



City of Bridgeport
DEPARTMENT OF POLICE
OFFICE OF THE CHIEF

300 Congress Street • Bridgeport, Connecticut 06604 • Telephone (203) 581-5111 • Fax (203) 576-8130

RODERICK PORTER Sr.
Chief of Police

Subject: Request for Investigation into Misconduct and Policy Violations

To: City of Bridgeport Labor Relations Office, Office of Internal Affairs
CC: State's Attorney for the City of Bridgeport, Federal Bureau of Investigations
From: Chief Roderick Porter, Bridgeport Police Department
Date: March 18, 2025

Dear Recipients,

I am writing to formally report an alarming and deeply concerning incident involving an attempt to influence, coerce, and extort police department administrative decisions through improper means. Specifically, Union Local 1159 President Officer Michael Salemme and Bridgeport Guardians President Officer Carlos Pabon attempted to use the threat of organizing a no-confidence vote, a (Political Action) as leverage to otherwise secure desired disciplinary outcomes, promotions, and assignments, for select groups and or individuals.

It is reported that during the St. Patrick's Day Parade on Friday, March 14, 2025, Officers Salemme and Pabon approached Bridgeport City Officials and suggested that, if certain conditions were met, the no-confidence vote they planned to solicit against me would be withdrawn. They threatened to organize and direct a no-confidence vote against me unless favorable and valuable employment benefits were given to individuals and/or groups of City employees of their selection. This solicitation and extortion is a blatant violation of department policies, civil service laws, and potentially state and federal statutes concerning bribery and official misconduct. Following this conversation, a meeting was scheduled for Monday, March 17, 2025, to further discuss these terms.

This kind of political attempted coercion and intimidation has no place in the Bridgeport Police Department. Personnel decisions, whether related to promotions or discipline, must be made based on merit and established policies, not spawned from illicit backroom tactics.

Key Violations and Concerns:

1. **Bribery and Official Misconduct** – Offering to withdraw political action in exchange for favorable personnel decisions is not just unethical; it is a clear example of bribery and conspiracy under state and federal law.
2. **Violation of Civil Service and Labor Laws** – Promotions and disciplinary actions must be based on test rank. Attempting to manipulate these processes violates civil service regulations and collective bargaining agreements.
3. **Breach of Ethical and Professional Standards** – This type of conduct erodes public trust and compromises the integrity of the Bridgeport Police Department. It cannot and will not be tolerated.

Request for Immediate Action:

Given the seriousness of these allegations, I am requesting:

- **A formal investigation** into Officers Salemme and Pabon for bribery, conspiracy, and official misconduct.
- **A comprehensive review** of department policies to ensure safeguards are in place against undue political intimidation influence.
- **Clear disciplinary action** if these violations are substantiated.

I am fully prepared to cooperate with any investigation to ensure accountability and transparency. The integrity of this department and the trust of the community we serve are at stake, and I expect swift and decisive action to address this matter.

I appreciate your immediate attention to this issue and look forward to your response on the next steps.

Sincerely,



Chief Roderick Porter

Bridgeport Police Department



BRIDGEPORT POLICE UNION

300 Congress Street • Bridgeport, Connecticut 06604 • Room 201

I am writing this in my capacity as President of the Bridgeport Police Union to share information that raises serious questions regarding ethics, due process, and the use of investigative authority within the Bridgeport Police Department. Over the past two years, I have brought many concerns to Labor Relations, City Attorney's Office, and all of the City Officials. Many other officers, as well as myself, are victims of Chief Porter's unfair treatment and retaliation. There are approximately 20 CHRO complaints against Chief Porter. To this point, nothing has been done. In fact, these entities have been supporting Chief Porter, turning a blind eye for political purposes. This has given Chief Porter more power that he continues to abuse within the Police Department.

In March 2025, Bridgeport Police Chief Roderick Porter issued a formal written request accusing two city police officers, the Police Union President (Michael Salemme III) and the President of the Bridgeport Guardians (Carlos Pabon) of conduct he explicitly characterized as bribery, conspiracy, extortion, and official misconduct. The letter called for a full investigation and was sent to the Office of Internal Affairs and Labor Relations, while also being copied to the State's Attorney and the Federal Bureau of Investigation, indicating that the Chief believed the allegations rose to the level of felonious criminal conduct.

According to the Chief's letter, the alleged misconduct involved attempts to influence departmental decisions by leveraging a threatened no-confidence vote. The timing is notable. The letter was issued one day before the union's no-confidence vote, which subsequently passed overwhelmingly (152 no confidence, 27 confidence), as reported by the media. Shortly after the vote, City leadership publicly reaffirmed its support for the Chief.

Despite the severity of the allegations and the involvement of state and federal authorities, no known investigation occurred. There have been no public findings, no disciplinary actions, no criminal referrals, and no explanation as to why the matter appears to have been closed or concealed without inquiry. We are now entering a new year with no resolution to allegations that the Chief described himself as criminal. Bridgeport's Labor Relations Department, who has a strong relationship with Chief Porter, covered up this matter by not informing us of this allegation, imposing an investigation on Chief Porter for the false claims, or notifying Mayor Ganim. This is not the first cover up from Labor Relations themselves. Three other false complaints have been submitted to Labor Relations about me from known friends of Chief Porter and one was sent to The Office of Internal Affairs. I was found not guilty on the complaint to OIA. I have not been provided two other complaints to Labor Relations about me, despite several attempts of requesting them.

