more stipulations before coming back to work.

- 1- You must agree to a Preliminary Breath Test, (PBT) when asked by the supervisor/Officer in Charge with just cause. If for whatever reason you refuse to take the (PBT) or you do take the (PBT) and it registers ANY level of alcohol, you will be sent home immediately for that shift.
- 2- You will immediately be placed on suspension without pay status.
- 3- The Town of East Greenwich Police Department will proceed with the termination of employment process.

If the above stipulations for employment are accurate and what was agreed upon during our meeting on 07-15-2015, please sign below.

[REDACTED SIGNATURE]
[REDACTED]
7-17-15

Colonel Stephen J. Brown
Chief Stephen J. Brown

[REDACTED SIGNATURE]
Union Representative
PRESIDENT
LOCAL 472
7-17-15

[REDACTED SIGNATURE]
Deputy Chief S.F. Cirella
7-17-15

TO: [REDACTED]
FROM: Captain Cirella
REGD: Handcuff Policy 03-2.91
DATE: 01-16-15

[REDACTED]

On 01-12-15 at approximately 1130 hours, it was brought to my attention by Lt. Clement that you were possibly in violation of the uniform policy specifically handcuffs. After conducting an investigation of the incident, I did learn that you had the pink handcuffs in your possession on that date and time; however I do not feel that you had them to "intentionally" break policy. I did have the opportunity to speak with you and Sgt. Chirnside. During that conversation we did speak about the policy. I am confident that you will continue to abide by the policy in the future. We also spoke about being ordered to Lt. Clements office but due to the situation you thought he was kidding /joking so you proceeded to your office where the incident continued. If that same situation is to occur in the future where you are ordered to an office by a supervisor, I strongly recommend that you follow up with the instructions from the supervisor and then let the supervisor tell you he/she was joking/ kidding. Therefore, no misunderstanding will have occurred. We also spoke about Lt. Clement wanting a "letter" from you regarding the incident. Again, this is a direct order given usually from a supervisor to a subordinate. Therefore, a timely manner would be enough time to speak with your direct supervisor(s) or a union representative for advice. A letter should then be constructed immediately after. If you feel advice is needed and time does not permit for you to construct a letter before the end of shift then ask for an extension. However, the first order of business the following day on duty should be to produce the letter to the requesting supervisor. If you are going on days off then the letter needs to be constructed prior to leaving. I do not feel any further action needs to be taken with this incident. If you have any questions or concerns, please feel free to contact me.

Captain S.F. Cirella

September 4, 2013

Colonel Thomas E. Coyle III
Chief of Police

Sir,

Here is my Final Report for the Internal Review of the incident of 5/22/13 involving [REDACTED]
and [REDACTED], as documented in East Greenwich Police Report 13-128-AR.

Respectfully submitted,

Captain Stephen J. Brown

Captain Stephen J. Brown 122
Deputy Chief of Police

Incident Date and Time: 5/22/13 @ 1831-1950

Reference: 13-128-AR

Personnel: [REDACTED]

Investigation: Misconduct in the Cell Block area during Booking Procedure of Prisoner

Summary.

On Wednesday 5/22/13 at 2117 hours I received an e-mail from [REDACTED] concerning an incident he was involved in earlier in the evening. According to [REDACTED], he was involved in two separate incidents with an arrestee, [REDACTED] Ref: 13-128-AR, in the cell block area. [REDACTED] stated in the e-mail that [REDACTED] would not let Patrolmen Christopher Callan and Patrick McCoy fingerprint him. [REDACTED] continued that when he informed [REDACTED] that [REDACTED] must let the officers do their job, [REDACTED] told him to go fuck yourselves and he wasn't doing it. [REDACTED] went on that when he informed [REDACTED] that he could be charged for not complying it set off a heated argument between he and [REDACTED], to which both Callan and McCoy were separating [REDACTED] and [REDACTED]. [REDACTED] stated, in the e-mail, that [REDACTED] then threatened him and [REDACTED] pushed him against the wall and told him to comply. [REDACTED] continued that he then left the area and Patrolmen Callan and McCoy were able to conclude the processing.

According to [REDACTED] e-mail, the second incident occurred while the officers were attempting to give [REDACTED] a District Court Summons and release him to the Custody of East Greenwich Fire Personnel, Fire Lt. William Purcell and Firefighter Stephen Babcock. [REDACTED] stated, in the e-mail, as he led the Fire personnel through the sallyport and into the cell block area a second verbal argument transpired between him and [REDACTED] "to the point where he([REDACTED]) made a threat to me and I pushed him against the wall and told him I was not afraid of his threats and was tired of dealing with his attitude".

