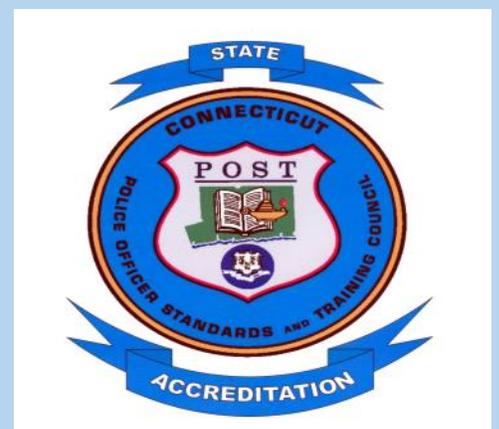




# Norwalk Police Department Annual Report 2020



# **HISTORY OF THE NORWALK POLICE DEPARTMENT**

**The Norwalk Police Department, as it exists today, was organized in October 1913 following an election by which the former cities of Norwalk and South Norwalk were consolidated into the present City of Norwalk. The new Department succeeded the original department and constabulary that had previously existed.**

**William R. Pennigton, who had been chief of the South Norwalk Police Department, was elected by the common Council as the first chief of the consolidated department. Thomas R. Leatherland who had been chief of the former Norwalk Police Department was named to head the Detective Bureau with the rank of Detective Sergeant. Captain's Thomas E. Hunt of Norwalk and Harry J. Gibson of South Norwalk were named Sergeants.**

**From 1913 to 1927 the Department was under control of the Common Council, one member of which was Chairman of the Police Committee. In 1927, the Board of Public Safety was created and took over the management of both Police and Fire Departments.**

**The officers patrolled the city on foot until 1920 when the first piece of motorized apparatus was purchased, a motorcycle first ridden by the late Officer Jarvis S. Murray. The first police cruiser was a Model T Ford purchased in 1925. While police cruisers have evolved and are still in use today, motorcycles were discontinued in 1932. From the original Model T, the department fleet has grown to today's present size of 65 marked vehicles and 60 unmarked vehicles, prisoner transport van, mobile police precinct, emergency services vehicle, four wheel drive vehicles, Dog Warden vehicles, 3 police boats and 9 police mountain bikes. Two-way radios were installed in the police cars in 1941. Prior to that time officers used call boxes to receive calls for service. Today's force consists of 181 sworn officers, 38 civilian personnel and 6 police dogs.**

**Chief Pennington retired in 1933 and was succeeded by Chief Jerry Dorney. In 1936, the department management was again changed when the Board of Police Commissioners was created and appointed to manage the department. The three members Police Commission comprised of the Mayor and 2 mayoral appointee's is responsible for the overall management of the department, and conducts its regular business meetings on the third Monday of each month.**

**Since the department's inception in 1913, 4 members have been killed in the line of duty. The are; Sergeant Frank Stratton killed 10/13/30; Sergeant Nicolas Fera killed 7/29/71; Patrolman Sherrold Gorton killed 6/20/62 and Patrolman Marco Carias killed 3/20/82**

# HOW TO REACH THE POLICE DEPARTMENT

## **EMERGENCY**

**911**

## **ROUTINE CALLS**

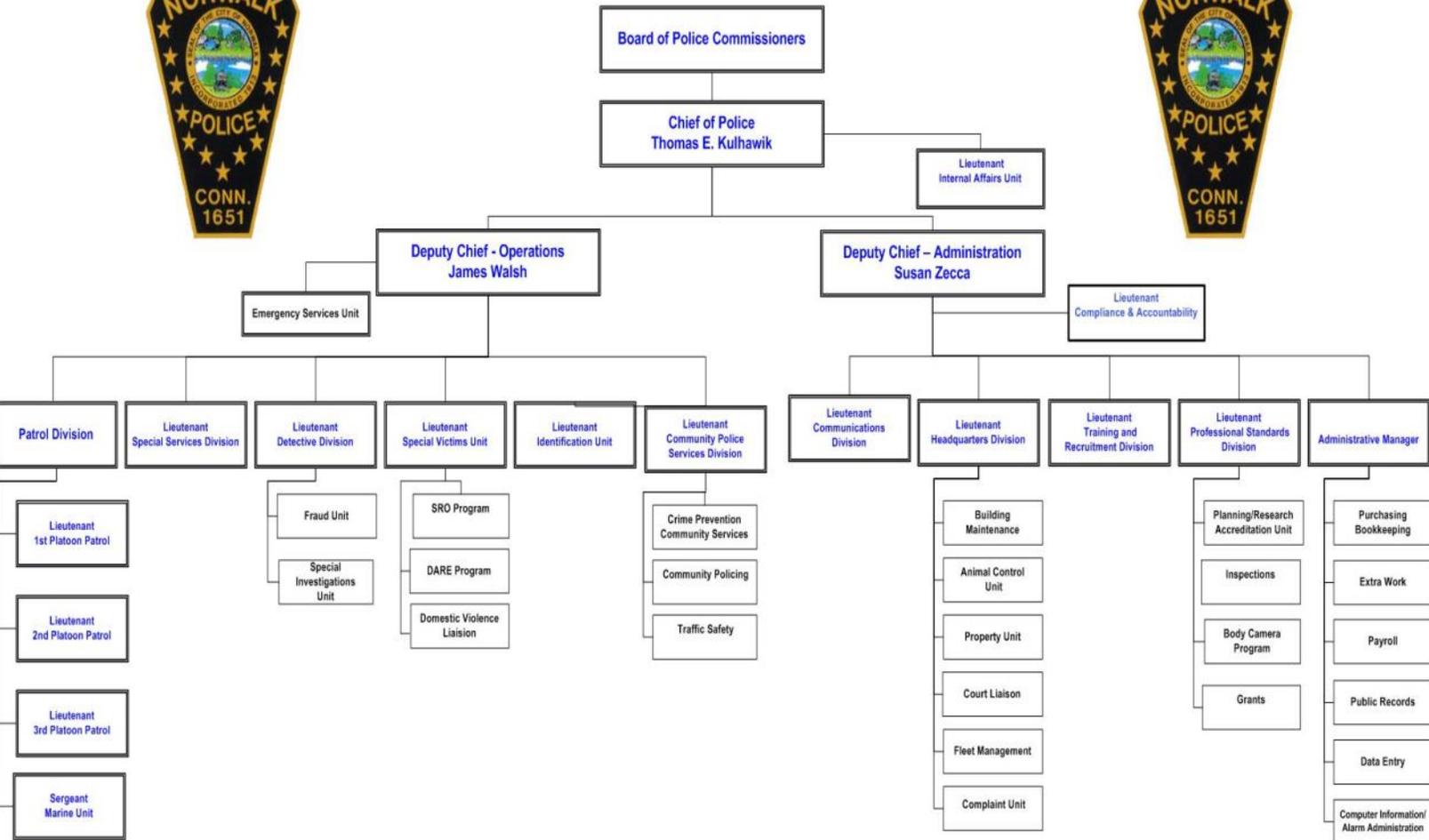
**203-854-3000**

Administrative Services	203-854-3020
Chief of Police	203-854-3001
Community Police Services	203-854-3005
Community Services/Crime Prevention	203-854-3074
Communications/Dispatch Supervisor	203-854-3098
Deputy Chief of Police Administration	203-854-3053
Deputy Chief of Police Operations	203-854-3002
Desk Officer	203-854-3051
Detective Bureau	203-854-3011
Detective Bureau Supervisor	203-854-3027
Internal Affairs/Professional Standards	203-854-3007
ID Lieutenant	203-854-3164
Headquarters Lieutenant	203-854-3052
Patrol Lieutenants	203-854-3057
Patrol Supervisor (1 <sup>st</sup> Plt)	203-854-3058
Patrol Supervisor (2 <sup>nd</sup> Plt)	203-854-3059
Patrol Supervisor(3 <sup>rd</sup> Plt)	203-854-3060
Planning/Research & Accreditation	203-854-3015
Property	203-854-3063
Records	203-854-3009
Recruitment/Training	203-854-3003
Special Services	203-854-3012
Special Victims Unit	203-854-3008

Norwalk Department of Police Services  
One Monroe Street  
Norwalk, CT 06854

# Norwalk Department of Police Service

## Table of Organization



# **City of Norwalk**

## **Board of Police Commissioners**

**Honorable Harry W. Rilling**

Mayor

**Fran Collier Clemmons**

Commissioner

**Kelly Staniti**

Commissioner

## **Norwalk Police Department**

### **Command Staff**

**Chief Thomas Kulhawik**

Chief of Police

Appointed Chief in 2008

**Deputy Chief Susan Zecca**

Deputy Chief of Police

Appointed in 2013

**Deputy Chief James Walsh**

Deputy Chief of Police

Appointed 2018

# Sworn Personnel Seniority List

<u>RANK</u>	<u>NAME</u>	<u>APPOINTED</u>	<u>RANK APPOINTED</u>
Chief	Kulhawik, Thomas	07-29-83	07-12-12
Deputy Chief	Zecca, Susan	07-07-88	03-22-13
Deputy Chief	Walsh, James	07-07-88	06-28-18
Lieutenant	Resnick, Paul	10-10-83	11-22-01
Lieutenant	Lowe, William	10-27-88	02-21-07
Lieutenant	Cunningham, Brian	10-15-92	10-02-08
Lieutenant	Mattera, Thomas	09-25-80	10-02-08
Lieutenant	John, Praveen	09-23-91	07-23-09
Lieutenant	Weisgerber, Arthur	09-19-88	08-02-12
Lieutenant	Lepore, Marc	05-09-96	09-06-12
Lieutenant	O'Connor, David	07-10-86	03-22-13
Lieutenant	Lepore, Melissa	10-01-98	10-31-13
Lieutenant	Roncinske, Thomas	04-10-89	02-27-15
Lieutenant	Blake, Terrence	10-01-98	07-16-15
Lieutenant	Hume, Bruce	03-05-81	02-01-17
Lieutenant	Zwickler, Jared	02-05-10	12-20-18
Lieutenant	Dinho, Joseph	10-18-07	11-24-20
Sergeant	Lapak, Peter	03-02-78	08-16-99
Sergeant	Moquin, Joseph	11-18-93	03-27-03
Sergeant	Young, Lee	10-15-92	04-21-08
Sergeant	Kalmanides, Stefanos	04-29-99	08-20-08
Sergeant	Sedlock, Drew	11-27-00	10-02-08
Sergeant	Proudfoot, Jeffrey	01-09-97	08-06-09
Sergeant	Fern, Thomas	03-08-90	01-27-11
Sergeant	Calise, Salvatore	08-01-96	06-23-11
Sergeant	Gulino, Sofia	07-15-04	04-19-12
Sergeant	Scanlan, Jason	11-27-00	09-06-12
Sergeant	Fonseca, Rafael	11-27-00	04-01-13
Sergeant	Tolnay, Alex	04-29-99	10-31-13
Sergeant	Scully, Gregg	04-29-99	10-31-13