Neither officer named in the letter was notified of the complaint, interviewed, or contacted by investigators. Both only became aware of the allegation's months later by an anonymous tip and were required to obtain a copy of the Chief's letter through records requests. The letter also references alleged conduct involving city officials, suggesting potential criminal or unethical activity, yet provides no names, no details, and no indication that those claims were ever investigated or pursued.

From a legal and ethical standpoint, this sequence of events raises serious concerns. A police chief made grave criminal allegations, invoked federal and state authorities, and then allowed the matter to vanish without investigation, correction, or accountability. This conduct reflects a potential abuse of authority and raises significant questions under Connecticut law regarding the responsible use of investigative power. It raises the question as to why the Chief would make false allegations.

It is also critical to note that the conduct cited by the Chief occurred in the context of union activity. The no-confidence vote referenced in the letter was a lawful and protected act carried out by union leadership in the course of collective bargaining and representational duties. As such, this activity constitutes protected union conduct and expressive activity safeguarded by the First Amendment, MERA Act, and established labor law principles. Using criminal allegations to respond to or suppress protected union activity raises profound concerns regarding retaliation and misuse of authority.

The circumstances present issues that warrant immediate attention and action by the City. As Union President, I am formally requesting that the city take prompt and independent action to investigate the Chief's conduct in issuing and abandoning allegations of this magnitude, to determine whether internal processes were misused, and to ensure that protected union activity is not subjected to retaliatory or abusive practices. I am raising concerns about ethics, transparency, abuse of power, and due process. Allegations of this seriousness should be thoroughly investigated and publicly withdrawn. My name has been slandered and damaged for doing my job as president and holding Chief Porter responsible for his actions. Allowing this to remain unresolved undermines public confidence in law enforcement leadership and municipal governance.

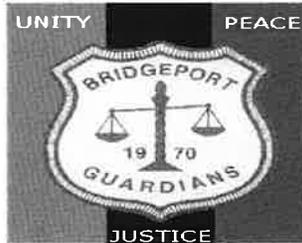
I have attached the Chief's letter for your review and am available to speak off the record to provide additional context and documentation should you determine this matter warrants further inquiry.

Thank you,



President Michael Salemme III

Bridgeport Guardians Incorporated



“IF YOU ARE NOT PART OF THE SOLUTION THEN YOU ARE PART OF THE PROBLEM”

Statement from: Carlos Pabon Jr. President, Bridgeport Guardians
Re: False allegations made against me by Chief Porter
Date: 12/22/2025

As President of the Bridgeport Guardians, I categorically deny the false and defamatory allegations made by Police Chief Roderick Porter. These allegations stemmed from innuendo and false assertions that distorted the truth and were wholly unsupported by facts.

Since assuming the role of President, I have raised legitimate complaints on behalf of our members regarding ongoing issues within the Bridgeport Police Department under Chief Porter’s leadership. That advocacy is lawful, protected, and necessary to ensure fairness, accountability, and a professional working environment for all officers.

On March 18, 2025, Chief Porter made allegations claiming that I, along with the union president, colluded, bribed, or coerced city officials. Those claims are entirely false. A vote of no confidence was discussed and advanced by the membership in accordance with established union procedures, and it ultimately passed overwhelmingly by a vote of 152 to 27. At no time was there any discussion or intention of withdrawing or abandoning that vote “if certain conditions were met,” contrary to statements attributed to Chief Porter. Any suggestion otherwise is untrue.

These allegations were made in retaliation for the union organizing and advancing a vote of no confidence against Chief Porter. He sought to have both the Union President and myself written up for alleged bribery, official misconduct, violations of civil service and labor laws, and breaches of ethical and professional standards. City officials advised Chief Porter that both the Union President and the Guardians President have clear, well-established First Amendment rights to speak with city officials at any time. Those rights are protected under the law.

Chief Porter’s claims were reckless, baseless, and defamatory, and they represent a clear abuse of power. This information came to light nine months later after Freedom of Information requests were submitted by both the union and the Bridgeport Guardians upon learning of Chief Porter’s letter. As a result, the City Attorney’s Office forwarded copies of the relevant correspondence to both myself and the union. That correspondence confirmed that a letter had, in fact, been authored by Chief Porter and that there was no factual basis for the allegations. Chief Porter was unable to provide Labor Relations with any required information, including the

identities of city officials allegedly approached, verification that any such contact occurred, or evidence of any attempt to undermine his authority among the rank and file.

This conduct exemplifies the very concerns the Bridgeport Guardians have repeatedly brought to the attention of Mayor Joseph P. Ganim and his administration. Any effort to misuse authority to suppress protected union activity is improper and will not deter us from advocating for our members. I will continue to demand accountability, transparency, and equal treatment within the Bridgeport Police Department.

If Chief Porter expects the men and women of this department to be held to the highest standards, then the administration must hold him to an even higher standard. His actions are unacceptable. Attempting to bully, harass, or intimidate officers for engaging in protected union activity and for speaking out about conditions that have created a hostile working environment will not be tolerated, and he must be held accountable.

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