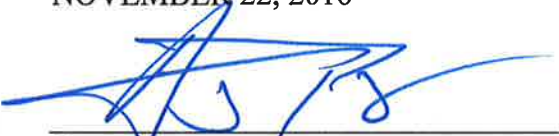


BRIDGEPORT POLICE DEPARTMENT

PERSONNEL ORDER NUMBER P-1711

TO: ALL COMMANDS
FROM: CHIEF ARMANDO J. PEREZ.
RE: DISCIPLINARY ACTION-CAPTAIN ROBERT SAPIRO
DATE: NOVEMBER 22, 2016

SIGNOFF:



Armando J. Perez
Chief of Police

As a result of my review of The Office of Internal Affairs Case # 151-015, I have determined Captain Robert Sapiro to be in violation of the following Department Rules and Regulations:

1.3.4 KNOWLEDGE OF DEPARTMENTAL RULES AND REGULATIONS

- 1) Members of the Department shall familiarize themselves with these rules and regulations and each member shall conform to and abide by the same.
- 2) These rules are a basis for action and are not meant to be all-inclusive. No member of the Department will be excused from action in accordance with sound judgment merely because a situation is not covered by a rule.

1.3.5 VIOLATION OF RULES

Officers shall not commit any acts that constitute a violation of the rules, regulations, directives, or other orders of the Department whether or not stated in this manual. Rules regulations, directives, or other orders shall be posted at Area Commands, in bureaus and divisions, as well as other departmental areas that are deemed appropriate.

Any superior officer of the Department, who observes any subordinate violating any rule or regulation and fails to take proper corrective action, shall be in violation of these rules.

1.2.21 SUPERVISOR ACCOUNTABILITY

All supervisory personnel shall be held accountable for the performance of employees under their immediate control.

For violation of the aforementioned Department Rules and Regulations effective immediately, the following disciplinary measures have been imposed:

1. Captain Sapiro is reduced in rank and demoted to the rank of Lieutenant, without any accumulated time in rank or any rank seniority.
2. Captain Sapiro is ordered to undergo any and all supervisory and/or other professional training as determined necessary and appropriate by the Chief of Police.
3. Captain Sapiro is to be assigned at the discretion of the Chief to a Lieutenant's position for which he is deemed to be fit and suitable pursuant to the Chief's authority under the current Agreement Between the City of Bridgeport and Bridgeport Police Local #1159 and Council #4 AFSCME, AFL-CIO, Article 15 Management Rights.

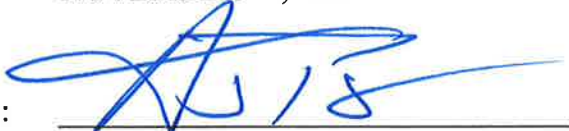
AJP/III **NOTE: TO BE READ AT LINE-UPS FOR FIVE CONSECUTIVE DAYS**

BRIDGEPORT POLICE DEPARTMENT

PERSONNEL ORDER NUMBER P-1712

TO: ALL COMMANDS
FROM: CHIEF ARMANDO J. PEREZ.
RE: **DISCIPLINARY ACTION-LIEUTENANT LONNIE BLACKWELL**
DATE: NOVEMBER 22, 2016

SIGNOFF:



Armando J. Perez
Chief of Police

As a result of my review of The Office of Internal Affairs Case # 151-015, I have determined Lieutenant Lonnie Blackwell to be in violation of the following Department Rules and Regulations:

1.3.4 KNOWLEDGE OF DEPARTMENTAL RULES AND REGULATIONS

- 1) Members of the Department shall familiarize themselves with these rules and regulations and each member shall conform to and abide by the same.
- 2) These rules are a basis for action and are not meant to be all-inclusive. No member of the Department will be excused from action in accordance with sound judgment merely because a situation is not covered by a rule.

1.3.5 VIOLATION OF RULES

Officers shall not commit any acts that constitute a violation of the rules, regulations, directives, or other orders of the Department whether or not stated in this manual. Rules regulations, directives, or other orders shall be posted at Area Commands, in bureaus and divisions, as well as other departmental areas that are deemed appropriate.

Any superior officer of the Department, who observes any subordinate violating any rule or regulation and fails to take proper corrective action, shall be in violation of these rules.

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1.3.21 UNBECOMING CONDUCT

Officers shall not engage in any manner of misconduct or offensive behavior that brings the Department into disrepute or that reflects discredit upon the officer as a member of the Department, or that impairs the operational efficiency of the Department or the officer.

1.3.16 INSUBORDINATION

Officers shall promptly obey any lawful order of a superior officer. This will include orders relayed from a superior officer through an officer of a lower rank.

1.3.38 UNTRUTHFULNESS

(Previous version, originally submitted as part of the OIA charges)

Upon order of the Chief of Police, the Chief's designee or superior officer, officers shall truthfully answer all questions specifically directed and narrowly related to the scope of employment and operations of the Department that may be asked of them. Violation of this section may be grounds for dismissal. The policy shall not be construed to mean that officers must divulge the names of informants.

(Replaced by most recently-adopted version, indicating through Addendum dated November 5, 2015 from OIA)

The integrity of police service is based on truthfulness. Member shall be honest and forthright when questioned by a superior officer. No member shall knowingly or willingly depart from the truth in giving testimony, or in creating a written report, affidavit, or statement about any action or inactions that relate to the member's employment with the Bridgeport Police department.

This requirement to be honest and forthright and not knowingly or willfully departing from the truth applies to all communications: in person, verbal, written, telephonic, electronic or via radio.

Any sworn member of the Bridgeport Police Department may be ordered by the Chief of Police or his or her designee to respond fully and truthfully to questions about any action taken that related to the member's employment or position as it pertains to an internal or administrative investigation.

Violation of this section may include discipline up to and including termination and revocation of Police Officer certification within the State of Connecticut.

1.1.7-APPENDIX B-LAW ENFORCEMENT CODE OF ETHICS

All law enforcement officers must be fully aware of the ethical responsibilities of their position and must constantly strive to live up to the highest standards of professional policing.

The Bridgeport Police Department believes it is important that police officers have clear advice and counsel available to them performing their duties consistent with these standards has therefore adopted the following ethical mandates as guideline to meet these ends.

2.7.8 RACIAL, ETHNIC OR SEXIST SLURS AND/OR GRAFFITI

This section establishes policies prohibiting inappropriate use of racial, ethnic, or sexist slurs and/or graffiti of BPD employees. A complaint and investigation process is also established to enforce the policy.

It is the policy of BPD that no employee, independent contractor or non-employee in the workplace shall communicate any racial, ethnic or sexist slur and/or graffiti that contributes to a hostile work environment for BPD employees.

For violation of the aforementioned Department Rules and Regulations effective immediately, the following disciplinary measures have been imposed:

1. Lt. Blackwell is reduced in rank and demoted to the rank of Sergeant, without any accumulated time in rank or any rank seniority.
2. Lt. Blackwell is ordered to undergo any and all supervisory and/or other professional training as determined necessary and appropriate by the Chief of Police.
3. Lt. Blackwell is to be assigned at the discretion of the Chief to a Sergeant's position for which he is deemed to be fit and suitable pursuant to the Chief's authority under the current Agreement Between the City of Bridgeport and Bridgeport Police Local #1159 and Council #4 AFSCME, AFL-CIO, Article 15 Management Rights.

AJP/III **NOTE: TO BE READ AT LINE-UPS FOR FIVE CONSECUTIVE DAYS**