

At the conclusion of a series of mediation sessions I have been authorized to release the following agreement and statement:

MEDIATION AGREEMENT

TOWN OF EAST HAVEN AND CHIEF LEONARD L. GALLO, EHPD

Acting upon a grievance that could have potential impact upon pending legal actions commenced against the Town and the Chief of Police by an officer of the East Haven Police Department, the Mayor and Paul Hongo, the Deputy Director of Town Affairs, sealed and removed records from the East Haven Police Station in order to investigate and address related issues. During the ensuing period of time, the matter has been reviewed with the total cooperation of the Chief and the Mayor. Due diligence was exercised by the parties involved including a thorough and detailed review of all records, extensive discussions and analysis of the underlying actions and documents pertinent to this matter.

Moreover, the Town and the Chief had the full cooperation of Local 1662 of the East Haven Police Union and as a result of that assistance all of the records removed from personnel files have been fully restored. From the time of their transmittal by the Chief and at all times thereafter, the records in question were retained by the union in their files. During this review the Union provided the Town and the Chief with copies and, thus, the files were restored. Furthermore, it is evident from the content of the records that the Chief acted in accordance with written agreements to remove the records from the personnel files by the respective dates set forth in each of the matters.

The restoration of the records assures that the Town and the Chief may now proceed to comply both with the requirements agreed to in the records as well as the State Law and Town Wide Record Retention Procedures governing the destruction of public records. From now forward the Mayor's Office and the Chief will review, with each officer of the Police Department, all personnel records to assure the integrity of the files and on-going compliance with all laws and policies governing their destruction.

The Mayor and the Chief agree that the restoration of the records resolves this matter completely and that this mutually agreed upon resolution now assures compliance with all laws and policies in the instant matter as well as in the future. Moreover, Mayor Capone Almon and Chief Gallo hereby affirm their mutual support for each other with respect to their respective obligations to the people of the Town of East Haven and, further agree that this matter was best addressed in a context of cooperative resolution. This Statement and Agreement is the result of the thorough review and candid discussions that occurred by the parties both prior to and during mediation.

This Statement and Agreement of the parties will be released by the Mediator, Attorney Steven G. Mednick, on behalf of the Mayor and Chief (and with the consent of respective counsel) and represents the complete understanding and agreement of the parties as well as their definitive public statement on the matter, which relates to on-going legal proceedings.

Agreed to by the parties in three counterparts each of which is deemed an original and all of which constitute only one agreement,

THE TOWN OF EAST HAVEN

By: /s/April Capone Almon

1 December 2008

April Capone Almon

Its Mayor

/s/Patricia A Cofrancesco

1 December 2008

Patricia A. Cofrancesco

Town Attorney

CHIEF LEONARD L. GALLO

/s/Leonard L. Gallo

1 December 2008

Leonard L. Gallo

/s/Frank J. Kolb, Jr.

1 December 2008

Frank J. Kolb, Jr.

Attorney for Leonard L. Gallo

/s/Steven G. Mednick

1 December 2008

Steven G. Mednick

Mediator

Law Office of Steven G. Mednick

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