# Sworn Personnel Seniority List

<u>RANK</u>	<u>NAME</u>	<u>APPOINTED</u>	<u>RANK APPOINTED</u>
Sergeant	Markert, Kevin	09-30-04	01-27-14
Sergeant	Sherry, Shannon	09-30-04	04-24-14
Sergeant	Orr, David	07-19-01	04-24-14
Sergeant	Kruger, Garrett	09-22-05	02-27-15
Sergeant	White, Peter	11-18-93	02-27-15
Sergeant	Paulino, Nathaniel	02-16-06	01-28-16
Sergeant	Mosher, James	07-15-04	01-28-16
Sergeant	Evarts, Ryan	05-18-06	10-01-16
Sergeant	DeLallo, Richard	10-04-07	02-01-17
Sergeant	Bisceglie, Justin	04-03-08	03-02-17
Sergeant	Podgorski, Tomasz	06-28-12	12-20-18
Sergeant	Zwillich, Robert	09-17-17	05-16-19
Sergeant	Cisero, Dominick	09-30-04	11-24-20
Detective	Maloney, William	07-21-83	01-26-89
Detective	Thompson, James	07-07-88	09-21-06
Detective	Marquis, Timothy	11-27-00	10-02-08
Detective	Lapak, Kristina	02-25-99	06-23-11
Detective	Hudyma, David	07-15-04	12-22-11
Detective	Serio, Daniel	04-17-08	09-06-12
Detective	Taranto, John	07-15-04	10-31-13
Detective	Imparato, Christopher	02-05-09	04-24-14
Detective	Fitzmaurice, Daniel	09-30-04	04-24-14
Detective	Downer, Courtney	02-25-99	10-23-14
Detective	Kougioumtzidis, Nikolaos	02-16-06	07-16-15
Detective	Sura, John	11-10-11	10-01-16
Detective	Collins, Brendan	08-09-07	03-02-17
Detective	English, Patrick	01-17-08	03-02-17
Detective	Pugliese, Michael	09-20-12	02-28-19
Detective	Taylor, Lindsey	12-28-15	12-19-19
Detective	Ribisl, Richard	03-30-12	11-24-20

# Sworn Personnel by Seniority

<u>OFFICER</u>	<u>APPOINTED</u>	<u>OFFICER</u>	<u>APPOINTED</u>
1. Zavodjancik, William	07-23-81	32. Lovallo, Bruce	01-17-08
2. Silva, Michael	08-21-87	33. Rodriguez, Julio	04-03-08
3. Williams, Carl	04-21-88	34. Monteleone, Domenic	04-03-08
4. Tiani, Larry	09-19-88	35. Castaldi, Robert	04-17-08
5. Cote, Michael	11-02-89	36. McSalley, Michelle	12-05-08
6. Ouellette, Russell	09-23-91	37. Sefcik, Daniel	02-05-09
7. Daley, George	10-15-92	38. Montanez, Richard	02-05-09
8. Vetare, David	10-15-92	39. Van Rensburg, Francois	02-05-09
9. Kovlakas, Anastasios	10-15-92	40. Lipeika, Kyle	02-05-09
10. Delgado, Hector	11-18-93	41. Matsen, William	02-05-09
11. Billingslea, Monica	11-18-93	42. Smith, Terrance	02-05-09
12. Suda, Mark	11-18-93	43. Proto, Louis	02-05-09
13. Jaeger, Stephen	04-04-96	44. Salley, Jeremy	02-05-09
14. Deak, Bryan	01-09-97	45. Mulkern, Adam	09-04-09
15. Haggerty, John	01-09-97	46. Sgritta, Christopher	10-13-09
16. Holms, Christopher	01-09-97	47. Zavitz, Jon	10-13-09
17. Sixto, Jean-Maxime	01-09-97	48. Nash, Jermaine	02-05-10
18. Nieves, David	02-25-99	49. Anderson, Scott	03-25-10
19. Giannattasio, Louie	02-25-99	50. Velazquez, Ramon	10-14-10
20. DePanfilis, Anthony	02-25-99	51. Luciano, Steven	10-14-10
21. Vento, Corey	11-27-00	52. Taborda, Felipe	10-14-10
22. Boyd, Tyrone	11-27-00	53. Dascola, Nicholas	10-19-10
23. Goñez, Vidal	09-30-04	54. Mogollon, Javier	02-07-11
24. Peterson, David	07-28-05	55. Robertson, Neil	02-07-11
25. Mancini, Andrew	12-22-05	56. Serrano, Luis	02-07-11
26. Sellas, Michael	07-06-06	57. Shoenthal, Kevin	04-07-11
27. Wright, James	03-08-07	58. DeMott, Gabriel	04-07-11
28. Paulemon, Shoubert	06-14-07	59. Mancini, Michael	07-07-11
29. Wasilewski, Christopher	08-09-07	60. Barrett, Brian	07-07-11
30. Bell, John	08-09-07	61. Holmes, Richard	09-30-11
31. Kalamaras, Thomas	10-04-07	62. Lee, Owen	11-10-11

# Sworn Personnel by Seniority

<u>OFFICER</u>	<u>APPOINTED</u>	<u>OFFICER</u>	<u>APPOINTED</u>
63. Abruzzini, Cornell	01-17-12	94. Claver-Obinna, Kennedy	10-19-15
64. Busch, David	01-17-12	95. Gonzalez, Edgar	12-28-15
65. DiMeglio, Michael	01-17-12	96. Laudano, Sara	12-28-15
66. Versace, Kevin	03-30-12	97. Barron, James	03-24-16
67. Geismar, David	04-09-12	98. Hamm, Brian	05-05-16
68. Wargo, Paul	04-09-12	99. Martinez, Ariel	05-05-16
69. Frattaroli, Joseph	10-01-12	100. Acosta, Jaime	05-05-16
70. Tejada, Ramon	10-01-12	101. Seitz, Richard	06-27-16
71. Green, Andrew	10-25-12	102. Kassimis, Christopher	09-26-16
72. Bryce, Akeem	12-20-12	103. Yang, James	09-26-16
73. del Pino, Anthony	12-20-12	104. Yenkelum, Cortney	03-30-17
74. Martino, Joseph	01-31-12	105. Avila, Joshua	03-30-17
75. Cowf, Stephen	02-28-13	106. Howard, Stephanie	06-29-17
76. Figueroa, Nelson	04-03-13	107. DeVito, Ralph	06-29-17
77. Nyquist, Georgia	05-02-13	108. Ortiz, Tiffany	10-19-17
78. Nyquist, Matthew	07-25-13	109. Curran, Kristen	02-21-19
79. Singh, Taranjit	07-25-13	110. Crawford, Brent	12-06-19
80. Garbera, Theodore	08-29-13	111. Sauer, Matthew	12-06-19
81. Petrafesa, John	01-23-14	112. Amparo, Rawlin	04-23-20
82. Gay, Elizabeth	01-23-14	113. Equi, Taylor	06-08-20
83. Prada, Kimberly	01-23-14	114. Mitchell, Matthew	06-08-20
84. Vazquez, Daniel	01-23-14		
85. Haddy, Kelly	06-26-14		
86. Roncinske, Andrew	06-30-14		
87. Macaluso, Joseph	10-14-14		
88. Arvanitakis, Konstantine	03-26-15		
89. Colletto, Jake	03-26-15		
90. Silva, Jose	03-26-15		
91. Lusniak, Jason	09-03-15		
92. Torres, Keith	09-25-15		
93. Aldarondo, Raul	10-19-15		

# 2020 Sworn Personnel Changes

## New Officers

Officer Rawlin Amparo	04-23-2020
Officer Taylor Equi	06-08-2020
Officer Matthew Mitchell	06-08-2020

## Promotions

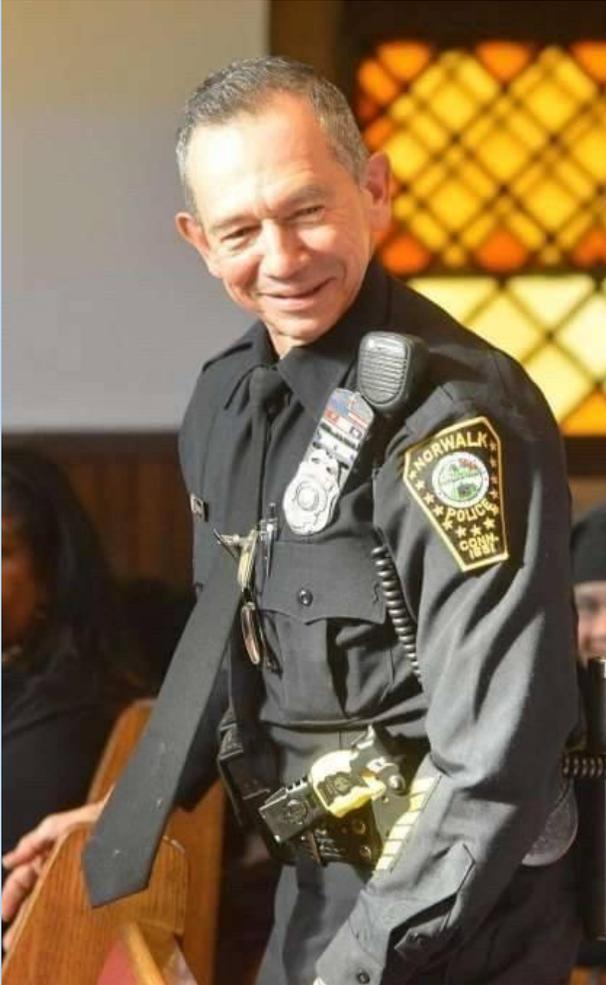
Sergeant Joseph Dinho to Lieutenant	11-24-2020
Detective Domenic Cisero to Sergeant	11-24-2020
Officer Richard Ribisl to Detective	11-24-2020

## Retirements

Officer Kenny Fludd Norwalk Police Department 3/10/1988-3/10/2020	03-10-2020
Officer Melissa Lee Norwalk Police Department 4/10/1989-4/1/2020	04-01-2020
Officer Timothy Blasko Norwalk Police Department 10/31/2009-11/01/2020	11-01-2020
Officer Christina Capela Norwalk Police Department 10/13/2009-10/13/2020	10-13-2020
Officer Kelly Hollister Norwalk Police Department 06/28/2012-10/20/2020	10-20-2020

# In Memoriam

## Deaths—Active Duty



**Officer Cesar Ramirez**  
01-21-2020  
Norwalk Police Department  
10/8/1987-1/21/2020

## Deaths—Retired

Retired Detective Charles Mansfield Norwalk Police Department 12/26/1952-1/1/1976	01-26-2020
Retired Lieutenant Frank Pinto Norwalk Police Department 12/1/1969-8/22/1987	02-6-2020
Retired Officer Frank Tyszka Norwalk Police Department 1/4/1974-4/20/1987	05-01-2020
Retired Detective George Ziegler Norwalk Police Department 2/6/1978 retirement	05-06-2020
Retired Sergeant Jay Brundage Norwalk Police Department 11/1/1961-8/23/1980	06-03-2020
Retired Lieutenant Ronald Chase Norwalk Police Department 11/4/1971-11/4/2001	09-26-2020