On Wednesday 5/22/13 Colonel Coyle and I met with [REDACTED] regarding this matter and reviewed the statements he made in his e-mail. I made notes of the meeting. After the meeting I spoke to Sgt Siple concerning this incident. Siple informed me that he was told by Patrolman Callan that Callan and Patrolman McCoy were present in the cell block when the incidents occurred and they felt that possible violations occurred. The Colonel and I then ordered witness statement from Patrolmen Callan and McCoy as well as a request for video in the cell block area during the incident period.

On Thursday 5/23/13 at approximately 0900 hours Colonel Coyle and I viewed the cell block video of the incident as well as reviewed the witness statements of Callan and McCoy. Based on what we viewed and read we packaged everything pertinent to this case that we had and turned it over to The RISP for review. [REDACTED] was summoned to the Chief's office at 1100 hours and suspended with pay, per the RI Police Officer's Bill of Rights, until resolution of his case.

Subsequently, the RISP conducted a full investigation of the incident and turned over their findings to the R.I. Attorney General's Office.

Upon review of the findings by the Attorney General, [REDACTED] was formerly charged with Simple Assault and Disorderly Conduct.

On Tuesday 9/3/13 the case was presented at trial to which Honorable Judge Cinerini found [REDACTED] guilty of 1 count of Simple Assault. The case was filed for 1 year.

Subsequent to the trial and in Lieu of a R.I. Police Officer's Bill of Rights Hearing, [REDACTED] agreed in principle to the following terms of his discipline:

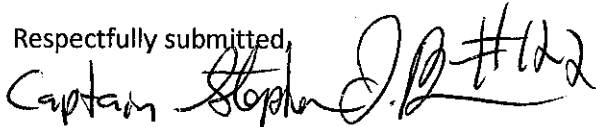
1. That [REDACTED] shall agree to be demoted from the rank of Lieutenant to Patrol Officer. [REDACTED] shall keep his seniority in accordance with the seniority clause of the Collective Bargaining Agreement that in effect from July 1, 2012 through June 30, 2015.
2. That [REDACTED] be evaluated by Robert D. O'Neil, LICSW located at 2845 Post Rd., Warwick, Rhode Island who specializes in Police Behavior and agrees to attend and comply with Mr. O'Neil's treatment and counseling recommendations until such time that Mr. O'Neil certifies to the Town that [REDACTED] is fit to return to duty and no longer needs to attend.
3. That [REDACTED] shall not receive any unpaid suspension days.
4. That [REDACTED] be responsible for acquiring Patrol Officer Uniforms upon returning to Patrol. [REDACTED] may utilize his July 2013 clothing allowance.

It is further understood that this disposition represents all disciplinary charges either brought or contemplated by the Town, as of the date of execution of this agreement.

On Friday 9/20/13 Colonel Coyle and I received documentation from Mr. Bob O'Neil clearing [REDACTED] to come back to work under the conditions set forth. The IBPO contacted [REDACTED] to come in and sign the agreement.

On Friday 9/20/13 at 1220 hours [REDACTED] came to my office and signed the agreement document. I gave him a Patrolman's ID and authorized him full access to the station.

Respectfully submitted,



Captain Stephen J. Brown 122
Deputy Chief of Police

SETTLEMENT AGREEMENT

WHEREAS on or about May 22, 2013 an incident occurred involving [REDACTED] in the East Greenwich Police Station which caused [REDACTED] to be subsequently charged with simple assault. [REDACTED] was ultimately suspended with pay pending the outcome of his criminal trial, and

WHEREAS after [REDACTED] was found guilty at trial of the simple assault, he received a one (1) year filing as his disposition, and

WHEREAS the Town of East Greenwich has informed [REDACTED] that they were preparing internal discipline in accordance with the R.I.G.L. 42-28.6, the Law Enforcement Officers' Bill of Rights, and

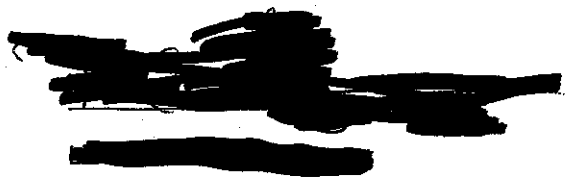
WHEREAS the Town, the Union, and [REDACTED] are desirous of resolving this pending disciplinary matter without resorting to further hearings, the parties agree to the following disposition of all matters referred to above:

1. That [REDACTED] shall agree to be demoted from the rank of Lieutenant to Patrol Officer. [REDACTED] shall keep his seniority in accordance with the seniority clause of the Collective Bargaining Agreement that in effect from July 1, 2012 through June 30, 2015.
2. That [REDACTED] be evaluated by Robert D. O'Neil, LICSW located at 2845 Post Rd., Warwick, Rhode Island who specializes in Police Behavior and agrees to attend and comply with Mr. O'Neil's treatment and counseling recommendations until such time that Mr. O'Neil certifies to the Town that [REDACTED] is fit to return to duty and no longer needs to attend.
3. That [REDACTED] shall not receive any unpaid suspension days.
4. That [REDACTED] be responsible for acquiring Patrol Officer Uniforms upon returning to Patrol. [REDACTED] may utilize his July 2013 clothing allowance.
5. It is further understood that this disposition represents all disciplinary charges either brought or contemplated by the Town, as of the date of execution of this agreement.

Signed on this, the 20th day of September, 2013

[Signature] 123
International Brotherhood
of Police Officers, Local 472

[Signature] #122
Town of East Greenwich
Police Department



November 5, 2012

Colonel Thomas E. Coyle III
Chief of Police
East Greenwich Police Department

Personnel Complaint 10292012

Reporting to work intoxicated

Sir,

On Tuesday 10/30/12 Lt. Cirella forwarded a personnel complaint to me involving [REDACTED]. The nature of the complaint is that [REDACTED] came to work on 10/29 at 2300 hours intoxicated. Lt. Cirella supplied witness statements from Dispatcher Holly Zenga, Sgt. Woodward, [REDACTED], and himself.

Complaint Synopsis:

Lt. Cirella stated that he was approached by Dispatcher Zenga around the time of third shift roll call and advised that she could smell alcohol on the breath of [REDACTED] who had just reported to duty. Lt. Cirella stated that he advised Sgt. Woodward to speak to [REDACTED]. Lt. Cirella stated that Sgt. Woodward told him that he could not smell alcohol on her breath and [REDACTED] admitted to having one (1) glass of wine with dinner at a time [REDACTED] could not recall due to the Storm (Sandy). Lt. Cirella stated that he spoke with [REDACTED] also and did not smell any alcohol. Lt. Cirella stated that [REDACTED] was given the option of taking a PBT or going home sick. Lt. Cirella said [REDACTED] chose to go home sick. Lt. Cirella stated that since the facts of this case could not be substantiated and that for the sake of public safety concerns, as [REDACTED] admitted to drinking one (1) glass of wine, [REDACTED] was brought home.

Conclusion:

I find this complaint to be not sustained. I feel the actions of Lt. Cirella and Sgt. Woodward in sending [REDACTED] home in the interested of public safety were warranted. Lt. Cirella stated that the situation will be monitored and that [REDACTED] is aware of what is expected from [REDACTED] when [REDACTED] reports to duty in the future.

Respectfully,


Captain Stephen J. Brown 122
Deputy Chief of Police

DEPARTMENT OF POLICE

176 First Avenue
East Greenwich, Rhode Island 02818



COLONEL THOMAS E. COYLE III
CHIEF OF POLICE

TELEPHONE: (401) 884-2244 • FAX: (401) 886-8653

September 14 2012

Personnel Complaint

Patrolman [REDACTED]
Call # 12-17675
Date: 9/12/12 1904
Motor Vehicle Stop
Nature of Complaint: Rudeness to MV Operator

On Thursday 9/13/12 at approximately 0930 hours I received a telephone complaint from Nathan Deangelis concerning the actions of [REDACTED] during a motor vehicle stop on 9/12/12 at 1904 hours.

Deangelis stated that he and his friend Jordan Cayouette were out for a drive on the above date and time when they were stopped by [REDACTED] for no apparent reason. Deangelis stated that he was operating the vehicle. Deangelis stated that [REDACTED] approached the vehicle and asked for his paperwork. Deangelis stated that [REDACTED] asked him why he was so nervous. Deangelis stated that he told [REDACTED] that he had Tourettes. Deangelis stated that [REDACTED] replied that he did not believe him. Deangelis then stated that he and Cayouette were asked to get out of the vehicle and then their vehicle was searched. Deangelis stated that [REDACTED] should have known he had Tourettes and had no reason to search the vehicle or pull him over. Deangelis stated that he feels he was mistreated because of his condition.

