

## **Statement**

On the evening of Tuesday, June 14, 2011, the Board of Police Commissioners of the Town of East Haven passed a Motion that Leonard Gallo be referred to me, as the sole Hiring Authority under the Charter of the Town of East Haven for discipline, up to, and including termination, based upon the following Charges:

- The failure to engage the Board of Police Commissioners in revising outdated or obsolete policies and procedures.
- The failure to require all officers to report all uses of force.
- The failure to require all supervisors to review, justify and sign off on all instances of an officer's use of force.
- The failure to provide a citizen complaint process that is readily accessible to the public in both English and Spanish.
- The failure to investigate all complaints regardless of forms, i.e., telephone, fax, email, in person, letter, anonymously or otherwise.
- The failure to require that the investigative officer submit his/her findings to a supervisor.
- The failure to require that a supervisor review findings with a police officer who is the subject of a complaint.
- The failure to require the same format for all Internal Investigations.
- The failure to use a Risk Management Early Warning System to detect potential patterns of at-risk conduct or behavior (even after receiving numerous complaints about the same officer).
- The failure to provide guidance, structure and consistency which allowed police officers to develop their own independent protocols.

- The failure to provide up-to-date re-training on issues related to use of force, searches and seizures and equal protection.
- Responsibility for costing taxpayers of East Haven tens of thousands of dollars in unnecessary overtime.
- The failure to enforce Town Ordinances.
- The failure to file State-required Racial Profiling Data.
- The failure to conduct internal investigations

I have reviewed these charges, at length, and I have determined that the same warrant a Hearing.

My ability to act, based upon these Charges, is circumscribed by Connecticut General Statute Section 7-278 which provides that Mr. Gallo be provided with Notice of the charges, as well as the opportunity to be heard in his own defense, personally or by his Counsel, at a Public Hearing, before me. I can only act, based upon a showing of "just cause," under the Statute.

Accordingly, I have scheduled a Hearing, under the Statute for June 23, 2011 to hear evidence, based upon the Charges, as well as any defense which Mr. Gallo may offer in his own defense.

At this time, I remain committed, as the Hearing Officer, to maintaining an open mind to the seriousness of the Charges at hand, but at the same time, affording Mr. Gallo all the process that is due him, according to Law.

There will be no further comment on this matter by me or by my Administration, as it remains a personnel matter.

Mayor April Capone