# 2020 Civilian Personnel Changes

## New Hires

Andrew Hines - Dispatch 8-20-2020

## Transfer

Alexi Pennoyer - Dispatch to Kennel Manager 12-28-20

## Retirements

Nancy Acevedo 10-9-2020  
Norwalk Police Department 4/1/1997-10/9/2020

Evelyn Afable 10-9-2020  
Norwalk Police Department 5/14/1984-10/9/2020

Rick Duddie 10-9-2020  
Norwalk Police Department 3/30/1988-10/9/2020

William Flynn 10-9-2020  
Norwalk Police Department 9/30/1982-10/09/2020

Eva Gutierrez 10-9-2020  
Norwalk Police Department 8/9/1982-10/9/2020

Iliana Navarro 10-9-2020  
Norwalk Police Department 8/15/2005-10/9/2020

Jim Wrinn 10-9-2020  
Norwalk Police Department 5/5/2000-10/9/2020

# 2020 Officers of the Month

## January

NO OFFICER OF THE MONTH

## February

### **Officer David Busch & Officer George Daley**

On February 8, 2020, Officers responded to the Fairfield Avenue/Interstate 95 overpass of a suicidal male threatening to jump onto the highway in a suicide attempt. Units responded to the scene and located an individual threatening to jump. Officers George Daley and David Busch quickly coordinated over the radio to have the State Police to stop traffic below him, and began a dialogue with the individual to persuade him not to jump and climb back over the fence. Officers Busch and Daley engaged the individual and after several minutes they were able to deescalate the situation and the suicidal person walked to both officers. Upon his surrender, he was transported to Norwalk Hospital for a psychiatric evaluation. Officers David Busch and George Daley both displayed calm professionalism in dealing with a volatile situation that led to saving a person's life.

## March

NO OFFICER OF THE MONTH

## April

### **Detective Daniel Fitzmaurice & Detective John Taranto**

On April 2nd, 2020, a 70 year old individual was reported missing. He was last seen when he was discharged from the Norwalk Hospital. Detective Fitzmaurice and Detective John Taranto was assigned to the follow up investigation. They painstakingly reviewed video evidence obtained from transit busses, conducted interviews, and researched his last known location. Detective Taranto and Detective Taranto did an outstanding job in developing leads and working with other law enforcement agencies and the transit district to successfully locate the endangered individual.

## May

### **Sergeant Peter Lapak & Officer Mike Silva**

On May 6th, 2020, Sergeant Peter Lapak and Officer Mike Silva responded to a report of a sinking vessel. It was reported that the vessel was taking on water at a rapid rate. The USGG and Norwalk Fire Department was on scene was unable to reach to the vessel due to the shallowness of the reef. Sergeant Lapak and Officer Silva used their skills and expertise to craft a method using their stern anchor to lift their engines out to float their boat to the sinking vessel to assist the two individuals to safety on the police boat. They maneuvered away and lowered their engines to transport the parties to stay warm. They exhibited bravery in contending with 20MPH winds and four-five foot swells which endangered everyone involved. Sergeant Lapak and Officer Silva help to save two individual lives.

# 2020 Officers of the Month

## May (Continued)

### **Officer Brent Crawford**

On May 27th, 2020, Officer Crawford observed a van with Florida plates occupied by three individuals in the Walmart parking lot on Connecticut Avenue. As Officer Crawford passed by he smelled burnt marijuana and heard one occupant make a comment that aroused his suspicions. As a result of his investigation and interviews, Officer Crawford seized a loaded handgun from the rear passenger seat, an unloaded rifle, three machetes, other sharp weapons and 131.5 grams of marijuana. Officer Crawford's great investigatory skills resulted in the removal of a number of weapons, contraband and the arrest of two individuals whose motives for possessing all the weapons was not known.

## June

NO OFFICER OF THE MONTH

## July

### **Sergeant Garrett Kruger & Officer Gabe DeMott**

On July 9, 2020, Sergeant Garrett Kruger and Officer DeMott were dispatched to a suspicious person walking around and yelling at the end of Second Street near the east side of Norwalk Harbor. Prior to their arrival, a caller reported that the individual had entered the water and submerged out of sight. Sergeant Kruger and Office DeMott entered the water in attempt to locate the individual. While in chest high water Kruger located the victim and both officers were able to pull the victim to dry land. They discovered that the subject had no pulse and was not breathing. Officers began life saving measures by administering CPR. The subject was transported to Norwalk Hospital where he was treated for three days, but unfortunately died as a result of the drowning. Despite the tragic death of this subject Officer DeMott and Sergeant Kruger did not hesitate to place themselves in a precarious situation to save a life of a subject whom was suffering from psychiatric issues and drug dependency.

## August

### **Officer Jean Max Sixto, Officer Theodore Garbera, Officer Raul Aldarondo, Officer Andrew Roncinske, Officer Anthony del Pino, & Officer James Barron**

On August 25th, 2020, police were dispatched to the Hilton Garden Inn on Main Avenue on a report of two persons stabbed. Officers Garbera and Aldarondo provided immediate life-saving aid to the victims while gathering information on the suspect who fled the scene. Based on limited information, Officer Sixto was able to immediately identify the suspect involved based on his extensive professional knowledge of the City of Norwalk. Officers Roncinske, del Pino and Barron conducted a search of South Norwalk area and were able to located and arrest the suspect several hours after the incident.

# 2020 Officers of the Month

## September

### **Officer Brian Barrett**

On September 25th, 2020, Officer Brian Barrett was working an Extra Duty assignment when he noticed activity within a vehicle in the intersection of Strawberry Hill Avenue and Beacon Street. As he approached to check the vehicle further, he heard the operator screaming and immediately and without hesitation ran up to assist. He observed that the male was assaulting the female and pulled the male, who was actively resisting from the vehicle. Officer Barrett was able to take the suspect into custody with the help of two bystanders. The suspect was under the influence of a narcotic and was attempting to sexual assault the female with three juveniles inside the vehicle. Officer Barrett went above and beyond the call of duty to prevent injury to the victim or juveniles within the vehicle. He took a dangerous individual into custody.

## October

### **Detective William Maloney**

In October, Detective Maloney investigated a fraud complaint in which over \$30,000 was stolen as a result of an online cyber-crime to the victim's personal bank account. Due to Detective Maloney's perseverance in working quickly to freeze accounts and secure her savings over state lines, he was able to recover \$31,390 of the stolen money. Detective Maloney was nominated because he went above and beyond the call of duty, his outstanding police work in his investigation into the fraud complaint and his diligence to recover so much of the money that was stolen.

## November

NO OFFICER OF THE MONTH

## December

### **Officer Konstantine Arvanatakis**

On December 22, 2020, Officer Arvanitakis observed a vehicle in a driveway and noticed what appeared to be a suspicious behavior surrounding the vehicle. As a result, he conducted a motor vehicle stop because the driver was on their cell phone and a front plate was missing. He located 40 grams of cocaine with packaging as well as over 8.5 grams of heroin which also tested positive for fentanyl with the assistance of Officer Peterson and PSD Nova. Officer Arvanitakis was honored because of his outstanding observations and investigative skills he removed a large quantity of dangerous narcotics from the streets of Norwalk.

# 2020 Officers of the Month

## December (Continued)

### **Officer Hector Delgado & Officer Jean Maxime Sixto**

Each year the Norwalk Police Department hosts a holiday party at Columbus Magnet School. Due to COVID restrictions, that event could not be held. Officer Delgado and Officer Sixto both spearheaded Stuff-A-Cruisers to collect toys and personally distributed them to needy youth in the community. In addition, a resident provided \$100 gift cards to be provided to needy families. Despite the short time frame, they were able to successfully purchase the gift cards and provide them to 150 Norwalk families. Officer Delgado and Officer Sixto went above and beyond the call of duty with their dedication to help the Norwalk community. They assisted hundreds of families during the holiday season during a difficult time.

# **2020 Statistical Summary of Internal Investigations & Complaints**

CALEA Standard 26.2.5 requires the following:

Annual Statistical Summaries; Public Availability

The agency compiles annual statistical summaries of complaints and internal affairs investigations, which are made available to the public and agency employees.

Commentary

Annual statistical summaries pertaining to complaints and internal affairs investigations are considered open source documents and may be made available to the public or agency employees through several methods. Dissemination options of statistical summaries may be paper information sheets, electronic publication on the agency website, or as a response to an email or hardcopy request.

The Norwalk Police Directives mandate that all complaints, even those made anonymously, are accepted and investigated. All complaints received by the agency are forwarded to the chief for review. A determination is then made as to whether a formal Internal Investigation should be conducted, (This is reserved for the most serious or most complex complaints), or whether the complaint should be forwarded to the Deputy Chief or to the specific division or unit commander. Many complaints are reviewed and investigated at the Chief and/or Deputy Chief level through the use of body camera video. Since all officers are now equipped with body cameras, it has been more and more common for complaints to be immediately reviewed and resolved. As a result of this significant change, changes have been made to the department Directives to reflect this fact.

Pursuant to the requirements of Standard 26.2.5, a review of all Internal Affairs Investigations as well as Civilian Complaints received for the calendar year 2020 was conducted and noted that only one Internal Affairs Investigation was ordered and conducted. In this instance, there were a significant number of officers that needed to be interviewed as well as video surveillance reviewed. A total of 34 Civilian Complaints were received for calendar year 2020. Twenty (20) of the thirty-four (34) complaints were found to be unsubstantiated. Of the remaining fourteen (14) complaints, four (4) were inquiries as to department policy and found to be compliant and clarification made to complainant; one (1) complaint was by the same person that was previously investigated and found to be unsubstantiated; one (1) was an off duty issue related to the officers off duty conduct and found not in violation of any departmental policy; two (2) are pending and (6) were found to be substantiated.

## **TYPE OF COMPLAINT**

Of the total of complaints, eleven (11) related to officers demeanor, fourteen (14) related to an allegation of an improper investigation, two (2) related to an allegation of a false arrest, one (1) related to an allegation of excessive force.