I asked Deangelis if my speaking to [REDACTED] on this matter would resolve it and he stated yes.

On 9/13/12 at 1500 hours I spoke to Sergeant Robert Siple. Sergeant Siple was the on duty supervisor during this incident and was present at the scene at 1911 hours. Sergeant Siple stated that he was not present during the initial MV stop but responded when [REDACTED] requested another officer at 1910 hours. Sergeant Siple stated that when he arrived [REDACTED] presented the following synopsis of the MV stop: The vehicle operated by Deangelis and occupied by Cayouette

was travelling on Division Road at 42 mph in a 35 mph zone. [REDACTED] pulled behind the vehicle and then the vehicle took a sudden turn into Greenbush Road. [REDACTED] effected a traffic stop on Greenbush. [REDACTED] stated that the operator, Deangelis, was making sudden movements about the driver's compartment consistent with someone trying to hide something. [REDACTED] stated that he approached the vehicle and noticed that the operator, Deangelis, seemed very nervous. [REDACTED] believed the operator may have hidden a weapon or contraband. [REDACTED] asked both occupants to exit the vehicle. [REDACTED] requested a second car respond.

Sergeant Siple stated that when he arrived Cayouette volunteered permission to search the vehicle. Sergeant Siple stated that the vehicle was registered to Cayouette's father. Sergeant Siple stated that Cayouette gave permission to search the vehicle. Sergeant Siple stated that a cursory search of the driver's compartment was negative. Sergeant Siple stated that the operator, Deangelis, was issued a written warning for the speed by [REDACTED].

Sergeant Siple confirmed that the operator, Deangelis, appeared to be very nervous despite his statement of having Tourettes. Sergeant Siple stated that both individuals were treated fairly and while he was on scene there was no mention by either officer of not believing in Deangelis' statement that he had Tourettes. Sergeant Siple stated that considering all the circumstances a search was warranted. Sergeant Siple stated that the entire time he was present [REDACTED] acted with professionalism.

On 9/14/12 at 1030 hours I spoke to [REDACTED]. He stated the following: Stationary traffic post on division in the area of Howland Road. [REDACTED] observed the above vehicle travelling eastbound at 42 mph in a 35 mph zone as measured by radar. Pulled out and activated lights. Vehicle made a sudden left turn onto Greenbush Road. [REDACTED] felt sudden turn was out of the ordinary. Vehicle stopped on Greenbush. [REDACTED] stated operator was making sudden movements about the driver's area. Upon approach to vehicle operator appeared very nervous and shaking. [REDACTED] asked operator where he was going after getting paperwork. Operator stated that he was going down Greenbush back into Coventry. [REDACTED] told operator that Greenbush goes into Warwick not Coventry. Operator stated that they were just out for a ride. Passenger stated that the vehicle was registered to him. [REDACTED] noticed more than several prescription bottles about the vehicle. [REDACTED] asked operator why he was so nervous, operator stated that he had Tourettes. [REDACTED] stated to the operator that he did not believe the operator's story concerning being out for a joy ride. [REDACTED] asked Cayouette why Deangelis was driving his vehicle. Cayouette stated that he was tired. [REDACTED] stated that it seemed odd to have someone else drive your vehicle. [REDACTED] called for another vehicle. Sergeant Siple and Detective Black arrived. [REDACTED] asked both parties if any contraband was in the vehicle. Cayouette stated that the officers could search the vehicle. [REDACTED] searched vehicle and all was clear. [REDACTED] released both parties with a written warning to Deangelis for speed.

Conclusion: It is my determination that considering the facts and circumstances of this case that [REDACTED] had established reasonable suspicion to search the vehicle consistent with state law and department policies and procedures. It is my believe that Mr Deangelis does indeed suffer from Tourettes, however at the time of the MV stop, [REDACTED] had neither the expertise nor any way to verify Mr. Deangelis' statement. Both officers maintained their belief that Mr. Deangelis was acting very nervous despite his condition of Tourettes. Having spoken to [REDACTED], as Mr. Deangelis had requested, this complaint is closed with no further action.