## Chart of Complaints in Chronological Order:

TYPE OF COMPLAINT	WHO INVESTIGATED	DISPOSITION
Improper Investigation	DC Walsh & Chief	Unsubstantiated—Body Camera
Demeanor	Chief	Unsubstantiated
Challenged Infraction Issued	Chief	Unsubstantiated—Body Camera
No Police Response	Chief	Substantiated—Counseled Officer
Demeanor	Chief	Unsubstantiated—Body Camera
Demeanor	Chief	Unsubstantiated
Lack of Enforcement	Chief	Unsubstantiated (Discretion) - Executive Order Interpretation
Demeanor	Chief	Substantiated- Retraining Body Camera
Improper Investigation	Chief	Inquiry
Use of Force	Chief	Unsubstantiated—Body Camera
Social Media Post	Chief	Off Duty Issue
Driving	Chief	Unsubstantiated
Improper Investigation	Shift Commander	Inquiry
Demeanor	Shift Commander	Inquiry
Demeanor	Chief	Substantiated—Body Camera- Officer Counseled
False Arrest	Chief	Unsubstantiated—Body Camera
Investigation of Accident	Chief	Inquiry
Demeanor	DC Walsh & Chief	Unsubstantiated—Body Camera
False Arrest	Chief	Unsubstantiated— Body Camera
Demeanor	IA	Substantiated-Officer Suspended
Improper Investigation	DC Walsh	Substantiated—Retraining
Demeanor	Chief	Substantiated—Officer Counseled
Improper Investigation	Shift Commander	Unsubstantiated
Improper Investigation	Shift Commander	Unsubstantiated
Challenge Issuance of Infraction	DC Walsh	Unsubstantiated—Body Camera
Dereliction of Duty	Criminal & IA	Pending
Improper Investigation	Chief	Unsubstantiated
Improper Investigation	DC & Chief	Unsubstantiated-Civil Matter
Failure to Take Complaint	DC & Chief	Unsubstantiated—Old Complaint
Demeanor	Chief	Substantiated—Counseled Officer
Improper Traffic Stop	IA	Pending
Demeanor	Shift Commander	Unsubstantiated
Improper Investigation	DC Walsh & Chief	Unsubstantiated- Body Camera
Abuse of Power	Chief	Unsubstantiated

In addition to the review of the type of complaint, a review was also conducted regarding the officer(s) named to determine any patterns or trends. Twenty-eight (28) different individual officers were named. Two (2) officers were named in three (3) complaints each. One of the officer's complaints all related to minor demeanor issues which were appropriately addressed and the second officer's complaints related to several different areas including a serious departmental allegation of dereliction of duty which is currently pending.

The only specific patterns or trends noted related to the fact that the overwhelming majority of the complaints were minor in nature and most were resolved using body camera video.

Comparing complaints received in previous years, the number of complaints increased slightly from 2019. The number of Excessive Force complaints has declined from five (5) in 2016 to three (3) in 2019 to one (1) in 2020. However as previously noted, none were found to be substantiated.

YEAR	Total Number	Use of Force	% of Use of Force
2016	21	5	24%
2017	29	3	10%
2018	36	3	8%
2019	27	3	11%
2020	34	1	3%

In earlier years, the majority of complaints were formal in nature and made in person by complainants on the appropriate Civilian Complaint Form. However, with the increased use of the internet and email, the vast majority of complaints are now made more informally through the website or through emails directly to the Chief's Office.

Despite the media focus nationally and locally within the state on police misconduct in 2020, the number of complaints made remained relatively stable. It should also be noted that despite the focus on police use of force here in Connecticut as well as throughout the nation, only one (1) complaint alleging excessive force was recorded in 2020 and body camera video determined the complaint to be unsubstantiated.

### Conclusion

A review was conducted of the complaint procedure and departmental directives and it was determined that we are in compliance with CALEA standards as well as Connecticut Statute in regards in regards to the complaint procedures mandated CALEA Standard and state law. Aside from the changes noted previously in this review, no further changes are suggested in our policies or procedures unless state law or accreditation standards are revised.

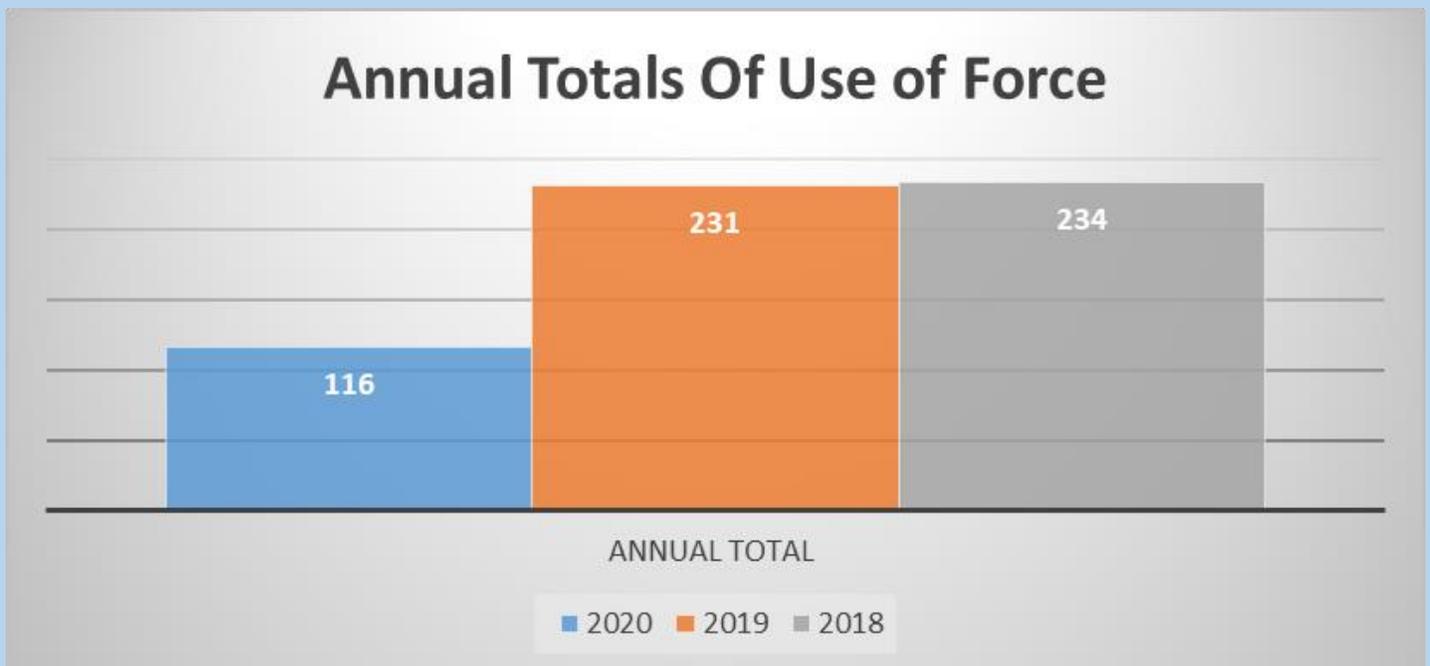
Finally, the ease of use of body camera review of incidents, has allowed for the almost immediate resolution of most complaints, and has allowed for complainants as well as other interested individuals and organizations the ability to review the video to assure them that our policies are being adhered to and our officer's actions were proper.

# 2020 Use of Force Analysis

This Analysis is conducted in compliance with Norwalk Police Directive 11.1.13. Each officer that uses force completes form **NPD072, Response to Resistance and Aggression Report** in addition to documenting the details in a police report. The form and police reports are reviewed by the officer's supervisor and shift commander. The shift commander forwards the form with his/her recommendation to the Deputy Chief of Operations. The forms, reports and body camera footage are reviewed and evaluated by the Deputy Chief. The reports and forms with the Deputy Chief's recommendations are forwarded to the Chief of Police. Once reviewed by the Chief, all Response to Resistance and Aggression forms are filed with the Professional Standards Division. Those forms are used to track each incident by the Deputy Chief on a spreadsheet which is used as basis for this analysis of the Norwalk Police Department's activities, policies and practices.

## Incident Analysis- Annual Totals

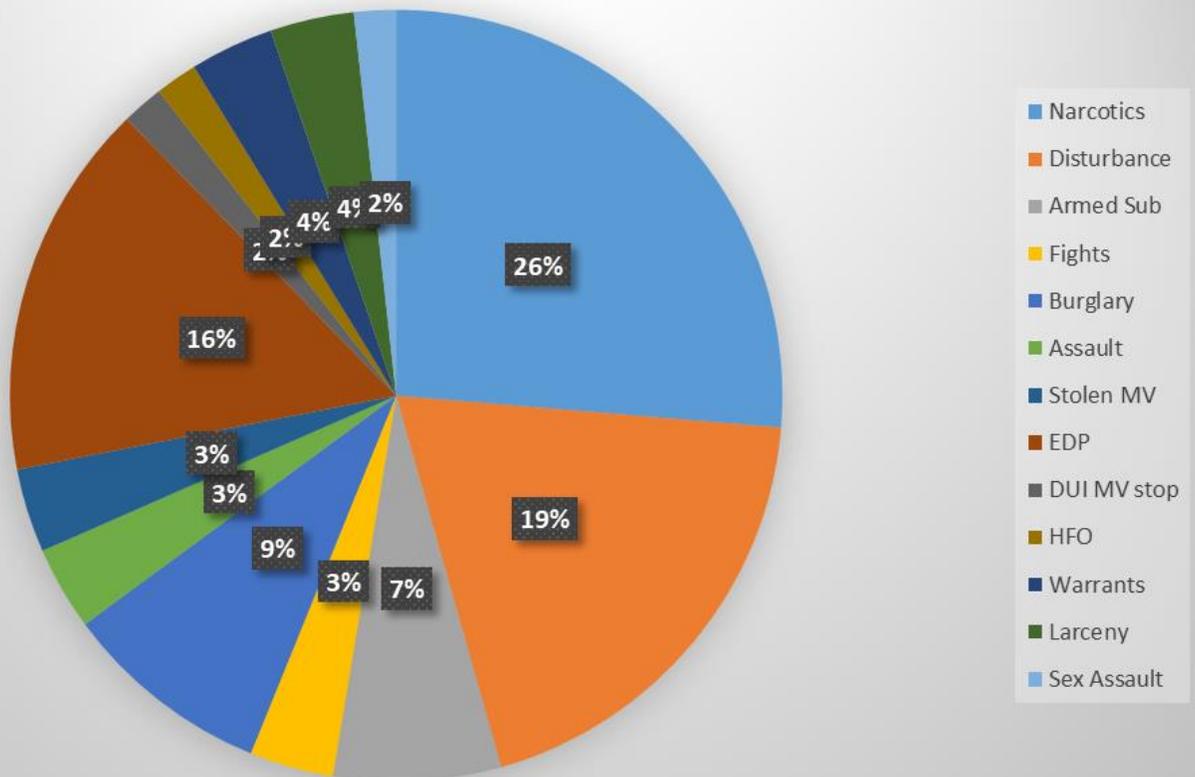
In 2020 force was used one hundred and sixteen (116) times during fifty seven (57) distinct calls for service, upon 64 individuals. At times multiple officers use force against one individual accounting for more use of force reports than individual's affected, and at times officers may use force upon more than one individual during one call for service of police arrest activity. The uses of force dropped -49.78% in 2020 compared to two hundred and thirty one (231) in 2019 and down from (-50.42%) from two hundred and thirty four (234) in 2018.