DEPARTMENT OF POLICE

176 First Avenue
East Greenwich, Rhode Island 02818



COLONEL THOMAS E. COYLE III
CHIEF OF POLICE

TELEPHONE: (401) 884-2244 • 886-8639 • FAX: (401) 886-8653

September 4, 2012

Sir,

On Friday 8/31/12 I was informed by Sergeant Robert Siple that CSO [REDACTED] did not report for the summer's end detail as required by the department detail policy. Sergeant Siple, the department detail supervisor, told me that he called CSO [REDACTED] prior to 8/31 and left a message about the detail but got no response. Sergeant Siple stated that CSO [REDACTED] worked a regular detail during the day of 8/31 and returned his radio while Sergeant Siple was preparing to brief the summer's End officers. Sergeant Siple stated that CSO [REDACTED] made no mention of whether he could work the summer's End detail or not. Sergeant Siple stated that CSO [REDACTED] left the building without speaking to Sergeant Siple.

Conclusion: CSO [REDACTED] failed to notify the detail supervisor if he would or would not work the detail as every other CSO did. Recommended discipline is a (1) week suspension from the detail list retroactive to 8/31/12 at 2300 hours. Eligibility will resume on Friday 9/7/12 at 2300 hours.

Respectfully submitted,

Captain Stephen J. Brown #122

Captain Stephen J. Brown 122
Deputy Chief of Police

DEPARTMENT OF POLICE

176 First Avenue
East Greenwich, Rhode Island 02818



COLONEL THOMAS E. COYLE III
CHIEF OF POLICE

TELEPHONE: (401) 884-2244 • 886-8639 • FAX: (401) 886-8653

September 4, 2012

Personnel Complaint

██████████
8/23/12

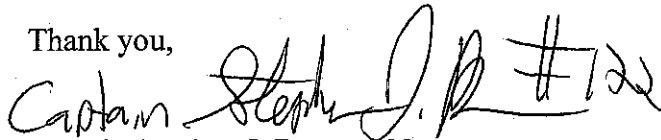
Failure to Report to Duty

Sir,

On 8/26/12 I received a written complaint (see attached copy) from Lt. Stanley Cirella concerning ██████████ not responding to duty on 8/23/12 at 0300 hours and not responding to successive phone calls placed by Dispatcher Ed Pierce at 0315, 0330, and 0400. Lt. Cirella stated that ██████████ responded to duty at 0417. Lt. Cirella stated that ██████████ stated that ██████████ had no good reason for ██████████ actions and that things are difficult at home.

Conclusion: After going over all the documents I concur with Lt. Cirella's recommendation of a letter of discipline in ██████████ personnel file. Although we can all sympathize with what ██████████ is going through it is not too much to ask that ██████████ simply communicate that with ██████████ supervisors and let them determine the best way to handle the issue. Showing up for duty late without previous permission is unacceptable. I recommend a letter of discipline (this document) be put in ██████████ personnel file for period of (6) months. Any future infractions of this nature will be subsequently delt with harsher discipline.

Thank you,



Captain Stephen J. Brown 122
Deputy Chief of Police

July 26, 2012

Personnel Complaint 12-14221

██████████
Insubordination, Conduct Unbecoming an Officer

Sir,

On July 25 2012 an incident involving ██████████ was brought to my attention by Lt. Paul Nahrgang. The synopsis is as follows:

Lt. Nahrgang was giving role call on the morning of July 25, 2012 when it was brought to his attention by Patrolman Lufkin that a recruit at the academy had quit due to having to do pushups while being naked. Lt. Nahrgang was present at the Academy's Day One activities where the incident allegedly took place. Lufkin stated that he was told by ██████████. ██████████ was also present at the Day One activities. The information had been disseminated through this department. Lt. Nahrgang informed the officers present that he was in the locker room when the recruit quit and that at no time was the recruit required to do any type of PT while out of clothes. Lt. Nahrgang confronted ██████████ with this info and ██████████ stated that ██████████ had heard it from someone at the academy. Lt. Nahrgang told ██████████ that it was false info. Lt. Nahrgang then contacted Captain David Riccarelli and Sergeant Scott Raines RISP at the academy with what he was told. This information set into motion a series of events that determined that the info regarding the recruit was false. Chief Anthony Silva then contacted Colonel Coyle and voiced his displeasure with this incident as it questioned the integrity and professionalism of the academy and their staff. Colonel Coyle then had me open an investigation to determine who the officer was that told ██████████.