## Analysis of Call Type

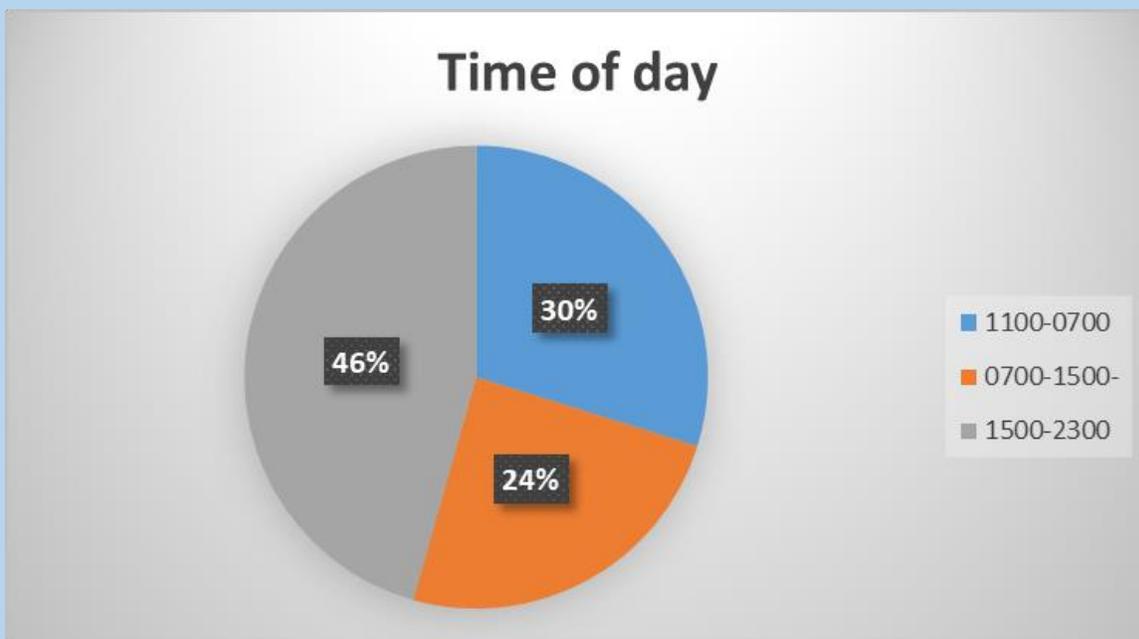
In 2020 there was fifty seven (57) individual calls for service or self-initiated activities that required a use of force. The most frequent type of incidents where force was used was Narcotics, which included the execution of Narcotic related search warrants and Narcotic arrest (15) and Disturbances (11). The other frequent type of incidents were; Armed Subjects (4), fights in progress (2), Burglary (5), Assaults (2) and Recovery of Stolen Vehicles (2). Additional type of incidents; Medical EDP calls (9), DUI motor vehicle violations (1), HFO jail / processing duties (1), Warrant arrest's (2), larcenies (2), Sex Assault (1). A review of the type of incidents where force was used did not reveal any concerning trends.

### Analysis of Incidents

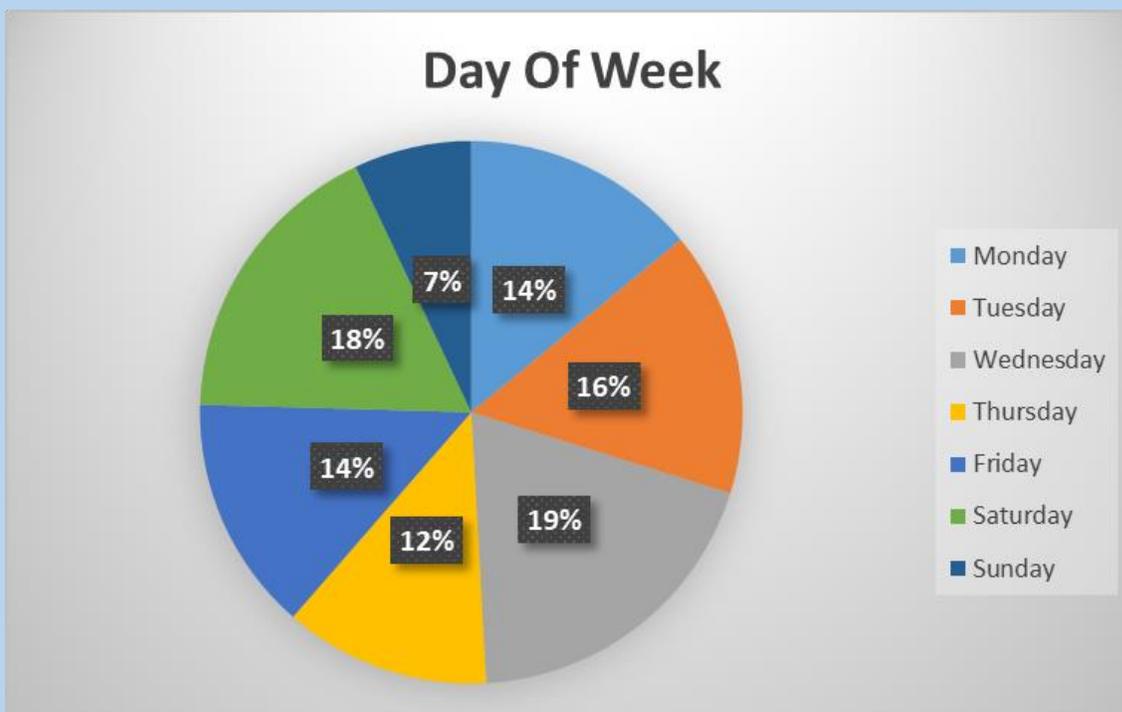


## Breakdown of Uses of Force by Day and Time

Incidents that resulted in force being utilized mostly occur on the Third Platoon (1500-2300) with twenty six (26) incidents 46%. This is consistent with previous years. There were seventeen (17) incidents 30% on the First Platoon (2300-0700) and fourteen (14) incidents 24% on the Second Platoon.



In past years Friday's and Thursdays have accounted for our highest level of use of force incidents during the week. In 2020 that trend changed to Wednesday's being the highest for incidents in which a use of force was applied. These changes could be due to more pre-planned arrest and warrant operations from investigative divisions. Monday (8), Tuesday (9), Wednesday (11), Thursday (7), Friday (8), Saturday (10), Sunday (4).



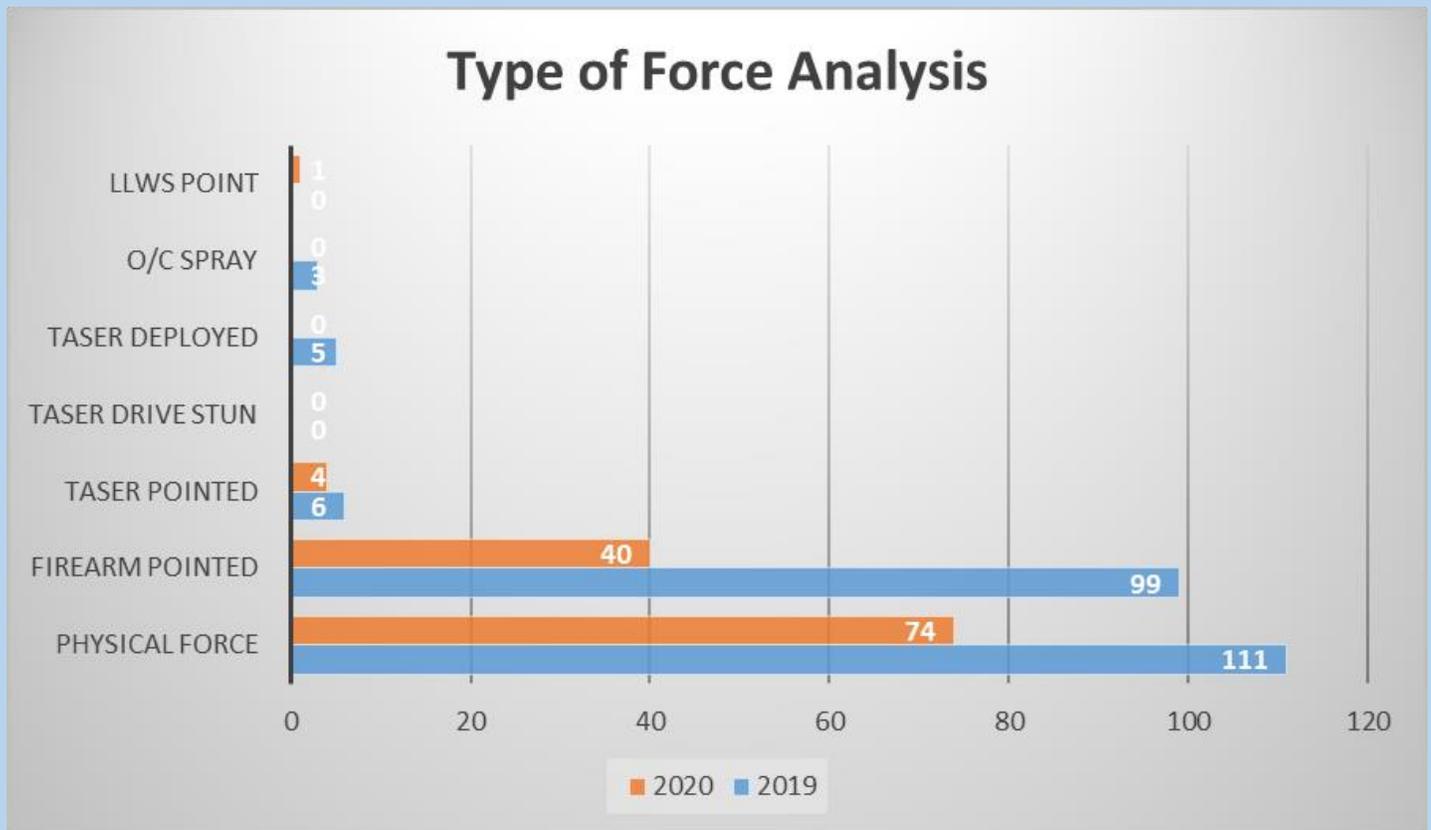
## Officer Analysis

Of the 181 sworn personnel in the department fifty – five (55) officers used force in 2020 compared to sixty –six (66 ) individual officers used force in 2019 , and seventy - five (75) in 2018. As part of this review, I evaluated the individual officers for any discernable pattern of higher uses of force when compared to the rest of the department. I identified four officers whom used force in response to resistance or aggression higher than the median usages of fellow officers. These individual officer’s totality of usages were reviewed for any concerning patterns. The officer whom had the highest usages of force was at eight (8), the next highest officer was at seven (7), two officers were at 5 usages. All four of the officers are in a proactive assignment targeting narcotics and related felonious crimes where there is a higher risk of the suspect to be carrying an illegal weapon. These four officers are members of the Special Services Division which routinely participate in felonious search warrants in residences and other felonious arrests of narcotic dealers. In 2020 officers in the Special Services Division accounted for 44 (36.97 %) of the departments 119 use of force applications. This is expected since they are serving narcotic search warrants and making arrests where there is often a higher risk of weapons. Additionally, these events often occur with a multiple officer team and therefore often one incident may involve four or five officers. Many times the use of force is pointing of a firearm due to the higher risk of the suspect having a weapon. A majority of the officers are currently assigned to the Special Services Division are members of the Tactical Response Team. These members are highly trained in weapon proficiency and tactics. A review of the incidents for these four officers does not show any inappropriate use of force. No trends were seen in this group and every application was reviewed and determined to be within policy. The collection and review of the raw data for all other officers also does not show any concerning patterns or trends.

### # of Officers who deployed force



## Type of force Analysis



In 2020 the predominate use of force was physical force, and physical strikes. In most cases this was physically subduing a resisting suspect or decentralization techniques, in which a subject is brought to the ground. There was ten cases of physical strikes to resisting subjects. In 2020 officers pointed their firearms 40 times upon 26 subjects. At times multiple officers could point their firearm during a high risk felonious operation such as a felony fugitive, armed robbery suspect or felony narcotic investigation. Officers pointed their Taser 4 times, and a LLWS 40mm weapon was pointed at a barricaded EDP.

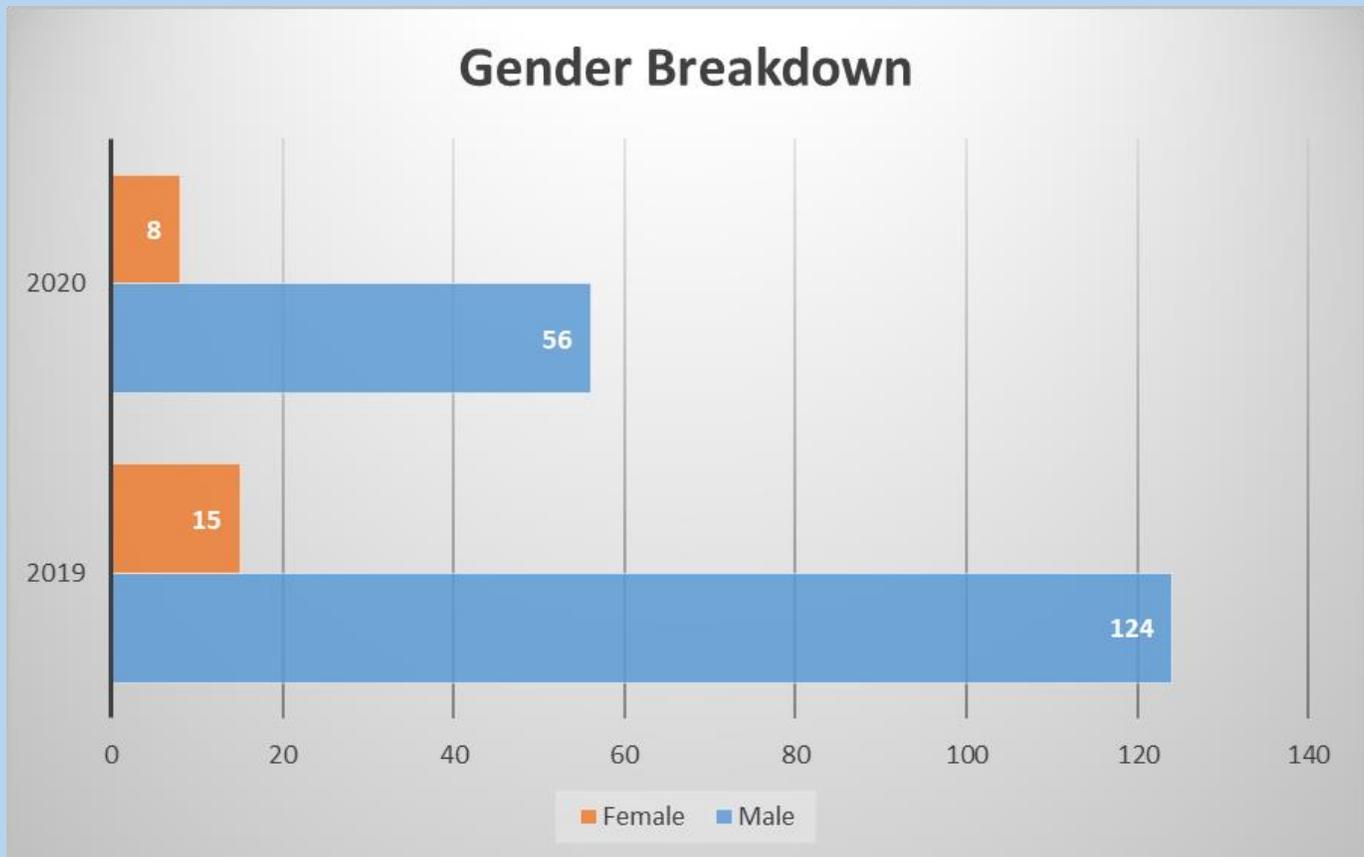
## Injuries

Of the sixty-four (64) subjects that had force applied upon them 12 of them sustained bruise or abrasions as a result of the force applied due to the resistance, and one sustained a cut lip. As per Norwalk Police Directive whenever a subject is injured as a result of police force a photo is taken of the injured body part and medical aid is rendered and offered. That is a percentage rate of 21.05% for 2020. In 2019 there was (18) injuries sustained by subjects in response to resistance, that is a percentage of 13.13%. As a result of the subject's resistance (3) officer's sustained injuries resulting in (1) bite, and (2) suffering abrasions. Two subjects were charged with Assault on a Police Officer.

## Subjects of Force

### Gender

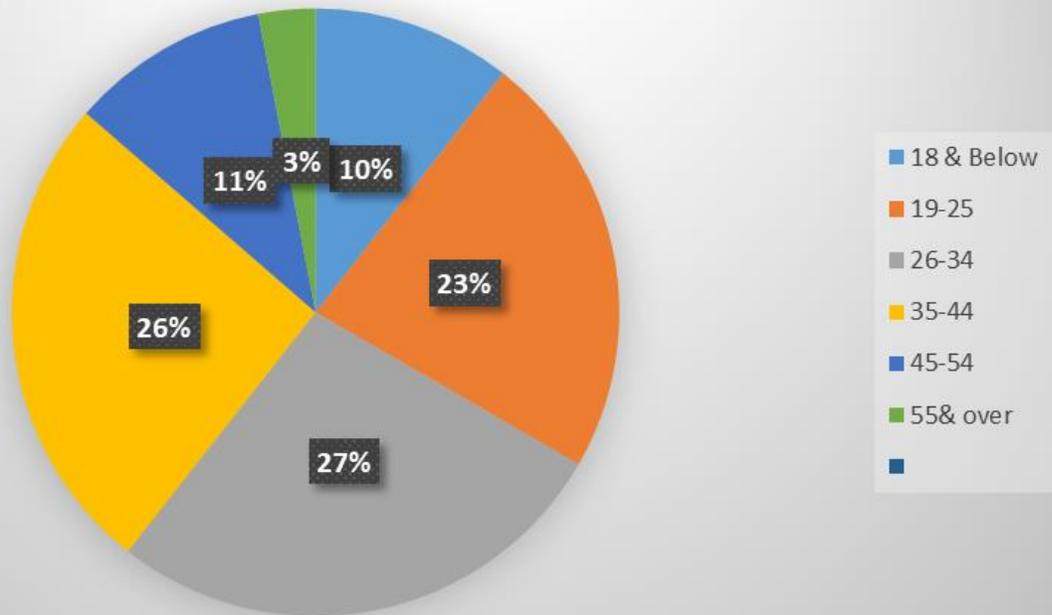
In 2020 force was used upon 64 individuals, sometimes more than one officer can use force on an individual through the application of physical force or pointing of a firearm during a felonious arrest. Male subjects had force applied upon them fifty-six (56) times 87.5%, and female subjects eight times (8) 12.5 %.



### Age

In 2020 seven (7) of the individuals that force was used on were below the age of eighteen. A majority of these juveniles were arrested for stolen car or late night car burglary arrest where force had to be used to place them under arrest. Fifteen (15) of the subjects were 19-25 years of age, eighteen (18) were 26-34, fifteen (15) were 35-44, seven (7) were 45-54, and two (2) were 55 and over.