During the afternoon of July 25, 2012 I had Lt. Nahrgang come to my office and I then interviewed him. I then had ██████████ come up and interviewed ██████████. During the interview with ██████████ stated to me that ██████████ had gotten the information regarding the recruit from another officer who was present at the Day One activities. ██████████ stated that ██████████ believes this officer heard it from another officer and that it was inferred that the recruit was naked. I then ordered Mazur to tell me the officer's name and ██████████ refused to give it to me. I told ██████████ that ██████████ did not have a choice and that ██████████ was compelled to tell me as this was a direct order. ██████████ stated that ██████████ would take the blame. I then had ██████████ and Lt. Nahrgang provide me with written statements concerning this incident.

Conclusion:

This incident is a serious matter as the implications of which could have damaging effects on the integrity of the RIMPA and its staff. Forwarding information that has not been proven to be fact is rarely a good idea and in the police profession this will almost always lead to further issues. When ██████████ chose to advance this information without verifying its authenticity, ██████████ brought discredit upon ██████████ and this department. ██████████ actions also brought into question the integrity and professionalism of the RIMPA and Staff. ██████████ disobeying a direct order concerning the other officer is a

direct reflection of [redacted] inability to grasp the ramifications of [redacted] actions. [redacted] needs to understand that this is not about [redacted] protecting the identity of another officer but about the integrity of this department and the RIMPA and the right of the academy to disallow those individuals from its staff who portray the academy in a poor light. I find that [redacted] actions violate the following department Rules and Regulations. Specifically Section H Rule 2, Conduct Unbecoming, and Section H Rule 4, Insubordination. I recommend the following discipline.

1. That [redacted] supervisor counsel [redacted] on obeying lawfully given orders
2. That [redacted] no longer be involved in Fitness Assessments for this department, other departments, or the RIMPA.
3. That [redacted] receive 2 days (16 hours) Suspension.

Respectfully submitted,

Captain Stephen J. Brown #122

Captain Stephen J. Brown 122
Deputy Chief of Police

July 25, 2012

Personnel Complaint 12-13590

██████████
Insubordination

Sir,

During the morning of 7/18/12 Sergeant Stephen Garrett filed a disciplinary report with me concerning ██████████. Sgt Garrett stated that on 7/18/12 he responded to a call (12-829-OF) along with Patrolmen Lufkin and Rafferty. Sergeant Garrett stated that he supervised the call and assigned it to Ptlm. Lufkin. Sgt. Garrett stated that when he was leaving ██████████ showed up and he allowed ██████████ to stay because it was ██████████ assigned beat. Sgt. Garrett stated that he returned back to the station to his office. Sgt Garrett stated that later that morning ██████████ came into his office and stated to him that ██████████ was responding back to the scene of the above stated call to conduct a follow up. Sgt Garrett stated that he instructed ██████████ not to get involved in the case and that Ptlmn Lufkin was handling it. Sgt. Garrett stated that later that day he was informed by Lt. Fague that ██████████ had contacted DV Advocate Audrey Scott concerning this case. Sgt Garrett stated that he called in ██████████ and asked ██████████ why ██████████ went against his order and got involved in the case. Sgt Garrett stated that ██████████ stated that ██████████ had only been told not to go to the scene. Sgt Garrett stated that he reiterated to ██████████ that he had instructed ██████████ not to get involved in the case. Sgt. Garrett stated that when he asked ██████████ why ██████████ had contacted Audrey Scott ██████████ stated that all three officers on scene had not observed what ██████████ had and that they were not doing their jobs. Sgt Garrett stated that at this point he informed ██████████ that he was putting ██████████ in for disciplinary action.

Conclusion:

I concur with the findings of Sergeant Garrett. ██████████ clearly violated Rules and Regulations Section H Rule 4 Insubordination:
"Failure or deliberate refusal to obey a lawful order issued by a supervising officer."

This is clearly a serious infraction of the Rules and Regulations as it applies to the supervision and control of personnel. ██████████ needs to understand that violations of this nature are serious matters that can lead to the control of the entire department being brought into question. When told to stay out of the case by ██████████ supervising officer and then getting involved by conducting ██████████ own investigation brings to question the integrity of the officers involved in the first and correct investigation. ██████████ should have obeyed the order given by Sergeant Garrett. ██████████ failure to do so is a direct violation of Rule 4. I recommend a 1 day (8hours) suspension.

Respectfully submitted,



Captain Stephen J. Brown 122
Deputy Chief of Police