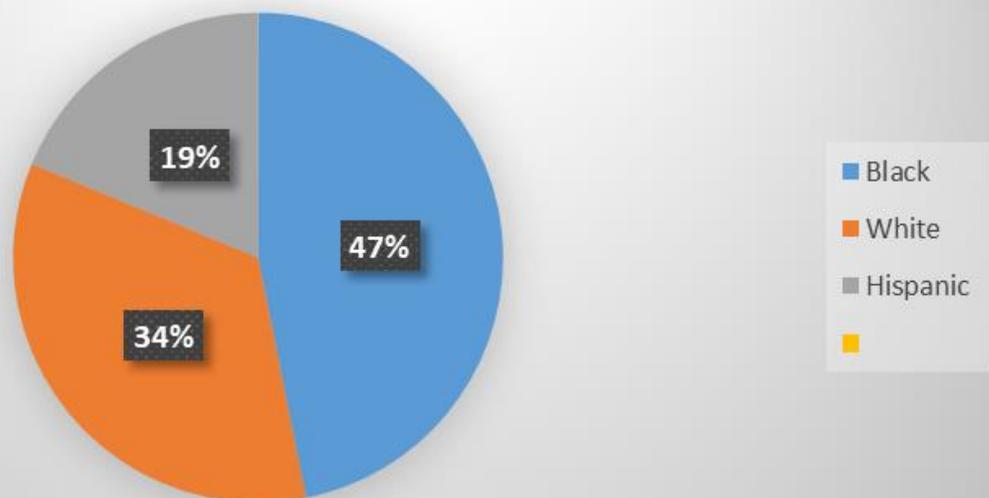
## Age



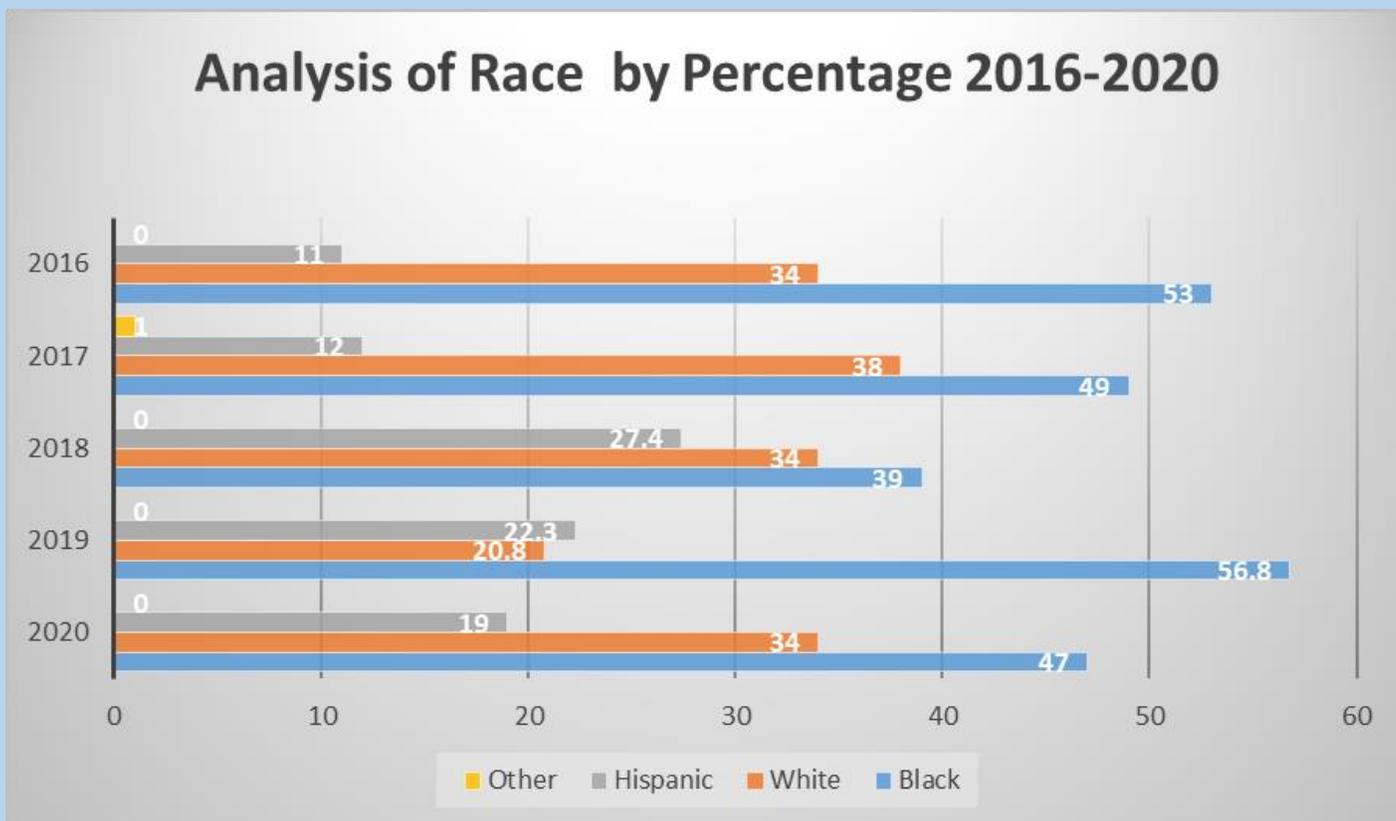
## Race

In 2020 of the 64 individuals force was used upon 30 were black, 12 were Hispanic, and 22 were white.

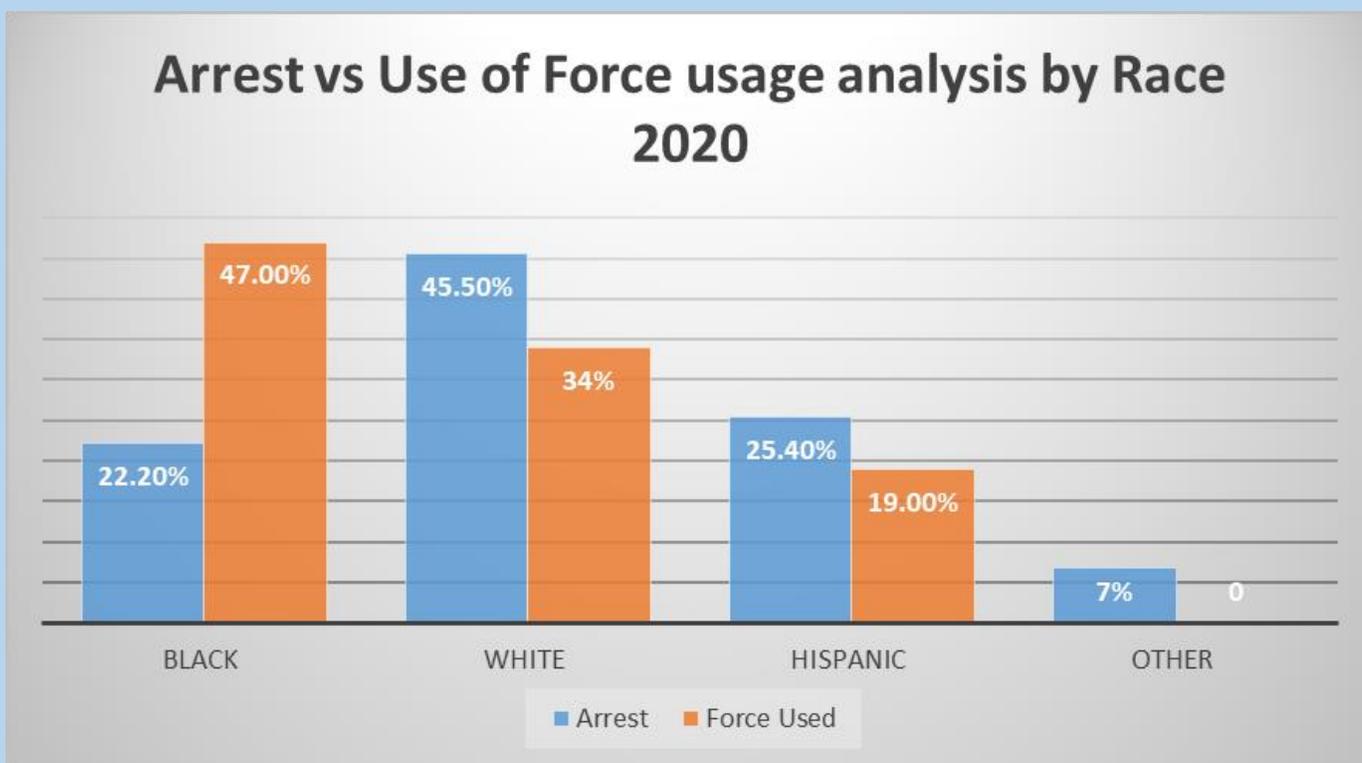
## 2020 Analysis by Race



**Race analysis 2015-2020**



**2020 Custodial arrest analysis compared to Use of Force application (Race)**



In 2020 there were 67 subjects arrested for Interfering with an Officer. This charge is applied when an individual resists or interferes during the arrest process. Of those 67 subjects 31 of the individuals were white totaling for 46.26 % of the overall arrests for Interfering with an officer and 20 or 29.85% were black.

## **Conclusion**

The total number of use of force incidents in 2020 is down -49.78% from 224 in 2019 to 116 in 2020. Each individual use of force is reviewed shortly after its occurrence by at least two and up to four supervisors. Overall TASER usage remains low as seen in the previous year.

A review of the overall department use of force shows that the officers are using force appropriately and supervisors are properly reviewing and forwarding the information through the chain of command. Any individual incident where there was a concern have been discussed with the officer at the shift level or with retraining. There have been no serious violations of policy. Analysis of the data does not trigger any warnings signs or concerns. As in the prior year, the majority of the injuries are minor abrasions, bruises or lacerations from being taken to the ground or resisting arrest while on the ground. It is determined that the overall use of force by officers of this department is appropriate and justified.

In 2020 there was 57 calls for service or self-initiated police activities such as High risk narcotic warrant service that resulted in the application of force to 64 individuals by members of the Norwalk Police Department for a total of 116 applications of force. At times one officer may apply force to a subject during one incident accounting for one occurrence, this accounted for (90) of all uses of force in 2020. Based on this analysis there was 26 occurrences in which multiple officers applied force to one individual. Examples of these type of incidents are several officers grappling with or attempting to restrain a resisting subject by applying physical holds, or several officers pointing their firearms at felony suspects during high risk warrant service for serious assault or narcotic related offenses.

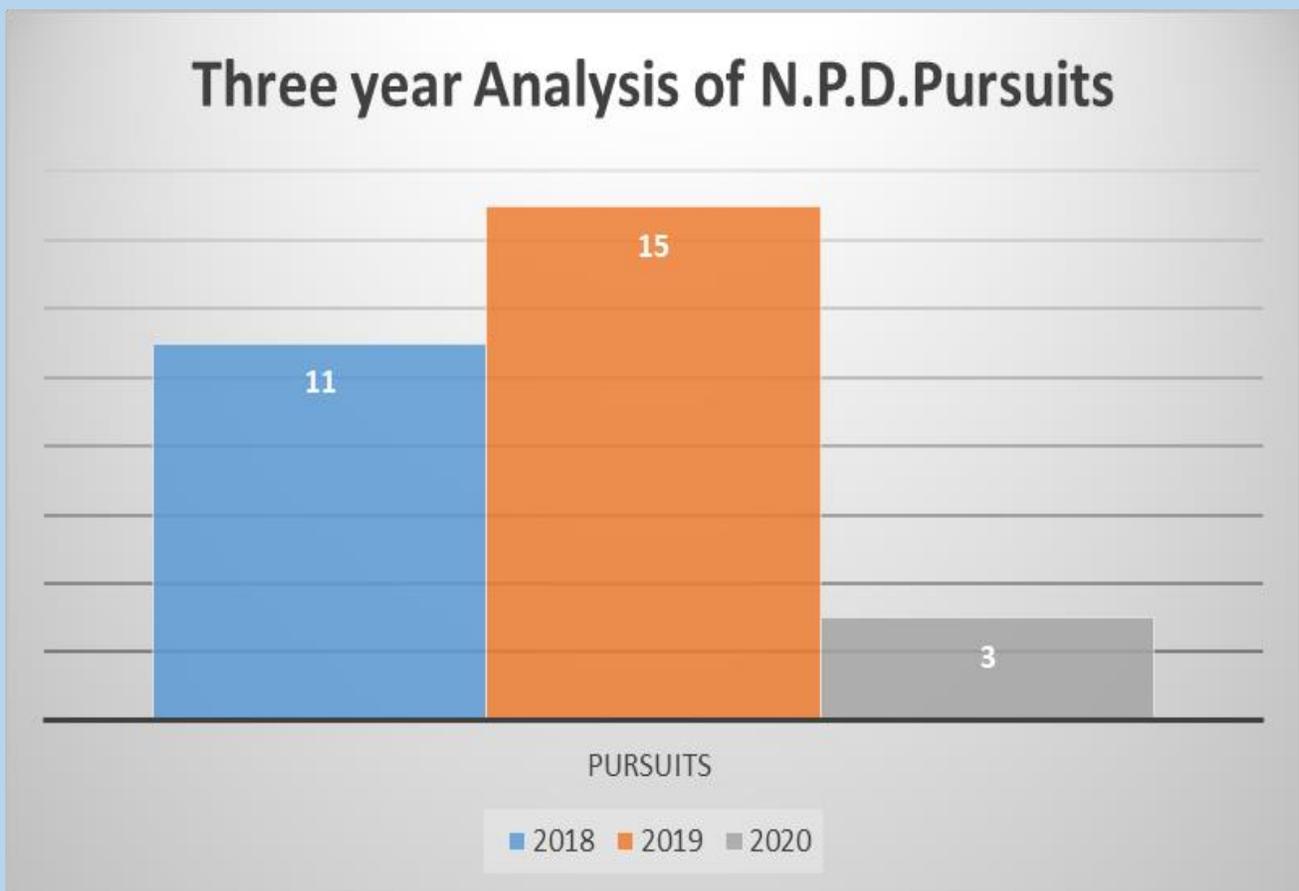
The Norwalk Police Department chooses to record and analyze every occurrence in which an officer points a duty firearm at a subject. A large majority of these incidents occur when more than one officer points their firearm at a subject during a felonious arrest or search warrant operation. These high risk search warrants and arrest are conducted by highly trained members of Emergency Services Unit whom work in a dual capacity as narcotic investigators. These operations are planned after a Threat Assessment is completed qualifying the use of such high level of force to safely arrest a suspect and for officer safety. When these operations occur the department records this as one incident, but records each individual officer's use of force during this one incident as a separate use of force. Each use of force is analyzed for compliance to Norwalk Police Directive.

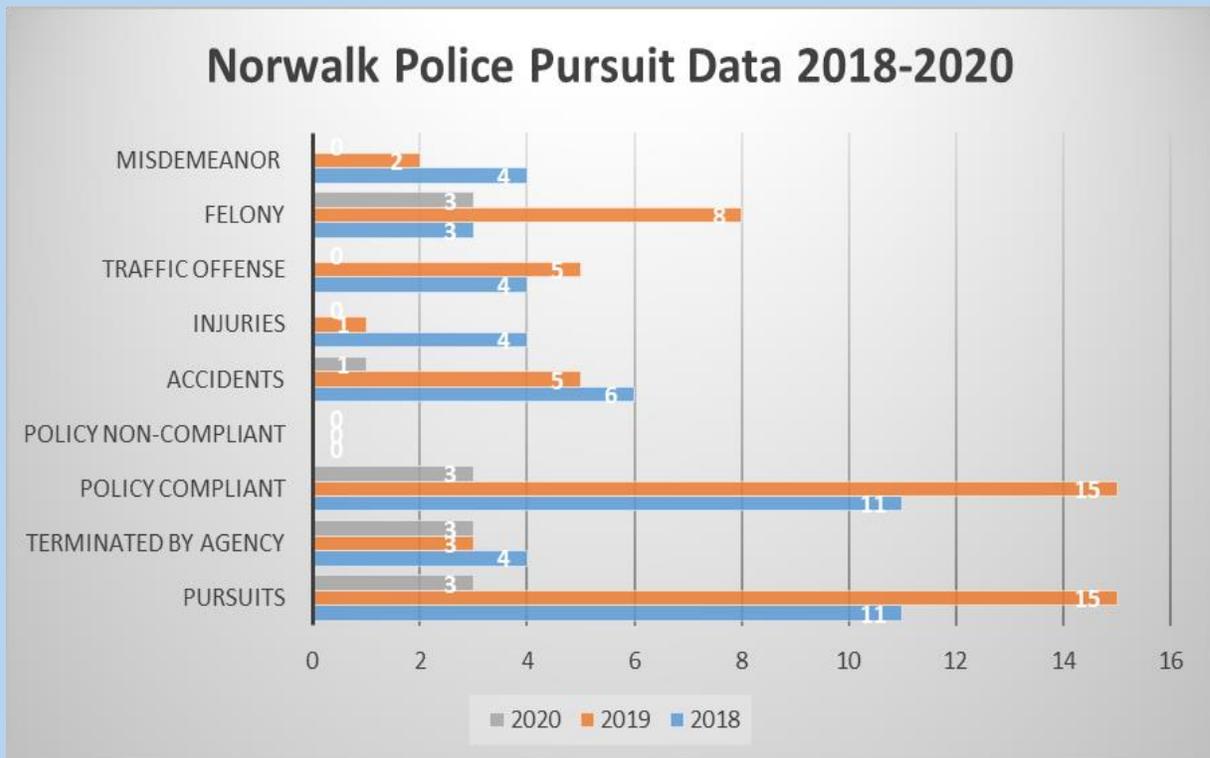
A review of the policies and procedure related to use of force were reviewed and found to be sufficient. We will continue to review recent reports and studies by PERF, IACP and others to keep policies in line with best practices.

# 2020 Pursuit Analysis

This analysis is being completed in compliance with Directive 4.7.3. All pursuits are reviewed by the shift supervisor and the Deputy Chief of Operations. The shift supervisors forwarded a synopsis to the Deputy Chief. The Deputy Chief of Operations conducts a complete review which may include the synopsis, police reports, radio transmissions and body camera video.

During 2020 there were three (3) pursuits which is significantly lower than 2019 where there was fifteen (15) and eleven (11) in 2018. This significant drop in pursuits is a result of the amendment of the State Of Connecticut Model Pursuit Policy . On December 6<sup>th</sup>, 2019 the Connecticut General Assembly enacted P.A. 19-90, section 5 which updated Connecticut General Statute 14-283a. (The Model Pursuit Policy) which restricted and clearly identified the reasons an officer can engage in pursuit.





### Type of Incident Analysis

One pursuit was of a stolen vehicle that was stolen from a UBER driver after he was demanded to get out of his car by the passenger whom struck him and threatened him. The second pursuit was of a stolen car in which the operator tried to strike a uniformed officer in the City of Bridgeport. The third pursuit was of a burglary suspect whom was driving recklessly while fleeing the scene. All pursuits were terminated by the Supervisor.

### Time of Pursuit Analysis

Two of the pursuits occurred on the First Platoon 2300-0700, (2340, 0509 hours) and the third incident occurred on the Third Platoon 1500-2300. (1735)

### Termination of Pursuit analysis

All three (3) pursuits were terminated by the supervisor. Supervisor vehicles are equipped with stop-sticks, and Supervisory personnel have been trained on their deployment. Upon review of the factors involved in each pursuit I did not discover one instance when this device could have been safely deployed. Of the three (3) pursuits that occurred in 2020 one of the suspects escaped capture and identification, one was arrested by warrant after they were identified. The third was killed after a Police use of force in East Haven CT, by the Connecticut State police at the termination of the pursuit. This pursuit was terminated in the jurisdiction of the City Of Norwalk but Connecticut State Police units reengaged pursuit in Bridgeport CT. Upon analyzing the method that the pursuits are being terminated it appears that they are being properly supervised and pursuing officers and supervisors are

## **Accident / Injury Analysis**

Pursuits that occurred in 2020 resulted in one (1) accident between a suspect vehicle and police vehicle. Upon examining the data related to accidents, and injuries related to pursuits there are no trends that need further review, and all Use of Force applications were determined to be within policy. No Injuries were sustained as a result of a Norwalk Police Pursuit incident.

## **Personnel Analysis**

The individual officers involved in the pursuits were reviewed as part of this analysis. The three (3) pursuits, all involved separate officers. No officers had multiple pursuits in 2020.

Upon reviewing the reports and synopsis of the individual pursuits it appears the participating officers are weighing all factors during the pursuit and making actions consistent with Norwalk Police Directive.

A review of each pursuit was conducted through the Chain Of Command. All 2020 pursuits were found to be within policy. The Department pursuit policy, Directive 4.7 is reviewed with officers during training on a three-year cycle. High risk driving is also taught as part of the review credit cycle. The need to continually evaluate the circumstance in totality of the pursuit and the reasons for the pursuit is also discussed. As part of this analysis Directive 4.7, Pursuit and Emergency Driving was reviewed in its entirety to determine if any modifications are needed. Based on this review it is determined that the policy and practices are sufficient and no changes are recommended at this time. It appears officers and supervisors are following policy and evaluating each incident on the totality of circumstances.

That effective December 6th, 2019 the Connecticut General Assembly enacted P.A. 19-90, section 5 which updated Connecticut General Statute 14-283a. (The Model Pursuit Policy) which restricted and clearly identified the reasons an officer can engage in pursuit. Training was conducted for all Norwalk Police Personnel regarding the updates on the factors for the initiation of a pursuit. Norwalk Police Directive 4.7 Pursuit and Emergency Driving was updated to reflect the policy changes.

# 2020 Grievance Analysis

The Department Grievance practices are governed by Norwalk Police Directives 3.5.1 through 3.5.4 and the Collective Bargaining Agreement between the City of Norwalk and the Norwalk Police Union, Local 1727, Article 20, Sections 1 through 4. In compliance with Norwalk Police Directive 3.5.3, this analysis of grievances and related policies and practices for 2020 was conducted in consultation with the Norwalk Police Union President, Lt. David O'Connor.

Per Article 20 of the Collective Bargaining Agreement, a grievance can be filed related to a complaint regarding:

- 1) Disciplinary action
- 2) Any matter relating to interpretation and application of the Collective Bargaining Agreement
- 3) Any act or condition with reference to wages, hours, working conditions, which the Union or any member of the Police Department believes to be unfair or improper or in violation of any term of the Collective Bargaining Agreement

Any member of the Collective Bargaining unit may report a grievance by filling out the appropriate grievance form including signature and providing to the Union President. The form in quadruplicate must be filed by the Union President or designee to the Chief of Police within 21 days of its occurrence. If the Union and the Chief cannot reach an agreement on the matter within 10 days, the Chief signs the grievance forms, keeping one and returning three to the filing member. For matters which are outside of the scope of the Chief's authority, the Union may file with the Director of Personnel and Labor Relations in the same manner and within the same time frame as if filing with the Chief of Police. The Director of Personnel and Labor Relations and the Union shall meet within 14 days to resolve the grievance. The Director of Personnel shall provide response to the Union within 7 days of such meeting.

If the grievance is not settled, either party can refer the matter to the Connecticut State Board of Mediation and Arbitration within 10 days unless the grievance involves a termination, which would be filed with the American Arbitration Association. The decision of the arbitrator is final and binding on both parties. According to Norwalk Police Directive 3.5.4, the Chief of Police is responsible for coordinating the grievance procedures.

There were two grievances filed on behalf of agency employees in 2020. The two grievances filed in 2020 are both related to discipline. One was for a one day suspension and the other was for a written letter of reprimand. Both grievances were denied by the Chief and filed with the Connecticut State Board of Mediation and Arbitration.

Both grievances are still pending due to the delays caused by the COVID-19 protocols. The Union had the option to proceed virtually or wait until in-person hearings resume. The Union has chosen to wait until in-person hearings resume. One was filed in May 2020 related to a one day suspension for Failure to use body camera. The other was filed in October 2020 related to a written reprimand for Insubordination. Both grievances sought to reduce the discipline and are still pending. The Connecticut State Board of Mediation has postponed all hearing due to the COVID-19 pandemic. The first grievance hearing has been postponed multiple times and is expected to be heard virtually in the near future.

There were no complaints related to the grievance policies or practices from the Union President. There were no grievances filed on behalf of agency employees from 2017 through 2019. There were two grievances filed each year in 2016 and 2015. Three of those grievances were resolved through negotiation between the City and the Police Union and one was ruled at Arbitration in the City's favor.

The grievances filed this year are for very minor discipline. There were no grievances for the three years proceeding. I do not find any patterns or trends. The relatively few grievances demonstrates commitment on the part of the Chief of Police and the Norwalk Police Union to work together to resolve any issues that arise without the need for outside arbitration. A review of the grievance procedures as outlined in Norwalk Police Directive 3.5 and Section 20 of the Collective Bargaining Agreement and the grievances filed in 2020 show no need for additions, deletions or modifications to policies or procedures at this time.